

Combat MOS/AOC CFT Implementation 2026 – 2027

Commanders Guide



CFT – Scheme of Maneuver

Combat Standard MOS/AOCs: 11A, 11B, 11C, 11Z, 12A, 12B, 12D, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, 89D, AND 89E.

1. Regular Army (RA), Active Guard Reserve (AGR), and Reserve Component (RC) Soldiers on Active-Duty orders for 365 days or more will now take 1 CFT and 1 AFT record test annually. All other RC soldiers in combat specialties will take one fitness test per calendar year alternating between the AFT and CFT, taking a record AFT one calendar year and a record CFT the next calendar year
2. Soldiers must maintain a passing score of 350 or above on the Army fitness test (AFT) and maintain a pass on the CFT annually to remain in compliance with the overall combat fitness standard.
3. Soldiers that do not have a valid CFT waiver, have a cumulative AFT score below 350 and/or less than 60 points in an individual event or fail a CFT, remain subject to administrative action in accordance with (IAW) the implementation dates, including suspension of favorable actions, and the potential of removal from service in accordance with existing Army policies and regulations.

Implementation Period:

1. Soldiers will have an implementation period of 365 days to take an assessment CFT, request voluntary reclassification or branch-transfer, and prepare for mandatory requirements beginning in 2027.
2. Soldiers who do not pass an assessment CFT will have an AEA Code AECFTDQ executed for identification purposes. Throughout the implementation and mandatory phases, this identifier will support voluntary and mandatory reclassification initiation actions.

Mandatory Reclassification:

1. **Beginning in 2027, or 365 days from publication of the AD,** Soldiers that fail to achieve the time standard will be flagged. Upon the first for record test, the Soldier will be coded with the AEA identifier and flagged with Code C, CFT Failure. Upon the second consecutive failure, the Soldier will be coded with 9P, not qualified for MOS and mandatory reclassification, utilization, or separation will occur.
2. Soldiers who fail to take a CFT within 12 months will automatically be flagged unless taking the CFT is prohibitive due to a temporary profile.

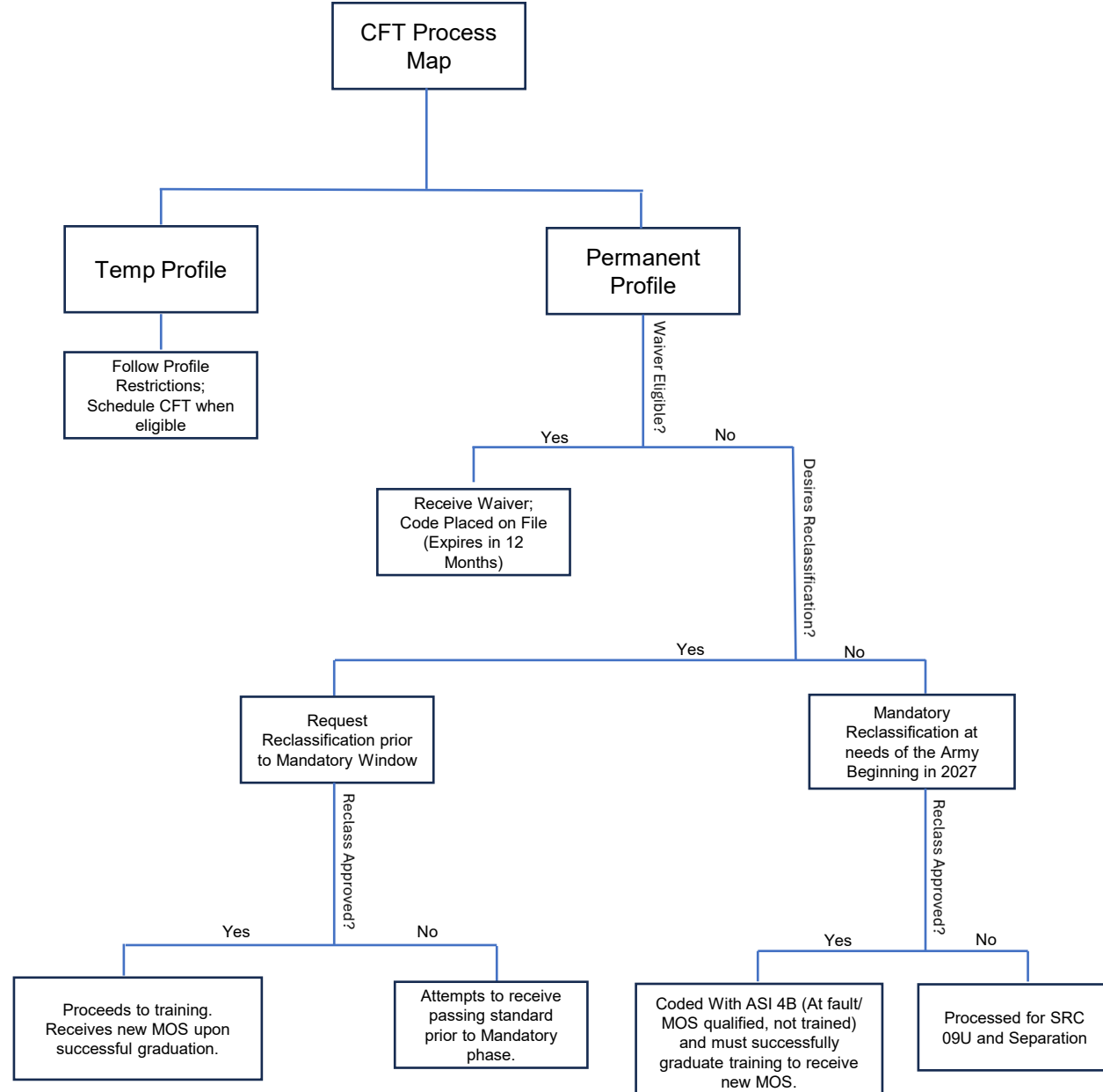
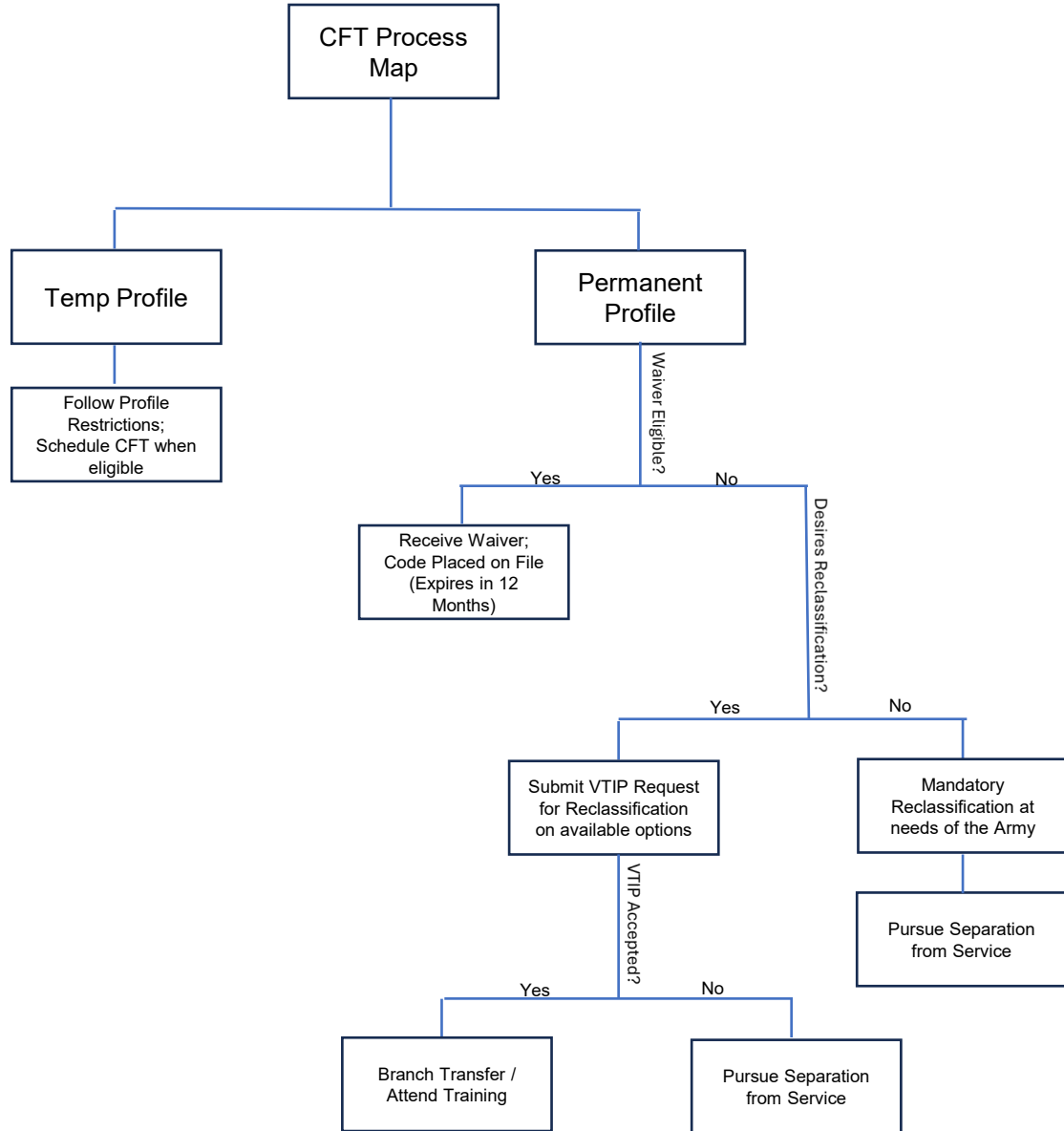
Waivers: Company Commanders will identify Soldiers that are unable to take the CFT due to a permanent profile by reviewing their current Army fitness test (AFT) metrics such as current profiled events.

