

REGIMENTAL

AG

NEWSLETTER

First Edition: April 2025
QTR 1-2

ADJUTANT
GENERAL SCHOOL



NOTE FROM THE REGIMENTAL AND AG SCHOOL COMMAND SERGEANT MAJOR:

RCSM#13 – CSM JASMINE N. YOUNG

Greetings Adjutant General Enlisted Force! You have asked and as promised, the Team has delivered! Please take some time to review our most recent Proponent/School updates, all compiled into our first field update since 2021.

Your Teammates here within the proponency and schoolhouse have been hard at work with new initiatives, as well as revitalizing former processes and building with our Enlisted Force is at the top of the list. Within the update you will see a section that addresses not commonly known items within the Corps, titled the “Did You Know” Series, dedicated sections to showcase some of our Teammates in the Enlisted Corps and our S1s/G1s, as well as details on what’s next to come for our Corps. As your Regimental Command Sergeant Major, I am heavily invested in ensuring a clear vision and supporting efforts are communicated and that the best training and techniques are offered. Our Team is dedicated to serving the Corps and we hope that this initiative and others assist you in continuing to be the most proficient AG Professionals our Army has to offer. Defend and Serve!

CSM Jasmine Young



IN THIS UPDATE

Proponent/School Update

“Did You Know” Series

AG Rockstar

G1/S1 Highlights

On the Horizon

MEET THE TEAM

Career Management NCO-Creative Director:

SFC Elizabeth Calderon

Career Management NCO-Proponent Product Developer:

SSG Shaneaquah Ferguson

Contributors

MAJ(P) Stanley Gillens Jr.

CW4 Robert T. Money III

SGM Jason E. Insell



Note from the Chief Warrant Officer of the AG Corps:

CW5 CHAD G. BOWEN

Greetings HR professionals! I'm humbled and honored for the opportunity to provide some comments to the "Heart of the AG Corps" ...our AG Soldiers. I want to thank you for your dedication and selfless service as HR Professionals as it has set the conditions for successful customer service as well as continuing our goal of enabling commanders, taking care of our Soldiers, Family members and Civilians.

To meet the evolving threat and to achieve readiness levels, we have raised the bar within our training institution by implementing data-driven strategies to improve student outcomes, established MOS connected learning pathways, and developed a set of resources that assists in decision-making and operations. We are continuing to enhance student experiences by providing the most relevant and realistic training possible.

Remember if you put in the work, the results will come...nothing is ever given, it's earned!



Note from the Commandant of the AG School, Chief of the AG Corps:

COL CHESLEY D. THIGPEN

To all our Adjutant General's Corps Soldiers around the world, I hope this message finds you safe and well! I am excited for the opportunity to contribute to this inaugural newsletter focused on our enlisted force. This outreach provides another resource for our talented AG professionals to share and collaborate. Your input is welcomed, and I encourage everyone to contribute and make this an innovative product available for our teams.

One area I would like to specifically highlight is the ongoing development and redesign to our culminating training event for the Advanced Individual Training (AIT) Soldiers and the NCO career courses. Focused on real world scenarios and matched to the future fight of large-scale combat operations (LSCO), the intent is to provide practical hands-on learning providing realistic and rigorous training for our enlisted force, and our NCOs. As we drive change and transform training, we will reach out to our enlisted force to share insights as well as lessons learned here at the home of the AG Corps and your Adjutant General School. Defend and Serve!



AG PROPONENT/SCHOOL UPDATE



New Adjutant General Enlisted MOS

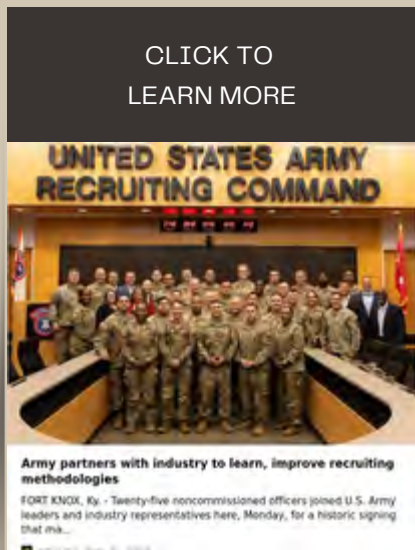
The U.S. Army's Adjutant General Corps welcomes a new era of talent acquisition with the introduction of the 42T Military Occupational Specialty (MOS) Talent Acquisition Specialists. This new MOS, designed to attract and retain top talent, equips Soldiers with the skills and knowledge to identify, develop, and secure the best recruits.

