

**Army Briefing to DACOWITS RFI 4  
19 March 2024**

During which class year do cadets/midshipmen submit their preferences for commissioned career field (e.g., freshman to senior) and within what part of the school year (e.g., end of fall semester)?

- Cadets submit Branch preferences six times throughout the 47-month experience
- Last submission is used for the USMA branching board (Nov of Academic Year)

How are cadets/midshipmen exposed to the various Military Occupational Specialties (MOS), Air Force Specialty Codes (AFSC), and Designators prior to submitting their desired career field? Please provide any written program guidance on this (regulation, instruction, etc.). Please provide examples of presentations given to cadets/midshipmen prior to and on selection day. Please provide calendar events that are hosted throughout the academic year which showcase educational/information on opportunities to join different career fields.

- See cadet branching slide

Branching education is a deliberate program executed iteratively throughout the 47 month experience. USMA Accessions educates Cadets and mentors to navigate the branching process and complete branch specific prerequisites. Cadets must utilize all USMA resources to build a competitive file for consideration in the branch selection process.

## 4x Stages of the 47 Month Experience

## End State

### **PLEBE (Branch Exposure)**

- Cadet Basic Training / MS 100
- Familiarization with 17x Army branches and EOD
- Roles and Responsibilities of each Branch in LSCO / MDO
- Introduce Cadets to branching file requirements

**Cadets are informed on the basics of each branch in the Army**

### **YEARLING (Branch Engagements)**

- Cadet Field Training / MiAD / MS 200
- Talent priority deep dive for Top 3 branch preferences
- Roles and Responsibilities of Officers/NCOs within Top 3 branch preferences

**Cadets understand branch specific warfighting fundamentals and branching file requirements**

### **COW (Branch Experience)**

- CST Cadre / CTLT / MiAD / MS 300
- Small Group Leaders (S&F) engage Cohorts of Top 3 branch preferences
- Roles and Responsibilities of a 2LT within Top 3 branch preferences
- Complete TAB / Validate branching file and conduct Interview Prep

**Cadet Files showcase Agile/Adaptive Leaders & Talent Matches**

### **FIRSTIE (Branch Evaluation & Transition)**

- Final Branch Week / Interview for Branch / Submit Branch Preference
- Assign Small Group Leader (S&F) to each Cadet for Posting guidance
- Validate transition timelines (BOLC, CST Detail, AI, Med Hold, Scholars)
- Transition Cadets to Lieutenants (Orders, Finance, TRANSPO)
- PCS to BOLC

**Cadets transitioned to Lieutenants and prepared to win at BOLC and beyond**

Who provides the above information to cadets/midshipmen about the different career field options (e.g., instructors at the institutions; subject matter experts (SME) within the career fields)?

- Department of Military Instruction Accessions Team
- Staff and Faculty
- Summer Training interaction and experience
- Tactical Officers and NCOs

What process exists for cadets/midshipmen to ask more in-depth questions regarding a specific career field prior to the desired career submittal? For instance, is there a SME they can reach out to? If so, where is the SME located/assigned? Is there a career field officer for each cadet squadron or company? If so, where is that career field officer or SME located within the institution or somewhere within the Service?

- Formal briefings from the DMI Accessions Team
- Accessions Division is part of DMI which resides under the United States Corps of Cadets (USCC) and the Brigade Tactical Department (BTD)

In 2016, then-SecDef Carter opened all career fields to women. How, specifically, are those career fields being presented as opportunities for women to ensure awareness, education, and support to apply/list those career fields on their desired career submittal form?

- All 18 specialties (17 army Branches + Explosive Ordnance Disposal) are open to females

Branch	TAC Officer	Academic Department	Staff Member
Infantry	1	1	
Field Artillery	1		
Engineers	2	4	1
Aviation		9	
Air Defense Artillery		1	
<b>Total</b>	<b>4</b>	<b>15</b>	<b>1</b>

Are there any initiatives or resources that specifically target/engage women to garner their interest in these previously closed career fields? If so, what are they? What is the frequency of education? Who provides it (e.g., instructor or officer at the institution or SME from the field)? If there is not anything specifically done, are there plans to examine this opportunity?