1. Waiver requests will be requested utilizing a par in IPPS-A. Waivers are valid for 12-months and an expiration date must be applied at time of execution. Soldiers with an approved waiver will have an identification code of AECFTWV executed at DMSL level in IPPS-A.
2. Waiver authority resides with the General Court Martial Convening Authority (GCMCA) or the first General Officer (GO) in the chain of command, who will evaluate Soldier performance, chain of command recommendations, and the Soldier's ability to meet MOS/AOC requirements.
3. Approved waivers may begin execution in IPPS-A on 1 June 2026 but must be in the system no later than (NLT) 31 January 2027 for accountability prior to entering the mandatory reclassification phase.



Officer/Warrant Officer Flow

Enlisted Flow





U.S. ARMY

CFT Implementation Timeline

MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026	OCT 2026	NOV 2026	DEC 2026	JAN 2027	FEB 2027	MAR 2027	ENDURING
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CFT 12-month implementation plan ensures all Soldiers have time to meet the standard or find a new MOS listed within the current Priority MOS needs.



CFT VOLUNTARY RECLASS AVAILABLE FOR THOSE WHO CANNOT ACHIEVE GO STANDARD


CFT MAND. RECLASS (22APR27)

CFT IMPLEMENTATION BEGINS 22APR26


IPPS-A CFT failure
Code Automated

Monthly Impact Reporting thru 31 January 2027


IPPS-A Waiver
Code Automated


Mandatory Reclass Counseling Completed
Approved Waivers Start Populating in IPPS-A

Waiver Process:

- Soldiers unable to take the CFT due to a permanent profile, may receive a waiver from the first GO in their chain of command. Soldiers will initiate the Waiver PAR via IPPS-A.
- Waivers are valid for 12-months. An expiration date must be applied at 12-months from date of approved Waiver within IPPS-A to drive review process.
- Soldiers with an approved waiver will have an identification code AECFTWV executed, pending GO approval, in IPPS-A. Approved waivers may start to be populated NET 1 June 2026 but must be in the system NLT 31 January 2027 for accountability prior to entering the mandatory reclass phase.
- Soldiers will be eligible for a waiver if they are currently selected by their leadership for Command roles (Company 1SG/Commander, Battalion CSM/CDR, Brigade CSM/CDR) or in an operations NCO billet to facilitate physical limitations while conducting the execution of their duties. Soldiers unable to take the CFT should be reviewed closely for a waiver for non-command slated leadership positions within tactical formations only if they are uniquely qualified and there are limited replacement options (DP). (Examples: Positions that are Division level or above, on training bases, instructors, or key positions deemed vital by Commanders.)

Tracking:

- Waiver should be resubmitted within 60-days of their expiration to ensure accuracy, compliance, and updates as needed.
- Expiration dates must be applied in the system of record for 12-months beyond date of waiver approval.
- Soldiers with an ETP waiver will be tracked and managed at Brigade (O-6) level within IPPS-A.
- Commanders must send a CFT non-compliance and waiver report monthly, starting in August 2026, to the DPM through their servicing G-1 to support validation and data analysis.
- G1s/S1s are responsible for ensuring the codes are applied in the system for personnel who are non-compliant in the system starting NLT 1 August 2026 in the case that IPPS-A automation is not serviceable.
- IPPS-A will automate the waiver PAR and waiver code NLT 1 June 2026.

CFT Implementation Plan Process Maps

RA / AGR Enlisted



CFT – ENLISTED MANDATORY RECLASS UTILIZATION GUIDANCE

Combat Standard MOS/AOCs: 11A, 11B, 11C, 11Z, 12A, 12B, 12D, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, 89D, AND 89E.

AEA Code – AECFTDQ: (Applied to all Combat Soldiers who do not achieve Combat score but maintain Army Standard)

1. Will be utilized to identify all Combat Standard Soldiers who fail to achieve the CFT Time standard.
2. In the implementation/voluntary phase, this can be used to gain insight on potential loss of populations through each organization and counsel/support Soldiers through increased physical fitness for retainability or process voluntary reclassification and find them a new MOS to continue their service.
3. In the Mandatory phase, this code will be utilized for S1s to flag with Code C on the first failure and utilized by Career Counselors to execute a 9P, “Not Qualified for MOS” and associated mandatory reclassifications on the second consecutive failure.

AEA Code VS. IMPREPR 9P

Servicing Career Counselors will execute the IMREPR Code 9P (Loss of qualification in PMOS) on anyone with the identified AEA Code AECFTDQ (and proceed with executing mandatory reclassification requests on all identified Soldiers beginning in the mandatory phase in 2027. These Soldiers did achieve all other general fitness standard requirements and must be otherwise eligible for continued service.

Reclass VS. 09U (MOS Immaterial)

Soldiers that are not qualified for another MOS during the mandatory reclassification phase or do not meet the service remaining requirement for future training and the approved MOS or refuse to take any actions necessary for their reclassification will be processed and reclassified to 09U, MOS Immaterial. * 09U, MOS Immaterial removes Soldiers from the Combat MOSs and ensures those MOSs can begin receiving new fills.

09U short term vs. long term utilization:

Soldiers under 17 years, 3 months total active federal service (TAFS) will be processed for a 09U, MOS immaterial and given 9 months to separate.

Soldiers over 17 years, 3 months TAFS will be processed for a 09U, MOS immaterial and will be utilized in positions that support their individual qualifications and the needs of the Army (higher echelon positions or key positions) until they reach the first month, they are eligible to retire.

Refusal of Mandatory Reclassification

Soldiers (<17 years, 3 months) who are processed for mandatory reclassification and become unable to attend training or refuse to meet the SRR will be reclassified to SRC 09U, training and follow-on assignments will be cancelled, and the Soldier will separate as not being MOS qualified. Career Counselors are responsible for notifying HRC to cancel training and process 09U.

Branch Manager Reclassification Assistance Request

Due to the significant change for these identified Soldiers, there will be challenges in finding new MOSs due to time in service, rank, and all other individual qualifications. Placing the Soldier in an assignment that provides unique abilities to be utilized while not being directly in combat roles can greatly impact readiness and support continued service. (BN Operations, etc.) or allowing waivers for reasonable line scores, Total Active Federal Service (TAFS), rank, etc.



CFT UTILIZATION GUIDANCE

CFT Eligibility BLUF

Soldiers must be:

- Eligible without profile
- Or -
- Have an approved waiver
- Or -
- Be on Statutory Requirements

TEMP PROFILE

Proceed as normal and follow all prescribed policies and regulations to take assessment when medically available.

PERMANENT PROFILE

Must request a waiver through the first GO in the Chain of Command. Waivers are good for 12 months.

Waiver Utilization

Soldiers may be utilized at higher echelon jobs or key positions to support career stability and progression while supporting needs of the Army.



Eligible and Approved for a Waiver

Soldiers that cannot take the CFT due to permanent profile must request a waiver.



Soldier's waivers will be utilized as needed and reevaluated as required.



Soldiers MOS does not change throughout the waiver process.



Eligible and Disapproved for a Waiver (<17 Years, 3 months)

If a Soldier requires a waiver but is disapproved, they will be identified with a "9P" – Loss of qualification in MOS.



The Servicing Career Counselor will initiate Mandatory Reclassification IAW current policies and regulations.



Soldier receives ASI 4B, indicating Soldier is MOS qualified but not MOS trained until they successfully graduate and receive the new MOS identifier.



Statutory Utilization (>17 years, 3 months)



If a Soldier does not require a waiver but fails the CFT Time Standard, they are subject to long term 09U utilization.



Soldiers will be identified with a 09U and will serve IAW the needs of the Army until the first month they are eligible to retire.



Soldier's MOS is changed to 09U and Combat MOS can receive new fills.





CFT (Enlisted) RA / AGR Implementation Plan - Detailed Process

Guidance Published (2026)

Preparation / Voluntary Reclass Phase

Mandatory Reclass Phase

Assessment CFT
NLT 31 JULY 2026
(REQUIRED)

PASS

Soldier is
Counseled by CMD
team with
requirement to
maintain passing
score to maintain
qualifications.

Take appropriate
action if SM fails
standard on any
future
assessments.

NON-MOS QUAL
(NOGO Time
Standard)

Soldier is Counseled
by CMD Team,
processed for AEA
AECFTDQ if it is not
automated in IPPS-A,
and referred to Units
Career Counselor.

Servicing Career
Counselor
advises Soldier
on remaining
implementation
plan guidance

Screens Soldier
for VOL Reclass
and advises of
options

CFT
FOR RECORD
(Beginning in
2027)

PASS

Soldier is
Counseled by CMD
team with
requirement to
maintain passing
score to maintain
qualifications.

NON-MOS QUAL
(NOGO Time
Standard – 1st
FOR RECORD)

Soldier will be
identified with an AEA
AECFTDQ and
processed for Flag
Code C (CFT Failure).

