



US Army Signal Center

Fort Gordon, Georgia



Assignment Oriented Training

MSG GAREIS
15TH SIGNAL BRIGADE



PURPOSE

**To Familiarize you with (AOT) Assigned
Oriented Training Process for 31R/S/F/P:**

Planning

Execution

Lessons Learned



AGENDA



- Definition
- AOT Model
- AOT Execution Dates/ASI
- AOT Course Flow
- Lessons Learned



Assignment Oriented Training

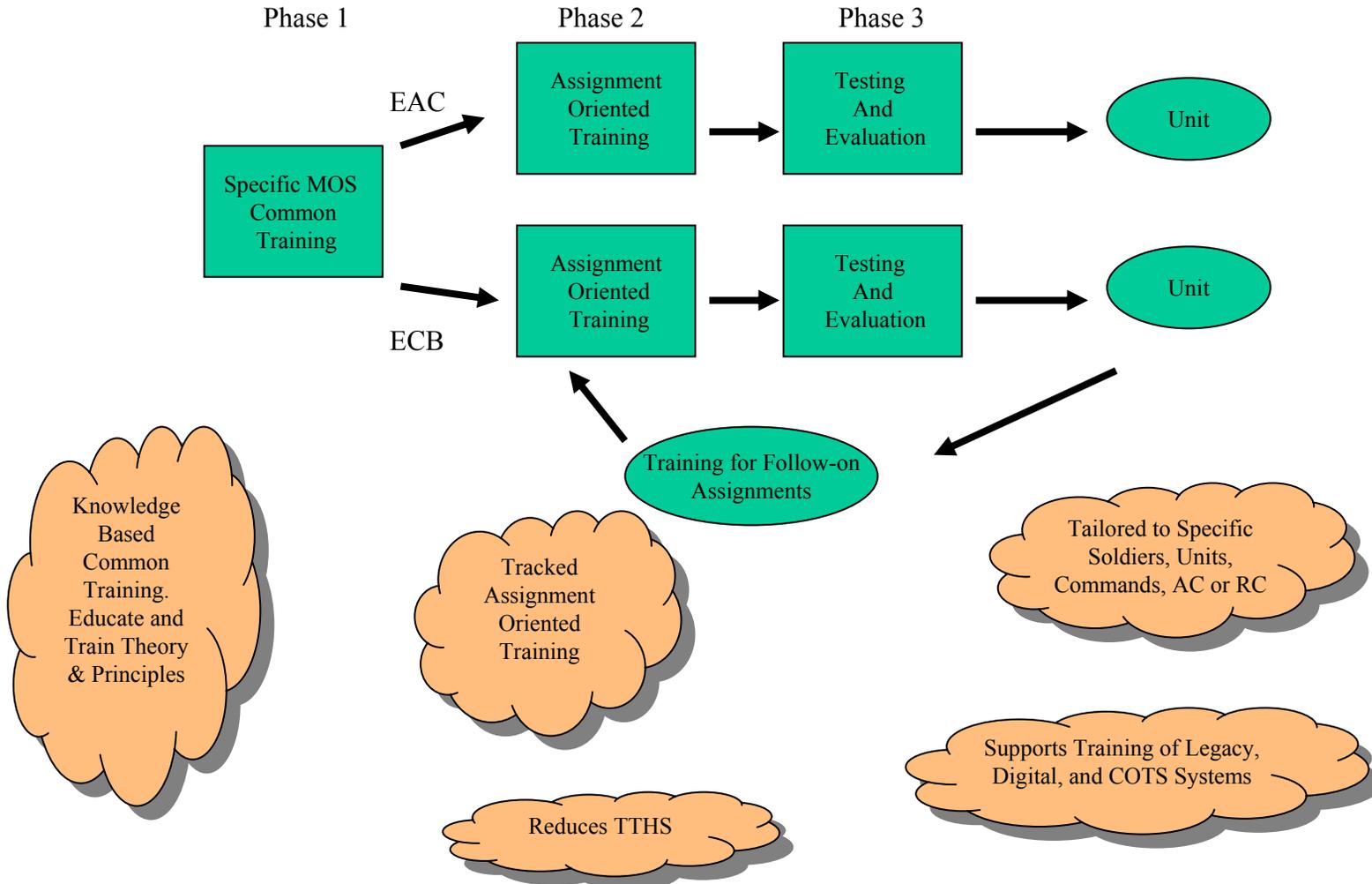


A training method that includes four key phases:

