

CAP Candidates,

I want to provide you several updates entering this CAP25 cycle. These updates apply to Army Competitive Category (ACC) BCAP and CCAP candidates who are in the 4-phase Centralized Selection List (CSL) system. I am communicating these changes to you because they differ from the way previous CAP iterations impacted CSL selection and what you may have heard previously about CAP.

All ACC BCAP and CCAP candidates voted Certified for Command (CFC) at CAP25 will have their performance files available on [MyBoard](#) reviewed and scored by the Job Performance Panel (JPP) after CAP is complete. The JPP is run by the DA Secretariat and is very similar to the legacy CSL Board Process. The JPP will score each candidate's certified Army Board File, as well as a one-page CAP performance summary. You will receive this same CAP Performance Summary page as you outprocess CAP25 and depart for home station.

Your performance at CAP matters! It influences how the JPP scores your Board File. The JPP scoring determines the CSL OML for future FY25 CSL Commanders and Leaders.

CAP's purpose remains unchanged: to objectively assess candidates and identify the most talented, self-aware leaders for our Army while ensuring a world-class, fair and consistent experience for each candidate. CAP remains a screening process for counterproductive and ineffective leadership behaviors. CAP remains redemptive. Both candidates on an alternate list or those found Not Yet Certified for Command (NYCFC) will get a chance to improve the vulnerabilities identified during the feedback loop and compete to return to a future CAP.

For further information on this year's Command Assessment Program, please visit us on our [LinkedIn Page](#), [MS Teams](#) or at the [Army Talent Management Task Force Website](#). We will use these platforms to provide you with regular updates regarding CAP25.

Robert A. O'Brien IV
Colonel, Infantry
Executive Director,
Command Assessment Program