

Officer Update

Officer Education System (OES)

- ***RC Signal Symposium***
- ***27 Nov 01***
- ***Briefer: MAJ Roland B. Parten***
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Purpose

- ***Present Overview of changing Officer Education System (OES) courses being developed and implemented:***
 - ***Signal Regimental Team (FA changes)***
 - ***new OBC tentatively scheduled to come on line March 03 - called Basic Officer Leader Course (BOLC).***
 - ***Overview of CALC, CABCC, ILE***

Agenda

- ***Reasons for Changes to Officer Education System***
- ***Functional Area 24 & 53 Changes***
- ***OBC Progression to Basic Officer Leader Course (BOLC)***
- ***CAS3 Progression to Combined Arms Leaders Course (CALC)***
- ***OAC Progression to Combined Arms Battle Command Course (CABCC)***
- ***CGSOC Progression to Intermediate Level Education (ILE)***

Why Change OES?

- **OES must meet the requirements of full spectrum operations and Army Transformation.**
- **Current institutional education systems not meeting needs or expectation of leaders**
 - **Officers want more hands-on training**
 - **Digital C2 requirements not addressed**
 - **OAC and CAS3 have redundancies**
 - **Officers miss out on *shared* training opportunities w/NCOs and WOs**

Where OES is going...

Guiding Principles

- ✓ **Right education, right officer, right place and time**
- ✓ **Bonding, Cohesion, and Trust in Cohorts**
- ✓ **Combined Arms and Joint Operations**
- ✓ **Sequential and Progressive**
- ✓ **Standards, Assessment, Feedback, and Accreditation**
- ✓ **Life-Long Learning**

Future Focus

- ✓ **Strengthen the warrior ethos and Warfighting focus**
- ✓ **Increase & enhance combined arms & joint training & education**
- ✓ **Increase performance-oriented training and education**
- ✓ **Embed digital C2 training**
- ✓ **Develop & implement shared training events with NCO/WO courses**
- ✓ **Increase emphasis on developing Bn/Bde commanders**
- ✓ **Change faculty selection and assignment strategy to ensure the Army's best qualified, most experienced instructors teach the least experienced students**
- ✓ **Integrate Distance Learning; focus on self-directed, self-development**
- ✓ **Strengthen the operational level of war education**