- MOS-specific common training for all members of the MOS
- Assignment-specific or track training tailored to the operational unique equipment/systems and critical skill sets required for the first unit of assignment
- Testing and validation of the training to ensure the student is ready to perform duties in the unit
- Cross track training will be provided to those soldiers who have assignment orders to a type of unit for which they have not been specifically trained. For those being assigned to a like unit, refresher training is an option the receiving unit commander may consider.



AOT MODEL





AOT EXECUTION DATES and ASI CODES



MOS	Execution Date	TYPE	ASI CODE
•31R	Feb-02	ECB	7D
		EAC	7E
•31S	Feb-02	TACTICAL	7D
		STRATEGIC	7E
•31P	Aug-02	TACTICAL	7D
		STRATEGIC	7E
•31F	Sep-02	ECB	7D
		EAC	7E



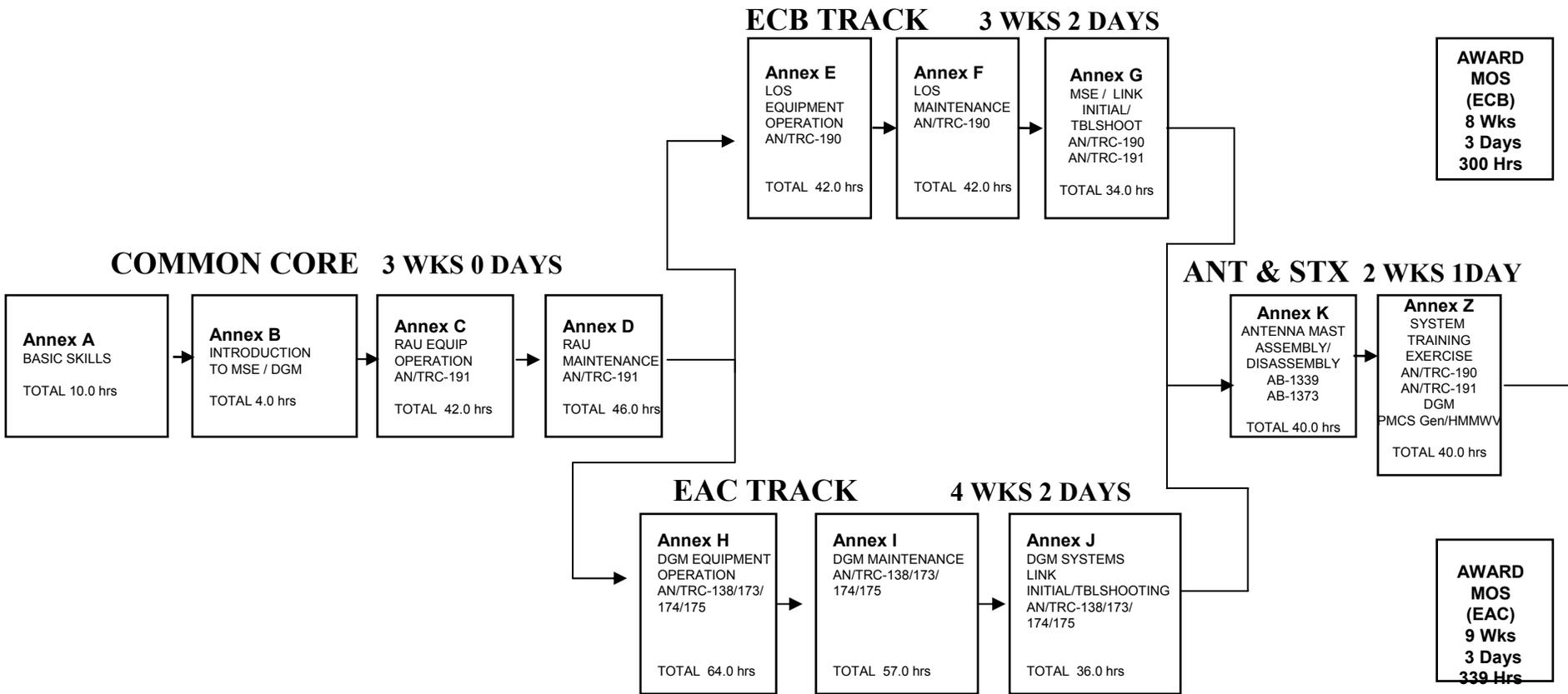
31R10: MULTICHANNEL TRANSMISSIONS SYSTEMS OPERATOR-MAINTAINER



Chief Instructor	MSG Gareis	Retention		
Course Length ECB	8 Wks, 3 Days	MOS	Army	Ineligible
