



OFFICE CHIEF OF SIGNAL



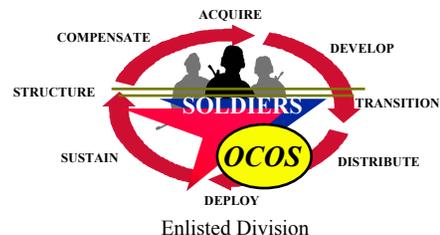
Enlisted Division Overview



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ENLISTED DIV MAJOR RESPONSIBILITIES



- Evaluate and recommend the Army's Signal Corps Military Occupational Specialties (MOS) requirements (i.e.: create, delete, and merge MOS as required)
- Evaluate and recommend the Army's Signal Corps Additional Skill Identifiers (ASI) requirements (i.e.: create, delete, and merge ASI as required)
- Develop Standards of Grade (SG), which are published in DA PAM 611-21, for each MOS
- Review TAADS documents to evaluate compliance with the SGs



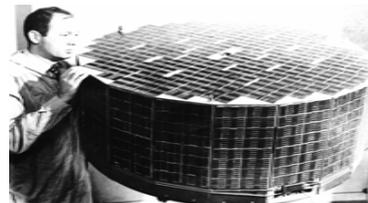
MAJOR RESPONSIBILITIES (Continued)



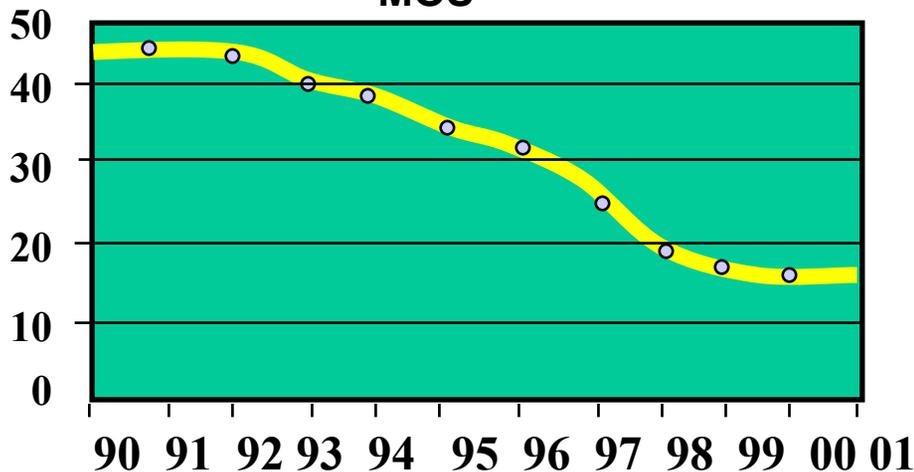
- Evaluate job analysis and field input that required knowledge and skills are taught to the appropriate MOS at the correct grade
- Review all training documents (i.e.: Course Administrative Data and Program of Instruction)
- Review MNS, ORD, and BOIPs to evaluate MOS requirements
- Coordinate with NGB & ARPERSCOM Signal Branch all issues impacting MOS strength, training seats, enlistment and reenlistment incentives, promotions, etc



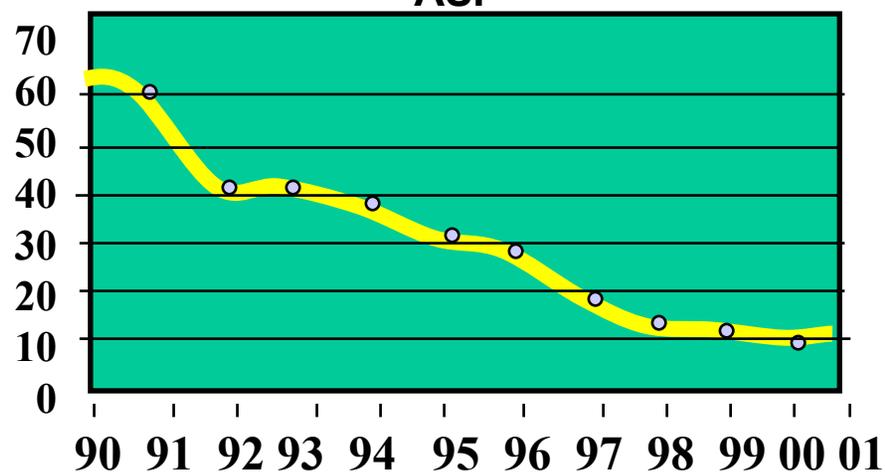
History of MOSs & ASIs



MOS



ASI





BREADTH OF ENLISTED SIGNAL REGIMENT

Fifth Largest Branch

- **3 Career Management Fields**
- **17 Military Occupational Specialties**
- **9 Additional Skill Identifiers**
- **95% of all MTOE Units have Signal presence**
- **107 Signal MTOE Units supported, roughly 30+ types**
- **29,158 AC Authorizations**
- **28,143 RC Authorizations**