- No formal initiatives targeted to a specific gender for a specific Army Branch
- Sandhurst Competition requires to have at least 2 females on team

Provide a breakdown of the MOS/AFSC/Designator awarded by academic year from 2017-2024. In addition, include the following:

- i. Number of cadets/midshipmen in that award for the class (this number may be different than graduating number, so please provide # cadets/midshipmen at the time of career field assignment).
- ii. Break down # of men awarded by MOS/AFSC/Designator and the # of women award by MOS/AFSC/Designator.
- iii. Provide listing of career field by with full title and associated MOS/AFSC/Designator acronym/code (e.g., Pilot, 11 for USAF, Cyber Officer, 17S in Space Force, etc.).
- iv. Within each of the above career fields, list the # of men and # of women in each category (e.g., 200 Pilot, 11 for Air Force; 146 men, 54 women).

Branch	Class of 2017			Class of 2018			Class of 2019			Class of 2020			Class of 2021			Class of 2022			Class of 2023			Class of 2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Air Defense Artillery	47	40	7	51	40	11	55	36	19	61	44	17	52	35	17	60	44	16	53	40	13	64	45	19
Adjutant General	25	9	16	24	3	21	2	0	2	2	0	2	12	4	8	13	6	7	21	9	12	21	9	12
Armor	74	71	3	81	74	7	96	84	12	114	100	14	93	78	15	97	78	19	92	73	19	98	77	21
Aviation	94	82	12	95	86	9	100	79	21	109	92	17	90	65	25	97	71	26	88	71	17	97	77	20
Chemical	12	10	2	14	7	7	2	1	1	2	0	2	13	1	12	8	6	2	8	3	5	9	5	4
Cyber	15	14	1	20	15	5	25	18	7	40	35	5	41	30	11	42	32	10	40	35	5	40	33	7
Engineer	116	93	23	126	96	30	122	92	30	142	112	30	120	96	24	133	102	31	122	95	27	133	102	31
Explosive Ordnance Disposal*							15	9	6	18	3	15	13	12	1	16	10	6	13	7	6	12	11	1
Field Artillery	136	117	19	145	126	19	150	118	32	178	143	35	145	117	28	145	111	34	145	113	32	162	132	30
Finance	7	5	2	6	6	0	1	1	0	1	1	0	4	2	2	7	7	0	7	5	2	6	6	0
Infantry	199	197	2	198	192	6	213	208	5	227	222	5	211	209	2	199	193	6	176	168	8	187	181	6
Military Intelligence	65	45	20	64	43	21	60	44	16	59	38	21	65	41	24	70	48	22	61	47	14	66	49	17
Military Police	19	10	9	19	11	8	18	9	9	18	5	13	13	5	8	14	8	6	10	4	6	12	5	7
Medical Service	20	13	7	29	18	11	7	4	3	7	4	3	20	10	10	21	10	11	20	7	13	20	10	10
Ordnance3	37	31	6	37	25	12	15	6	9	18	8	10	19	7	12	16	6	10	12	2	10	14	7	7
Quartermaster	24	14	10	25	14	11	26	10	16	26	4	22	25	8	17	26	7	19	16	6	10	20	10	10
Signal	46	39	7	44	35	9	48	28	20	43	36	7	39	26	13	41	30	11	43	33	10	47	32	15
Transportation	26	18	8	26	12	14	24	14	10	24	12	12	17	8	9	21	15	6	18	11	7	20	9	11
<b>Total</b>	<b>962</b>	<b>808</b>	<b>154</b>	<b>1004</b>	<b>803</b>	<b>201</b>	<b>979</b>	<b>761</b>	<b>218</b>	<b>1089</b>	<b>859</b>	<b>230</b>	<b>992</b>	<b>754</b>	<b>238</b>	<b>1026</b>	<b>784</b>	<b>242</b>	<b>945</b>	<b>729</b>	<b>216</b>	<b>1028</b>	<b>800</b>	<b>228</b>

\*Starting in 2019, EOD was branched as a separate branch. These cadets are technically OD officers.

Provide process on how a cadet/midshipmen career field selection is done (e.g., cadet/midshipmen submit a list 1-N of desired career fields). Who receives the career selections? How are decisions made?