Course Length EAC	9 Wks, 3 Days	INT	40.5	54.2
AOT Common Core	3 Wks	MID	71.4	76.4
Time Saved	5 Wks/4Wks	CAR	82.4	66.4
SC Score	100	MOS STRENGTH		99%
EL Score	100			
Citizenship	Yes	ATTRITION RATE		
Security Clearance	Secret	A/A	NG	USAR
Execution Date	FEB 6 2002	9.6	0.00	0.00
Frequency of Starts	Every Week			
Class Size	23/20/15	TDA: 3.7%		TOE: 96.3%
Length Enlistment	4 Years			
Critical Tasks	55			
% of Critical Tasks Trained in School	44 (81%)	Clearance Date: Graduation Assignment Date: Week 3		



31R Assignment Oriented Training (AOT) Flow





31R COURSE UPDATES



- Dropped SINCGARS Radio training in FY 01
- First MOS to start AOT in 6 Feb 02
- Follow-on-Training: ECB to EAC 4 Wks, 2 Days
(NO COMMON CORE OR STX) EAC to ECB 3 Wks, 2 Days
- FBCB2 START July 04
- Add High Capacity Line-of-Sight Radio (HCLOS), FY 04
- Last CT/SSB conducted in 1996
- AN/TRC 173B is the first UIT being developed to support AOT Follow-on Training. (Release date to Field is Dec 02)