How We Compare - FY 01 Enlisted Strength



| BRANCH | CMF | MOS | AC AUTH | RC AUTH |
|------------------------------|------------|------------|----------------|----------------|
| Ordnance | 3 | 46 | 45,713 | |
| Quartermaster | 4 | 11 | 43,720 | |
| Infantry | 1 | 5 | 43,141 | |
| Adjutant General | 3 | 20 | 30,467 | |
| Signal | 3 | 17 | 29,158 | 28,143 |
| Medical | 4 | 19 | 27,745 | |
| Field Artillery | 1 | 10 | 22,037 | |
| Armor | 1 | 4 | 17,536 | |
| Military Intelligence | 1 | 21 | 15,816 | |
| Aviation | 7 | 25 | 15,673 | |
| Engineer | 3 | 22 | 14,477 | |
| Transportation | 1 | 8 | 14,376 | |
| Military Police | 1 | 3 | 14,329 | |
| Air Defense Artillery | 4 | 9 | 7,865 | |
| Chemical | 1 | 1 | 5,969 | |
| Special Operations | 2 | 7 | 4,454 | |
| Band | 1 | 16 | 1,917 | |
| Public Affairs | 1 | 3 | 576 | |



CMF 25 VISUAL INFORMATION OPERATIONS STRUCTURE

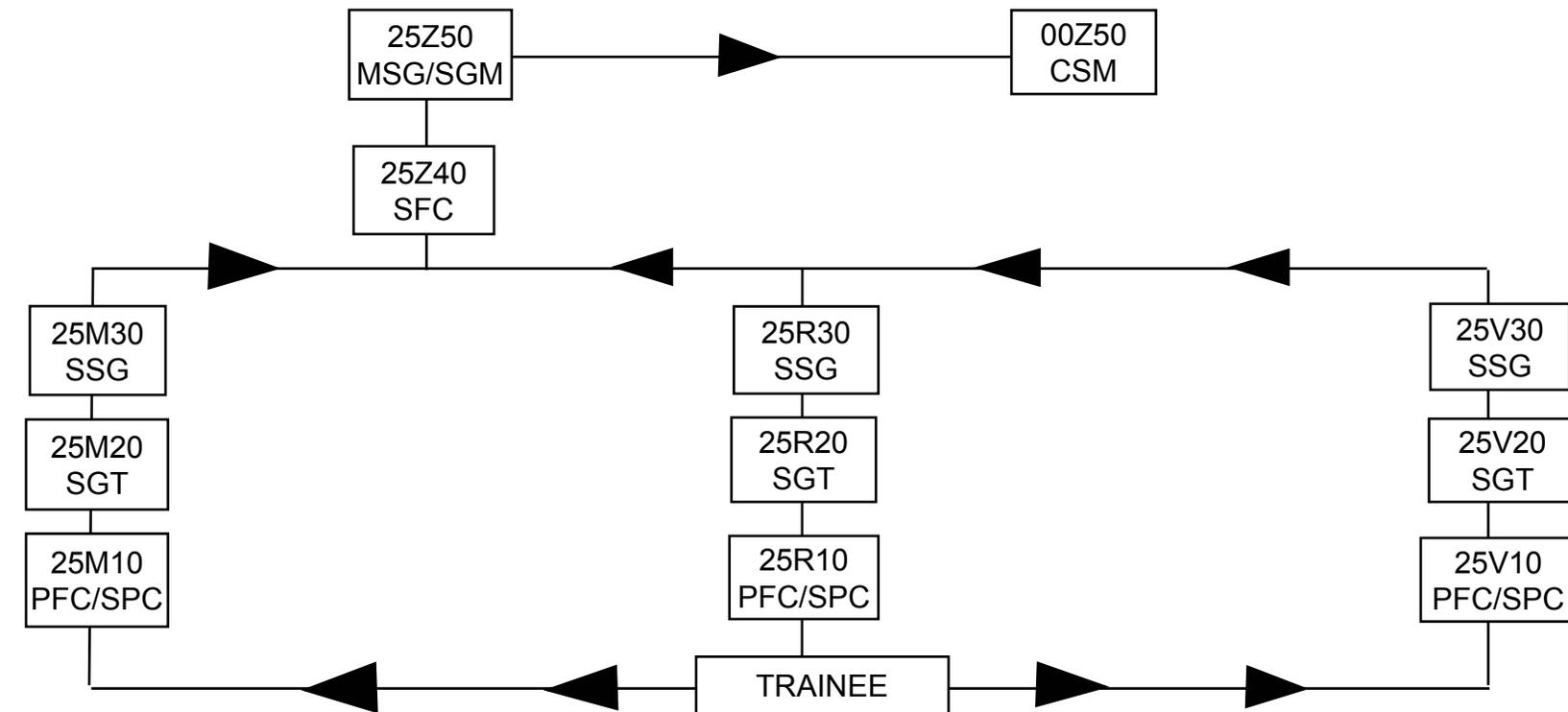
MULTIMEDIA
ILLUSTRATO

VI
OPERATIONS
CHIEF

VI
OPERATOR-
MAINTAINER

CSM

COMBAT
DOCUMENTATION/
PRODUCTION
SPECIALIST



NOTE: MOS 25M = 25Q
MOS 25V = MOS 25P AND 25S



CMF 31 SIGNAL OPERATIONS STRUCTURE

RDO
OPR-MAINT

CABLE
SYS
INST-MAINT

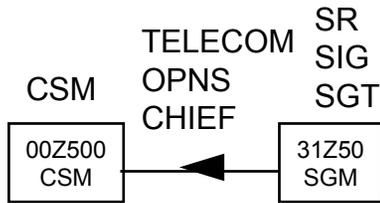
MCHAN
XMSN SYS
OPR-MAINT

NETWORK
SW SYS
OPR-MAINT

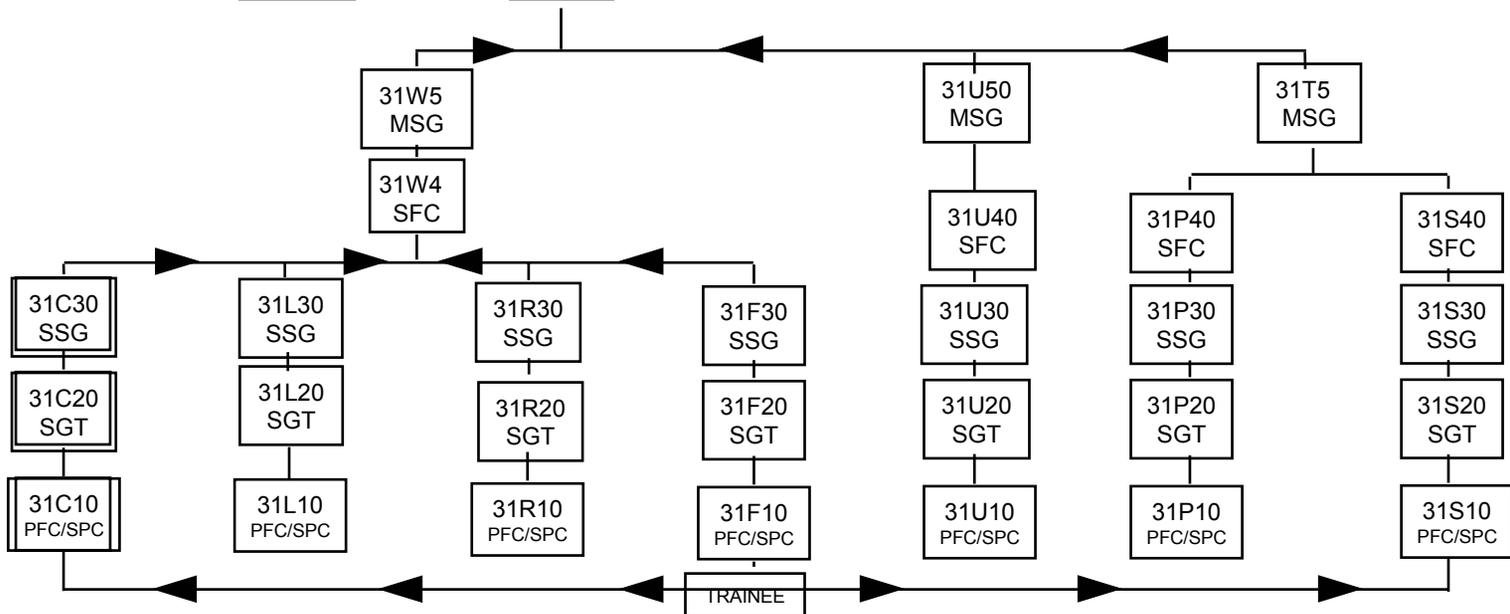
SIG
SPT
SYS SP

MW
SYS
OPR-MAINT

SATCOM
SYS
OPR-MAINT



SATCOM/M
SYS
CHIEF



NOTE: MOS 31F= MOS 31F, 36L & MOS 31R= MOS 31M, 31D

MOS 31P = 29V, 29M, & 31N