The Signal Regimental Team



**Telecommunications
Systems Engineer
AOC 24A**



**Information Systems
Management
AOC 53A**

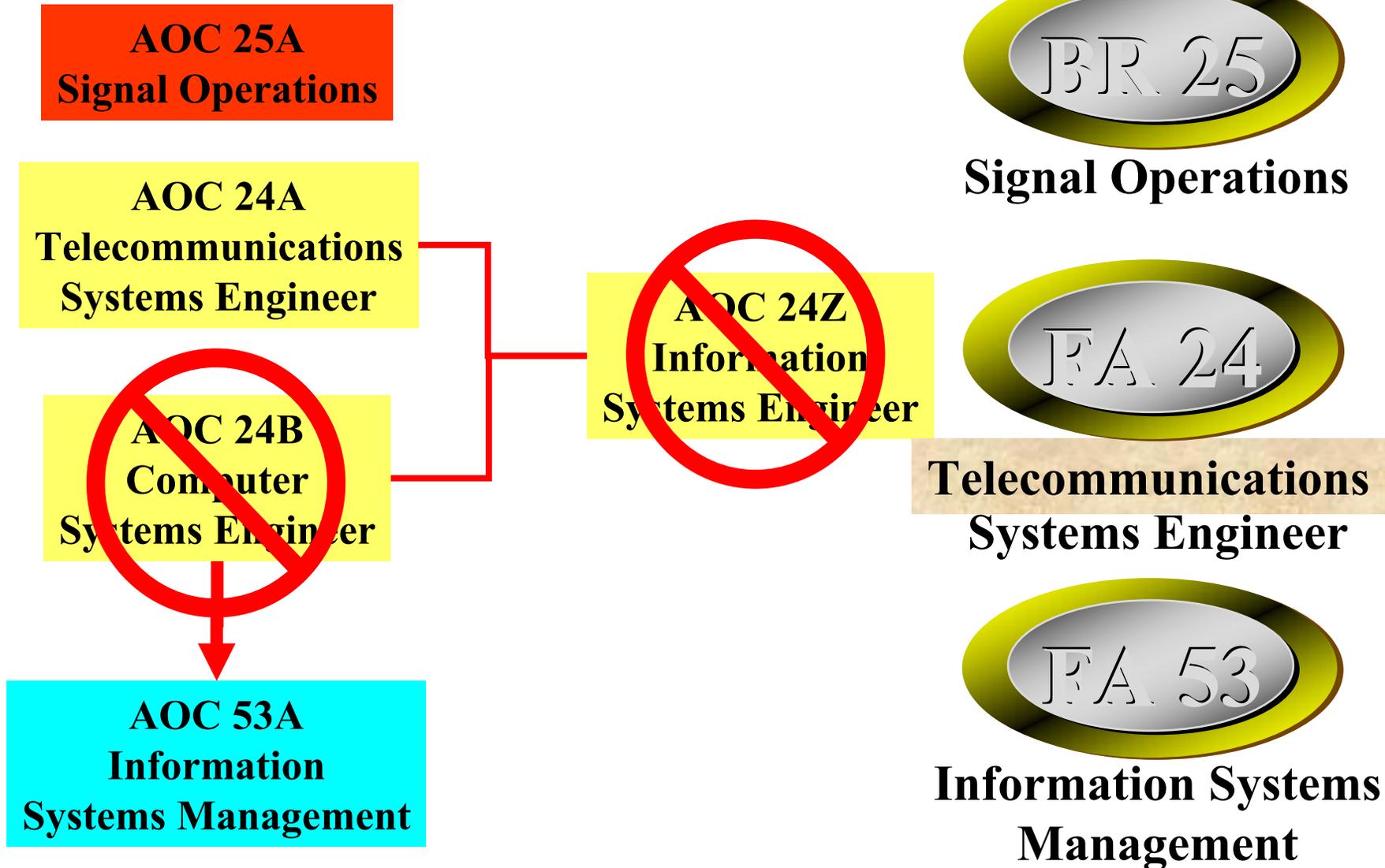


**Signal Operations
AOC 25A**

AOC Realignment FY 01

Entry Level AOC's

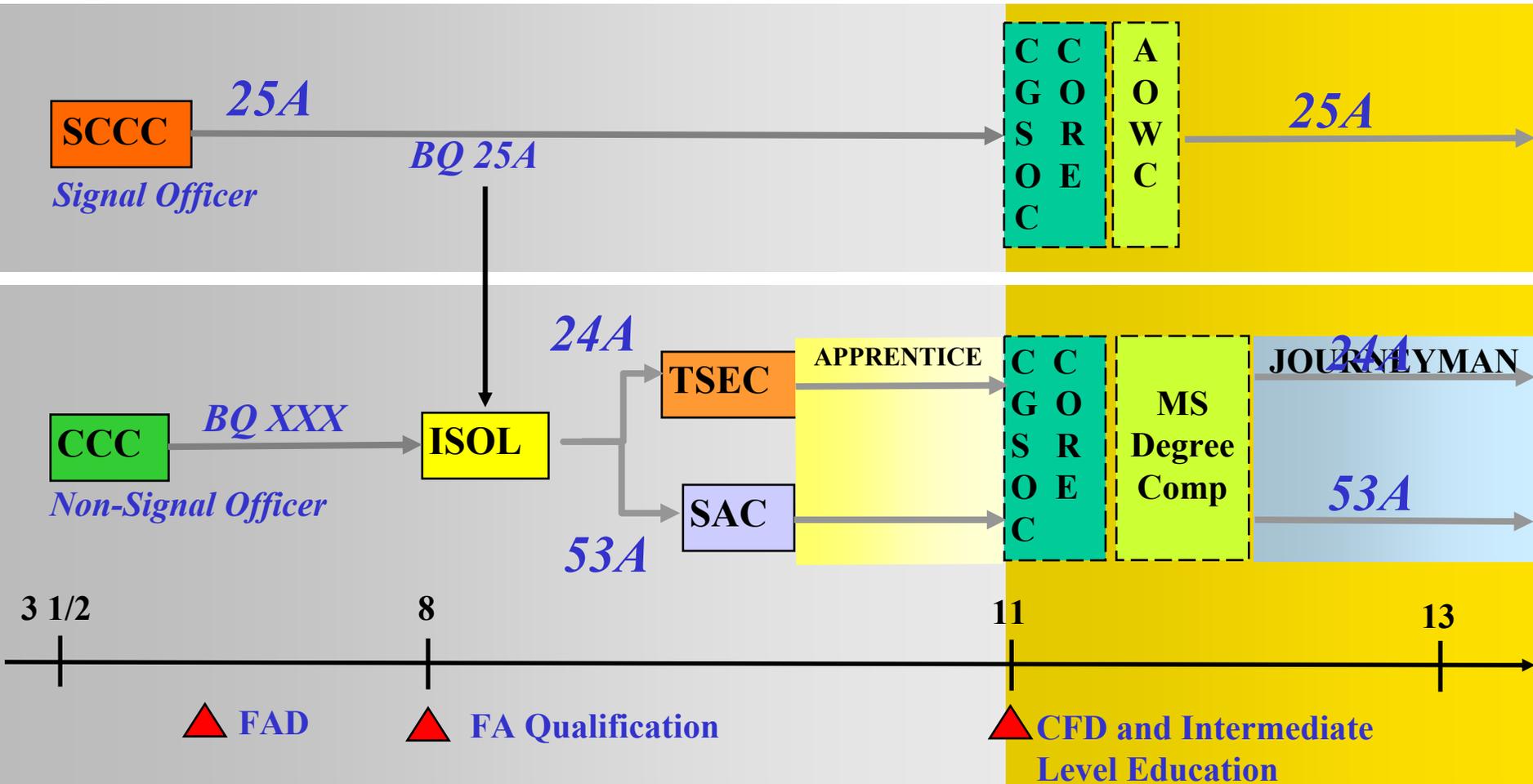
Capper AOC



Signal Regiment Objective OPMS XXI Training Strategy

Captain

Major (Notional)



