

Office Chief of Signal

Briefing to FA24 and FA53 Workshop



Army Developmental System (ADS) XXI

Signal Enlisted and Warrant Officer Update

5 December 2002

Briefing Agenda

- ✓ Enlisted update
 - MOS Standardization
- ✓ Warrant Officer update
 - ATLDP Study
 - Accessions
- ✓ IT/IA Template



“Strategic human resources
planning for all components”



ADS XXI Initiative Standardize MOS Codes

- **CSA approved ADS XXI recommendation:**
Standardize MOS Codes
- **ODCSPER Task:** Change MOS codes and/or AOC codes to insure the first two digits identify the branch/CMF and match regardless of military pay category: officer, warrant officer, or enlisted.
(Proposed re-alignments provided; Signal = 25)
- **SIGCEN Response:** Non-concurred and provided alternative course of action retaining separate CMF



The Signal Regimental Enlisted Team

Now MOS

25M
25R
25V
25Z

CMF 25 VI Operations

Multimedia Illustrator
VI Equipment
Combat Doc/Prod
VI Operations Chief

CMF 31 Signal Operations

31C
31F
31L
31P
31R
31S
31T
31U
31W
31Z

Radio Operator
Network Switch Sys
Cable Sys
Microwave Sys
Multichan Xmsn Sys
SATCOM Sys
SAT/MW Sys Ch
Signal Support Sys
Telecom OPS Ch
Senior Signal Sgt

CMF 74 InfoSys Opns

74B
74C
74G
74Z

Info Sys Oper/Anal
Record Telecom
Telecom Comp
Info Sys Chief

Future MOS

25M
25R
25V
25Z`

25C
25F
25L
25P
25Q
25S
25T
25U
25W
25X

25B
25D
Deleted
25Y



**CMF 25
Communications
and Information
Systems**



Advantages

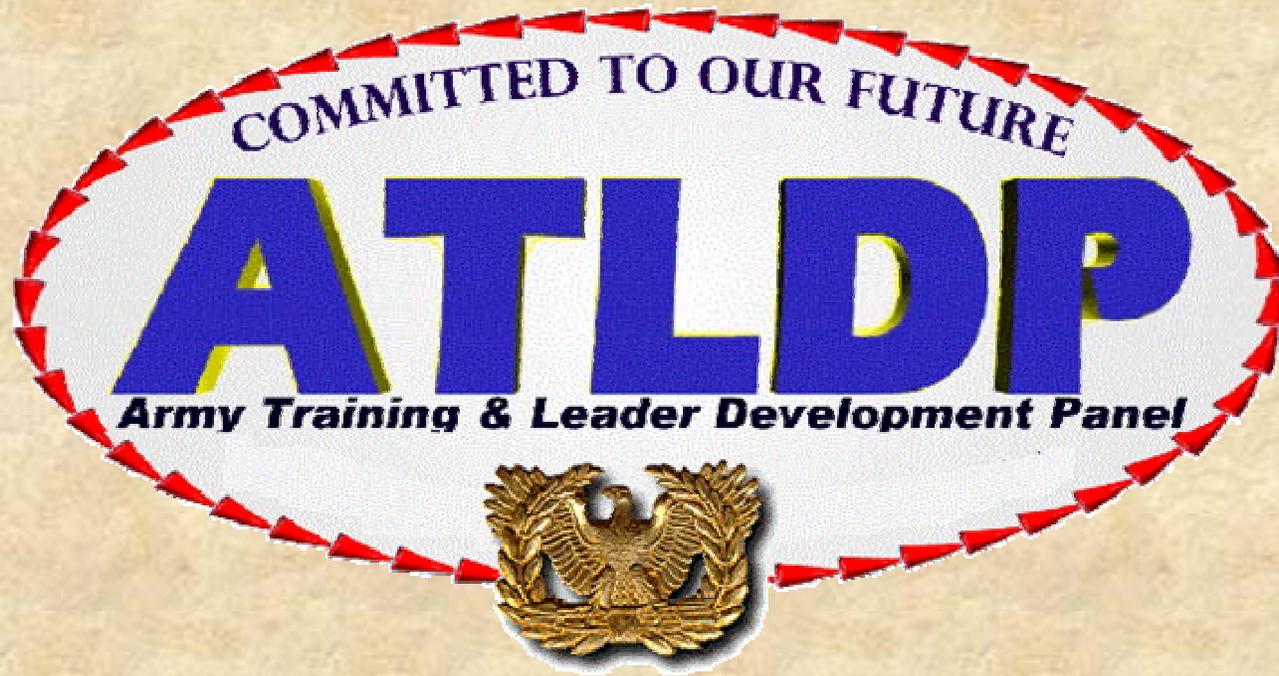
- **Meets CSA intent**
- **Maintains three distinct career paths within one CMF**
- **Consistent with current officer/warrant officer structure**
- **Retains current “Alpha” identifier for most MOSs except 74C, 74Z, 31R, 31Z**
- **Does not conflict with other proponent codes; eg, 31-Military Police, 74-Chemical, 27-Legal**
- **Postures Signal enlisted structure for 2020 Vision**