MOS 31S = 29Y AND SELECTED 31M7A



CMF 74 INFORMATION OPERATIONS STRUCTURE

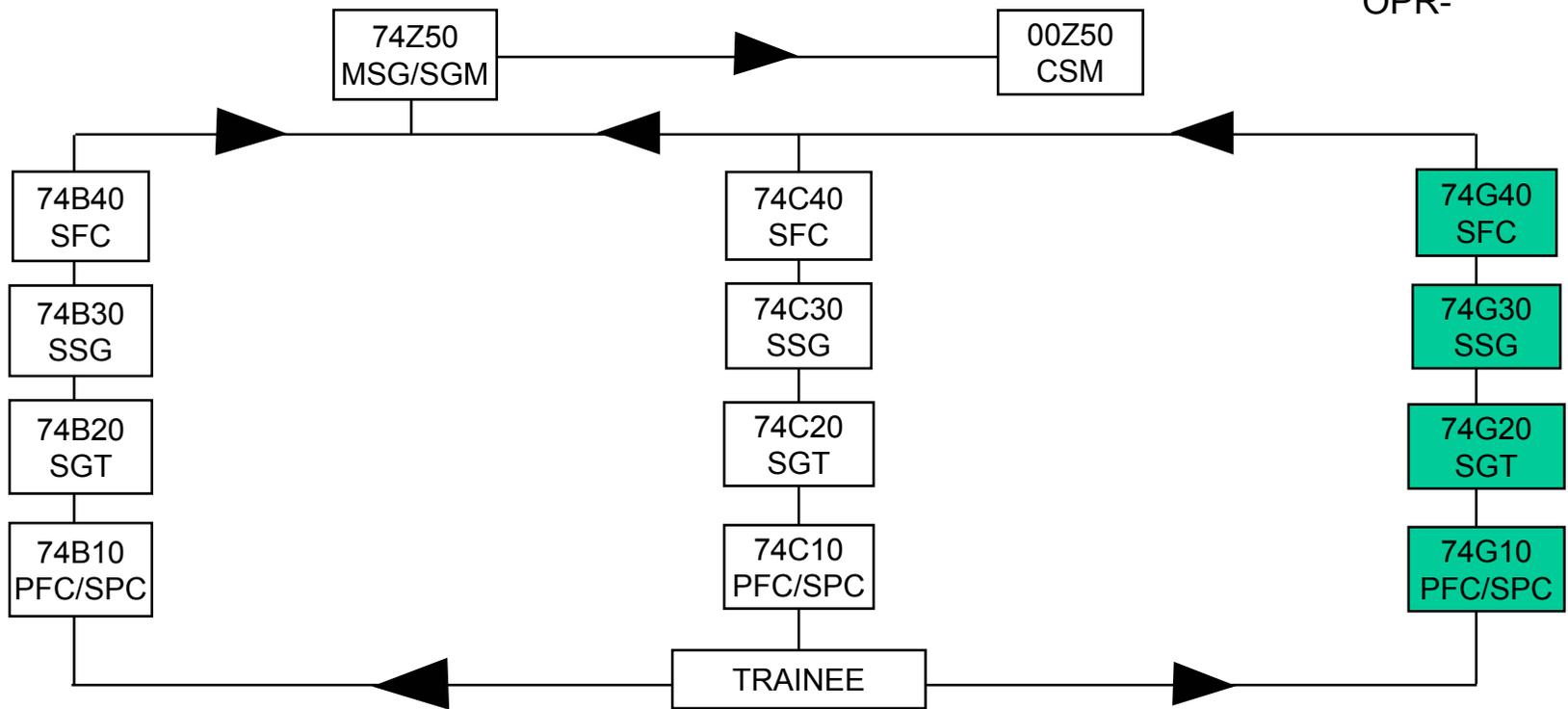
INFO SYS
OPR-ANALYST

INFO SYS
CHIEF

REC
OPR-MAINT

CSM

TELECOM
COMP
OPR-



NOTE: MOS 74B = MOS 74D AND 74F
MOS 74G = MOS 39G AND 39V



Military Occupational Specialty (MOS)

Viability and Feasibility



Overview

- Review of all 17 Signal MOSs to examine structure and health, determine effect of modernization. Pave the way for the 2020 Concept.
- Virtually all MOSs affected to some degree by modernization, most are in good health with distinct functions to perform well into the future.
- Three MOSs evaluated as candidates for restructure and/or deletion.



Military Occupational Specialty (MOS)