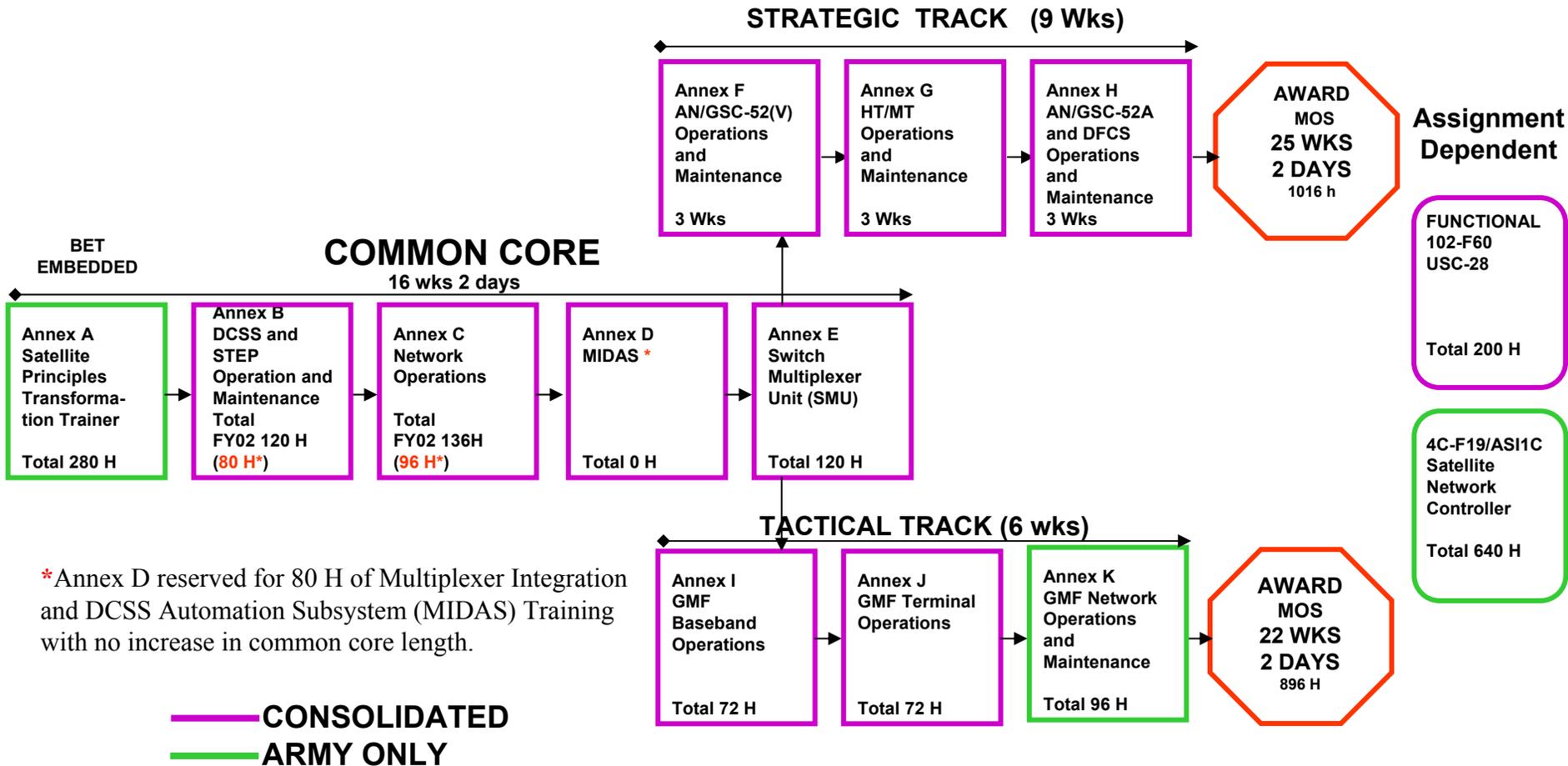
31S10: SATELLITE COMMUNICATIONS SYSTEMS OPERATOR-MAINTAINER



Chief Instructor	MSG Roe	Retention		
Course Length Strategic	26 Wks	MOS	Army	Ineligible
Course Length Tactical	23 Wks	INT	53.9	54.2
AOT Common Core	16 Wks, 2 Days	MID	60.8	76.
Time Saved	13/16	CAR	71.2	66.4
SC Score	120	MOS STRENGTH		92.3%
EL Score	120	ATTRITION RATE		
Citizenship	Yes	A/A	NG	USAR
Security Clearance	Secret	16.23	0.00	0.00
Execution Date	FEB 6 2002			
Frequency of Starts	Every 3 Weeks			
Class Size	12/12/8	TDA: 42.7%		TOE: 57.3%
Length Enlistment	6 Years			
Critical Tasks	18			
% of Critical Tasks Trained in School	9 (50%)	Clearance Date: Wk 7		
		Assignment Date: Wk16		