PASS – Flag and
AEA Removed

FAIL – SM retests
in 90-Days

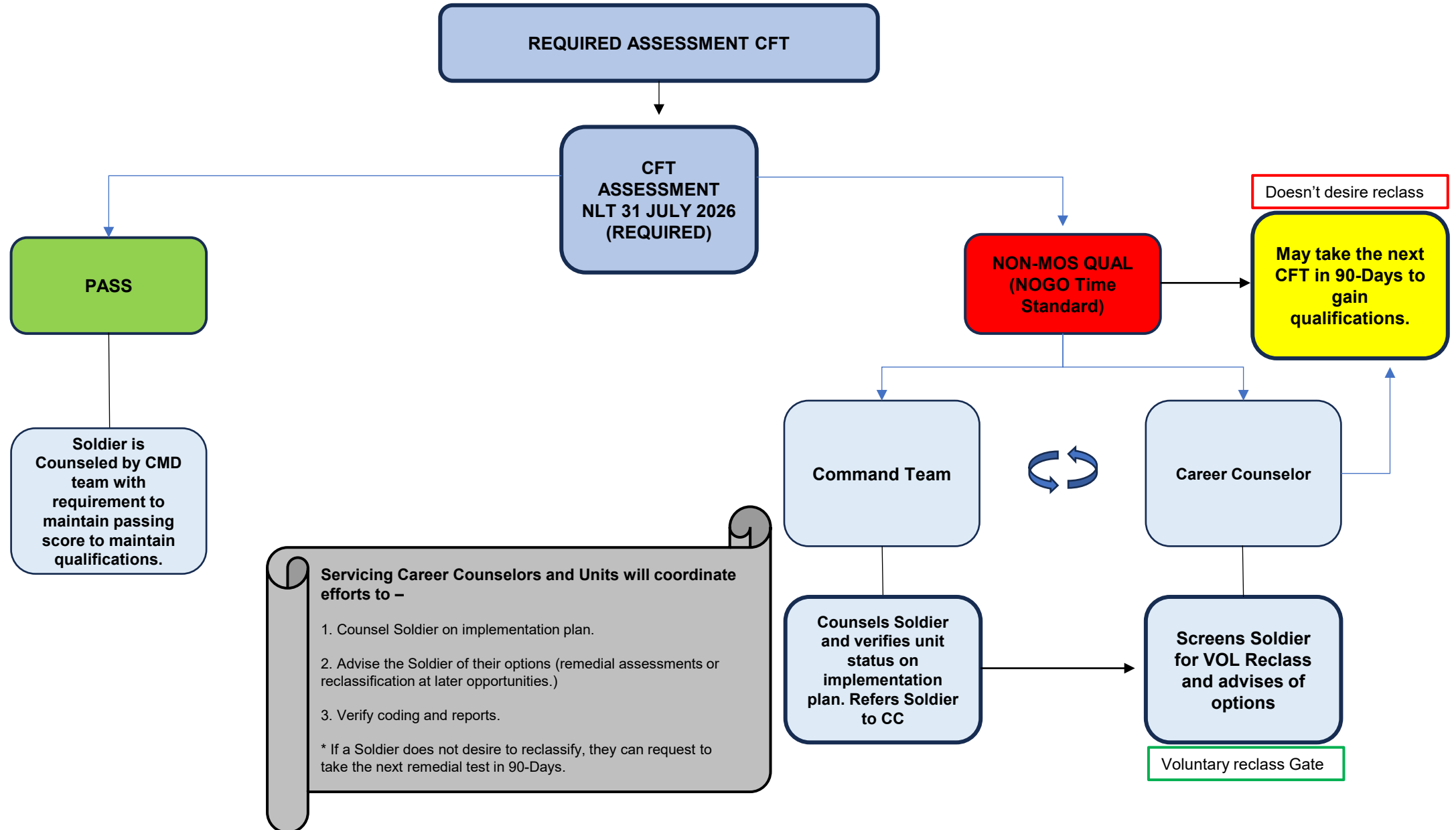
NON-MOS QUAL
(NOGO Time
Standard – 2nd
FOR RECORD)

Career
Counselors will
execute a 9P (Not
MOS Qualified).