- i. Does it matter if cadet/midshipman is awarded their 40th of 40 choices? Versus 1-5 choice? If so, how does this matter and what statistics/metrics exist to provide the Superintendent or Service leader for awareness?
- Talent-based branching model
  - Office of Economic Manpower Analysis (OEMA) develops the initial branch assignments using a deferred acceptance algorithm that matches Cadets to branches based on Cadet preferences, branch commandant ratings of Cadets, order of merit list and a Cadet's willingness to enter into Branch Active-Duty Service Obligation.
  - November Branching Board



SELECT A CADET

Welcome to the Branching process, your pathway into the Army Profession. This portal will help you to identify the basic branches in which you're most likely to excel. The goal is simple: align your unique talents with the unique demands of each branch. What you do here will affect the path you choose to follow during your career as a cadet, so give it your best effort. There are five steps you must complete.

**STEP 1:** Click the "Branch Education" tab to review the talents being sought by each branch. You'll notice that no two are identical. Ask yourself: "Which of these branches needs what I have to offer? Where could I truly excel?"

**STEP 2:** Click the "Self-Assessment" tab, which provides a confidential learning environment. No one else can see your self assessment unless you choose to share it with them, so be honest, introspective, and thorough. What you learn will help you identify your unique talents and will shape your branch preferences. A good self-assessment answers these questions: "What do I have to offer? What are my strengths? Where do I need more development?" This self-assessment establishes a baseline from which you can customize your cadet experience to take advantage of the talents you possess and improve on those talents that may require more development.

**STEP 3:** Click the "File" tab to reveal your talents to the Army. Complete this file and update it as often as you like prior to submitting your final branch preferences in your First Class year. As the branch mentoring and education program continues, branch representatives can review your file and may contact you to discuss it, so ensure that it's honest, accurate, and complete. As you take advantage of the opportunity to update your cadet file, remember that the fullness of your life experiences has made you who you are today. Share every talent that you're aware of, regardless of how or where you acquired it. As you develop your file, ask yourself: "What talents did I bring to the Army? What talents have I developed inside the Army?"

**STEP 4:** Take the [Talent Assessment Battery \(TAB\)](#). The TAB is a 30-45 minute assessment that will provide you with specific feedback regarding your talent strengths and weaknesses. You should take the time to answer these questions honestly in order to receive meaningful feedback that may help you determine the best career path for you in the Army. TAB results will be available to you immediately upon completion of the assessment. To return to your results at a future date, click on the same link (above) that you used to take the assessment.

**STEP 5:** Talk to mentors. They are a source of wisdom and experience. Not only can they tell you more about particular branches, but they can help you refine your self-assessment and interim preferences.

**STEP 6:** Submit your Interim Branch Preferences. Based upon everything you've learned in steps 1 thru 4, input your interim branch preferences. These interim preferences begin to show the impact that experience, mentorship and education have had on you, particularly in understanding the talents the branches seek and developing the talents you possess that enable you to become a better fit in particular branches. You will be asked to update these branch preferences periodically throughout your cadet career, as your experience and education better inform your preferences.

Good luck!

## Announcements

[Updated DMI Branch Reps](#)

[HireVue Branch Interview Links](#)

[Talent Assessment Battery \(TAB\)](#)

[Best Fit Branch Recommendations](#)



# USMA AY23/AY24 Branching Timeline

DATE	EVENT	TARGET CLASS
02JAN23-28FEB23	Final TAB Window	CL24
28FEB23	Cadre Talent Evaluations Due from TACs	CL24
28FEB23	Branch Preference #4 Due	CL24
10APR23	Initial Talent Data sent to Branches	CL24
10APR23	Hirevue Interview Window opens	CL24
23AUG23	Accessions Branch Brief (Rob Hall)	CL24
28AUG23	Branching Files Complete w/Interviews and Branch Pref #5	CL24
29-31AUG23	OEMA Consolidates Talent Data	CL24
01SEP23	Updated CL24 Files Sent to Proponents	CL24
05-08SEP23	Branch Week	ALL
13SEP23	Accessions Branch Brief (Ike Hall)	CL25/ CL26
27SEP23	Accessions Branch Brief (Rob Aud)	CL27
02OCT23	Final Branch Ratings Released	CL24
09OCT23	Final Branch Preference (#6) Due	CL24
09OCT23	Branch Preference #3 Due	CL25
09OCT23	Branch Preference #2 Due	CL26
09OCT23	Branch Preference #1 Due	CL27
01NOV23-3NOV23	USMA Branch Board	CL24
29NOV23	Branch Night	CL24