31S Assignment Oriented Training (AOT) Flow





31S COURSE UPDATES



- Second MOS to start AOT in 4 Feb 02
- Basic Electron Training is embedded into the course
- Follow-on-Training: Strategic to Tactical 6 Wks
 Tactical to Strategic 9 Wks
- FBCB2 Start Training in 1 Jul 04
- Last CT/SSB, June 2001
- MIDAS Fielded Jul 02, Began Training in Apr 03
- Class size increase from 12 to 14 as of 1 Jun 03
- UIT Simulation for 52 MOD is ongoing



31P10: MICROWAVE SYSTEMS OPERATOR-MAINTAINER

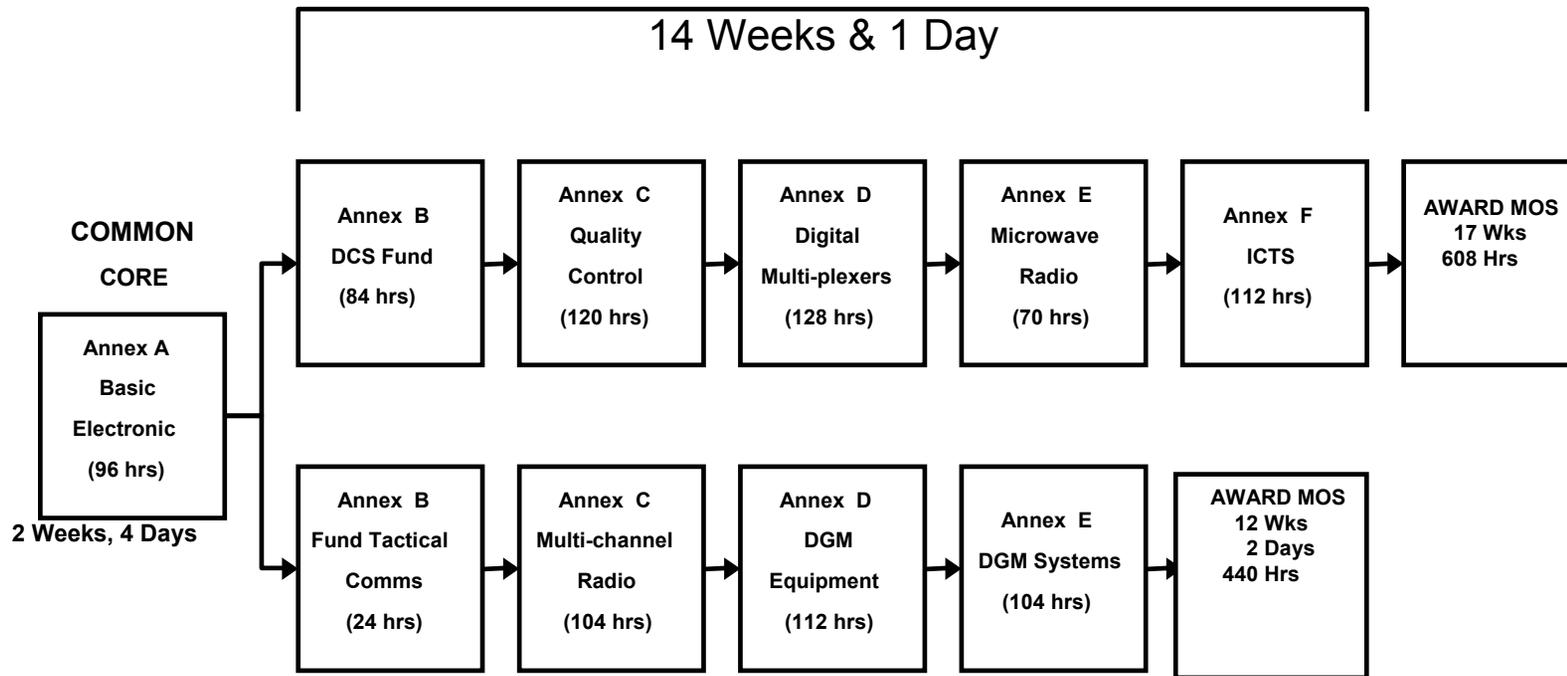


Chief Instructor	MSG Gareis	Retention		
Course Length Strategic	17 Wks	MOS	Army	Ineligible
Course Length Tactical	12 Wks, 2 Days	INT	51.5	54.2
AOT Commin Core	16 Wks, 2 Days	MID	64.1	76.4
Time Saved	10 Wks/14 Wks	CAR	56.5	66.4
SC Score	105	MOS STRENGTH		120%
EL Score	110			
Citizenship	Yes	ATTRITION RATE		
Security Clearance	Secret	A/A	NG	USAR
Execution Date	JUN 5 2002	13.61	15.00	14.29