ISOL	Information Systems Operations Leveler Course	SCCC	Signal Captain's Career Course
SAC	Systems Automation Course	SOBC	Signal Officer Basic Course
TSEC	Telecomm Systems Engineering Course	FAD	Functional Area Designation
CGSOC	Command & General Staff Officer Course	CFD	Career Field Designation
AOWC	Advanced Operations Warfighting Course	MS	Master of Science Degree

Functional Area Constructive Credit

- ***Request for Functional Area credit can be granted based on:***
 - ***Work experience in a related field (military or civilian).***
 - ***Related civilian degree (bachelors or higher).***
 - ***Related civilian or military training (functional courses, industry certification, etc).***
- ***The regulation that provides the requirements for qualification is DA Pam 600-3, Commissioned Officer Development and Career Management, Dated 1 Oct 98.***
- ***If you feel you can demonstrate proficiency in either FA 24 or FA 53, forward a request for constructive credit to include the below mentioned documents through channels:***
 - ***THRU either Cdr, AR-PERSCOM ATTN: ARPC-OPD-S for USAR***
 - ***OR National Guard Bureau, ATTN: NGB-ARZ-HRP-O for ARNG***
 - ***TO: United States Army Signal Center & Fort Gordon***
ATTN: ATZH-POO (MAJ Parten)
Fort Gordon, GA 30905-5000

Functional Area Constructive Credit

- ***The following items need to be included:***
 - Cover letter that summarizes experience***
 - Biographical Summary***
 - DA Form 2-1 (Title 32 Officers) / Officer Record Brief (Title 10 Officers)***
 - Copies of college transcripts (Originals are not necessary)***
 - Officer Evaluation Reports (Last five)***
 - Awards***
 - Letters of Recommendation.***
 - Automation training certificates (i.e. MCSE, Cisco CNA, etc.)***
 - Any additional document(s) that may support your request.***
- ***Upon receipt of a packet an evaluation will be made to include recommendation for approval or disapproval. Then the Director, Office Chief of Signal, will sign and then route the packet back through the command channels.***

Signal Regiment Graduate Education Program



Phase I **Graduate Program Online**

- *Standard DL course offerings from UMUC*
- *SCCC, SAC, and TSEC students*
- *Suggested Projects and Thesis Topics*

JANUARY 2001



Phase II **Cohort Program**

- *Executive Cohort classes offered at FT Gordon*
- *Saturday On-Site Seminars*
- *9 hours of College credit*