Viability and Feasibility

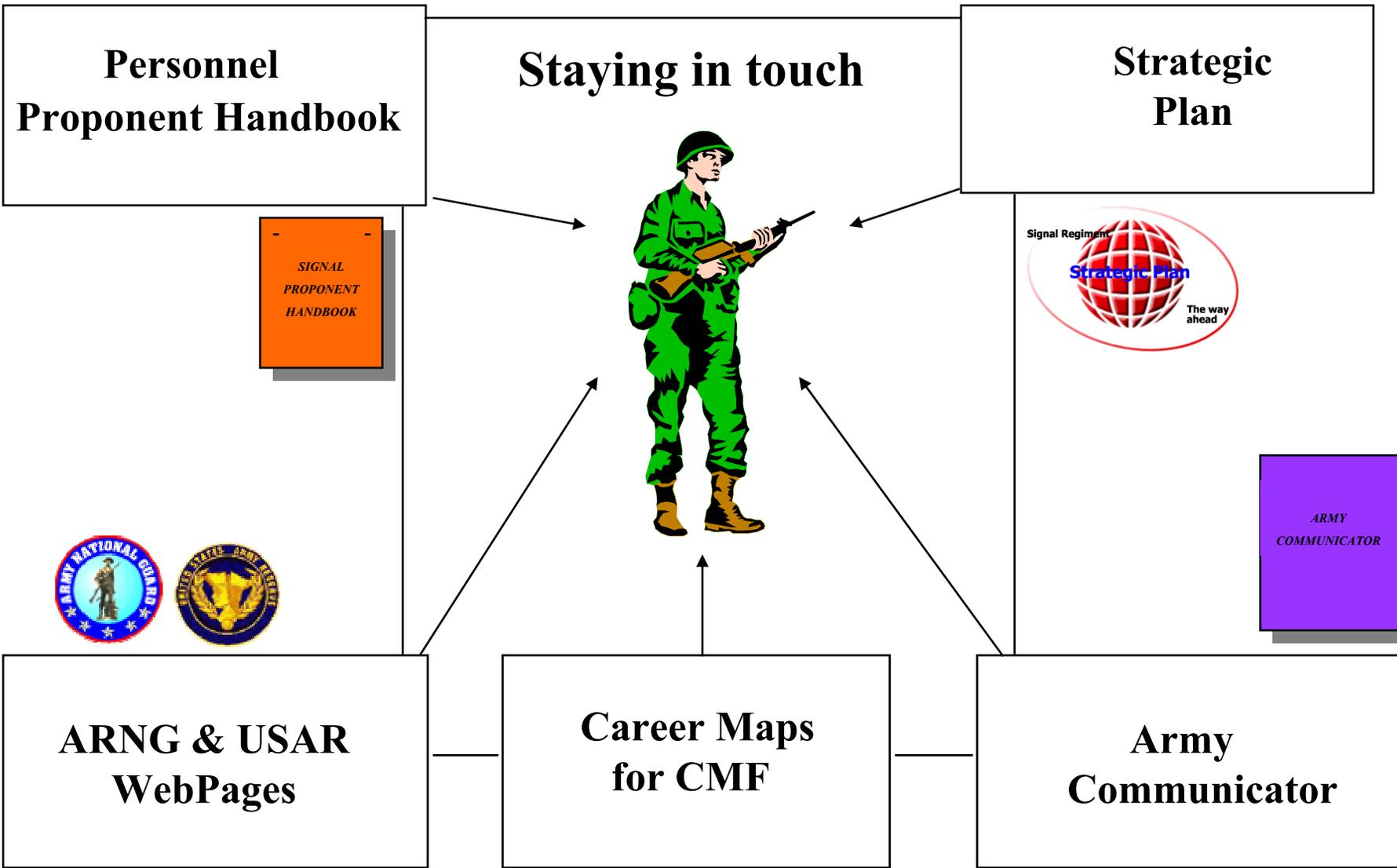


Conclusions/Recommendations

- **MOS 31C - Radio Operator-Maintainer**: Healthy, viable and sustainable, but suited for restructure. Recommend 31C subsume Retransmission function and cap with MOS 31U vice MOS 31W.
- **MOS 31L - Cable Systems Installer/Maintainer**: Highly viable and required despite ongoing changes. Recommend retention with reorientation of training strategy to accommodate newer technologies
- **MOS 74C -Telecommunications Operator-Maintainer**: Viability questionable, decreasing authorizations due to modernization and elimination of AUTODIN. Recommended for deletion.



NETWORK OF INFORMATION





NETWORK OF INFORMATION



1. Personnel Proponent Handbook - <http://www.gordon.army.mil/ocos/sph/default.htm>
2. Strategic Plan - <http://www.gordon.army.mil/ocos/strapln/index.htm>
4. Army Communicator - <http://www.gordon.army.mil/ocos/bmdivs/ac/default.htm>
5. Career Maps - <http://www.gordon.army.mil/ocos/ediv/cmaps/htm>
6. ARNG Signal Regiment - <http://www.gordon.army.mil/ng/>
7. USAR Signal Regiment - <http://www.gordon.army.mil/ar/>



ENLISTED DIVISION POC'S



| | | |
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Assignment Oriented Training

Strategic

**Echelon Above
Corps**

**Echelon Corps
and Below**

Tactical

SFC John Barrett
Office Chief of Signal



AOT DRIVERS



ODCSOPS: Directed audit of TTHS.

ADS XXI: Initiative to combine like function MOSs.

CG TRADOC: Directed to better prepare soldiers for first unit in shorter time.

Signal Soldiers must provide communications and Information Technology in operational, institutional and sustaining base daily.

SIGCEN: Efforts to reduce course lengths and eliminate training of perishable skills, Active/RC.

Multi-generation of like function equipment requires different operator/maintainer skills training.