Frequency of Starts	Every 3 Weeks			
Class Size	18/16/8	TDA: 52.5%		TOE: 47.5%
Length Enlistment	4 Years			
Critical Tasks	62			
% of Critical Tasks		Clearance Date: Wk 3		
Trained in School	26 (42%)	Assignment Date: Wk 2		



31P Assignment Oriented Training (AOT) Flow

STRATEGIC TRACK



TACTICAL TRACK

9 Weeks & 3 Days



31P COURSE UPDATES



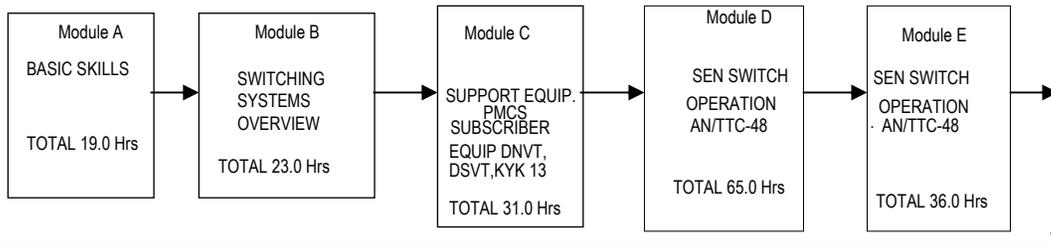
- Third MOS to start AOT in Aug 02
- Follow-on-Training: Strategic to Tactical 9 Wks, 3 Days
 Tactical to Strategic 10 Wks, 1 Days
- FBCB2 Start Training in July 04
- Last CT/SSB, Jan 01
- Implement Course Redesign deleting Orderwire and Digital patch
Currently awaiting funding for the Strategic Communications
Integrated Training System (SCITS)



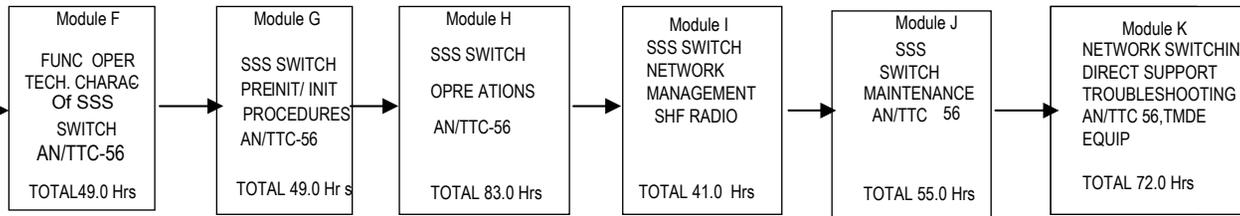
31F Assignment Oriented Training (AOT) Flow



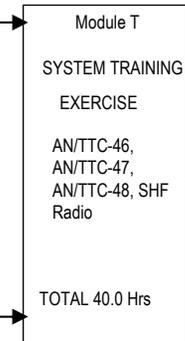
COMMON CORE (4 WKS 4 DAYS)



EAC TRACK (9 WKS 4 DAYS)

