



NATIONAL GUARD BUREAU

111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1373

ARNG-TRL

21 February 2023

MEMORANDUM FOR The Adjutants General of all States, Territories, and the
Commanding General of the District of Columbia

SUBJECT: Announcement of the FY 2024 Director of the Army National Guard's Talent
Development Program

1. References: See enclosed reference page
2. The intent of the Talent Development Program (TDP) is to operationalize talent management and leader development through State identification of leader potential, organizational needs, and talent employment. The desired outcome is to develop leaders who are ready for the next leadership level, enabling increased unit readiness at each echelon.
3. The TDP funds an individually tailored, Title 10 Active Duty Operational Support Reserve Component tour, followed by a tailored Title 32 utilization tour in the Soldier's home State. The combined tours provide a needed talent or competency development experience for selected Soldiers and a dedicated return on investment to the State.
4. The program will selectively focus tours for both Company and Field Grade Officers or Mid and Senior Grade Noncommissioned Officers. The TDP will provide Company Grade leaders technical and tactical expertise, whereas Field Grade leaders will focus on conceptual competency development at the operational or strategic level.
5. The ARNG will select the most qualified Officers, Warrant Officers, and Non-commissioned Officers to serve in the program. Only Mobilization-Day Soldiers are eligible for the program. Additionally, the ARNG Training Division funds TDP, and the program is branch/military occupational specialty immaterial.
6. The points of contact for this memorandum are Sergeant First Class Angeli Viyar, TDP NCOIC at angeli.c.viyar.mil@army.mil, 703-601-8266, or Lieutenant Colonel Mike Pezeshki, ARNG-TRL Branch Chief at amir.m.pezeshki.mil@army.mil.

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- 3 Encls
1. References
 2. Guidance
 3. 4187 Sample

JON A. JENSEN
Lieutenant General, USA
Director, Army National Guard

Enclosure 1

References.

1. DoD Instruction 1215.06, (Uniform Reserve, Training, and Retirement Categories for the Reserve Components), 11 March 2014, Incorporating Change 1, Effective 19 May 2015).
2. Army Regulation 350-1, (Army Training and Leader Development).
3. The Army National Guard Leader Development Strategy, 6 November 2012.
4. Army Doctrine Reference Publication 6-22, (Army Leadership).
5. National Guard Bureau, ARNG-HRH memorandum (Guidance for Army National Guard (ARNG) Members Performing Active Duty Operational Support-Reserve Component (ADOS-RC) Duty under the Authority of 10 U.S.C. § 12301(d) (ARNG-HRH Policy Memo) (PPOM #21-001)), 01 March 2022.
6. Title 10 U.S.C. § 12301(d) (Reserve components generally).
7. Title 32 U.S.C. § 501 (Training generally).

1. Objectives. The Talent Development Program (TDP) provides training, education, and a broadening experience leveraging the ARNG Leader Development and Talent Management. The program utilizes CONUS National Guard assignments, active component assignments, multicomponent assignments, and functional training opportunities to develop competent, adaptive, and agile leaders capable of providing value-added experiences and service back to the State.

a. States should identify TDP participants based on observed potential or talent capability, which can fulfill a State's required capability or capacity gap. Furthermore, participants should be highly talented and capable personnel identified as potential Active Guard Reserve Program accession or future critical leaders.

b. Company Grade Officers and Mid-Grade Noncommissioned Officers (NCOs) will leverage opportunities to develop their technical and tactical competencies and talents to serve as high-performing direct level leaders in their parent formations. These Soldiers will attain skills necessary to achieve their maximum potential as technical leaders in various roles, including, but not limited to, Combat Training Center, Observer Controller/Trainers, Master Gunners, and Functional or Professional Military Education (PME) Cadre, along with a myriad of other opportunities.

c. Field Grade Officers and Senior NCOs will leverage opportunities to develop their conceptual competencies, knowledge, skills, and behaviors to serve as confident and competent leaders at the organizational and State level. These Soldiers will develop their talent in various roles at the operational and strategic level, such as ARNG Directorate Staff, Headquarters Department of the Army Staff, Army Service Component Command Staff, Inter-Agency, and Army or Joint PME Cadre.

d. States must have a pre-determined utilization tour identified for TDP participants addressing a needed capability within the State, commensurate with their T10 experience tour.

