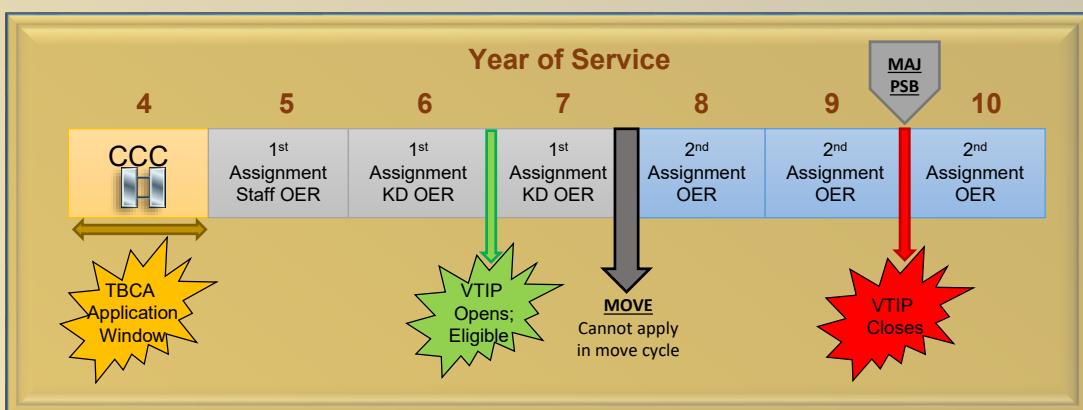


FAO Accession Timeline

- **TIMELINE:** Plan your application and apply early!! Many stellar officers won't become FAOs since they miss their application window or commit to other programs
- Selection is conducted through the Voluntary Transfer Incentive Program (VTIP)*
 - *For CCC Pre-KD CPTs: 5-10% of applicants are accessed through the Talent Based Career Alignment Program (TBCA); see <https://talent.army.mil/tbca/> for more information



- First Assignment: Optimally, you should apply before you PCS to your second assignment
- KD: Knock out your KD early; eligible to apply once your KD OER (any length) is in IPERMS
- Mover: Ineligible to apply while in the job market in the current move cycle (e.g. 23-02 mover cannot apply for the 2QTR23 panel)
- SFAB: Must complete one year before applying
- Broadening Opportunities: Almost all BOPs, USMA, etc., preclude officers from accession
- OER: If your OER will not be posted in IPERMS before the application window closes, contact FAO Branch
- Discuss your timeline with the Future Readiness Officer!