SIGNAL MIOS CONSOLIDATIONS



Multi-Skilled Information Technology Soldiers

Reduced Enlisted MOS's



50 MOS
62 ASI

17 MOS
9 ASI



Combined operator / maintenance skills in fewer MOS's

Separate operator & maintenance MOS's

Combining MOS's can lengthen AIT courses

Interim Force

OBJECTIVE FORCE

1987

2000

2010



CURRENT TRAINING



METHODOLOGY SHORTFALLS

**Training all
MOS Critical
tasks to ensure
soldier is
trained for any
assignment**

**Training highly
perishable skills
that are not
required for every
assignment**

**One Size Fits All
(Active, RC,
Digitized, Non-
Digitized Tactical,
Strategic)**

**Infrastructure of
Schoolhouse
Cannot Keep Pace
with Demands
(Equipment,
Shifts, Facilities)**

**Training
Legacy, Digital,
and COTS
systems to
keep pace with
technology**

**Excessive training
decay due to long
course lengths**



PROPOSED METHODOLOGY



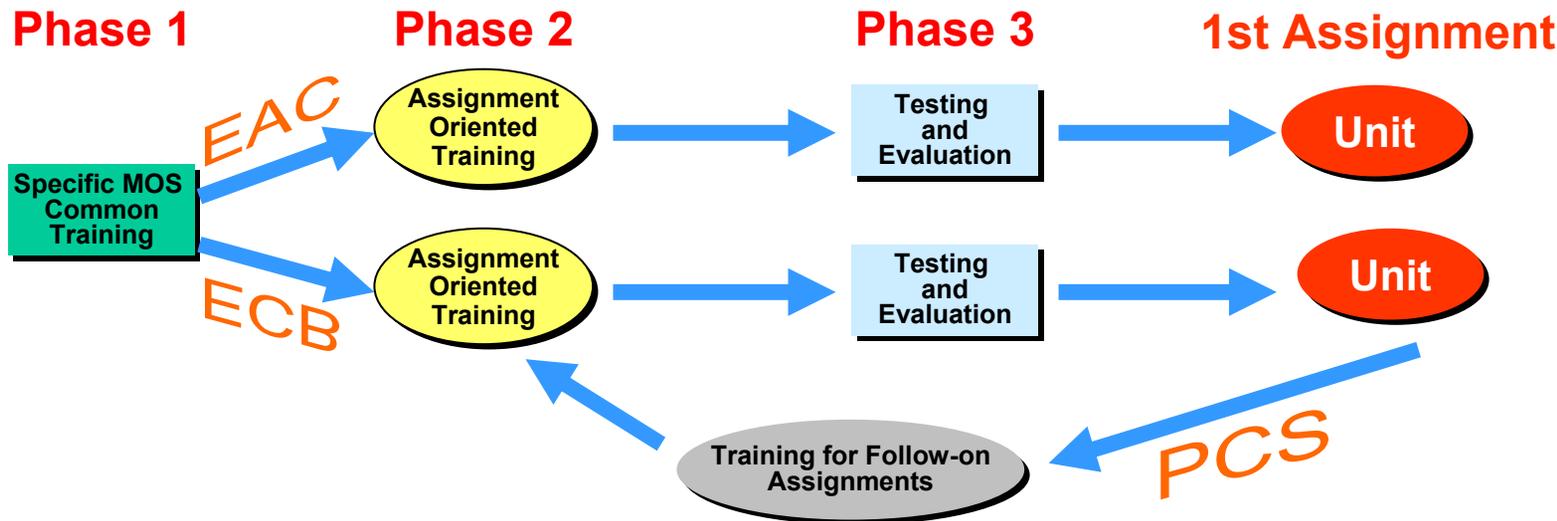
Assignment Oriented Training

A training methodology used in the Advanced Individual Training environment for those multi-skilled MOSs that can be assigned to different echelons; Echelons Above Corps (EAC) or Echelons Corps and Below (ECB). This methodology trains the soldier using "track courses" tailored to the equipment and skill sets required for the first unit of assignment. Each course trains only those critical tasks required to MOSQ the soldier for the specific echelon unit and its operational unique equipment/systems.

Two categories of training are used, i.e., Initial and Follow-on, to fully MOS certify the soldier. **'Initial'** is broken into a "common core" and a "track course" (i.e. EAC vs. ECB or strategic vs. tactical) limited to equipment/systems approved by the school commandant. 'Follow-on' trains only the **appropriate** 'track' required by soldiers subsequently assigned to a unit (echelon) for which they have not received training.



AOT MODEL



- ***Reduces TTHS***
- ***Tracked Assignment Oriented Training***
- ***Tailored to specific soldiers, units and commands; AC, RC or Guard***
- ***Supports Training of Legacy, Digital, and COTS Systems***
- ***Knowledge-Based Common Training; Educate & Train Theory & Principles***

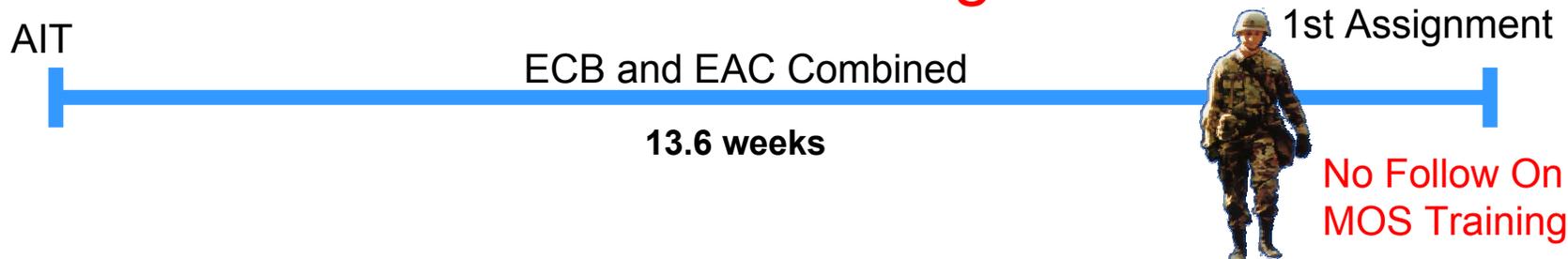
Bottom Line: Puts Better Trained, More Focused Soldier in Field Quicker.



