

MILPER Number: 25-148

Proponent
HRC-FSD-RSB

Title
**Fiscal Year (FY) 2025 United States Army Reserve (USAR) Additional Program
Development Education (APDE)**

...Issued:[28 Apr 2025]...

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- A. AR 135-91 (Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Procedures), 14 March 2016.
 - B. AR 350-1 (Army Training and Leader Development), 10 December 2017.
 - C. AR 350-100 (Officer Active-Duty Service Obligations), 21 July 2023.
 - D. AR 600-8-2 (Suspension of Favorable Personnel Actions (Flag)), 5 April 2021.
 - E. Joint Forces Staff College, Joint Combine Warfighting School-Hybrid (JCWS-H), <https://jfsc.ndu.edu/>.
 - F. National Defense University, Reserve Component National Security Course (RCNSC), <https://rcnsc.ndu.edu>.
 - G. Senior Manager Course in National Security (SMCNS), <https://nssp.elliott.gwu.edu/>.
 - H. Army Operations Course (AOC) Part-Time (PT), formally Primary Reserve Army Operations Course (PRAOC), <https://www.canada.ca/en/department-national-defence/services/benefits-military/education-training/establishments/command-staff-college.html>. The Canadian Army Command and Staff College (CACSC), formerly the Canadian Land Force Command and Staff College.
 - I. French Army Reserve Staff Officer Course

(FARSOC), <https://www.findforcesjobs.mod.gov.uk/vx/mobile-0/appcentre-ext/brand-5/candidate/so/pm/1/pl/3/opp/10208-FRENCH-ARMY-RESERVE-STAFF-OFFICERS-COURSE/en-GB>.

J. Joint Command and Staff Programme (JCSP), <https://www.cfc.forces.gc.ca/221-eng.html>, (accessible only with personal computer).

1. This MILPER message expires upon publication of Fiscal Year (FY) 2026 guidance or NLT 1 May 2026.

2. This message announces eligibility, application instructions, administrative instructions, and points of contact for the FY 25 United States Army Reserve (USAR) Additional Professional Development Education (APDE) Selection Panel scheduled 18-22 August 2025. The individual applicant is responsible for ensuring that their military records are complete, updated, and accurate.

3. The FY 25 USAR APDE Selection Panel will select eligible Officers, Warrant Officers and Senior Enlisted Noncommissioned Officers for APDE courses beginning in December 2025. Primary selectees and results will appear on second MILPER Message published in October 2025. Only primary selectees will be contacted individually; all remaining personnel will be contacted by Order of Merit List (OML) if a Primary selected applicant declines or withdraws from a course.

4. This is an “opt-in” panel; all eligible USAR Officers, Warrant Officers and Senior Enlisted Noncommissioned Officers must apply with their course preference(s) and will submit their preference(s) using the method provided below in paragraph “c.” Applications will not be accepted after the application window closes. Officer applicants should submit two preferences, a primary and alternate choice; however, selected applicants will be allowed to attend only one (1) course in FY 2026.

a. The application window will open at 0001 hours (EST), 26 May 2025 and close at 0000 (EST), 31 July 2025.

b. There will be no “board file” for applicants. Records and documents reviewed by the selection panel will include Soldier Talent Profile, Military Evaluations and documents found in the applicant’s iPERMS.

c. Eligible USAR Officers, Warrant Officers and Senior Enlisted Soldiers in competitive categories of AGR, TPU, IMA, and IRR Soldiers with a valid CAC card, will submit course preference(s) through the Human Resources Command (HRC) website (<https://www.hrc.army.mil/>). Applicants will select the “Tools and Apps” tab on top row; under “Assignments”, select “Personal Preference Pages for Centralized Selection Processes.” On the lower left column, select Reserve Component Function Designation (Officer or Enlisted). APDE courses for which you are eligible will display. Once course is chosen, Soldiers will receive a system generated email confirming application.

d. IRR Soldiers without a valid CAC card will email their preferences to usarmy.knox.hrc.mbx.rpmd-ord-apde@army.mil. These submissions will then be manually loaded into the application system.

5. Courses available and requirements for consideration by the Selection Panel:

a. The Reserve Component National Security Course (RCNSC) is a two-week seminar offering joint credit to Reserve Component Field Grade Officers (LTC-COL), Warrant Officers (CW4-5) and Senior Enlisted Soldiers (E8/E9). The RCNSC is designed to lay a foundation for students moving on to joint command management and staff responsibilities in a multinational, intergovernmental, or joint national security setting. The curriculum consists of lectures, panel discussions, seminars, on-site visits, and a simulation exercise dealing with national security policy and defense resource management. Soldiers must meet the following eligibility requirements for panel consideration:

(1) Commissioned Officers must be in the rank of LTC thru COL and Intermediate Level Education (ILE) MEL 4 complete with an AOC, and at a minimum, have a bachelor's degree. AMEDD, Functional Area Officers, JAG or Chaplain Corps must be JPME I complete.

(2) Warrant Officers must be in the rank of CW4 or CW5, and at a minimum, have a bachelor's degree.

(3) Senior Enlisted Soldiers must be in the grade of E8 or E9 and have graduated from the Master Leader Course (MLC), and at a minimum, have an associate degree.

(4) Officers must not have been selected, enrolled, attended, or graduated from the Senior Service College (SSC).

(5) Soldiers must not have previously attended the RCNSC.