Processes
Mandatory
Reclass

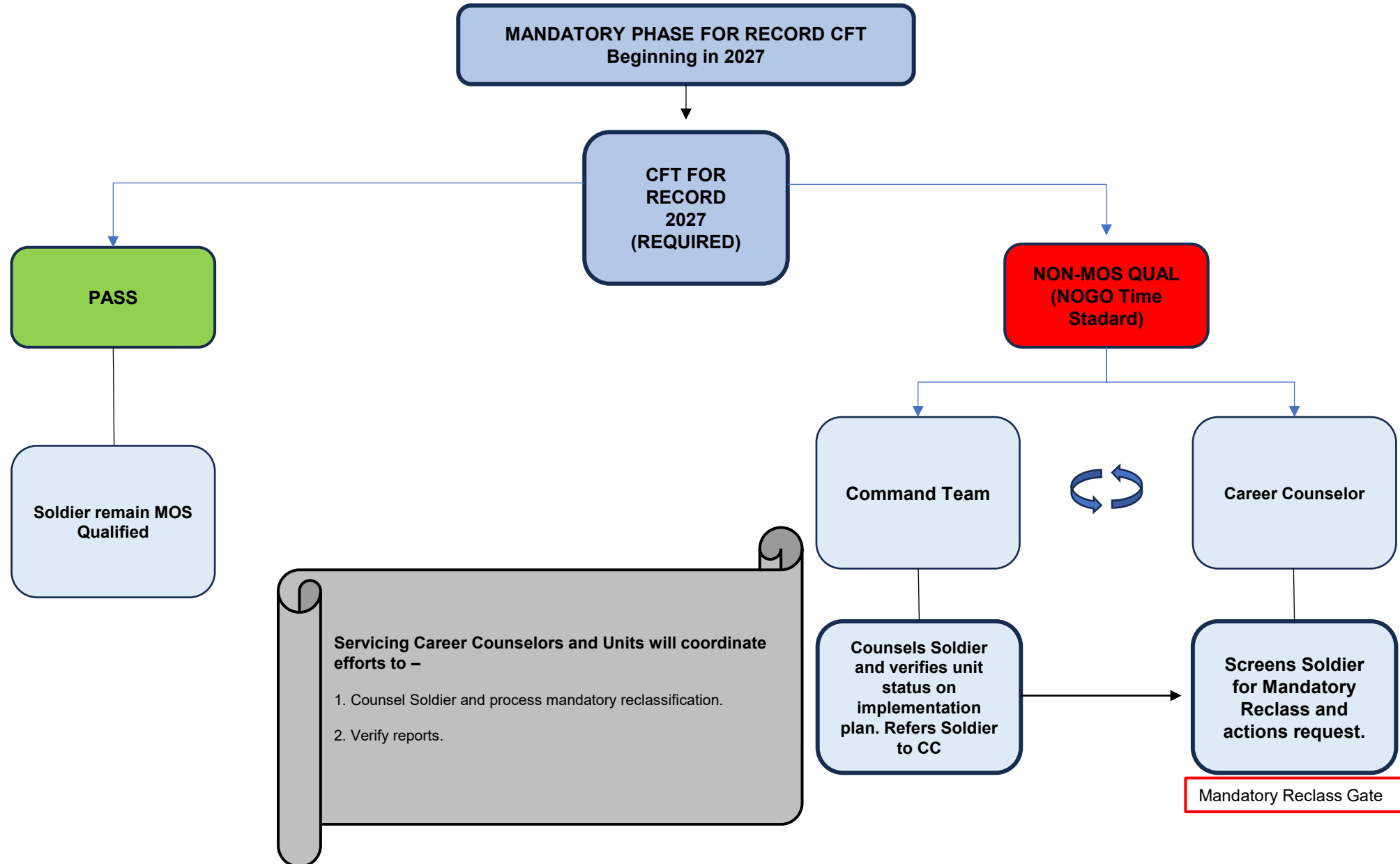


CFT (Enlisted) RA Implementation Plan – Assessment CFT – Detailed Process





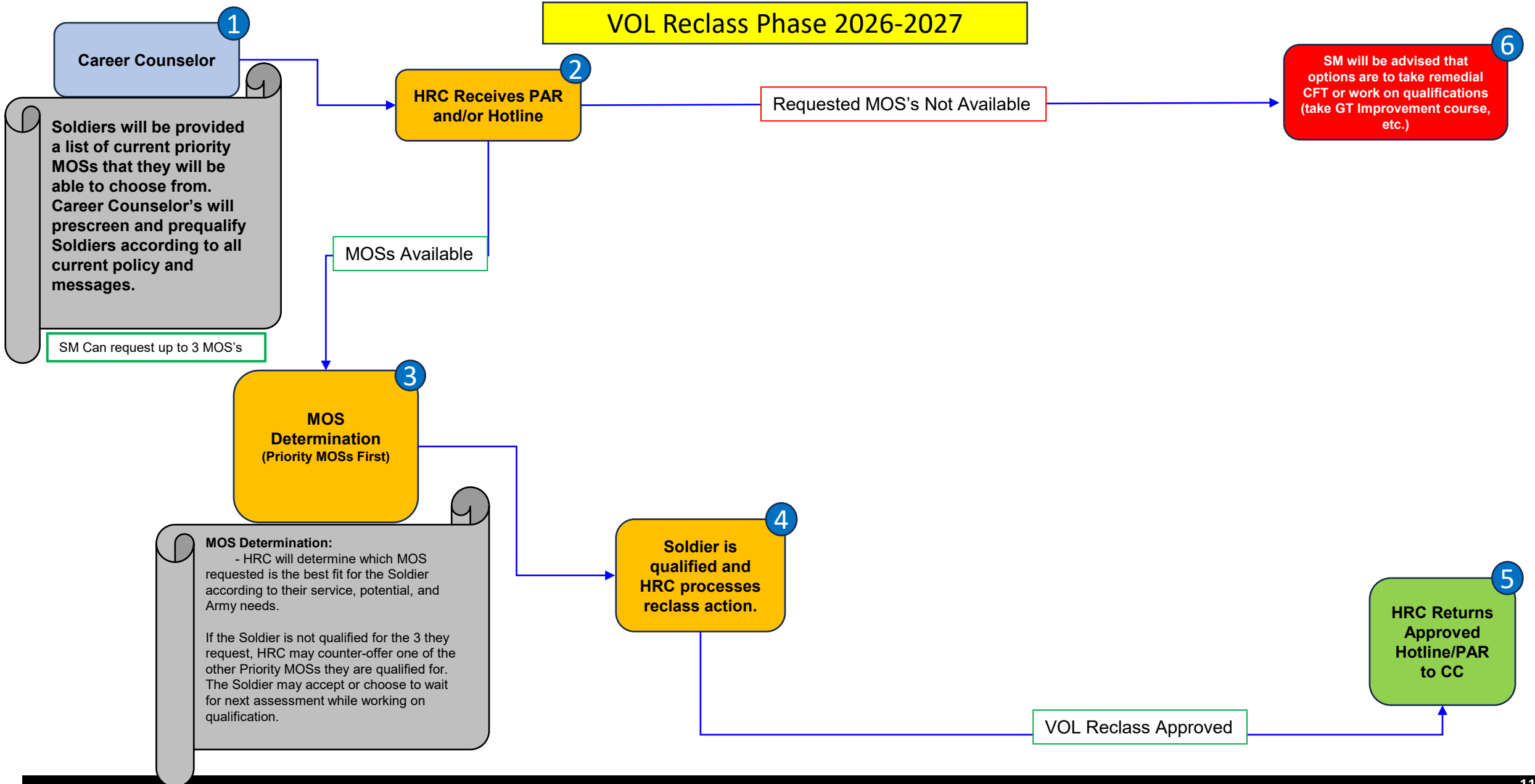
CFT (Enlisted) RA Implementation Plan – Mandatory Phase Record CFT – Detailed Process





CFT (Enlisted) RA Implementation Plan – HRC VOL RECLASS Process

VOL Reclass Phase 2026-2027



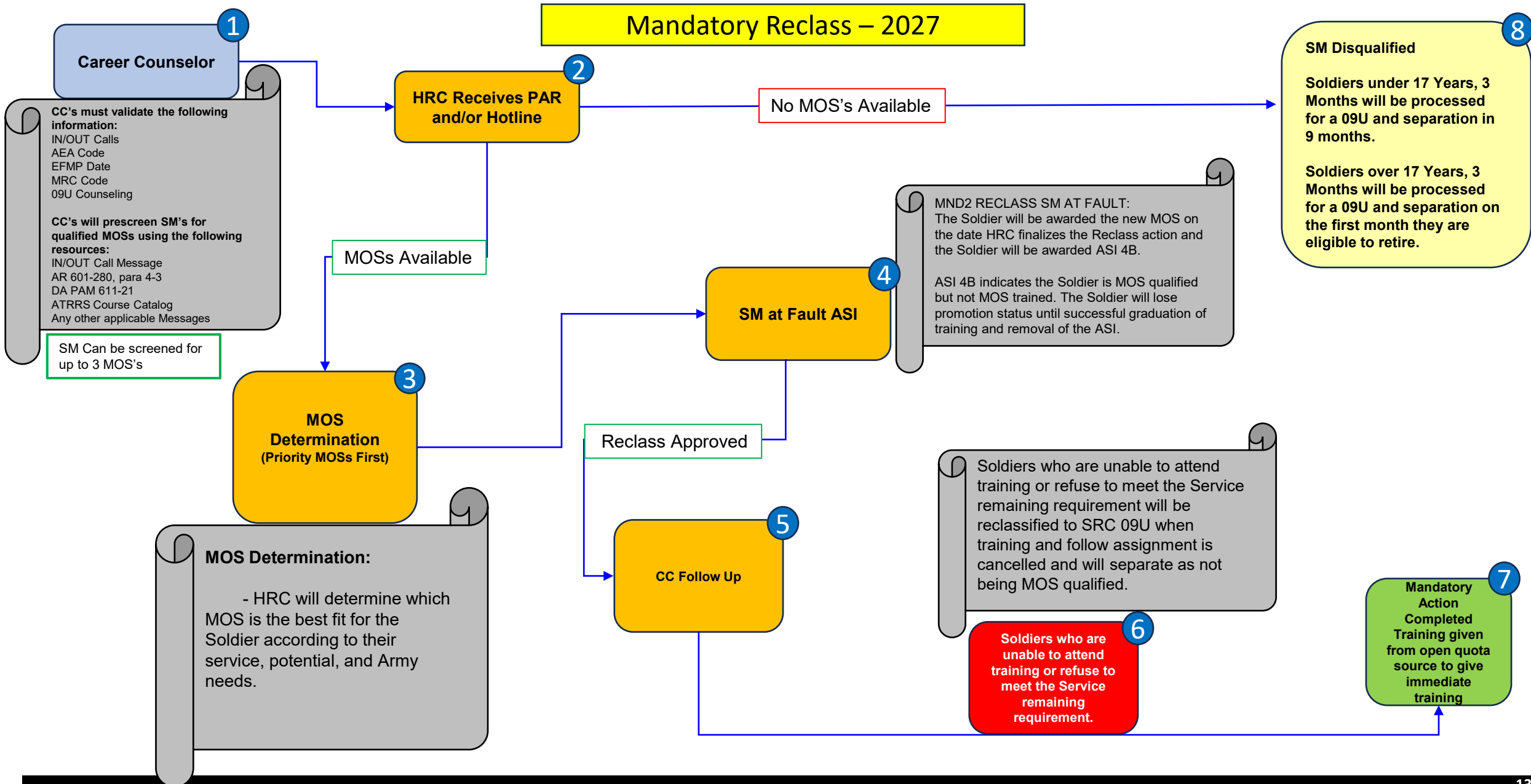
Voluntary Reclassification

1. **Career Counselors** will assist Soldiers (PVT-SSG, under 18 years TAFS) in requesting up to three MOSs they are otherwise eligible and qualified for. Reclassification actions are processed based on the strengths of the Soldier's current MOS and the requested MOS. The responsible Career Counselor will validate the following information: IN/OUT Calls, AEA Code, EFMP Date, MRC Code, Date Last PCS/DEROS, 09U Counseling, and include this information on the IPPS-A PAR and/or hotline request. Career Counselors will provide a list of MOSs available to request from starting with the Soldiers current branch and priority MOSs.
2. **HRC Receives** the reclassification request and validates the eligibility and qualifications of the Soldiers requested MOSs.
3. **MOS Determination** Out of the requested MOSs, HRC will fill the MOS that the Soldier is qualified for, training is available and has the highest priority for Army strengths.
4. **Soldier Qualified for request** If one of the three MOSs requested can be supported, HRC will respond to the reclassification request and return their response to the unit Career Counselor. The response will include the MOS the Soldier is accepted into and their training start/completion date. Efforts will be made to provide an opportunity for inter-post transfer if the Soldiers installation can support the new MOS. But if the Soldier is required to proceed with a permanent change of station, orders will be initiated.
5. **Request returned to Career Counselor** The unit Career Counselor will provide the response to the Soldier and conduct all follow-up actions required. The Career Counselor is responsible for all follow-up actions from the time the reclassification is approved until the Soldier departs for PCS length training or the training follow-on assignment for TDY length training. If the Soldier decides they do not want to proceed with the MOS they requested, they will waive their request and be subject to the remaining implementation plan and mandatory reclassification within the next CFT assessment if the requirement is not achieved.
5. **Soldier not Qualified for request** If the MOSs requested cannot be supported, HRC will respond to the request that the MOSs requested are not available. They may counter-offer the Soldier with MOSs directly in their branch or priority MOSs that they are qualified for and can be supported at the time. The Career Counselor will advise the Soldier of their offers and assist the Soldier with accepting or declining the counter-offers if they are presented. If the Soldier decides not to accept, they are subject to the remaining implementation plan and mandatory reclassification within the next CFT assessment if the requirement is not achieved.