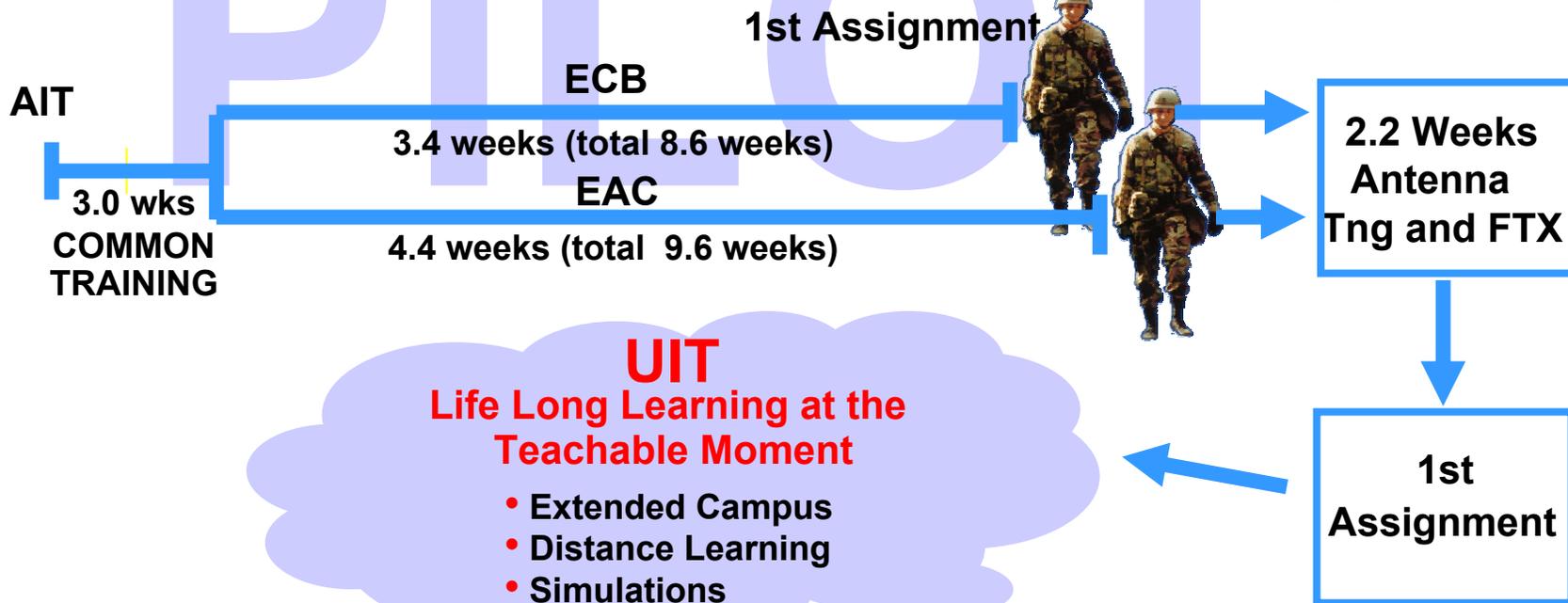
31R10 AIT TRAINING



Current Resident Training Model



Future Assignment-Oriented Training





RESERVE/GUARD APPLICATION



- **Facilitates Reserve/Guard Soldiers**
 - **Already know what unit and equipment**
- **Initial assessments and reclassification soldiers receive Common Core and a track based on assignment**
 - **If a change in assignment requires retraining, training will be provided**
- **Previously trained MOS 31R soldiers (Non-AOT) do not require any additional training**
 - **Already fully trained on all equipment**



RESERVE/GUARD APPLICATION



- **For soldiers trained under AOT**
 - Assigned ASI Y2 or Y3 upon graduation
- **ASIs associated through SSG for Reserve/Guard**
 - Most Reserve/Guard soldiers will not require Follow On Training (FOT)
- **For those soldiers who receive both tracks of training**
 - ASI is withdrawn, eligible for any assignment



CONCLUSION



- **Reduced MOS course lengths**
 - TTHS savings
- **Get soldiers to the field quicker**
 - Better qualified and more focused
 - More productive upon arrival