Disadvantages

- **Places three different disciplines into one CMF**
 - **Requires Army to redefine CMF**
- **Requires re-coding of over 60,000 Signal soldiers and positions**
 - **Simultaneous recoding across all branches creates potential for errors in assignments and documentation**
 - **Potential for turbulence and confusion among the enlisted force**
- **CSM positions lose clarity of “Signal Operations” or “Information Systems Operations” background**
 - **No CSM authorizations for Visual Information (MOS 25Z)**
 - **Changes complexity and protocol of SGM/CSM centralized promotion board**





*Warrant Officer
Study*

Summary



Strategic View of the ATLDP Warrant Officer Report

ATLDP IMPERATIVES

1. Culture
2. Education
3. Training
4. SAT
5. Tng & Ldr Dev Model
6. Management Process
7. Lifelong Learning

Manning

- *Recruiting*
- *Accessions*
- *Retention*
- *Pay and Compensation*

*This is the
Bottom Line!*

*Standards &
Assessment*

Army Culture

- *Relevance*
- *Warrant Officer Corps/Officer Corps*
- *Roles of the WO*

Structure

Training and Education

- *Technical Expertise*
- *Operational Experience & Self Development*
- *WO Education System*

Life Long Learning

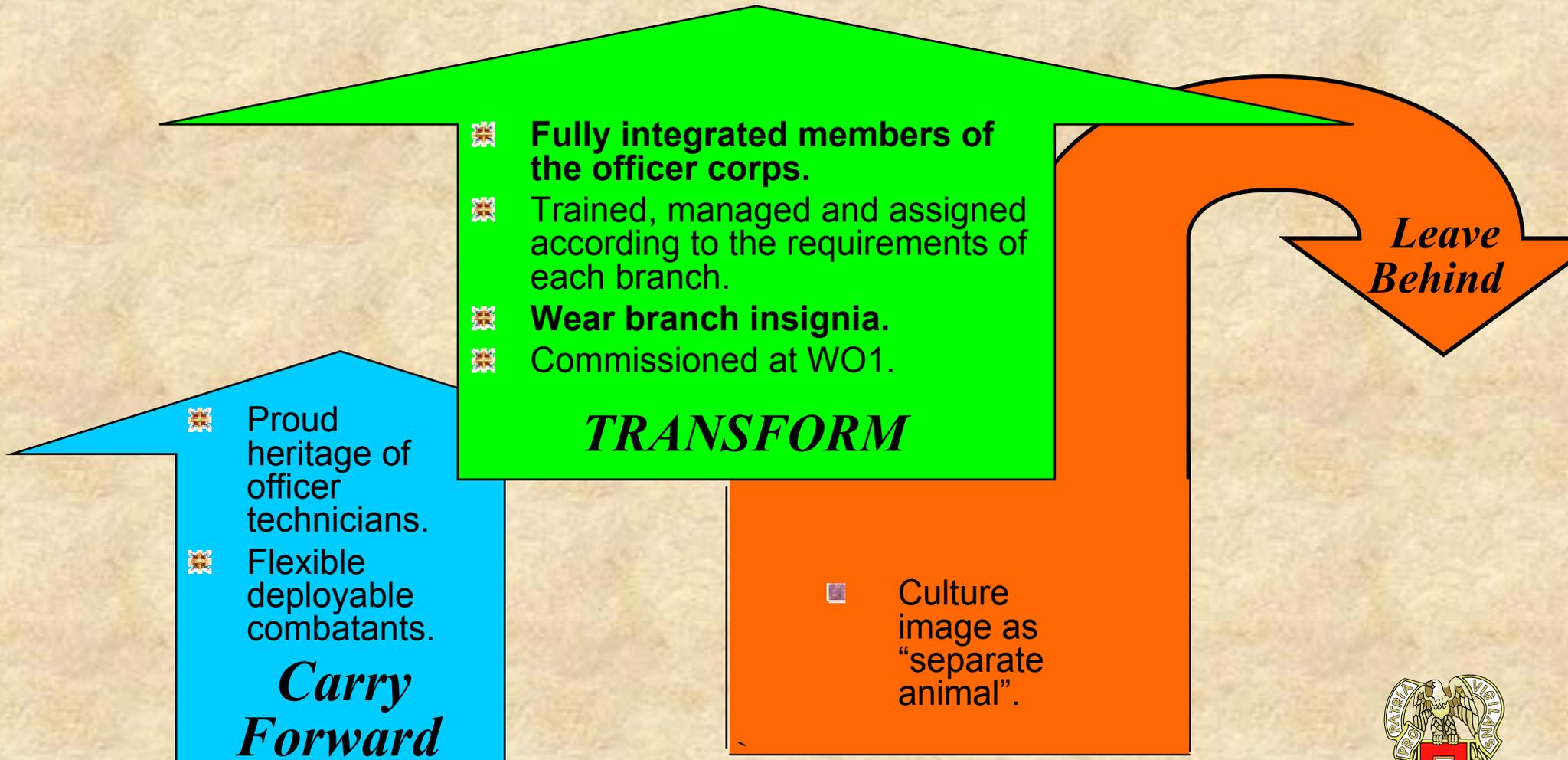
Professional Development

- *Operational Assignments*
- *Mentoring*
- *Counseling*
- *Personnel Mgt.*



Army Warrant Officer Culture

The Way Ahead



Training and Education

The Way Ahead

- ✦ Senior warrant officers come back to school together as appropriate.

- ✦ Highly qualified staff and cadre.

Carry Forward

- ✦ Right training at right time.
- ✦ Integration into OES as appropriate.