42T Talent Acquisition Specialists are trained to leverage innovative recruitment strategies, market trends, and cutting-edge technology to attract highly qualified individuals. By aligning with industry best practices, the Army aims to build a more efficient and effective recruiting force.

The first class of 42T Soldiers, selected in August 2024, underwent rigorous training, in February 2025 to become experts in talent acquisition. These skilled professionals will now play a crucial role in shaping the future of the Army, both by training new 42Ts and directly contributing to recruiting efforts at the station level.

This groundbreaking initiative marks a significant step forward for the Adjutant General Corps, empowering the Army to meet its long-term goals of attracting top talent, modernizing its recruiting processes, and ensuring a strong and capable force for the future.

CLICK TO
LEARN MORE



New PRODUCTS ARE HERE!

CLICK EACH PRODUCT TO
VIEW MORE

PROPONENT POSTURE POWER BI DASHBOARD



Your one-stop shop to performance insights. Track your progress, compare with others and achieve your goals. Visit the dashboard today.

UPDATED AND REVISED CAREER MAP

Chart your career path. Explore the career map to discover the positions, schools, and certifications that will propel your AG Soldier Career.



MOST RECENT BOARD ANALYSIS AND CMF AARS

Explore our board analysis to discover how it can help you advance in your career. Gain insight into the qualities and qualifications that distinguish those selected as qualified candidates for advancement.



PROPONENT TRAINING STRATEGY

The Adjutant General School Training Strategy focuses on Adjutant General's Corps specific competencies in support of sustaining readiness and the modernization initiatives that empower a Multi-Domain Operations capable force of the future.



SENIOR LEADER TRAINING DEPARTMENT

The Senior Leader Training Department (SLTD) is a pivotal force in the Army's Human Resources (HR) modernization efforts. Its mission is to equip HR professionals with the knowledge, skills, and abilities necessary to effectively support the Army's readiness and modernization goals. By providing cutting-edge training and education, SLTD plays a crucial role in shaping the future of Army HR.

SLTD is offering a variety of training courses to address the evolving needs of HR professionals, particularly in the context of IPPS-A implementation. Key courses include:

- ***IPPS-A Administrator Course:** Provides in-depth training on IPPS-A administration, including user management, AOS functions, and advanced OBIEE techniques. Data Education Training: Offers foundational skills in data analysis and visualization using Excel and Power BI.
- ***Internal Controls and Audits:** Delivers essential training on internal controls and audit procedures, with a focus on MILPAY.
- ***WOILE (HR Technician Warrant Officer Intermediate Leadership Education):** Develops leadership and technical skills for senior warrant officers.
- **Medical Planners Toolkit (MPTk) Training:** Teaches casualty estimation and personnel replacement planning using MPTk.
- **HR Systems Training:** Trains instructors on critical HR systems like TPS, DTAS, and DCIPS to prepare students for LSCO environments.

These courses aim to enhance HR professionals' capabilities, support IPPS-A implementation, and improve Army readiness.

***Register at ATRRS**



MPTk Certification Course

Note: Not an ATRRS course

- **Dates:** TBA
- **Duration:** 16 hours per course
- **Seating:** Limited to 32 per course
- **Priority:** Units without existing MPTk Certified T3s
- **Registration:** Contact MAJ(P) Stanley Gillens Jr. at: stanley.j.gillens.mil@army.mil

Additional Information:

Completing this course is required to receive authorization to use the MPTk system.



DID YOU KNOW?



Did you know that within the Adjutant General's Corps we have an 'Honorary Sergeant Major of the Regiment/Corps'? The US Army Regimental System, AR 870-21, governs the appointment of such an individual to represent the Corps.

CSM(R) Darlene Hagood was appointed as our Honorary Sergeant Major of the Corps (HSGMOC) on 7 June 2024. She served the Adjutant General's Corps for more the 25yrs and retired from Active Duty as the 6th Regimental Command Sergeant Major of the Adjutant General's Corps.

