Office Chief of Signal

Briefing to FA24 and FA53 Colonels Focus Group

Army Developmental System (ADS) XXI

2 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

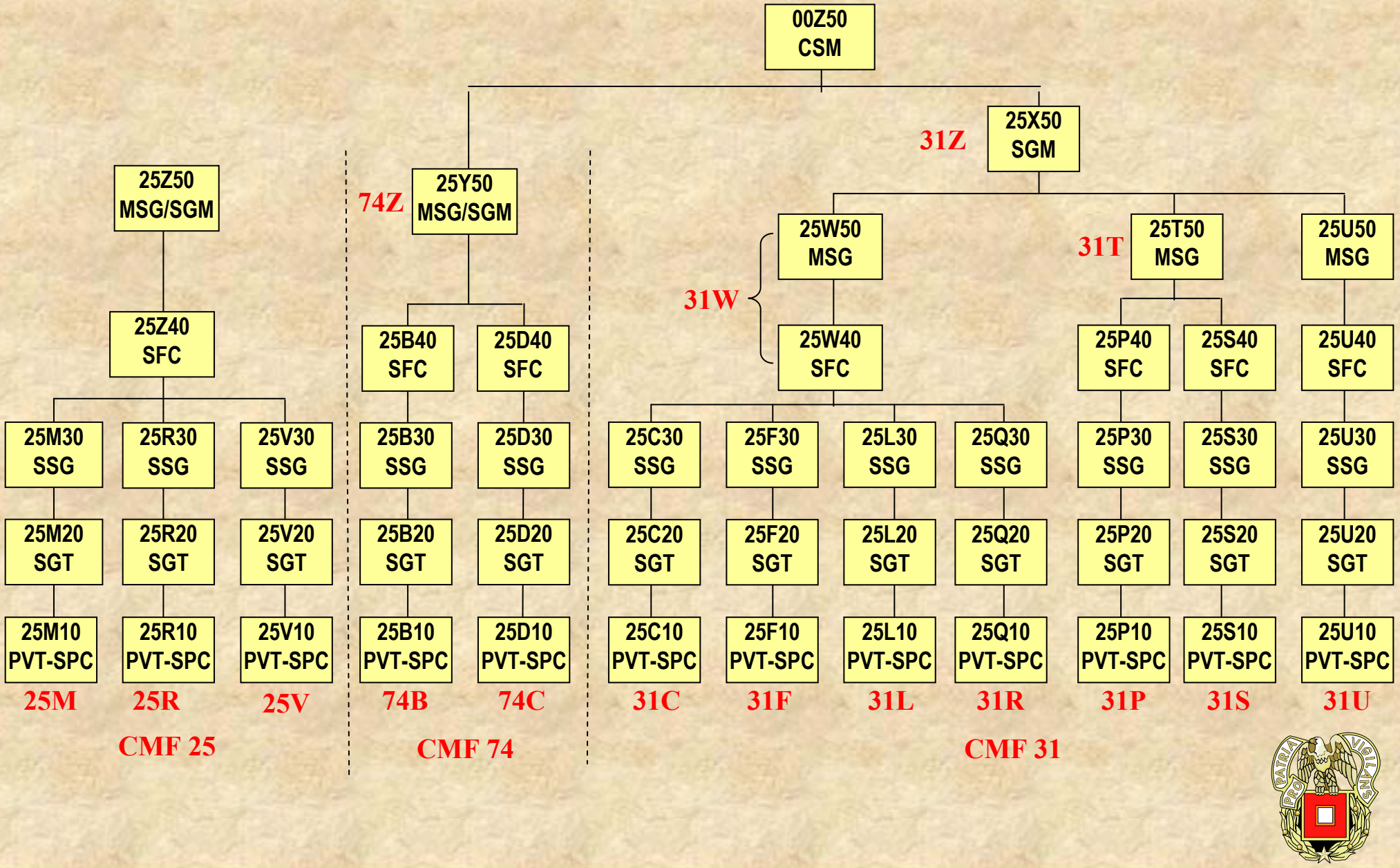
The Signal Regimental Enlisted Team

Now MOS		Future MOS
	CMF 25 VI Operations	
25M	Multimedia Illustrator	25M
25R	VI Equipment	25R
25V	Combat Doc/Prod	25V
25Z	VI Operations Chief	25Z
	CMF 31 Signal Operations	
31C	Radio Operator	25C
31F	Network Switch Sys	25F
31L	Cable Sys	25L
31P	Microwave Sys	25P
31R	Multichan Xmsn Sys	25Q
31S	SATCOM Sys	25S
31T	SAT/MW Sys Ch	25T
31U	Signal Support Sys	25U
31W	Telecom OPS Ch	25W
31Z	Senior Signal Sgt	25X
	CMF 74 InfoSys Opns	
74B	Info Sys Oper/Anal	25B
74C	Record Telecom	25D
74G	Telecom Comp	Deleted
74Z	Info Sys Chief	25Y

Effective FY06

CMF 25 Communications and Information Systems

CMF 25 COMMUNICATION AND INFORMATION SYSTEMS (C&IS)