- ✦ Integrated OCS/WOCS.
- ✦ Through needs analysis, then modernization of the basic and advanced courses.
- ✦ Include WO's in eArmyU degree program.
- ✦ Branch-specific technical upgrades, AOT, Reach Back/Forward Training and schooling with industry/academia.

TRANSFORM

- ✦ Stand alone operation.
- ✦ Last in line for funding.
- ✦ Train only after selection for promotion; often too late,.

Leave Behind



Manning the Force The Way Ahead

- ✠ Recruit only the technically sharpest candidates.
- ✠ Offer a rewarding career track for qualified NCO's and others.

Carry Forward

- ✠ Command involvement in process, including recruiting goals, credit.
- ✠ Unit/Installation WO recruiters, as an additional duty.
- ✠ Fully man & fund USAREC, integrate efforts with USAR. ARNG.
- ✠ Strong incentives to become a warrant officer, including W1E-W3E pay scale.

TRANSFORM

- ✠ Disparate recruiting efforts, on a shoe-string budget.
- ✠ Insufficient incentives to become a warrant officer.

Leave Behind



Warrant Officer Professional Development

The Way Ahead

- ❖ Challenging / rewarding developmental assignments.
- ❖ Senior warrant officer mentoring of juniors.

Carry Forward

- ❖ Warrant officer roles, duties, responsibilities and skills sets published in DA PAM 600-3.
- ❖ **Transfer management of WOs from WO division to Branch Officers in OPMD.**
- ❖ Educate Officers and NCOs about warrant officer's roles.
- ❖ **Formalized warrant officer leadership position at each branch.**
- ❖ Increased emphasis on performance counseling.

TRANSFORM

- ❖ Lack of understanding of WO roles.
- ❖ Performance counseling not taking place.