"These honorary and distinguished titles do not constitute an actual position, are entirely honorific in nature, and the individuals given these titles perform entirely voluntary services.... The Honorary Colonels, Honorary Warrant Officers, Honorary Sergeants Major, and Distinguished Members of the regiment or corps provide a link with history for today's Soldiers. The primary mission of these special appointees is to perpetuate the history and traditions of the regiment or corps, thereby enhancing unit morale and esprit." AR 870-21

HSGMOC CSM(R) Darlene Hagood Message to the Corps

Greetings AG Corps Family,

I am deeply honored to accept the appointment as the Honorary Sergeant Major of our great Corps. This esteemed position represents not only a significant personal achievement but also a profound responsibility to uphold the values and traditions of our Corps. Throughout my career, I have been committed to the principles of leadership, integrity, and dedication that define our organization. It is with great pride and humility that I embrace this new role, knowing it provides an opportunity to further contribute to the success and morale of our Corps.

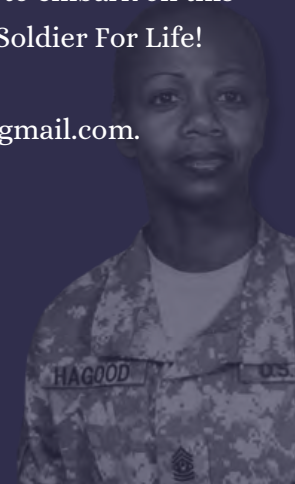
I look forward to working closely with our AG Corps leadership and opportunities of engagement to share with Soldiers and Leaders. I will continue the legacy of excellence that has been established by those who came before me. Together, we will strive to inspire and support the members of our Corps, active and retired, ensuring our Corps remains a symbol of strength and honor.

Thank you for this extraordinary honor. I am eager to embark on this journey and serve with unwavering commitment. Soldier For Life!

We can connect on FB, IG, and at darlenehagood2@gmail.com.

Sincerely,

Darlene C. Hagood
RCSM

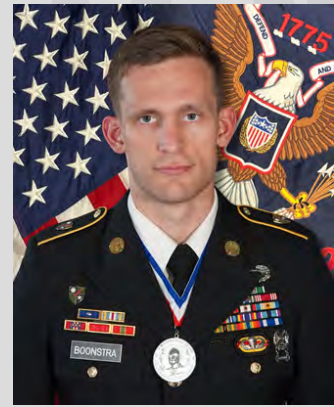


See what our AG NCO and Soldier of the year have been up to since their selection as our very own “AG Rockstars.”

Team—life since the competition has been eventful. Both the Army and the world at large have a way of keeping us busy in this profession. In the midst of this, I’ve been asked to write a piece for you about experiences had and endeavors undertaken since winning the competition. I’ll touch on the highlights only.

My mentor and sponsor left the S1 shop in my hands and ... let’s just say I’ve got a newfound respect for all S1 NCOICs out there. I’ve had the privilege of welcoming one of my Rangers to the NCO ranks recently and it has been a joy watching him grow and develop into a profoundly capable person who is able to work under high-pressure conditions. Finally, working in a Ranger Rifle Battalion is never dull and always varied: I’ve exited numerous jumpers as a Jumpmaster, executed many shooting and demolition ranges, officiated a Change of Responsibility Ceremony, and hopped into the water during a HELOCAST. Rangers Lead The Way!

2024 AG NCO OF THE YEAR



Antony W. Boonstra
SSG, S1 NCOIC
2d Battalion, 75th Ranger Regiment



2024 AG SOLDIER OF THE YEAR



Caleb M. Vogel
SGT, BN HR SGT
91st Civil Affairs Battalion (SO) (A)

After the AG Soldier of the year competition in June I have been doing a lot of traveling and had a couple life events happen in-between. I took personal leave to Spain for two weeks at the end of the month. I went to Madrid, Seville, Toledo, and Barcelona. Eating the food, seeing the history, views, and interacting with people there was amazing. We went to the Spanish military museum in Toledo and I got to learn more about my Spanish Jump wings there. In July I spent three weeks at White Sands Missile Range supporting my unit in an exercise. In August I promoted to the Rank of Sergeant.

