APPENDIX C. DIAGRAMS OF THE ITALIAN ARMY’S GRADE AND PROMOTION SYSTEMS

Figure C.1 Junior Enlisted Personnel (VFB) progression to the career force grades (VSP)

VFBs can be recruited from:
- Civilians
- Draftees
- Volunteers on a 1-year term (VFA)

Renewals do not represent changes in grade; they give recruits additional chances to make into the career force (VSP)

Figure C.2 VSP career progression

- 70% of available S1 slots
- 30% of available S1 slots
- - 37 YOS
**Figure C.3 Sergeants career progression**

By "choice," with minimum 7 YIG

"By choice" process for each cohort:
- Top 1/3 promoted after 7 YIG;
- Middle 1/3 promoted after 8 YIG;
- Bottom 1/3 promoted after 9 YIG.

Eligible for promotion to M1:
Those with "above average" rating and no more than 40 years of age (≤ 21 YOS)

**Figure C.4 Marshals career progression**

By "choice," with minimum 7 YIG

By "choice," with minimum 8 YIG for 70% of slots; 30% by competition

Minflows:
- 70% from NCO schools
- 20% from eligible VSPs
- 10% from eligible Sergeants

- 37 YOS