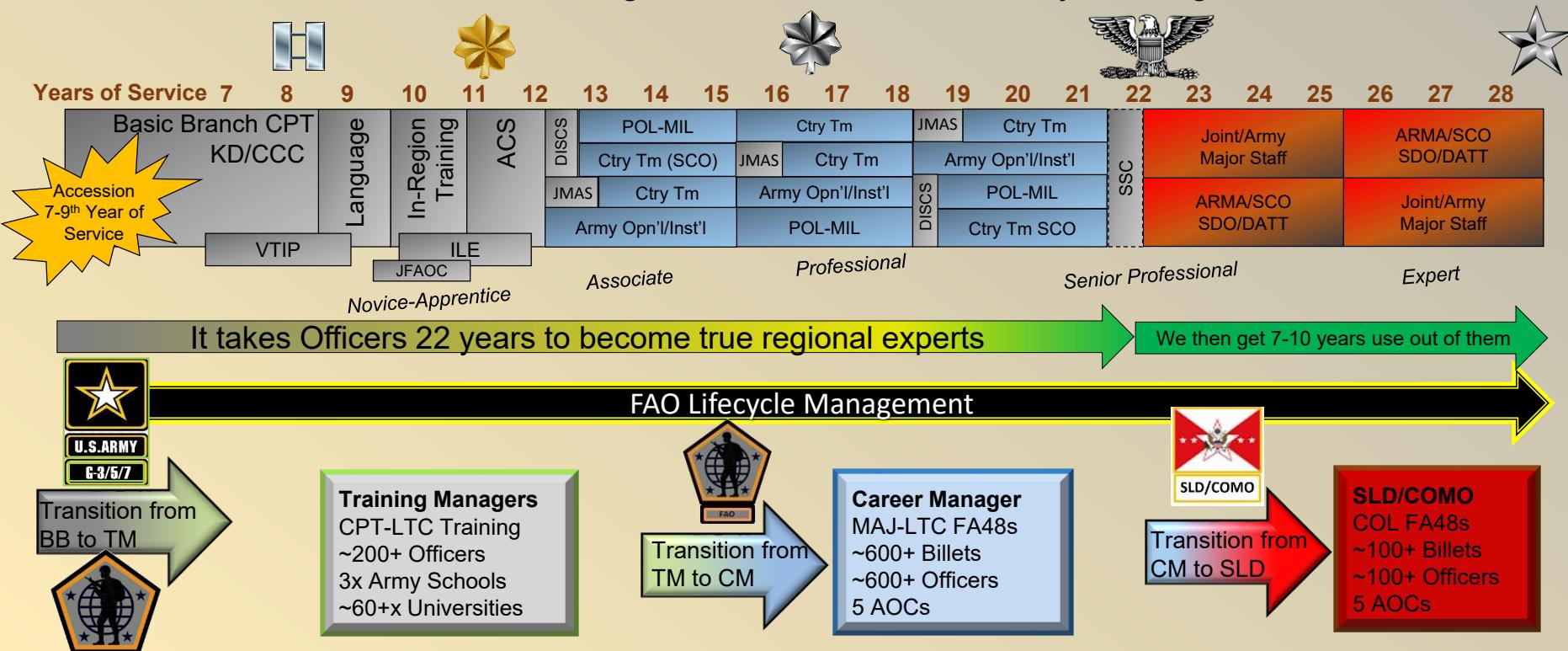
Example in and out chart – check the most recent MILPER message

YG	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Projected Open	CLOSED	CLOSED	CLOSED	CLOSED	OPEN	OPEN	OPEN	4QTR23 (MAY23)	4QTR24 (MAY24)	4QTR25 (MAY25)	4QTR26 (MAY26)
Projected Close	CLOSED	CLOSED	CLOSED	CLOSED	4QTR23 (MAY23)	4QTR24 (MAY24)	4QTR25 (MAY25)	4QTR26 (MAY26)	4QTR27 (MAY27)	4QTR28 (MAY28)	4QTR29 (MAY29)

FAO Career Timeline

Typical lifecycle:

- Years 0 – 3.5: Commission, attend BOLC, PCS to first duty location
- Years 4 – 8: Attend career course, PCS to second duty location, serve in KD
- Decision Point: Broadening opportunities, Fellowships, Functional Areas (FAO)
- Promotions:** Our MAJ, LTC, and COL promotion rates are, on average, 10 to 20% higher than other branches in the primary zone.
- Unique Careers:** Every FAO's career is different, based upon one's interests. However, all FAOs receive extensive initial training and serve in a wide variety of assignments.



FAO Branch at a Glance

Q1 OCT-DEC

- VTIP (Q2) / AOC Assignment / Training Schedule
- TBCA
- AIM 02 (Summer) Marketplace Execution
- MAJ Promotion Board Results/Analysis
- LTC/COL/BG Promotion Boards

Q2 JAN-MAR

- JFOAC (Session 1)
- LTC/COL/BG Board Results/Analysis
- TBCA

Q3 APR-JUN

- VTIP (Q4) / AOC Assignment / Training Schedule
- JFAOC (Session 2)
- DAS Marketplace
- AIM 01 (Winter) Marketplace Execution

Q4 JUL-SEP

- SSC Board
- LTC/COL Promotion Board Floor Analysis
- Cadet Summer Training (14 Branch days); USMA Branch Week
- LTC/COL Promotion Board Bumps