CFT (Enlisted) RA Implementation Plan – HRC Mandatory RECLASS Process

Mandatory Reclass – 2027



Mandatory Reclassification

1. **Career Counselor's** will code Soldiers (Under 17 years, 3-Months TAFS) who fail to achieve the increased standard and MOS qualifications with an IMREPR 9P, not qualified for MOS. Career Counselors will assist the Soldier in requesting up to three MOSs they are otherwise eligible and qualified for and will validate the following information: IN/OUT Calls, AEA Code, EFMP Date, MRC Code, Date Last PCS/DEROS, 09U Counseling, and include this information on the IPPS-A PAR and/or hotline request.
2. **HRC Receives** the reclassification request and validates the eligibility and qualifications of the Soldiers preferred MOSs, if they can be accommodated.
3. **MOS Determination** HRC will review the Soldiers MOS preferences within the reclassification action. If one of the preferences aligns with Army needs and may be reasonably accommodated, HRC will proceed with the MOS. If the preferred MOSs do not align with Army needs, HRC will process an MOS in accordance with the needs of the Army.
4. **Soldier at fault ASI** During the mandatory reclassification phase, the Soldier will be awarded the new MOS on the date HRC finalizes the Reclass action and the Soldier will be awarded ASI 4B IAW AR 601-280, para 4-3 (3). ASI 4B indicates the Soldier is MOS qualified but not MOS trained.
5. **Career Counselor Follow-Up** The Career Counselor is responsible for all follow-up actions from the time the reclassification is approved until the Soldier departs for PCS length training or the training follow-on assignment for TDY length training.
6. **Soldiers who refuse training or Service Remaining Requirement** Soldiers will have to meet the SRR for training and the follow on within 30 days of approval or before leaving the losing command if less than 30 days. The Soldier must remain otherwise fully qualified. Soldiers who are unable to attend training or refuse to meet the SRR will be reclassified to SRC 09U when training and follow-on assignment is cancelled and will separate as not being MOS qualified. Career Counselors are responsible for notifying HRC to cancel training and process 09U.
7. **Mandatory Reclassification Action Processed**
8. **Soldier not Qualified for any MOSs** Soldiers not qualified for any MOS will be subject to 09U and separation.

Soldiers under 17 years, 3 months TAFS will be processed for a 09U, MOS immaterial and given 9 months to separate.

Soldiers over 17 years, 3 months TAFS will be processed for a 09U, MOS immaterial and will be utilized in positions that support their individual qualifications and the needs of the Army until they reach the first month, they are eligible to retire.

CFT Implementation Plan Process Maps

RA / AGR Officers



Officer Scheme of Maneuver

PHASE I: 2026 (365 Days from EXORD and ANNEX publication)

During this phase, Commands will counsel Officers on new branch requirements. The preparation phase allows for a required assessment CFT, NLT 31 July 2026, to determine the population that does not initially meet the required CFT time standard.

The voluntary reclassification phase begins following the assessment CFT in July 2026 and the execution of AEA Code AECFTWV for those that fail to achieve the time standard. Officers that are BOLC-B complete with the ranks of 2LT to CPT that desire to voluntarily branch transfer will be provided an opportunity to submit an exception to policy (ETP) to the Voluntary Transfer Incentive Program (VTIP).

Officers (BOLC complete 2LT to CPT) may be processed as an exception to policy IAW VTIP procedures or decide to take final optional CFT at request.

Officers (CW3 to CW5 and MAJ to COL) are not authorized to request an exception to policy IAW VTIP procedures and may take optional CFT at request.

* **NOTE [MAJ/LTC with less than 14 years of Active Federal Continued Service (AFCS)]** are still authorized to request normal VTIP IAW normal VTIP procedures if otherwise eligible.

PHASE III: Beginning in 2027 - Enduring

The mandatory reclassification phase will be implemented following 365 days from the publication of the EXORD/ANNEX Voluntary reclassifications will no longer be authorized following the final for record CFT. All mandatory request actions must be initiated on 1 January 2026. Officers within the ranks of WO1 through CPT will be subject to involuntary branch transfer and/or utilization if they do not achieve the CFT time standard requirement. All warrant officers and officers with rank of CW3 to CW5 and MAJ to COL will be utilized in non-combat positions at all echelons and/or branch immaterial positions.

Officers (BOLC-B complete 2LT to CPT) will be processed for mandatory reclassification involuntary branch transfer. Commanders initiate involuntary branch transfers and HRC talent managers process requests based on Army priority branch, Army priority functional areas, and officer's knowledge, skills, and attributes.

Officers (MAJ to COL) will be processed for mandatory utilization. Commanders initiate utilization in coordination with HRC and HRC processes requests. Officers will remain in branch and serve in positions not associated with combat.

Officers (CW3 to CW5) will be processed for mandatory utilization. Commanders initiate utilization in coordination with HRC and HRC processes requests. Officers will remain in branch and serve in positions not associated with combat.



CFT (Officer/WO) RA / AGR Implementation Plan - Detailed Process

U.S. ARMY

Guidance Published (2026)

Preparation / Voluntary Reclass Phase

Mandatory Reclass Phase

Assessment CFT
NLT 31 JULY 2026
(REQUIRED)

PASS

Officer is counseled by
CMD team
with requirement
to maintain
passing score to
maintain qualifications.

Take appropriate
action if SM fails
standard on any
future
assessments.

NON-MOS QUAL
(NOGO Time
Standard)

Officer is counseled
by CMD Team and
identified by TMs for
potential involuntary
transfer/utilization

ONLY BOLC-B
Complete 2LT to
CPT may submit
ETP to VTIP to
HRC

HRC screens
Officers and
approves/disappr
oves ETP to VTIP

CFT
FOR RECORD
(Beginning in
2027)

PASS

Officer
remains qualified
for combat branch

NON-MOS QUAL
(NOGO Time Standard
- 1st FOR RECORD)

Officer will be
identified with an AEA
AECFTDQ and
processed for Flag
Code C (CFT Failure).

PASS - Flag and
AEA Removed

FAIL - SM retests
in 90-Days

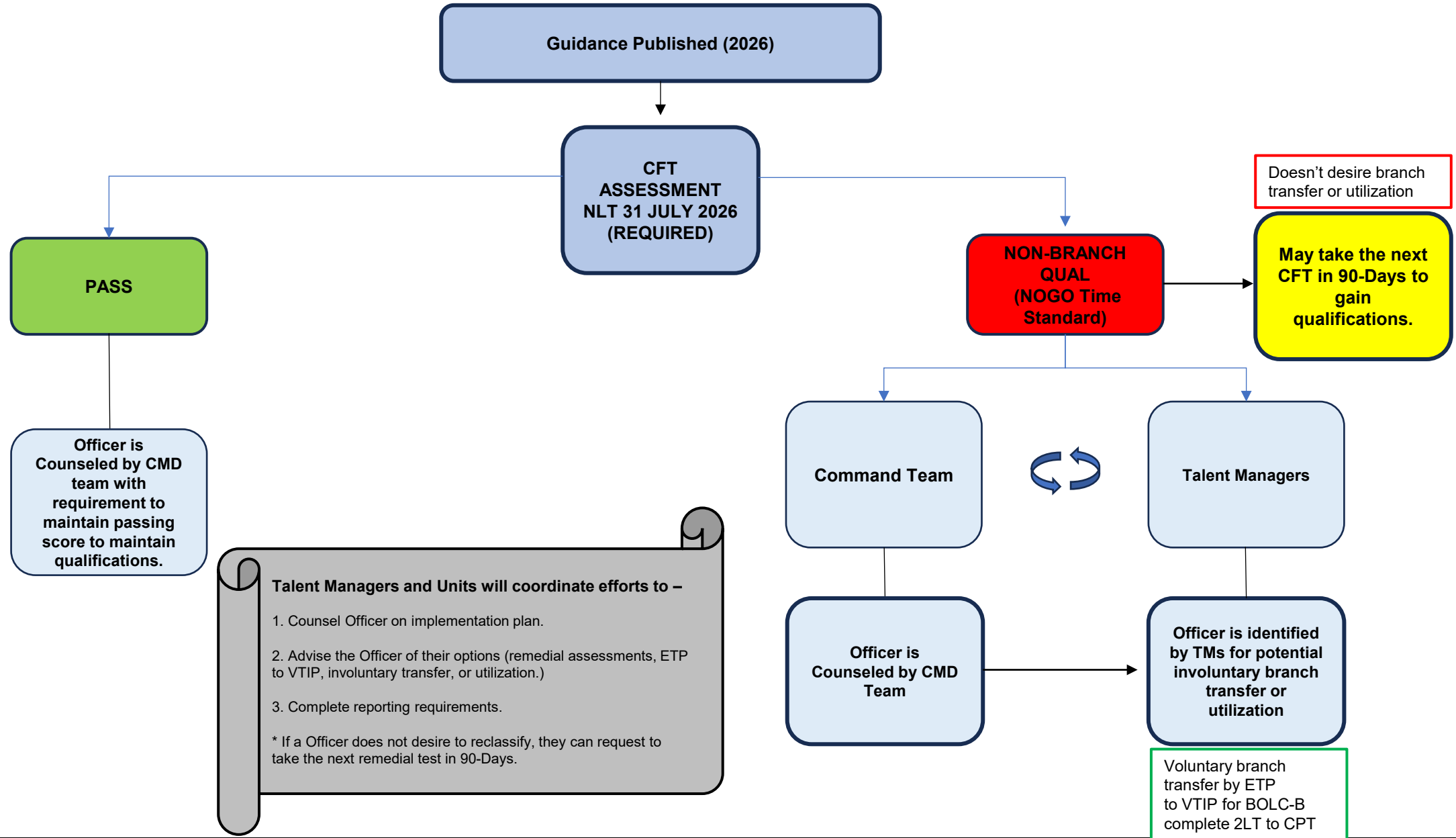
NON-MOS QUAL
(NOGO Time
Standard - 2nd
FOR RECORD)

Officers will be
counseled by CMD
team and initiate
involuntary transfer
based on
requirements and/or
utilization.

