



CSM Forum

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Most everyone has heard that military intelligence (MI) enlisted assignments are being managed differently this year as part of a pilot program using the Assignment Satisfaction Key Enlisted Marketplace (ASKEM). The new Enlisted Manning Cycles and ASKEM will offer more predictability, transparency, and talent management into the assignment process. However, a great deal of misinformation about the program is still circulating. I hope I can untangle the discussion so that we can speak with one voice about the program.



We all knew that some form of the Marketplace and Assignment Interactive Module Version 2.0 designed for the officer cohort would eventually be implemented for the enlisted force; however, the Army will not manage officer and enlisted assignments in the same way. The ASKEM pilot program provides a chance to see what is in the realm of possibility, considering that we have a lot more enlisted personnel than the officer/warrant officer cohorts.


For now, ASKEM applies only to active component staff sergeant to master sergeant/first sergeant. These non-commissioned officers (NCOs) will receive a year and month of availability for assignment (YMAV) that is set at 36 months from the time the individuals arrive at their units. All personnel within the YMAV will be grouped into manning cycles based on that date, which will allow the impacted NCOs to see what options are available during that movement period. This YMAV will give the Soldier and units more predictability as to when individuals are eligible for assignment and should positively affect mission and career management. This does not mean that NCOs will automatically be placed on assignment at 36 months, nor does it mean that all NCOs will remain on station for 36 months, because Army requirements may dictate out-of-cycle moves. Additionally, units will maintain their ability to submit personnel requests for stabilizations, deferments, deletions, etc., just as in the past.

Once identified as movers, NCOs will be able to see, and preference, all available assignments for their military

occupational specialty and grade during their movement cycle. NCOs will also be able to provide information to their branch manager for consideration during the assignment process. As part of this pilot, the Army has already identified several NCOs throughout the MI force and provided them instructions to complete their assignment selections in ASKEM. A key point is that ASKEM will not be the same process as for officers because it does not include interviews, unit input, or assignment to specific paragraph/line numbers; and Human Resources Command (HRC)

will not consider by-name requests. It is also important to understand that branch managers must fill every position in their movement cycles regardless of NCO preferences. As an example, if the majority of the moving-eligible population preferences one location and no one preferences another location, branch managers will fill both locations in accordance with manning guidance and professional development models. Additionally, when an available mover is unable to proceed on assignment, the MI Branch will have to reach into their bench and possibly move someone out of cycle to fill requirements.

This program has a key pro and key con. The pro is the potential to provide continuity to a particular mission. The con is NCOs will not know exactly what position they are preferencing. They will focus only on locations rather than trying to find developmental opportunities for their career progression. Regardless, this is an opportunity for leader engagement. It will be crucial for senior leaders to assist our NCOs in understanding the overall process and the outcomes of their decisions. Lastly, please remember this is a pilot program that the Army will refine over time. For more information, HRC's video may help answer some questions: https://www.youtube.com/watch?v=bO13exqf_vzk&feature=youtu.be.

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Always Out Front!