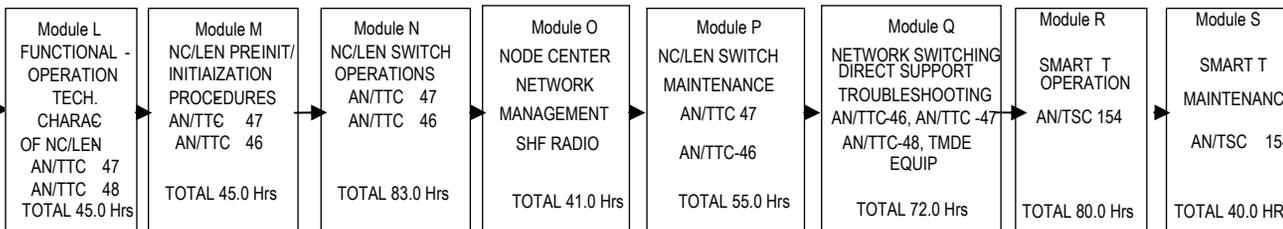


STX (1 Week)



AWARD MOS (EAC)
15 Wks 3 Days
563 Hrs

ECB TRACK (12 WKS 4 DAYS)



AWARD MOS (ECB)
18 Wks 3 Days
675 Hrs



31F COURSE UPDATES



- Fourth MOS to start AOT in Sep 02
- Follow-on-Training: ECB to EAC 9 Wks
 EAC to ECB 9 Wks
- FBCB2 Start Training in July 04
- Last CT/SSB, Sep 99
- New Equipment:
 - FY02, Single Shelter Switch (SSS)
 - FY02, MILSTAR Simulator
 - FY03, Tactical High Speed Digital Network (THSDN)
 - FY04, Secured Mobile Anti-Jam Reliable Tactical (SMART-T)



LESSON LEARNED OF 31R/31S



Comment: Change assignments by either PERSCOM or local MILPO after the original assignment has been made and the soldiers have been tracked for the original assignment.

Discussion:

- Students are trained in the track for which the first assignment was made.
- Some volunteer to go to Airborne School and are unsuccessful in passing Jump School and must be reassigned.

Lesson Learned: If a soldier fails a follow-on school immediately following IET, the reassignment must be to a like assignment as the first assignment.



LESSON LEARNED OF 31R/31S



Comment: All students received DML assignments to a replacement center; no one received a pinpoint assignment.

Discussion:

- Assignments coded DML “END” fell under both the DCB (MSE) and the EAC (DGM) tracks.
- Calls had to be made to OCOS to determine which track the soldier was to be scheduled for. OCOS provided a list of DML “END” codes showing what type of assignment each code entailed for MSE and DGM units.
- Replacements centers such as in Germany (SCE) and Korea (SCK) contain both EAC and ECB units.

Lesson Learned: OCOS supplied to PERSCOM a listing of units and what type of unit is under each DML. PERSCOM coordinates with the gaining unit to determine the type of training required by the soldier before making the assignment.



LESSON LEARNED OF 31R/31S



Comment: TDY orders are cut on reclassified soldiers for only the Common core portion of the course. The length of TDY expires before the student has completed the course.

Discussion:

- ATRRS reflects the various tracks and their lengths for the AOT courses.
- The unit sending the soldier to training is only identifying the length of stay for the common core portion of the course, because they have no way of knowing what assignment, consequently what track of training, the soldier will be going into.

Lesson Learned: Field units need to be advised to cut orders for the length of time that encompasses the common core and the longest of track training that is in that particular course.



IMPACT OF AOT ON 31S ASI-1C



Background

- 3 classes per year, 40 student in a class
- ASI 1C students require AOT Strategic Track
- Must show potential to obtain a TS Clearance
- All IET graduates go to ARSPACE

Challenge

- Current projections – not enough students available to meet requirements for entry level soldiers
- OCOS & ARSPACE working on solution



Points of Contact

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