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**

COMMITTED TO OUR FUTURE

ATLDP

Army Training & Leader Development Panel

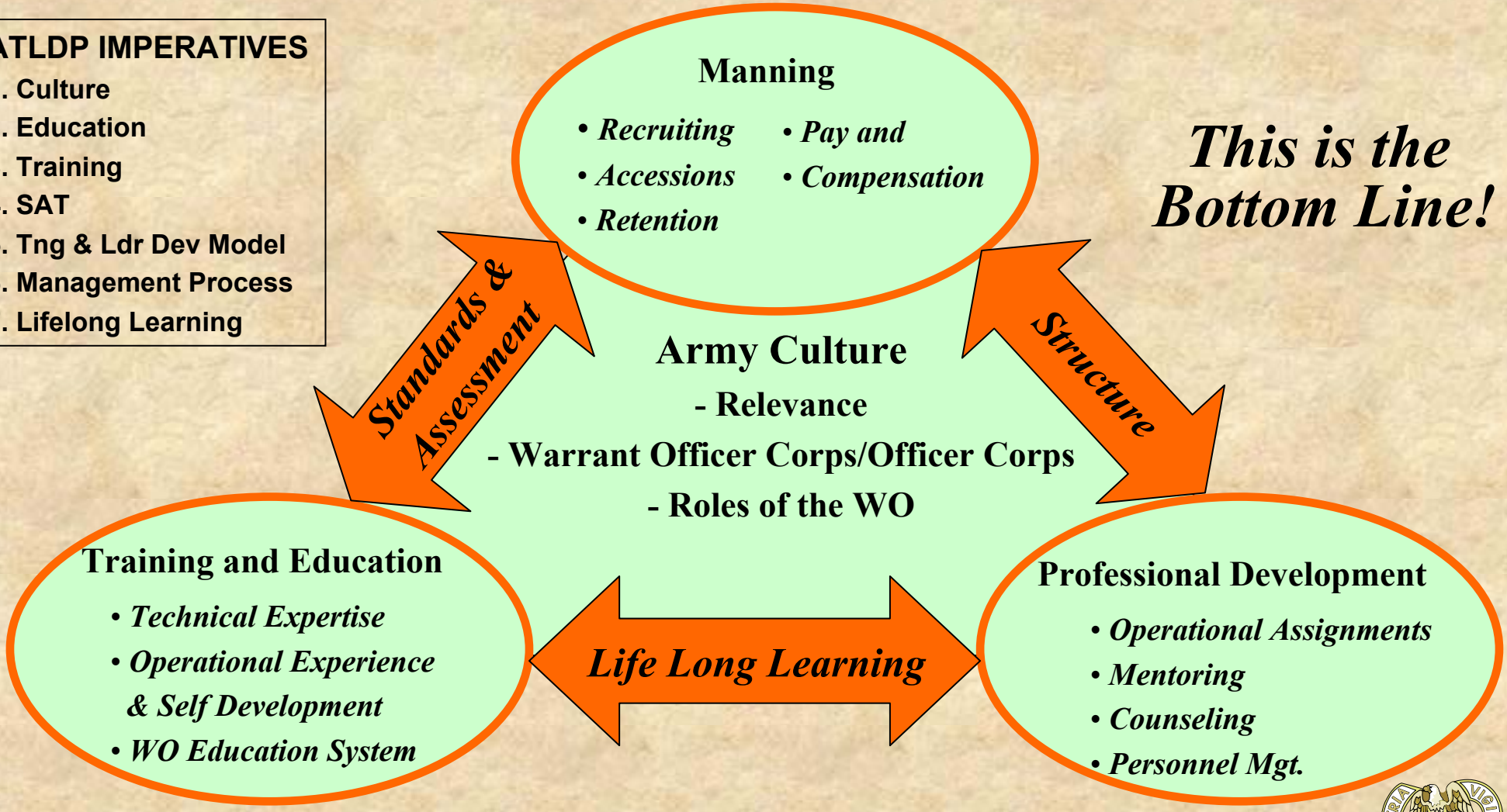
Warrant Officer Study

Summary

Strategic View of the ATLDP Warrant Officer Report

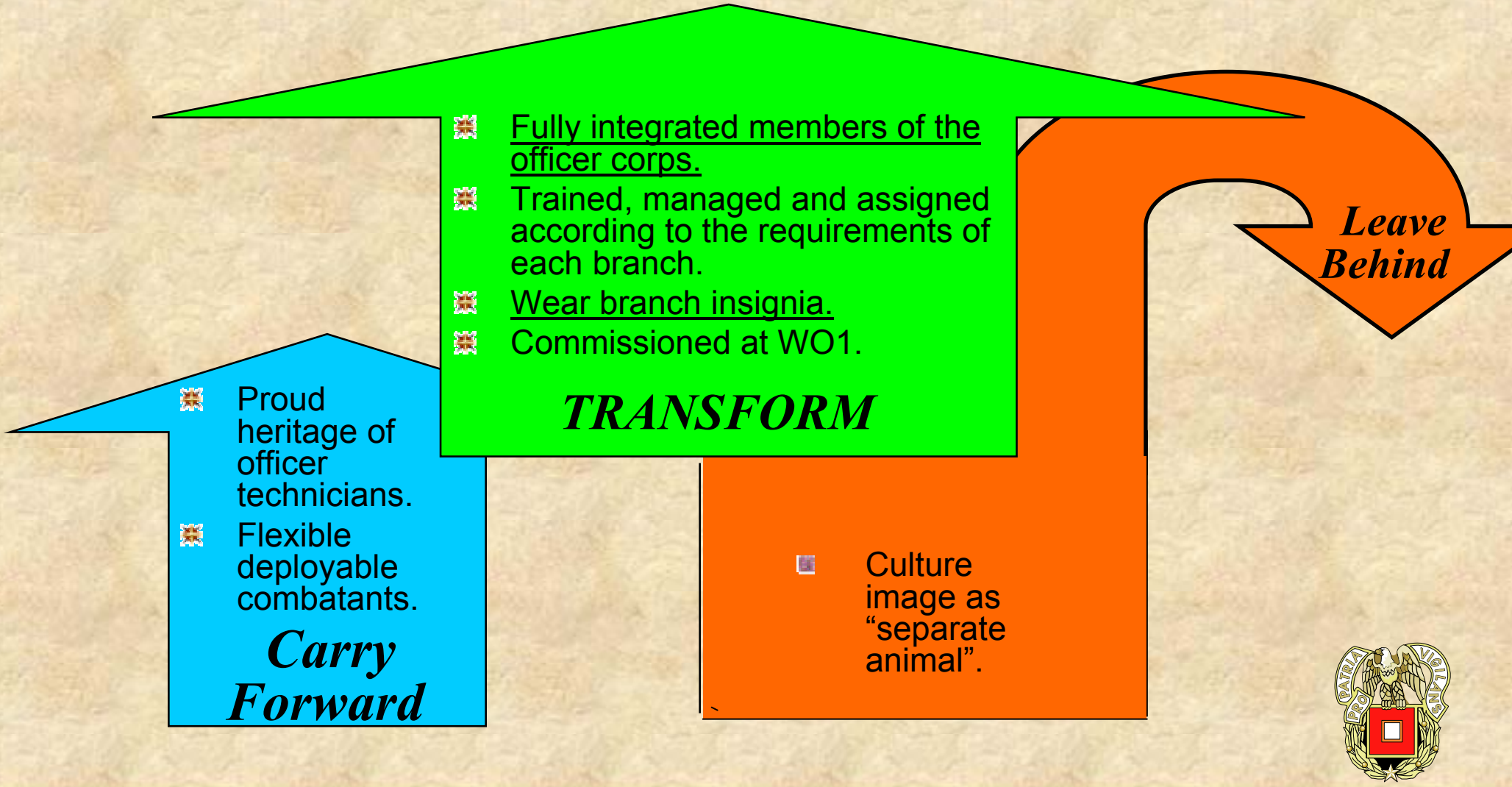