FALL 2001

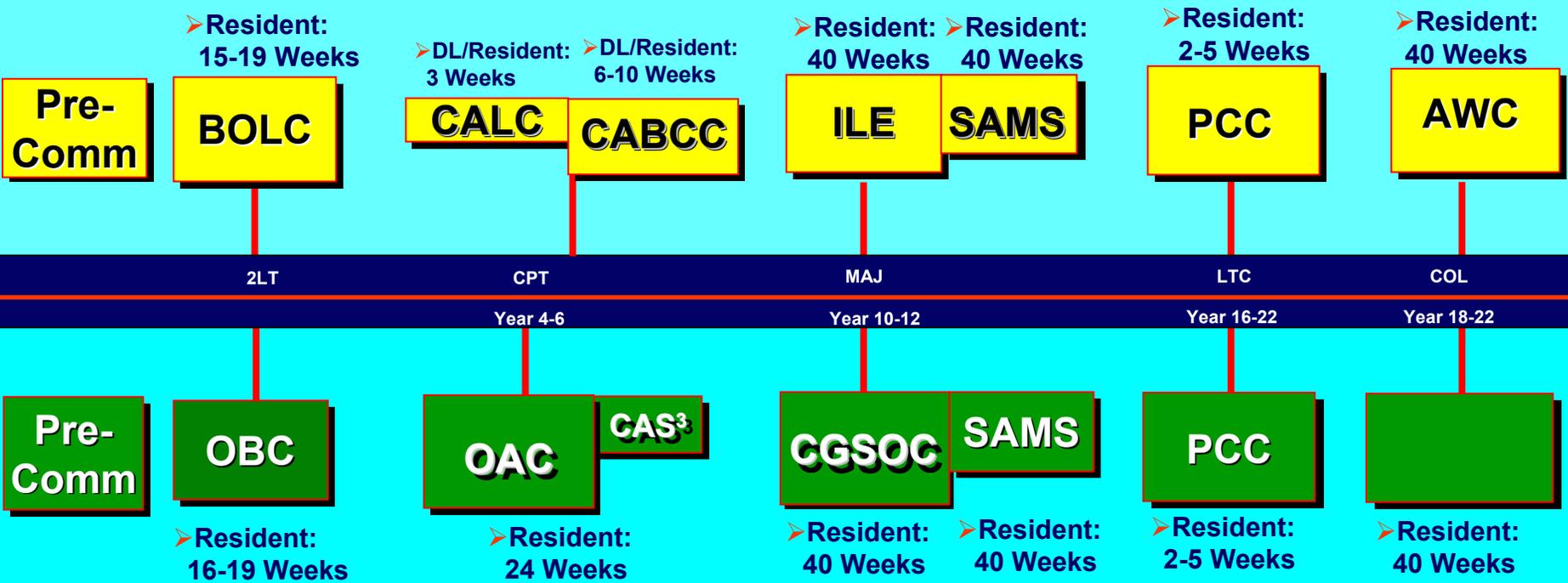


Phase III **Full-Time Students**

- **CGSC / ILE at FT Gordon**
- **Fully Paid 1 Year Program**
- **Computer Systems Management**

2002/3

Officer Education System (OES) Transformation



Goal: Develop and implement a new OES model that links OES from Precommissioning through the AWC and meets the requirements of full spectrum operations and Army Transformation.

Basic Officer Leader Course (BOLC)

Phase I

+

Phase II

=



*7 weeks
All Branches*

*8-12 weeks
Branch
Proponent Location*

Exact Length and Skills determined through Needs Analysis



Basic Officer Leader Course Phase I

Phase I Purpose:

To develop leaders with a common warfighting focus & warrior ethos and meet 2LT expectations.

Principles:

- ✓ Establish a leadership laboratory and increase initial entry standards
- ✓ Increase self-awareness and self-confidence
- ✓ Provide common Army standard for small unit leadership and officership.
- ✓ Foster bonding, rapid team building, cohesion, and trust in combined arms cohorts
- ✓ Focus on experiential leadership in a combined arms environment
- ✓ Combined arms cadre (CPT Platoon Trainer w/4 NCOs) provides continuous feedback on leadership performance

BOLC PHASE 1

Fort Benning, GA

- ***35 Day POI***
 - ***Common Core Tasks***
 - ***Technical & Tactical Tasks***
 - ***22 Field days/16 overnight***
- ***76% Field time***
- ***36 Sessions Physical Activities***
 - ***2 APFTs; 19 Days of PT***
 - ***5 Days of Foot Marches***
 - ***10 Days Other (Confidence Course, Bayonet Assault, etc.)***

Basic Officer Leader Course Phase II

Phase II Purpose

To provide 2LTs with training on platoon level, branch specific tactical and technical skills.

Branch Technical and Tactical Training

Technical Phase

Branch Specific Platoon Leader Technical Skills

Tactical Phase

Field Environment
3 weeks--24/7

Hands-on
performance oriented
training

Functional Training

Maneuver

- ✓ Pathfinder
- ✓ Ranger
- ✓ Airborne

Maneuver Support

- ✓ COMSEC Custodian
- ✓ SIGINT
- ✓ HUMINT

Maneuver Sustainment

- ✓ Petroleum Officer
- ✓ Food Service
- ✓ Unit Movement Officer

BOLC Endstate

2LTs who have a common bond with their combined arms peers, are tactically and technically proficient small unit leaders ready to assume leadership positions in their units.

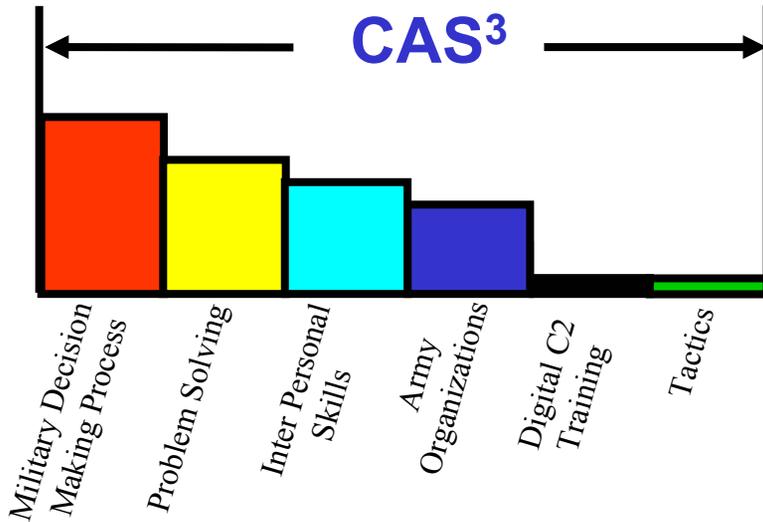
BOLC PHASE II COURSES

Fort Gordon, GA

- ***Automation*** ***160 Hours***
- ***Common Core*** ***42 Hours***
- ***Signal Staff Officer*** ***66 Hours***
- ***Signal Bn Plt Ldr*** ***160 Hours***
- ***MSE FTX/S-6 Track*** ***152 Hours***
- ***TOTAL TIME = 12 Weeks and 4 Days***