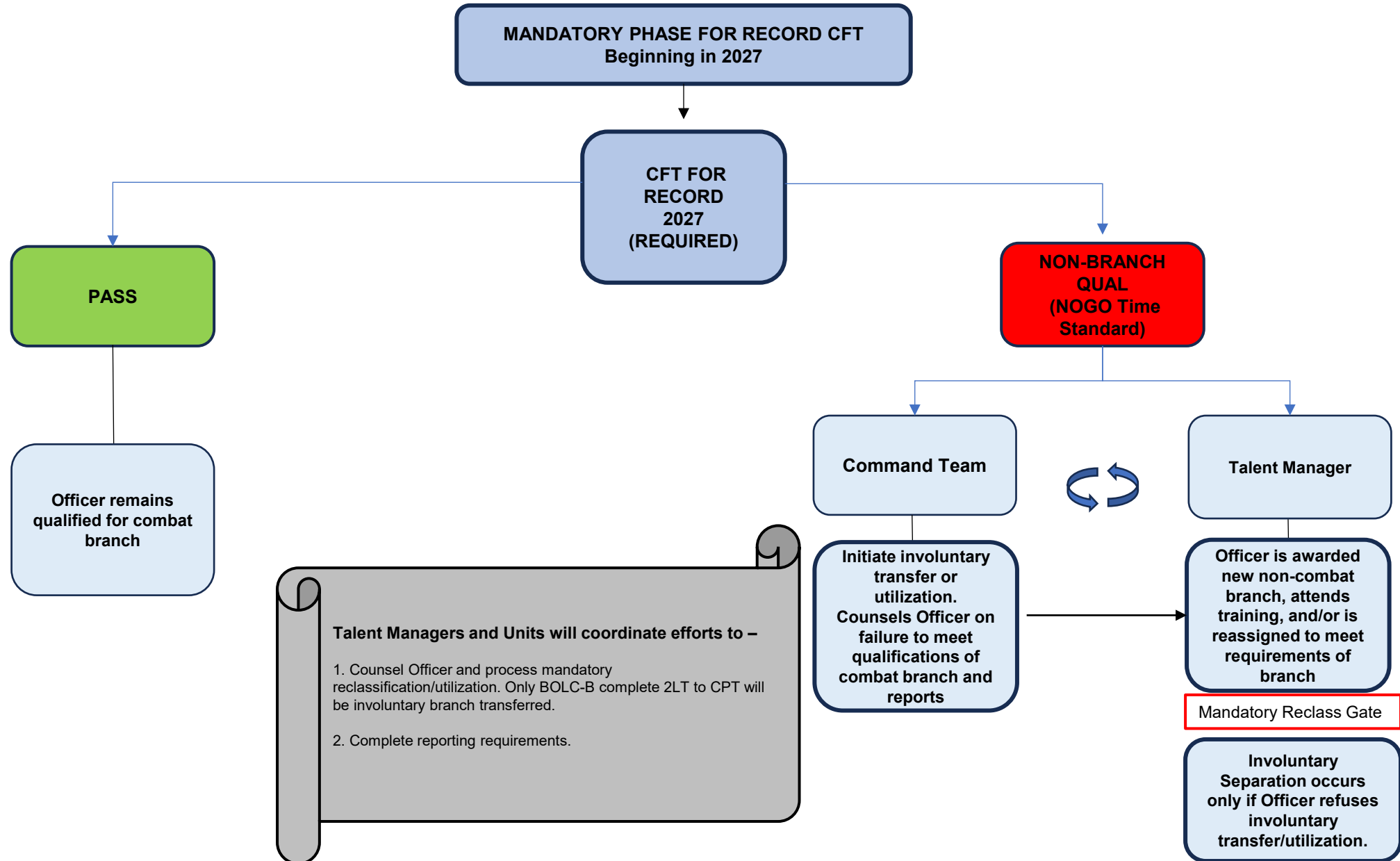
Officer notified by TM
of new non- combat
branch and/or
utilization and is
reassigned to meet
requirements of branch



CFT (Officer/Warrant Officer) RA Implementation Plan – VOL Phase – Detailed Process



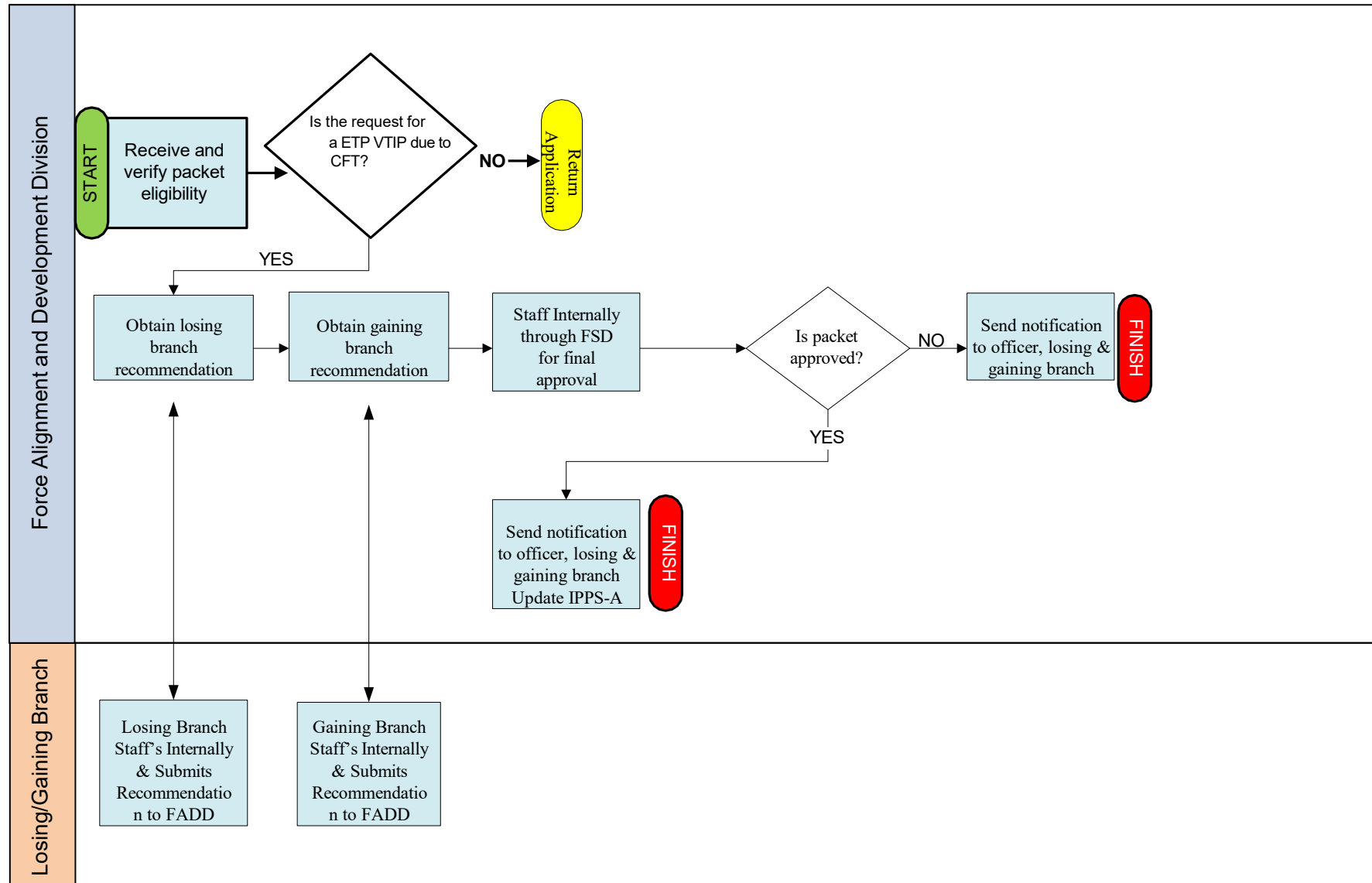
CFT (Officer/Warrant Officer) RA Implementation Plan – Mandatory Phase – Detailed Process



1. **Officers:** Initiate ETP to the Voluntary Transfer Incentive Program (VTIP) branch transfer request to HRC. Officers may request up to five non-combat branches or functional areas that they are otherwise eligible and qualified for. Reclassification actions are processed based on the officer's skillset and available branch strengths in the Army inventory at the time of the request.
2. **HRC:** Receives the reclassification request and validates the eligibility and qualifications of the Officer before forwarding the request up through the chain of command at HRC. Each level at HRC including the Losing Branch and Gaining Branch reviews the request, considers relevant factors, adds recommendations, and forwards the request to the next level. This continues until it reaches the Director, HRC FSD or Deputy Director, RPMD, who makes the final decision to approve or disapprove the voluntary branch transfer request.
3. **Branch Determination:** HRC will award the officer a new non-combat branch or functional area that the officer is qualified for. For captains and above that are Post-Captains Career Course, officers will not attend branch specific training. For captains and below that are Pre-Captains Career Course, Talent Managers will schedule new branch specific training. Branch-specific professional military education is not available to captains that already completed a combat Captains Career Course.
4. **Officer Qualified for request:** If one of the five non-combat branches or functional areas requested can be supported, HRC will respond to the reclassification request and return the approved response to the officer. The response will include the branch or functional area the officer is accepted into and their training and/or utilization start/completion date. Efforts will be made to provide an opportunity for inter-post transfer if the officers installation can support the new branch. If the officer is required to proceed with a permanent change of station, orders will be initiated.
5. **Officer not Qualified for request** If one of the five non-combat branches or functional areas requested cannot be supported, HRC will respond to the request that the branches/functional areas requested are not available. HRC will counter-offer the officer with available branches or functional areas that they are qualified for and can be supported at the time. The Talent Manager of the Losing Branch will advise the officer of their offers and assist the officer with accepting or declining the counter-offers. If the officer decides not to accept, they are subject to the remaining implementation plan and mandatory reclassification within the next CFT assessment if the requirement is not achieved.