ATLDP IMPERATIVES

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

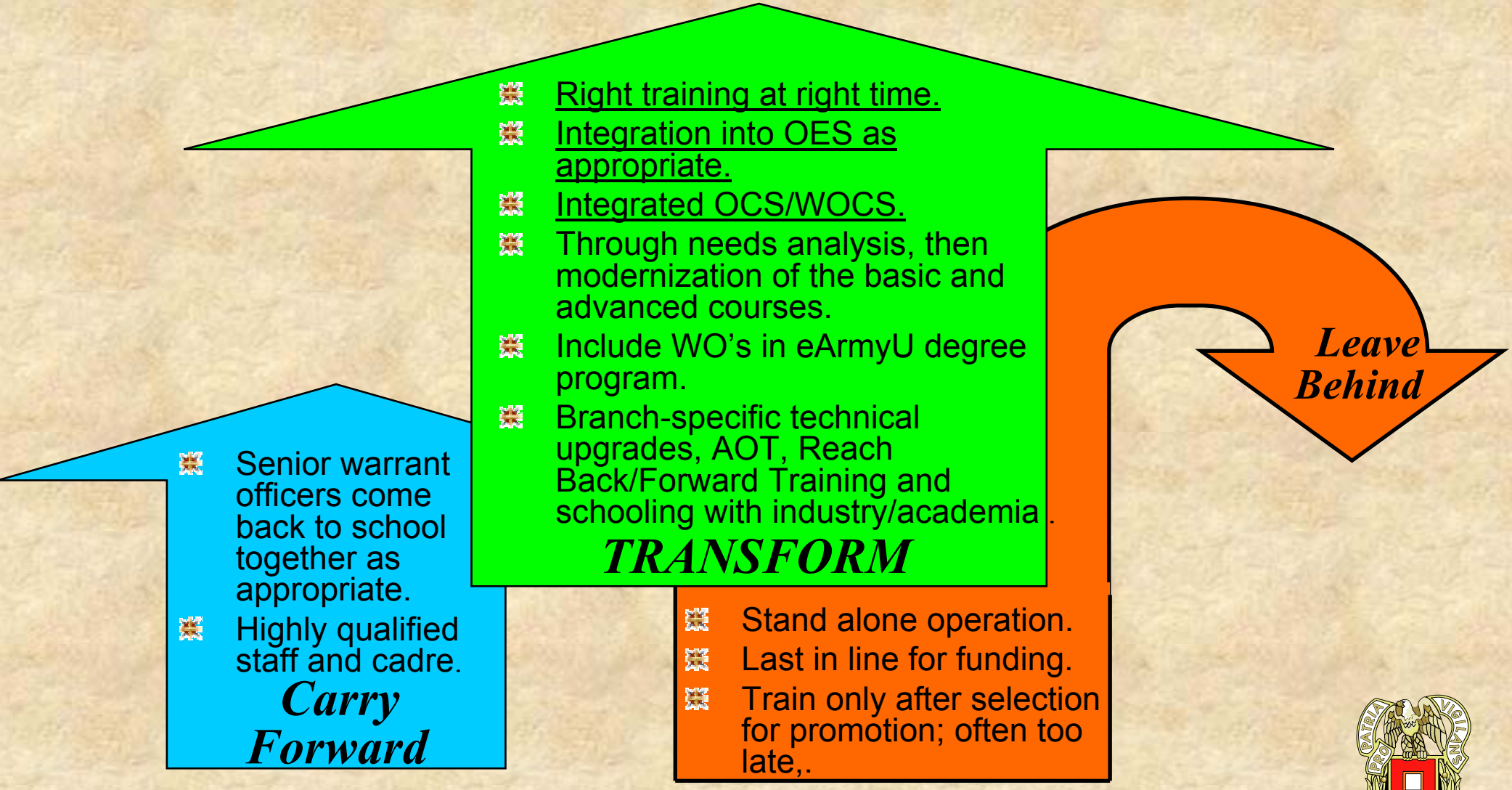


This is the Bottom Line!