CAS³ Progression to Combined Arms Leaders Course (CALC)

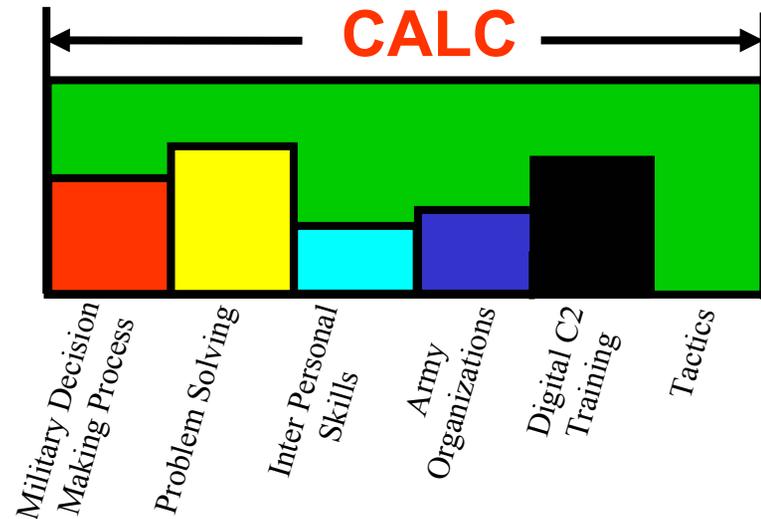
Now



FOCUS:

- Staff Techniques and Procedures
- Emphasis on Planning
- Training, Mobilization and Deployment
- Military Decision Making Process
- Leadership / Interpersonal Skills
- Resident

..... **in the Future**



FOCUS:

- Tailored to the needs of the Objective Force Captain
- Hands-on, performance oriented
- Emphasis on adaptive battle staff training (Tactical Problem Solving) and Leadership
- Training & Training Management
- Full Spectrum Operations
- Resident and Distance Learning

Combined Arms Leaders Course (CALC)

Mission:

To train officers to function as combined arms leaders and battle staff officers with the Army in the field

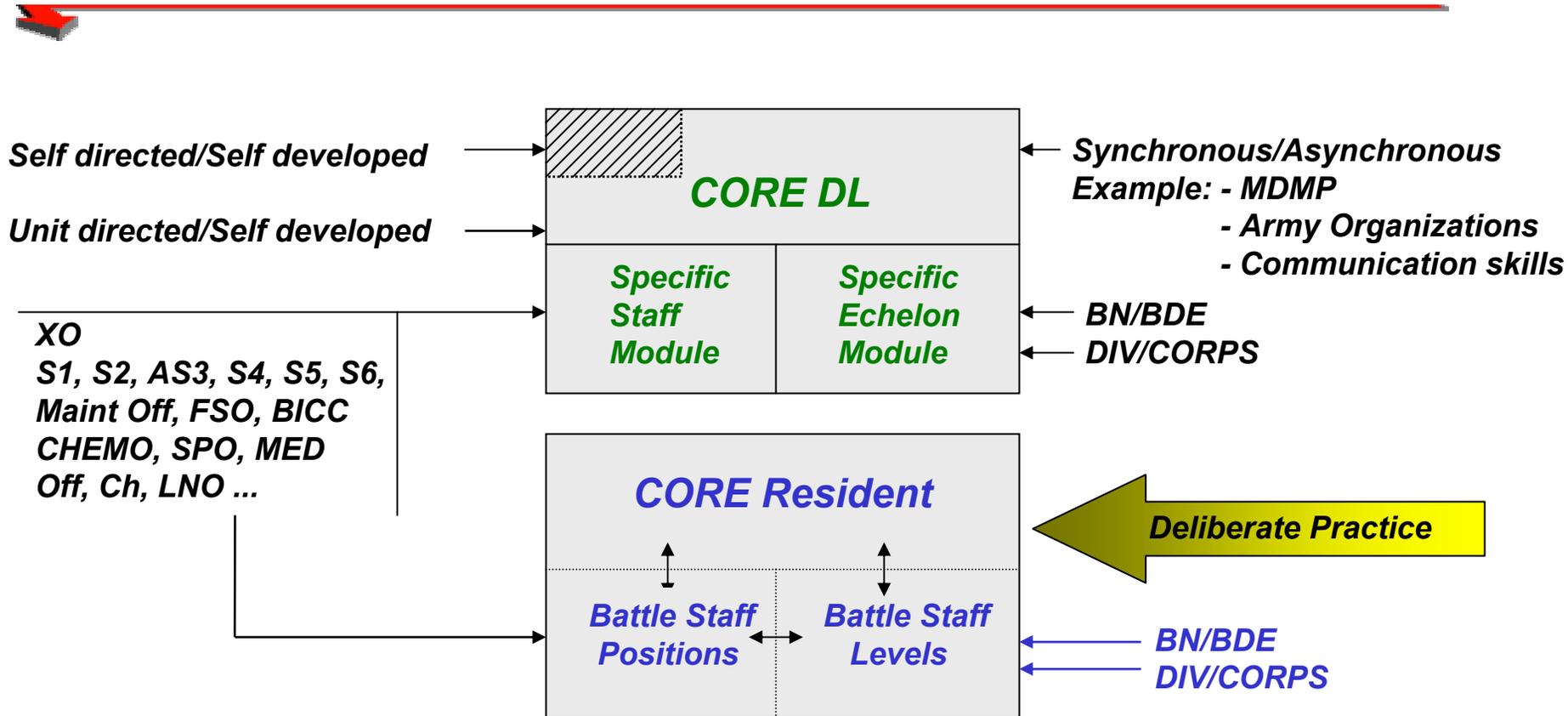
Principles:

- **Right education, right officer, right time, right place**
- **Modular and tailored battle staff lessons for both active and reserve**
 - **DL and Resident phases**
 - **Multi-echeloned- Bn/Bde module; Div/Corps module**
 - **Could include NCOs and WOs in the future**
- **Resident Phase is a hands on, performance-oriented, simulation driven environment**
- **Officers who solve military problems systematically and under pressure**
- **Combined arms tactical/ technical battle staff proficiency with other branch battle staff officers**
- **Combined Arms faculty (LTC/branch qualified majors) provide continuous coaching and feedback**

Endstate:

Combined arms leaders who are adaptive and self aware, ready to serve in staff positions from battalion through corps

Combined Arms Leader Course (CALC)



Two components:

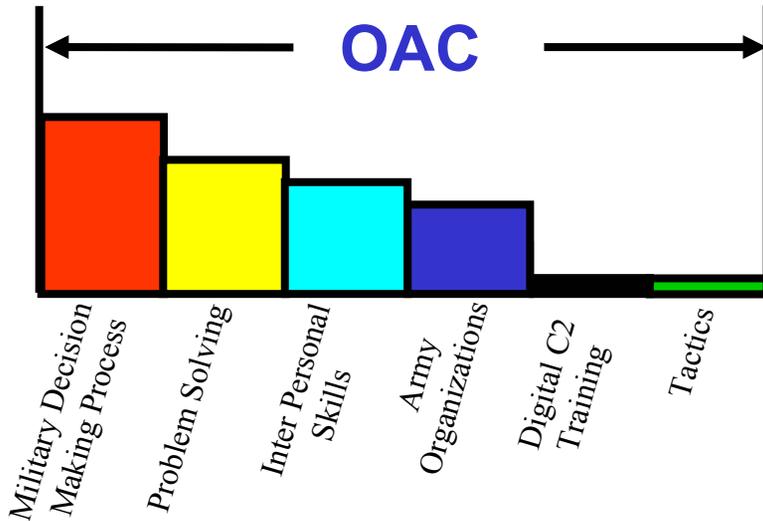
- *DL at installation learning centers prior to a short resident phase.*

Instruction is relevant to where the Army places captains:

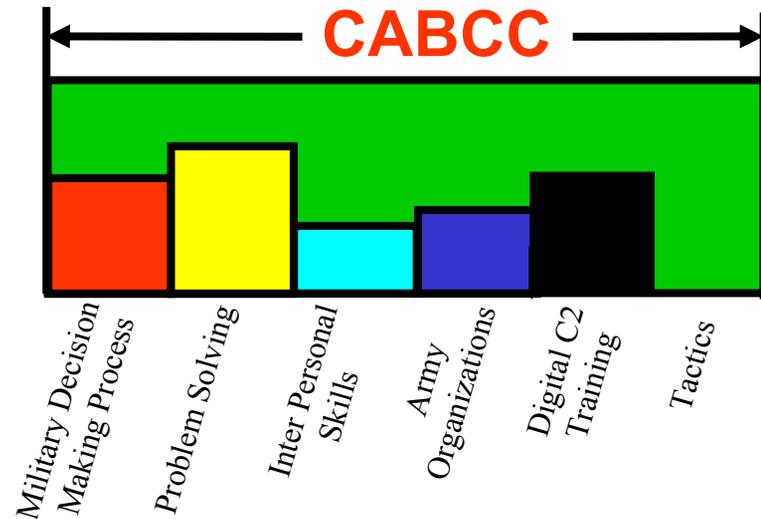
- *Tailored to officer's position and echelon of assignment*