CFT (Officer/Warrant Officer) RA Implementation Plan – HRC POV



Inquiries on process can be emailed to the VTIP Team Box at usarmy.knox.hrc.mbx.fadd-ac-vtip@army.mil



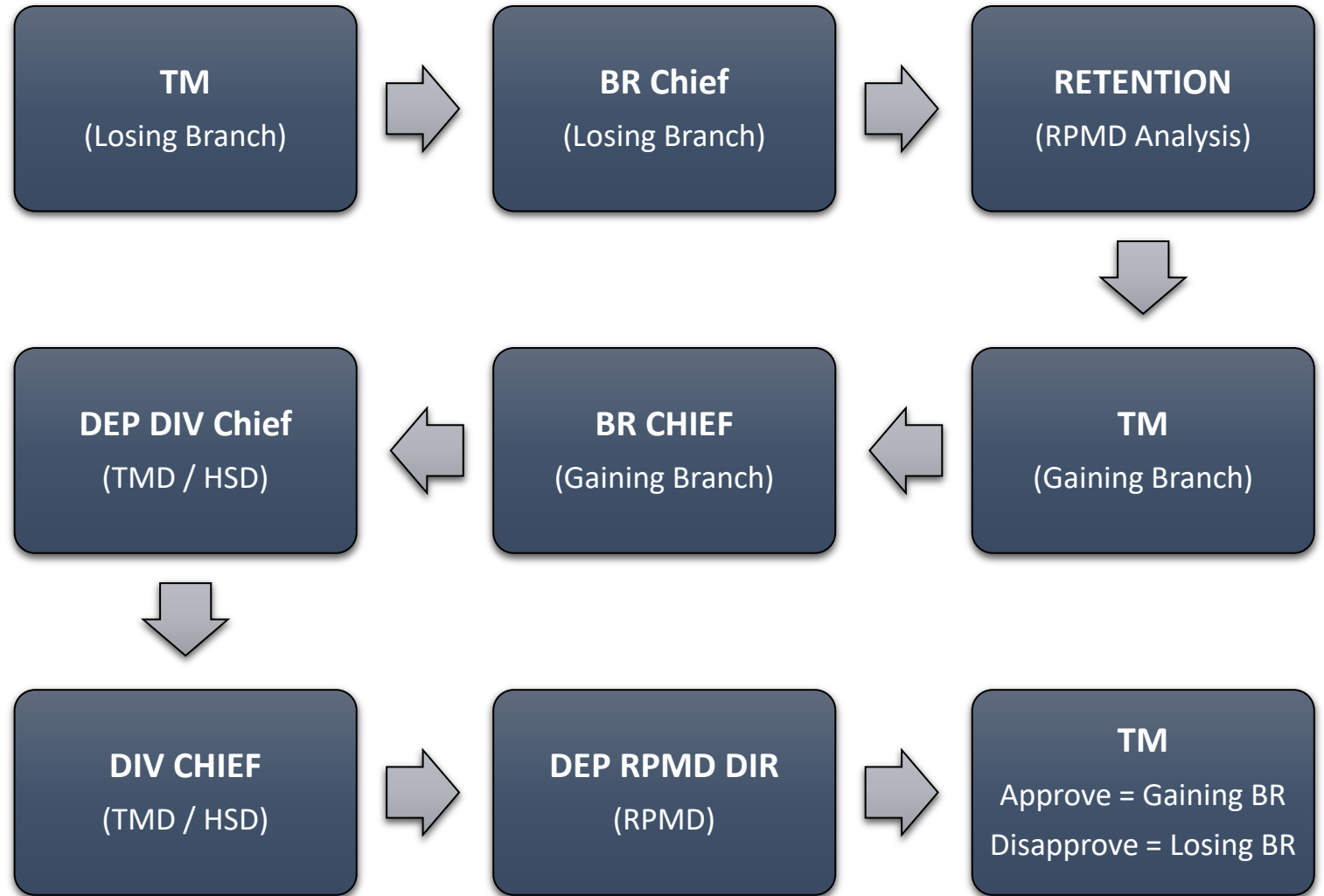
CFT (Officer/Warrant Officer) USAR AGR Implementation Plan – HRC POV

ETP VTIP CFT NOGO Time Standard Required Documents:

1. Officer completes PAR in IPPS-A
2. PAR or Memorandum for Record from Officer noting inability to achieve the CFT time standard requirement.
3. DA Form 705
4. Officer Soldier Talent Profile

ETP VTIP Process: VTIP UDL: 000000000010514

1. Talent Manager (TM) receives VTIP request via IPPS-A.
2. TM verifies required documents and enters remarks "Losing Branch and Gaining Branch (ex: Officer VTIP request EN to MI)"
3. TM recommends approval / disapproval and forwards action to Branch Chief.
4. Branch reviews VTIP, adds remarks, recommends approval/disapproval, and sends action to RPMD analysis Branch.
5. RPMD Analysis reviews VTIP, compares request against branch strength reports (losing / gaining), recommends approval/disapproval, then sends to the gaining TM.
6. Gaining TM reviews VTIP, recommends approval / disapproval, and forwards action to Branch Chief.
7. Branch Chief reviews VTIP, adds remarks, recommends approval / disapproval, and sends DEP DIV Chief.
8. DEP DIV Chief reviews VTIP transaction, recommends approval / disapproval, and sends DIV Chief.
9. DIV Chief reviews VTIP transaction, recommends approval / disapproval, and sends DEP RPMD DIR.
10. DEP RPMD DIR reviews VTIP, approves or disapproves action.