2. Administration and Funding. The TDP is subject to the availability of ARNG funding. Therefore, tour curtailment and/or training cancelation may occur due to a lack of funding. Talent Development Program participants perform ADOS-RC duty under the authority of Title 10 U.S.C. § 12301(d) and Title 32 U.S.C. § 501. Accordingly, the ARNG Leader Development Division manages TDP tours under the governance of reference 5. The TDP administration and funding procedures are congruent to those prescribed for the ADOS-RC program (other than counter-drug) in support of the ARNG Directorate (e.g., applicability) eligibility and waiver requirements, the 1,825-day operational support threshold, medical requirements, evaluations, and administrative

management. As an exception, the Leader Development Division will secure funding for the training/education opportunities provided through the TDP. Soldiers that are ineligible for ADOS-RC are consequently ineligible for the TDP.

3. Eligibility Requirements. The TDP is open to ARNG M-DAY Soldiers, which includes Title 5 and Title 32 technicians, in the ranks of Sergeant through Master Sergeant, Warrant Officer 1 through Chief Warrant Officer 4, and First Lieutenant through Lieutenant Colonel. Applicants must have all applicable PME completed before application submission.

a. Soldiers must hold the eligible rank before the 31 May 2023 submission date. Soldiers pending promotion and/or promoted to a higher grade after applying are eligible to participate and continue to participate. The TDP is not prohibitive in any way to promotions. Soldiers may not exercise command authority while in a T10 status.

b. Soldiers selected must be able to complete a two-year ADOS tour. Soldiers selected must be available to conduct a PCS move and fill a CONUS or OCONUS ADOS-RC assignment for one year. Upon completing their T10 tour, the ARNG will fund a T32 utilization tour for the Soldier, allowing them to bring the skills and knowledge acquired and incorporate it into their home State.

4. Nominations are due no later than 31 May 2023. Send complete nomination packets to ng.ncr.ngb-arng.mbx.arng-g3-ldt@army.mil. Nominations received after 31 May 2023 will not be considered.

5. Nomination Requirements. All TDP applicants require the following documentation. Email all documents via a single pdf file. Do not submit as a pdf portfolio. All required memorandums will be in accordance with Army Regulation 25-50.

a. A "Talent Needs Statement" signed by the first Lieutenant Colonel in the Soldier's chain of command. The memorandum identifies the competency or talent gap the State has identified, the utilization-tour duty description, and billet identification that will fill the requirement. The first Colonel in the chain of command should sign statements for Lieutenant Colonels.

b. A Candidate Endorsement Memorandum signed by the Soldier's senior supervisor. The endorsement should clearly articulate the candidate's potential to fill the gap identified in the needs statement and the State's talent management plan.

c. Candidate DA Form 4187 requesting assignment within the TDP. The DA Form 4187 requires the candidate's signature and recommended approvals from the candidate's chain of command up to the first O-6. The ARNG Training Division Chief is the final approval authority. A template for this document is enclosed.

d. Current Selection Record Brief.

e. OERs/NCOERs. Applicants must submit their last four consecutive evaluation reports, as applicable. Academic Evaluation Reports from resident PME courses are acceptable in lieu of an OER/NCOER, as applicable.

f. Physical Fitness. Applicants must submit a current fitness test scorecard (DA Form 705) and a height/weight screening form (DA Form 5500), in accordance with current HQDA guidance.

g. Copy of Individual Medical Records (IMR). Ensure no red status on any section of the IMR. Medically non-ready Soldiers are ineligible.

h. Retirement Points Accounting System Statement. Applicants are ineligible if they have more than 15 years of Active Federal Service at the time of their application. Soldiers may not have 1,095 continuous days of ADOS upon reaching 1 October 2023.

i. Additionally, selected applicants will be required to meet provisions within the standard T10 mobilization process. State leadership should ensure all applicants are not flagged, have appropriate security clearance requirement, and have had no civil, criminal, or military adverse actions within the preceding two years.

6. Notification of selection will occur directly from the Leader Development Branch to the selected Soldier and State JFHQ. Notification will occur on or before 31 August 2023. Applicants must be prepared to PCS on or before 31 October 2023.