OAC Progression to Combined Arms Battle Command Course (CABCC)

Now



..... **in the Future**



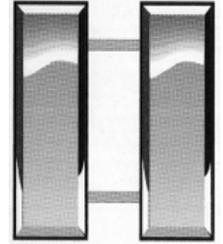
FOCUS:

- Mastering of branch competencies and preparation for command
- Military Decision Making Process
- Leadership
- Small Group Instruction
- In resident (PCS)

FOCUS:

- Master battle command competencies with focus on leadership
- Hands-on, performance oriented
- Multi-echelon, shared training
- Multiple iterations of live, constructive and virtual combined arms exercises
- Full Spectrum Operations
- In resident (TDY & Return/Enroute)

Combined Arms Battle Command Course (CABCC)



Purpose: To provide captains with training on combined arms operations and branch specific tactical and technical skills for company/team command.

Guiding principles:

- Right education, right officer, right time, right place
 - Prerequisite for CO/TRP/BTRY command
- Focus on developing commander competencies in a combined arms environment
 - Shared training with other officers, NCOs, and Wos
 - Students execute leadership roles through multiple iterations of live, virtual, and constructive exercises
 - Constructive and virtual exercises linked to the CTC
 - Performance-oriented experience-based training
- PERSTEMPO
 - Reduce PCS moves - TDY and Return (more like PCC)
 - Increase family stability
- Combined Arms faculty provides continuous coaching and feedback

Endstate: Captains, experienced in battle command, ready to be successful company/team commanders; who can plan, prepare, execute, and assess combined arms operations and training at the company level.

What is ILE?

ILE principle -- right education, right officer, right place, right time...

Increased Resident Opportunity

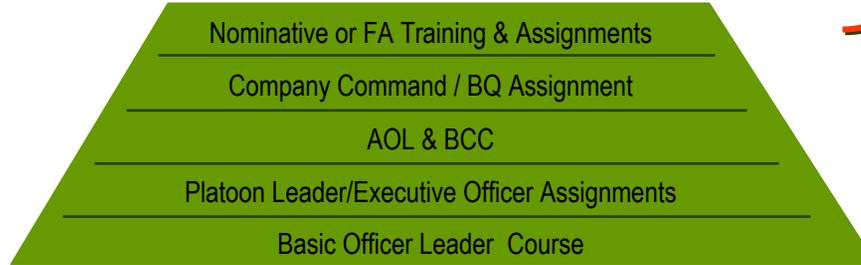


Fort Leavenworth
 Extended Campus Sites
 TASS Distributed Classroom
 Correspondence Course

OPCF Branch Specific Education	OSCF Functional Area Education	IOCF Functional Area Education	ISCF Functional Area Education
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Major

ILE Common Core Curriculum



By design, All majors receive a quality, tailored education to better prepare them for their next ten years of service



ILE Common Core Course + CF/BR/FA Education

Or...

CF/BR/FA Education + ILE Common Core Course



ILE...The Right Education

Education that provides:

Core Curriculum:

- ✓ **Provides Joint Professional Military Education (JPME I) education requirements**
- ✓ **Satisfies DOD and DA directives; TRADOC requirements**
- ✓ **Addresses requirements of full spectrum operations and Army Transformation**
- ✓ **ILE emphasis on intellectual development and practical mastery**

Branch, Functional Area, and Career Field specific education:

- ✓ **Addresses specific OPMS XXI career field, branch and functional area needs**
- ✓ **For OPCF officers, the Advanced Operations and Warfighting Course (AOWC) provides a graduate level education in tactical warfighting and prepares them for battalion command**
- ✓ **Officers in IO, IS and OS career fields receive FA specific training and education.**

ILE provides majors tailored education for their next 10 years of service

Common Core Course Model

ILE Common Core Purpose:

To prepare all field grade officers with a warrior ethos and warfighting focus for leadership positions in Army, joint, multinational and interagency organizations executing full spectrum operations.

 How to lead the Army (3-4 months)

More emphasis on leadership

- Warfighting within Full Spectrum Operations (FSO) + Today's Operational Environment
- Balance How to think and What to think
- Complex problem solving across FSO
- Balanced focus on Current Ops, Future Ops and Plans functions
- Staff principles and concepts
- Know how to synch it all to attain effects (Principles and Concepts)
- Performance oriented training and education

Common Core Curriculum = MEL 4 and JPME I

-  • Today's Opnl Environment
-  • Full Spectrum Ops
- NSS + NMS
- Nature of War
-  • History
-  • Theory
- Critical Thinking
- Decision Making
- Conduct of war
 - Build / develop the force
 - Change the force
 - Train the force
 - Deploy the force
 -  • Employ the force
 - Fight the force
 - Sustain the force
 - Redeploy the force
 - Digitized skills
 - Battlestaff TTP
 - Information Age TTP
- Leadership
- Officership
-  • Staff fundamentals
-  • JPME I

Draft AOWC Course Model

ILE AOWC Purpose:

To develop operations career field officers with a warfighting focus for battalion and brigade command capable of conducting full spectrum operations in joint - multinational - interagency environments, and who have the requisite competencies to serve successfully as division through EAC staff officers.

