



FY 23 First Term Alignment Plan Timeline

Retention Campaign
July 2022 - Sep 2023

KEY

- MMEA Action
- Unit Action
- Service Policy/Regulation
- Retention Timeline Milestones

FTAP Pre-Phase I & Phase I

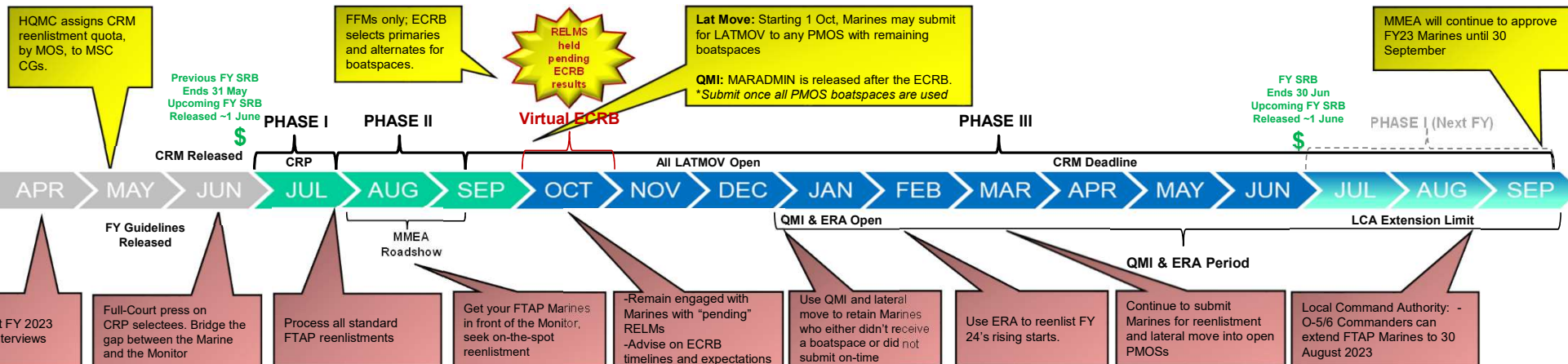
- 7-31 July 2022
- Lateral moves to critica MOSs open 1 June
- Commandant's Retention Program open from 7-31 July
- Conditional approvals sent directly to the most talented and highest performing Marines per PMOS.
- Focused CRM assigned

FTAP Phase II

- 1 August 2022- 15 September 2022
- Submission period for FTAP Marines not offered a conditional approval in Phase I
- Approvals limited to 70% of available boatspaces. Phase II approvals must be qualified for reenlistment and competitive with peers

FTAP Phase III

- 16 September 2022- 30 September 2023
- ECRBs begin 1 October for MOSs with more submissions than boatspaces (FFMs)
- Reenlistments for non-competitive MOSs released
- ECRB reenlistments approved in-stride and through November
- Early Reenlistment Authority opens 1 January 2023



Definitions

- FY 2023 First Term Alignment Plan (FTAP) Marine:** Marines on their initial enlistment contract with an Expiration of Current Contract (ECC) between 1 Oct 2022 and 30 Sep 2023.
- Fast Filling MOS (FFM):** MOSs that, on or before the submission deadline, have more Marines requesting reenlistment than there are available boatspaces.
- Enlisted Career Retention Board (ECRB):** Screens, selects, and ranks Marines for reenlistment who are in a FFM.
- Command Retention Mission (CRM):** Retention mission assigned by HQMC to MSC commanders for retention of Marines in historically under submitted MOSs.

- Early Reenlistment Authority (ERA):** M&RA authorizes a select number of early reenlistment quotas allowing qualified Marines to reenlist a fiscal year earlier. Marines are eligible for all available fiscal reenlistment incentives.
- Commandant's Retention Program (CRP):** Program designed to target retention of the highest performing Marines in the current cohort by MOS, which encompasses up to 50% of available boatspaces. Conditional approvals sent from HQMC directly to the highest performing Marines in each MOS.
- Quality Marine Identification (QMI) Program:** Design to retain quality Marines who did not receive a boatspace on the ECRB. 100 total boatspaces authorized for CG endorsed Tier 1 – Tier 3 Marines. Limit of 10 per PMOS. Requirements released via MARADMIN.