7. Placement into a broadening assignment will be based on cohort, branch/MOS, skill-set, and operational needs. Place of duty for T10 orders should not be within the Soldier's State, to fully utilize this opportunity as a unique assignment.

8. State higher headquarters responsibilities. When the Soldier is selected, the Soldier's State is responsible for the following:

a. Facilitate and coordinate plans with gaining organization. Maintain communication to ensure proper Soldier accountability and handover with gaining organization.

b. Develop the plan. Soldiers should be briefed on intended outcomes and plans of action on assignment. States should provide a POC from the State to the selectee to facilitate the Soldier's transition back for the utilization tour.

c. Coordinate PCS assistance for the Soldier through the State Mobilization Office.

d. Temporary Duty/Travel. States are responsible for maintaining a line of accounting for any temporary duty within the tour. All Soldiers must maintain a valid government travel credit card.

PERSONNEL ACTION

For use of this form, see PAM 600-8; the proponent agency is DCS, G-1.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended
PRINCIPAL PURPOSE: To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-8.
ROUTINE USES: The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may apply to this system.
DISCLOSURE: Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.

1. THRU (Include ZIP Code) National Guard Bureau ATTN: ARNG-TRL 111 S. George Mason Dr. Arlington, VA 22204-1382	2. TO (Include ZIP Code) National Guard Bureau ATTN: ARNG-TR 111 S. George Mason Dr. Arlington, VA 22204-1382	3. FROM (Include ZIP Code) Your Unit
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SECTION I - PERSONAL IDENTIFICATION

4. NAME (Last, First, MI) Name	5. GRADE OR RANK/PMOS/AOC Rank	6. SOCIAL SECURITY NUMBER 000-00-0000
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SECTION II - DUTY STATUS CHANGE (AR 600-8-6)

7. The above Soldier's duty status is changed from _____ to _____ effective _____ hours, _____

SECTION III - REQUEST FOR PERSONNEL ACTION

8. I request the following action: (Check as appropriate)

<input type="checkbox"/> Service School (Enl only)	<input type="checkbox"/> Special Forces Training/Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training (Enl only)	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Oversea Service	<input type="checkbox"/> Retesting in Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name/SSN/DOB
<input type="checkbox"/> Exchange Reassignment (Enl only)	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other (Specify) Talent Development Program Assignment
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Asgmt of Pers with Exceptional Family Members	

9. SIGNATURE OF SOLDIER (When required)	10. DATE (YYYYMMDD)
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SECTION IV - REMARKS (Applies to Sections II, III, and V) (Continue on separate sheet)

*** Block 9 is required to be signed by the applicant.***

I request assignment within the Talent Development Program, ARNG-G3, Leader Development Branch for FY '24 - FY '25 cohort.

I understand that this is a PCS move. BAH will be based on duty location.

I understand that if assigned to the TDP, my direct reporting requirement is to ARNG G3-TRL.

T-10 Requested Organization:

T-10 Requested Duty Location (City, State):

I can be contacted via the below methods-

Phone:

Mil Email:

SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL

11. I certify that the duty status change (Section II) or that the request for personnel action (Section III) contained herein -
 HAS BEEN VERIFIED RECOMMEND APPROVAL RECOMMEND DISAPPROVAL IS APPROVED IS DISAPPROVED

12. COMMANDER/AUTHORIZED REPRESENTATIVE Commander	13. SIGNATURE	14. DATE (YYYYMMDD)
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15. NAME OF INDIVIDUAL Name		16. SSN	
ADDENDUM - RECOMMENDATIONS FOR APPROVAL/DISAPPROVAL			
AUTHORITY	a. TO O-6's Office	b. FROM Commander's Office	
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input checked="" type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK COL	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
i. COMMENTS			
AUTHORITY	a. TO National Guard Bureau ATTN: ARNG-TRL 111 S. George Mason Dr.	b. FROM O-6's Office	
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
i. COMMENTS			
AUTHORITY	a. TO National Guard Bureau ATTN: ARNG-TR (Division Chief) 111 S. George Mason Dr.	b. FROM National Guard Bureau ATTN: ARNG-TRL 111 S. George Mason Dr.	
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
i. COMMENTS			
AUTHORITY	a. TO	b. FROM	
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
i. COMMENTS			