(6) MRD must be 1 August 2029 or later.

b. The French Army Reserve Staff Officer Course (FARSOC) is the highest military training any French Reservist can receive. The complete course of study consists of a one-year preparation and evaluation period where the student studies the French Army's full capabilities and the fundamentals of the French Deliberate Military Decision Making Process (MDMP). The culmination of the course is a three-week resident phase centered on the ability to analyze a complex operational situation, apply MDMP and develop an operational concept. Officers must meet the following eligibility requirements for panel consideration:

(1) Must be in the rank of CPT, MAJ or LTC.

(2) Must be ILE (MEL 4) complete with an AOC and, at minimum, have a bachelor's degree. AMEDD, Functional Area Officers, JAG, or Chaplain Corps must be JPME I complete.

(3) MRD must be 1 December 2029 or later.

(4) Must have a minimum of 2+/2+ on the Defense Language Proficiency Test (DLPT) in French and a 2 on the Oral Proficiency Interview (OPI).

c. The Senior Managers Course in National Security (SMCNS) is a two-week leadership seminar for Colonels in Washington, D.C. Participants learn to analyze multi-dimensional challenges, evaluate policy options, communicate, and negotiate with allies and rivals, and build effective coalitions including interagency and multinational partners, all against a backdrop of unexpected or rapidly developing events. Colonels must meet the following eligibility requirements to apply for panel consideration:

(1) Must be in the rank of COL.

(2) Must have graduated SSC.

(3) Must have an MRD of 1 September 2028 or later.

d. Joint and Combined Warfighting School-Hybrid (f/k/a Advanced Joint Professional Military Education) is a nine-month mixed modality program that grants JPME II to successful graduates of the Reserve Component. It is designed to prepare Officers for joint duty assignments. Officers must meet the following eligibility requirements to apply for panel consideration:

(1) Must be in the rank of MAJ thru COL and be Intermediate Level Education (ILE) MEL 4

complete with an AOC, and at a minimum, have a bachelor's degree. AMEDD, Functional Area Officers, JAG, or Chaplain Corps must be JPME I complete.

(2) MRD must be 1 December 2029 or later.

(3) Officers pending, currently serving in, or formerly assigned to a recognized Joint assignment, USAWC DEP graduates, and Senior Service College Fellowships will receive additional consideration to attend JCWS-H. HRC will validate Joint Duty Assignment List (JDAL) experience. Personnel may be required to provide documentation in support of JDAL assignment to an actual position upon request. Assignment to a JDAL unit does not necessarily constitute being assigned to a JDAL position.

e. The Primary Reserve Army Operations College (PRAOC) is held at the Canadian Land Force Command and Staff College, Kingston, Ontario, Canada. The course aims to prepare Army Reserve Officers to function at the staff level with units and Brigade Groups in garrison and ongoing operations. The course teaches the tactical doctrine and command/staff procedures for Army/Air operations at the battalion and brigade levels. No US Army MEL equivalency has been granted for this course. Officers must meet the following eligibility requirements for panel consideration:

(1) Must be in the rank of CPT or MAJ.

(2) CPTs must be a Captain Career Course graduate (MEL F1).

(3) MAJs must be at the least an ILE-Common Core (ILE CC) MEL C1 graduate.

(4) MRD must be 1 December 2029 or later.

f. The Canadian Joint Command and Staff Programme (JCSP) is a two-year mixed modality program containing two separate demanding distance learning phases and two separate resident phases focusing on multinational security issues. Officers must meet the following eligibility requirements to apply and/or attend:

(1) Must be in the rank of MAJ.

(2) Must be ILE (MEL 4) complete with an AOC.

(3) MRD must be 1 December 2030 or later.

6. Officers serving or scheduled for area of operation(s) (AOCs) in theaters that are combat related in nature and are located/situated in OCONUS will not be eligible to attend APDE courses in FY 26. Similarly, Officers on CO-ADOS or ADOS orders during the FY 26 will not be eligible to attend APDE courses.
7. APDE attendance will be subject to the availability of funds and resources. USAR (TPU, IMA, IRR) Soldiers will receive ADT orders funded by HRC; AGR personnel will receive a Line of Accounting (LOA) Memorandum to fund their travel and per diem. Orders and LOA Memorandums will be published 30-45 days from the start of the course. Units are responsible for processing pay and assisting Soldiers with DTS authorization and travel settlement.
8. In accordance with AR 600-8-2, all applicants will be deemed ineligible if they are pending administrative action or flagged.
9. The point of contact for this MILPER Message is Reserve Personnel Management Directorate, Reserve Force Shaping Division, Reserve Schools Branch, APDE Program Manager, Mr. Russell G. Guzman. Email russell.g.guzman.civ@army.mil and cc: usarmy.knox.hrc.mbx.rpmd-ord-apde@army.mil.
 - a. AGR, IMA, and IRR Officers, as well Specialty Branches (Chaplain, Jag and AMEDD), needing assistance should contact their respective Talent Manager on the HRC website: <https://www.hrc.army.mil>.
 - b. TPU Officers needing assistance should contact their respective Career Manager on the ARCG website: <https://www.usar.army.mil/ARCG/ARCG-CMO/>.
 - c. Colonels needing assistance should contact the Senior Leader Development Officer (SLDO). The AGR team box is usarmy.knox.ocar.mbx.sldo-agr@mail.mil, and for TPU/IRR/IMA, send emails to usarmy.knox.ocar.mbx.sldo-ofcr@mail.mil.