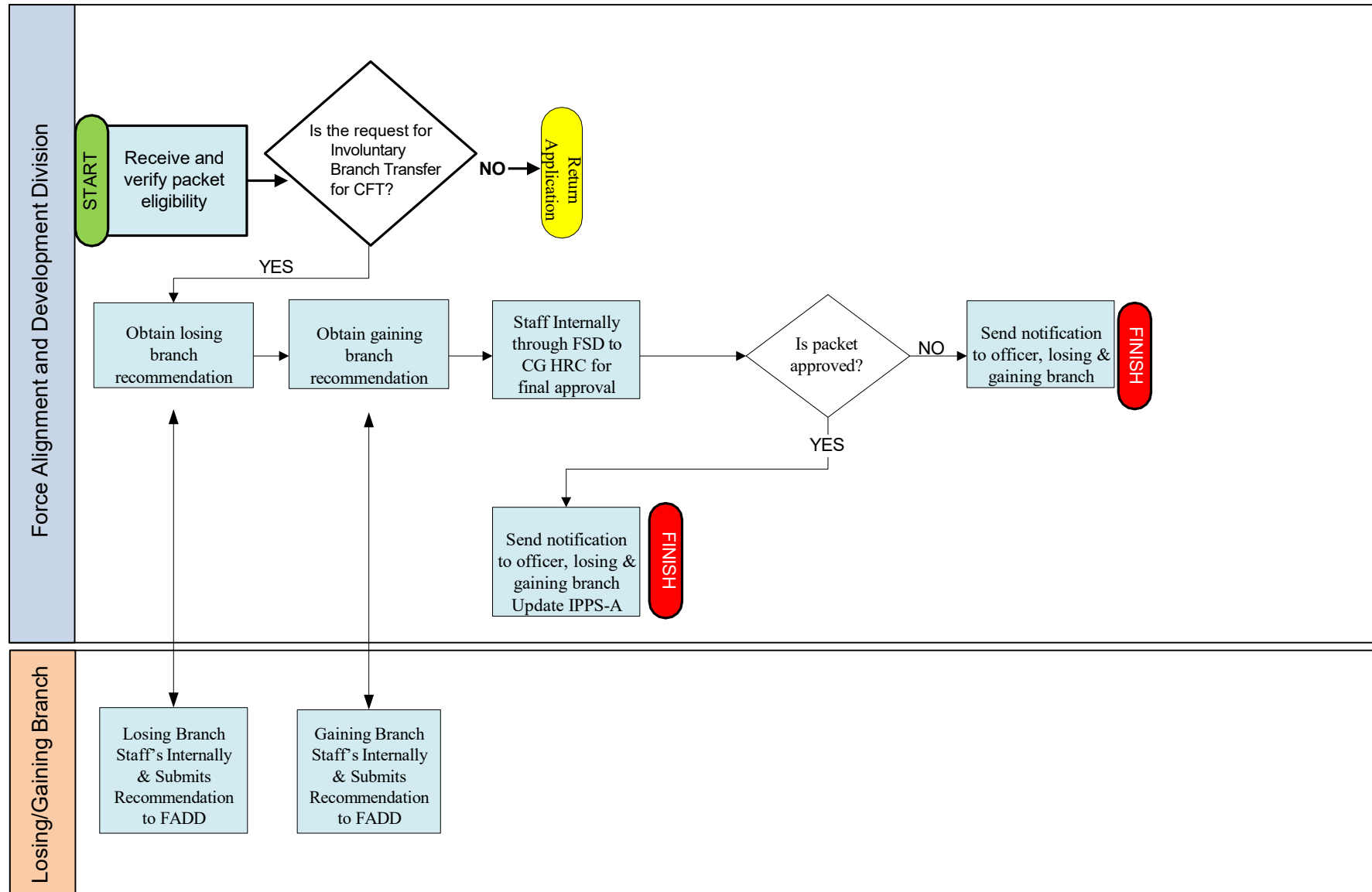


CFT (Officer) RA Implementation Plan – HRC Mandatory RECLASS Process

1. **Commanders:** Initiate involuntary branch transfer and/or utilization request to HRC. For involuntary branch transfers, Commanders may include up to five non-combat branches or functional areas on behalf of the officer in the request based on officer interests and/or skills. Mandatory reclassification actions are processed based on the officer's skillset and available branch and/or functional area strengths in the Army inventory at the time of the request. The requirement to initiate involuntary branch transfer is not applicable to RA and AGR warrant officers with the ranks of CW3-CW5 and officers with the ranks of MAJ to COL beginning in 2027. However, warrant officers and officers MAJ to COL may be re-assigned and will be utilized in positions not associated with combat.
2. **HRC:** Receives the involuntary branch transfer and/or utilization request and validates the eligibility and qualifications of the officer before forwarding the request up through the chain of command at HRC. For involuntary branch transfers, each level at HRC including the Losing Branch and Gaining Branch reviews the request, considers relevant factors, adds recommendations, and forwards the request to the next level. This continues until it reaches the Commanding General (CG), HRC who makes the final decision to approve or disapprove the involuntary branch transfer request. HRC Talent Managers are responsible for ensuring warrant officers and officers MAJ to COL are assigned to positions not associated with combat
3. **Branch Determination:** HRC will review the five non-combat branch preferences submitted by the Commander within the reclassification action. If one of the preferences aligns with Army needs and may be reasonably accommodated, HRC will proceed with that assigned branch. If the preferred non-combat branch preferences do not align with Army needs, HRC will process and assign the officer a new branch in accordance with the needs of the Army.
4. **Officer Qualified for request:** HRC will respond to the involuntary branch transfer request and return the approved response to the officer. The response will include the branch or functional area the officer is accepted into and their training and/or utilization start/completion date. Efforts will be made to provide an opportunity for inter-post transfer if the officers installation can support the new branch. If the officer is required to proceed with a permanent change of station, orders will be initiated. For Post-Captains Career Course, captains and above, officers will not attend branch specific training. For Pre-Captains Career Course, captains and below, Talent Managers should schedule new branch specific training. Branch-specific professional military education is not available to captains that already completed a combat Captains Career Course.



CFT (Officer/Warrant Officer) RA Implementation Plan – HRC Mandatory RECLASS POV



NOTE: Only BOLC-B complete 2LT to CPT will be involuntary branch transferred during the mandatory reclassification phase.

Inquiries on Involuntary Branch Transfer process can be emailed to the VTIP Team Box at usarmy.knox.hrc.mbx.fadd-ac-vtip@army.mil



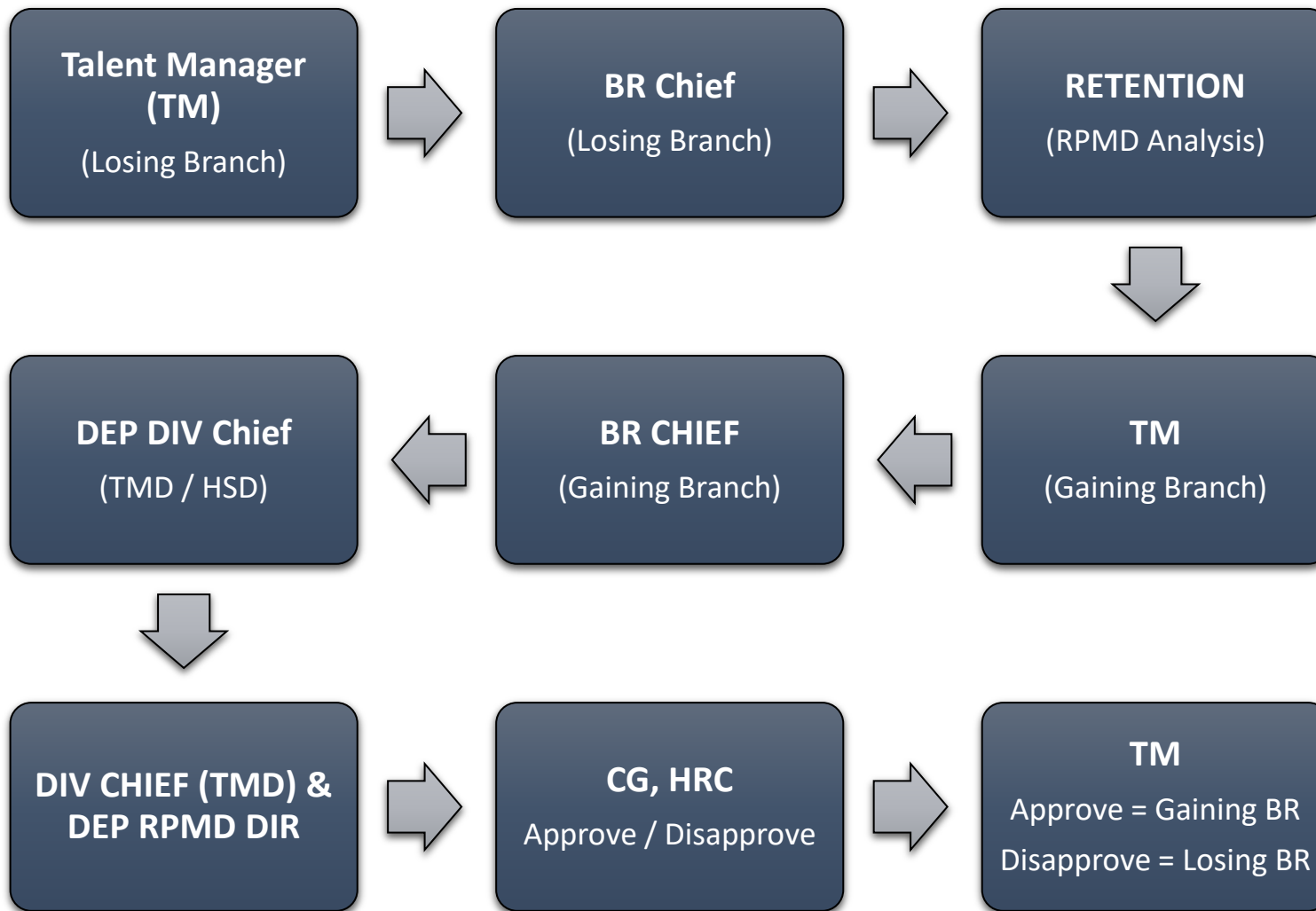
CFT (Officer/Warrant Officer) AGR Implementation Plan – HRC POV

Involuntary Branch Transfer CFT Required Documents:

1. Commander completes PAR in IPPS-A
2. PAR and/or Memorandum for Record (MFR) from Commander noting inability to achieve the CFT time standard requirement. (Note: MFR may include 5 non-combat branch requests, however, final determination made by HRC)
3. DA Form 705
4. Officer Soldier Talent Profile

Involuntary Branch Transfer Process: UDL: 000000000010514

1. Talent Manager (TM) receives Involuntary Branch Transfer request via IPPS-A.
2. TM verifies required documents and enters remarks "Losing Branch and Gaining Branch (ex: Commander request IN to AG)"
3. TM recommends approval / disapproval and forwards action to Branch Chief.
4. Branch reviews request, adds remarks, recommends approval/disapproval, and sends action to RPMD analysis Branch.
5. RPMD Analysis reviews, compares request against branch strength reports (losing / gaining), recommends approval/disapproval, then sends to the gaining TM.
6. Gaining TM reviews, recommends approval / disapproval, and forwards action to Branch Chief.
7. Branch Chief reviews, adds remarks, recommends approval / disapproval, and sends DEP DIV Chief.
8. DEP DIV Chief reviews transaction, recommends approval / disapproval, and sends DIV Chief.
9. DIV Chief reviews transaction, recommends approval / disapproval, and sends DEP RPMD DIR.
10. DEP RPMD DIR reviews, recommends approval / disapproval, and sends CG, HRC.
11. CG, HRC reviews request, approves or disapproves action.
12. TM notifies Commander and Officer of new branch and updates IPPS-A.



Commanders Counseling Guide

Counseling Enclosures

- Identification Counseling (Everyone)
- Soldiers who meet the CFT Time Standard Requirement
- Mandatory Reclassification
- Non-Combat Role Utilization (CW3-CW5, MAJ-COL)
- Soldiers with a temporary profile requiring an alternate implementation plan