

Department of the Army  
Pamphlet 600-3-50

Functional Area 50

# **FORCE DEVELOPMENT**

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# ***SUMMARY of CHANGE***

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FORCE DEVELOPMENT

Not applicable.

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Functional Area 50  
**FORCE DEVELOPMENT**

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By Order of the Secretary of the Army:

CARL E. VUONO  
*General, United States Army*  
*Chief of Staff*

Official:

R. L. DILWORTH  
*Brigadier General, United States Army*  
*The Adjutant General*

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COMMANDANT  
Command and General Staff College  
ATTN: ATZL-SWR-M  
Fort Leavenworth, KS 66027-6900

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## 1. FORCE DEVELOPMENT FUNCTIONAL AREA (FA-50)

The Force Development Functional Area includes staff positions from Department of the Army to Division level. It focuses on the management of resources for changing the Army's organizational structure, and provides for the associated manpower and equipment needs of active and reserve component forces. Officers in this functional area work to achieve force levels capable of implementing the Army's role in national security within established resource levels. The force development officer integrates the fundamentals of force structuring, resourcing, documentation, manning, and equipping to reach this goal.



Figure 1. Force Development positions are available from...

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Figure 2. Department of the Army to...



Figure 3. Division.

## 2. ROLE OF THE FORCE DEVELOPMENT OFFICER

Force Development Officers perform a wide range of duties from resourcing at Department of the Army and major command headquarters to fielding new equipment at Division level. As the focal point for integrating change, staff officers develop the Army's total force structure. This is accomplished by identifying personnel and funds to support the requirements produced by combat developers. This function is aided through the development and management of critical information contained in Department of the Army automated data bases and information systems. Challenging and rewarding assignments in positions of increasing responsibility are available to officers who choose to serve in the Force Development Functional Area.

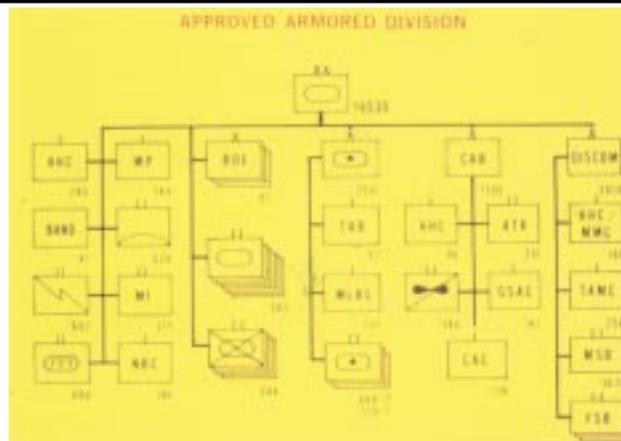


Figure 4. Areas of force development staff include...



Figure 5. The Force Development Functional Area qualification course...

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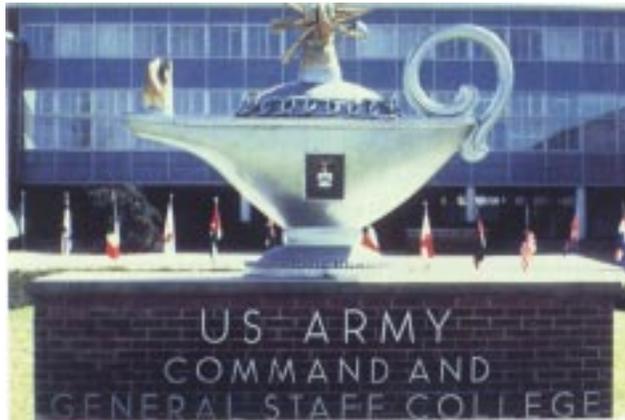


Figure 6. Is conducted at the Command and General Staff College.

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Figure 7. Is centered on small group staff work.

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## 2. EDUCATION

A variety of educational opportunities, designed to meet the requirements of varied assignments within the Army, are available in the Force Development Functional Area. The qualification course for Functional Area 50 is the Force Development (50A) Course taught at the Command and General Staff College at Fort Leavenworth, Kansas. This prepares staff officers to perform duties at the Major Command (MACOM) and Department of the Army (DA) level. It is a three week TDY professional development course. Alternatively, qualification may be attained through completion of an elective subcourse offered to officers attending the resident Command and General Staff Officer Course.

Other Army courses support the professional training of FA-50 Force Development officers. The following courses expand knowledge and provide additional expertise in specific aspects of this functional area.

- The Corps/Division Level Force Integration Course is conducted at the Command and General Staff College at Fort Leavenworth, Kansas. It is a one week course for staff officers, noncommissioned officers and civilians serving in corps, division, or installation force modernization/integration positions.
- The Force Integration — Manning the Force Course conducted at Fort Benjamin Harrison, Indiana, provides training for officers, noncommissioned officers, and civilians performing duties in manning and manpower analyst positions throughout the Army. It is a three week course.
- The Force Integration — Equipping the Force Course conducted at Fort Lee, Virginia, is a two week course designed to prepare officers, noncommissioned officers and civilians involved in development and fielding of new equipment.
- The Force Development — TAADS Course at Fort Lee, Virginia, trains officers, noncommissioned officers and civilians in the Army Authorization and Documentation System. This one week course prepares graduates to produce authorization documents (Modified Table of Organization and Equipment, and Table of Distribution and Allowance) at both the MACOM and installation level.