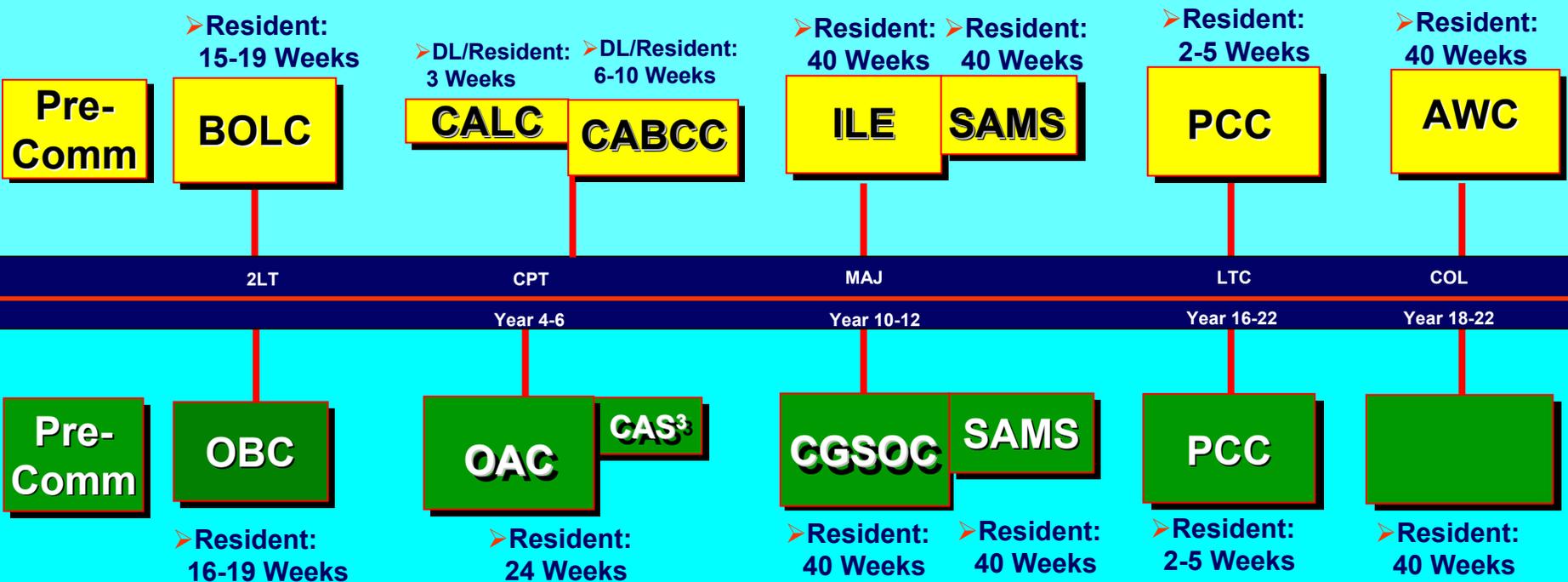
How our Army fights (6-7 months)

Warfighting focus

- Integrated Full Spectrum Scenario with performance oriented training and education
- Simulation Performance based execution
- Theory of War and Doctrine
- Conduct of War - Army, Joint and Multinational
- Command Leadership & Decision Making in Battle Planning, Synchronization and Execution
- Battlefield Functional Areas (BFA's) and Full Spectrum Dominance
- ARFOR, JFLCC crucible event from a Bn/Bde perspective

- Today's Opnl Environment
- Full Spectrum Ops
- Theory of War and Doctrine
 - History
 - Critical Thinking
 - Decision Making
- Conduct of War
 - Build / develop the force
 - Train the force
 - Employ / Fight the Force
 - Sustain the force
 - Large scale Cbt Ops
 - Peace Enforcement
 - Counter-terrorism
 - Peacekeeping / NEO
 - Nation Assistance
 - Counterinsurgency
 - Counter-drug
 - Joint Multinational Operations
 - Deploy / Redeploy the force
- Commandership
 - Digitized skills
 - Combat TTP
 - Information Ops TTP

Officer Education System (OES) Transformation



Goal: Develop and implement a new OES model that links OES from Precommissioning through the AWC and meets the requirements of full spectrum operations and Army Transformation.

QUESTIONS ??

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