Leave Behind



Signal Warrant Officer Accession Needs

Authorized
FY03/Future

MOS

Primary Feeder

Practical Experience

Accessions
FY02

146/104

250N

=

31F, 31W,
74C-Z2

+

4 Years, MSE/
TRITAC Switching

10

104/169

251A

=

74B, 74G,
74Z

+

4 Years, Info Systems
Admin, Network Admin,
Database Admin and/or
Programming

21

112/157

254A

=

31U, 74C,
74B

+

4 Years, Signal Systems
Support
(SOI/CNR/COMSEC) and
LAN Admin

15

Open to all
MOS with focus
on SKA

Accessions
will increase
in FY03



Signal WO Accession Campaign Program

Signal Initiatives

- **Emphasis on technical/tactical experience vice MOS**
- **Increase technical training/elimination of common core**
 - **251A increased to 22 weeks/250N increased to 19 weeks**
 - **Commercial Cisco/Microsoft Certification level training**
- **Aggressive recruiting program**
 - **Signal Warrant Officer Recruiting brochure**
 - **Recruiting briefing to BNCOC and ANCOC courses**
 - **Warrant Officer orientation briefings to SOBC, ISOL, and PCC courses**
 - **RCWO visiting major commands**
 - **Chief of Signal emails to Signal Commanders**
 - **Using AKO and List Servers to get the word out**
 - **Average AFS of 251A from 11 to 8 /250N from 12 to 10**



Determining the Requirement

Key IT / IA/ IAMA Roles & Functions



IA Section

Responsible for “staff type” IA functions

Purpose – Ensure command IA policies, IA procedures, and IA user training are properly followed to insure confidentiality, integrity and availability of the command’s communications network and automated information systems.

Tasks – Conduct, coordinate IA training for command; Develop/conduct IA policy and security measures; Conduct DITSCAP(DOD Information Technical Security Certification and Accreditation Process) for unit systems; Conduct IA event analysis; Configure local access restrictions; Coordinate IA activities

IAMA Section

Responsible for day-to-day Computer Network Defense operations

Purpose – Provide protection of Wide Area Network. Provide the means to detect and react to network intrusion and attack. Ensure non-repudiation of information. Analyze and report incursions.

Tasks – Provide Information Dissemination Systems management for Secret and Unclass Networks; firewall management; IA report generation; TAPP (Transportable Assemblage Perimeter Protection) management; IA vulnerability testing; Router IA and Host IA tools configuration management.



IA provides the means to detect and respond to network attacks and intrusions.

IT Section

Ensure C2 systems are connected



Purpose - Ensure TOCs are able to meet automation, coordination, and execution of operations

Tasks

- Plan, install, operate, and maintain signal support network to Battlefield Functional Area information systems
- Provide system administration for the platforms
- Install, operate, and maintain local area network

IT PERSONNEL REQUIREMENTS BY ECHELON

ECHELON

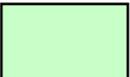
ABCS SYSTEMS

ABCS by Echelon Concept

*I CORPS, V CORPS,
2ID, 25ID*

*III CORPS, XVIII CORPS,
ALL IBCT'S, IDIV*

IT PERSONNEL REQUIREMENT

<p>II  BN</p>	<p>MCS(L) FBCB2/BFT AFATDS ASAS(L)</p>	<p>OR</p>	<p>MCS(L) FBCB2 AFATDS ASAS(L)</p>	<p>REVISED</p>	<p>2 X 74B10 (E4 AND E3) 1 X 74B20 NO LONGER REQUIRED</p>
<p>X  BDE</p>	<p>MCS(L) CSSCS FBCB2/BFT AMDPCS AFATDS DTSS ASAS RWS</p>	<p>OR</p>	<p>MCS MCS(L) FBCB2 AFATDS ASAS RWS</p>	<p>REVISED</p>	<p>★ 1 X 53A O3 1 X CW2 – 254A 1 X 74B40 1 X 74B30 ★ 1 X 74B20</p>
<p>XX  DIV</p>	<p>MCS(L) CSSCS ASAS AMDPCS AFATDS DTSS IMETS TAIS</p>	<p>OR</p>	<p>MCS MCS(L) AFATDS IMETS ASAS</p>		<p>TWO TMs CONSISTING OF: 1 X CW2-251A 1 X 74B20 2 X 74B10</p>
<p>XXX  CORPS</p>	<p>MCS(L) CSSCS ASAS AMDPCS AFATDS DTSS IMETS TAIS GCCS-A</p>	<p>OR</p>	<p>MCS MCS(L) AFATDS IMETS ASAS</p>		<p>THREE TMs CONSISTING OF: 1 X CW2-251A 1 X 74B20 2 X 74B10</p>