Two additional courses are offered at Department of the Army level on “How the Army Runs”. They are designed to prepare selected officers to perform highly specialized staff functions within the Army. The Department of the Army Inspector General (DAIG) Course prepares personnel for duty in IG positions at all levels of the Army. Officers selected to serve on HQDA staff in force development positions attend a course which prepares them to deal with resourcing at that level.

The courses above supplement the professional growth of force development officers, with the exception of the Force Development (50A) Course which remains as the primary qualification course. Functional Area supporting courses provided by Training and Doctrine Command (TRADOC) are described in greater detail in DA Pamphlet 600–3.

## 3. DUTIES AND POSITIONS

Officers in the Force Development Functional Area serve in positions of increasing responsibility and take part in shaping the Army of the future. Opportunities are both challenging and professionally rewarding. Functions performed by Force Development Officers include:

- Determination and design of force levels and organizational requirements of implementing the Army’s role in national security.
- Planning and programming change to organizations and force levels.
- Documentation and review of manpower and equipment resource requirements, authorizations, and supporting plans.
- Development and application of policies and procedures for force development management information systems and subsystems.
- Application of the Planning, Programming, Budgeting, and Execution process to operational and force structure requirements.
- Arrangement of components of the force structure into a balanced and combat ready force.
- Supervision of personnel and activities performing force development duties.

Positions for officers in the functional area include assignments throughout the Army. Force Development officers can expect to serve in the following types of duty positions:

- Chief of Corps/Division/Installation Force Modernization office or staff.
- Staff officer involved in actions dealing with Force Plans, Structure, Development, Analysis, Accounting, or Management.
- Manpower Management and Analysis staff officer at the MACOM and higher levels.
- Staff and faculty positions in military schools and colleges responsible for instruction and doctrine development associated with the functional area.

Some positions at division and lower levels are not included in the specialty but provide an officer with progressive development in skills prior to entry into the functional area. These positions include the following:

- Staff officer involved in force modernization actions on a Division or Installation staff.

- Instructor or staff officer on a New Equipment Training Team.
  - Staff officer positions on Material Fielding Teams.
  - Staff and faculty positions in branch proponent schools focusing on the integration of new doctrine, training, structure or equipment into the existing force structure.
- Duties in the functional area start at Division level and progress through positions of increasing responsibility at major command headquarters and Department of the Army.



**Figure 8. Fielding M-1 Abrams at Division level.**

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**Figure 9. Integration of new systems into the force structure at MACOM headquarters.**

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**Figure 10. Organizational Integration Team conference at Department of the Army.**

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#### 4. SELECTION AND PROFESSIONAL DEVELOPMENT

An officer may, upon completion of seven years Active Federal Commissioned Service (AFCS), have Force Development (FA-50) designated as a functional area. Officers are accepted from combat, combat support, and combat service support branches. Members of the Judge Advocate General Corps, Chaplain Corps, and Army Medical Department are not considered for this functional area. Officers who seek FA-50 as their functional area should be qualified in their branch, as defined by the branch proponent. Company grade officers interested in the FA-50 Functional Area should seek developmental positions on Corps, Division, or Installation force modernization/integration staffs prior to their selection of FA-50 and assignment at higher level commands. Advancement in this functional area, as well as in others, is based upon demonstrated overall career potential. Officers interested in a career with assignments in Force Development are encouraged to read DA Pamphlet 600-3, Officer Professional Development. Additional information concerning the Force Development Functional Area may be obtained from your career manager or the Force Development Functional Area Monitor (Controller) at MILPERCEN.

Officers of varied backgrounds can qualify for Force Development.



Figure 11. Combat Arms

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Figure 12. Combat Support Arms

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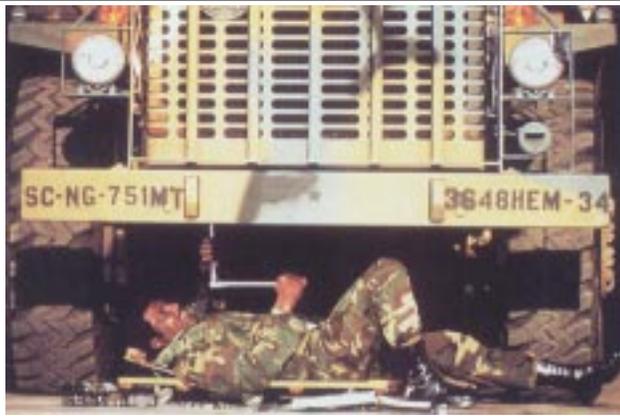


Figure 13. Combat Service Support Arms

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