In September I was invited to attend the Adjutant General Senior Enlisted Leaders conference. It was an opportunity that I am grateful for having experienced. It provoked a lot of thought of what I could take back to my unit to help navigate new processes and tabs in IPPS-A as well as implement new strategies on how to address issues that the regiment is experiencing at higher echelons at the BN level that I work at.

In October I supported another training exercise at Fort Irwin for another three weeks and was married in November, a week after my return. I have been prepping my soldier to attend his promotion board this month and helping smooth over the friction points from our unit moving to IPPS-A only finance actions.

Do you have a Soldier or Non-Commissioned Officer in your formation to be highlighted as an “AG Rockstar” in our next Quarterly Update? Submit names to: usarmy.jackson.ssi.list.ag-proponency@army.mil

As the Regimental CSM, among my responsibilities is to provide feedback on the vision and communicate the way forward for our corps. We are shifting to even more data centric methods of execution of our core competencies.

This quarter we are highlighting the 3rd Infantry Division G1 and their understanding of data literacy and usage of analytics to drive change and make decisions.

CSM Young

G1/S1 HIGHLIGHT

3RD INFANTRY DIVISION G1



ROCK OF THE MARNE



3RD INF DIV G1 INVESTS INTO POWER BI TO DRIVE DATA ANALYTICS

To become more efficient at data analysis, 3rd Infantry Division G1 has invested into the Power BI platform to better frame information more efficiently than in years past. Our ability to transform data and analyze trends has allowed HR professionals to provide more succinct recommendations to organizational decision makers and has enabled better support to Soldiers within the organization. The largest benefit that we have gained is uncovering human behavior that directly impacts HR support both negatively and positively. We can correct those flaws whether it is a faulty or inefficient process, or a lack of knowledge within the area in question. We can also identify what simply just works and try to replicate the process or behavior across the organization. By becoming more data driven, 3ID G1 has been able to support the Commanding General's three lines of effort: Warfighting, People, and Transformation.

Historically, HR initiatives and focus has been reserved to unit command and staffs or division level Personnel Readiness Reviews (PRR). 3ID G1's focus was to create measurable objectives within the HR realm and publish those objectives within the division's Annual Training Guidance (ATG). This technique has allowed the G1 to nest HR goals within the Warfighting Line of Effort (LOE 1) with the purpose of ensuring we maximize readiness for the commander. This effort has contributed to the retaining and/or rehabilitating of combat power that resides within the People realm (LOE 2). Many examples of utilizing the ATG to provide commanders and their CSMs with measurable goals are:

1. PERSPAY Mismatch/CRM Cases
2. Semi-Centralized Promotions selection objectives
3. Retention thru stabilization re-enlistments
4. Strength Management Accountability and Quality Assurance (F2G/F2L)
5. PRR (General Topics)



To assist leaders at echelon, the G1 and the HR community at-large had to undergo a Transformation (LOE 3) in how we track and analyze data. By incorporating multiple Power BI dashboards across the division within every commodity area, those commodity areas at echelon are no longer inundated with wasting countless hours running reports, analyzing the data, and then providing the recommendation to their leader. 3ID's ability to transform has brought to light numerous trends and behaviors that may not have otherwise been identified.

ON THE Horizon

3RD QTR, FY25

- Health of the Force/Structure Review
- FM 4-1 Projected Release (Formerly FM 1-0)
- MILPAY update and enhancement to course curriculum

NATIONAL AG CORPS WEEK 2 - 7 JUNE 2025



- AG NCO & Soldier of the Year Competition
2-3 June 2025
- AG Run
- AG 250 Celebration
4 June 2025
- AGCRA Carolina Chapter Breakfast
5 June 2025
- AG Corps Distinguished Member of the Corps (DMOC) Induction Ceremony
- AG Corps Hall of Fame Dinner / HOF-DMOC Reunion
- HR Symposium
5 June 2025
- Hall of Fame Ceremony
- 250th AG National Ball
6 June 2025
- AG 250 Golf Outing
7 June 2025

Got questions?



OPSEC

All content in this publication has been screened by Public Affairs, OPSEC and Legal in accordance with guidelines for public release outlined in AR 360-1.

Want to get involved?

Know someone who should be featured?

Contact Us

✉ usarmy.jackson.ssi.list.ag-proponency@army.mil

🌐 <https://www.ags.army.mil>

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