53A for DIV level MAN BDEs, ACRs, FA, & separate BDEs once equipped with FBCB2
changed 74B10 to 74B20 to balance MOS pyramid

IA PERSONNEL REQUIREMENTS BY ECHELON

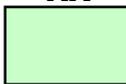
ABCS SYSTEMS ABCS by Echelon Concept

*I CORPS, V CORPS,
2ID, 25ID*

*III CORPS, XVIII CORPS,
ALL IBCT'S, IDIV*

IA PERSONNEL REQUIREMENT

ECHELON

<p>X</p> <p></p> <p>BDE</p>	<p>MCS(L) FBCB2/BFT AFATDS ASAS RWS</p>	<p>OR</p>	<p>MCS MCS(L) FBCB2 AFATDS ASAS RWS</p>	<p>REVISED</p>	<p>1 X 74B30 NO LONGER REQUIRED</p>
<p>XX</p> <p></p> <p>DIV</p>	<p>MCS(L) ASAS AFATDS IMETS</p>	<p>OR</p>	<p>MCS MCS(L) AFATDS IMETS ASAS</p>	<p>REVISED</p>	<p> 1 X O4 - 53A 1 X 251A W3 1 X 74B40 1 X 74B30</p>
<p>XXX</p> <p></p> <p>CORPS</p>	<p>MCS(L) ASAS AFATDS IMETS GCCS-A</p>	<p>OR</p>	<p>MCS MCS(L) AFATDS IMETS ASAS</p>		<p>1 X O4 53A 1 X 251A W4 1 X 74B40 1 X 74B30</p>
<p></p> <p>ASCC</p>	<p>ABCS AND OTHER PERVASIVE SYSTEMS SUCH AS MTS, GCCS-A, AND TC-AIMS</p>			<p>REQUIRED AT TSC(A)</p>	<p>1 X O4 53A 1 X 251A W4 1 X 74B40 1 X 74B30</p>

 CHANGE FROM O3 TO O4; SIGCEN HAS IDENTIFIED BILL PAYER

IAMA TASKS AND PERSONNEL REQUIREMENTS

ECHELON

PERSONNEL REQUIREMENT

IAMA SIGNAL TASKS (NO CHANGE)

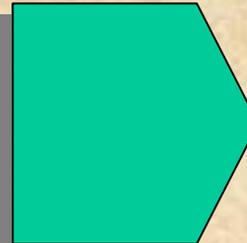
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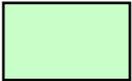
DIV



1 X O4 53A
1 X 251A W3
2 X 74B40
4 X 74B30

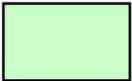
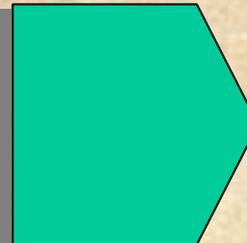


XXX



CORPS

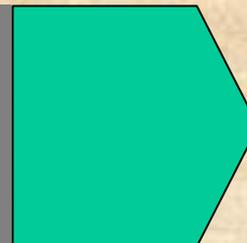
TWO TMS OF:
1 X O4 53A
1 X 251A W3
2 X 74B40
4 X 74B30



ASCC

**REQUIRED AT TSC(A)
 AND THEATER
 SIGNAL BDEs**

1 X O4 53A
1 X 251A W3
2 X 74B40
4 X 74B30



- Provide Information Dissemination Systems (IDS) Management for secret & unclassified networks.
- Provide firewall management.
- Provide Information Assurance report generation.
- Provide Transportable Assemblage Perimeter Protection (TAPP) Management.
- Provide IA vulnerability testing.
- Detect intrusion & protect the network.
- Insure non-repudiation of information.
- Analyze & report incursions.

CHANGE FROM O3 TO O4; SIGCEN HAS IDENTIFIED BILL PAYER



Signal Regiment

“The Signal Regiment is the team of soldiers and civilians, past and present, dedicated to providing and managing information systems and services for the warfighters wherever assigned, regardless of other regimental or organizational ties. The Signal Regiment encompasses more than just the traditional Signal Corps. It extends far beyond organizations or activities with defined boundaries and hierarchical relationships. The Signal Regiment is people bound together in a lifelong relationship by a rich heritage, a common purpose and shared vision for the future.”