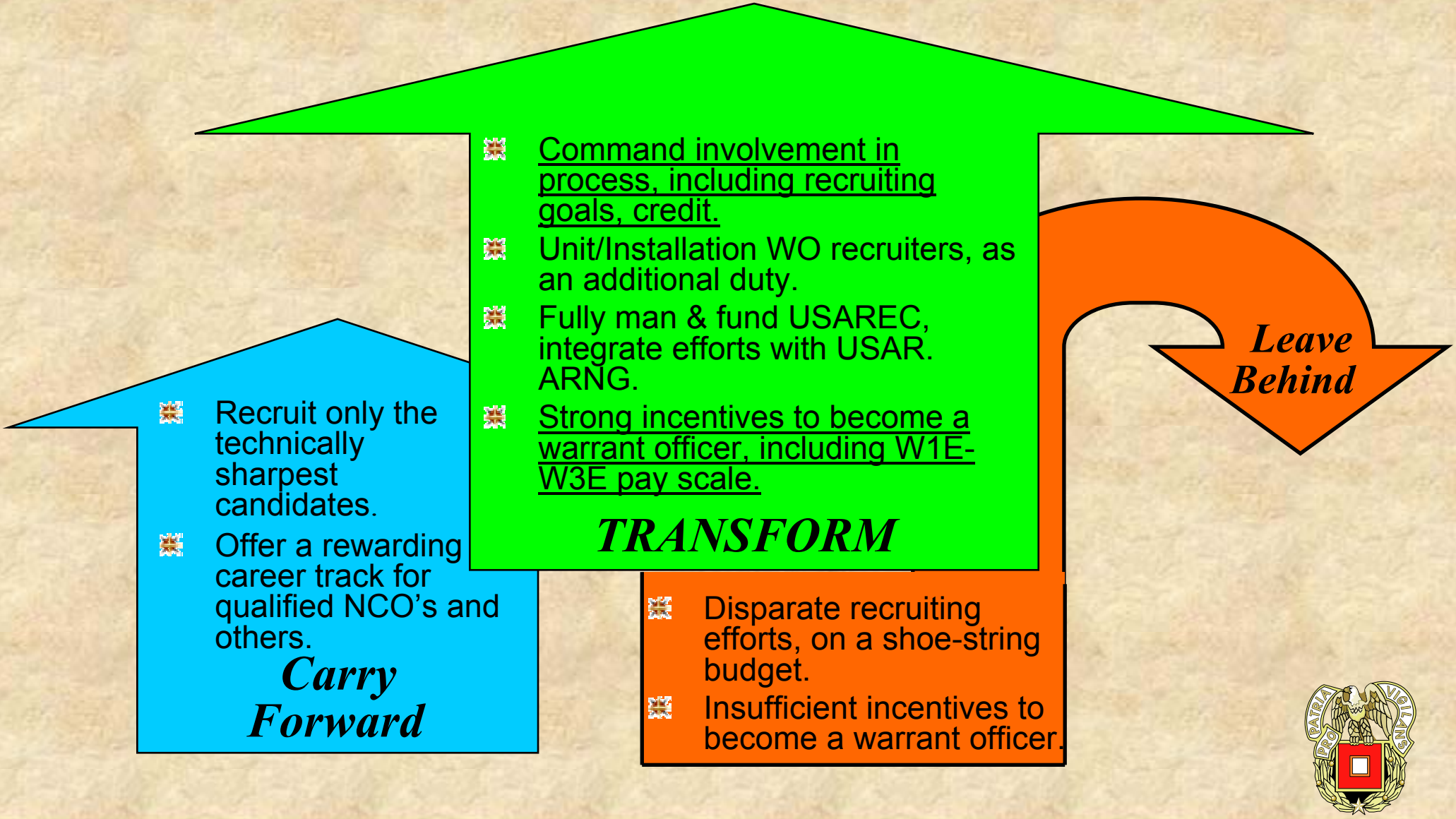
Army Warrant Officer Culture
The Way Ahead



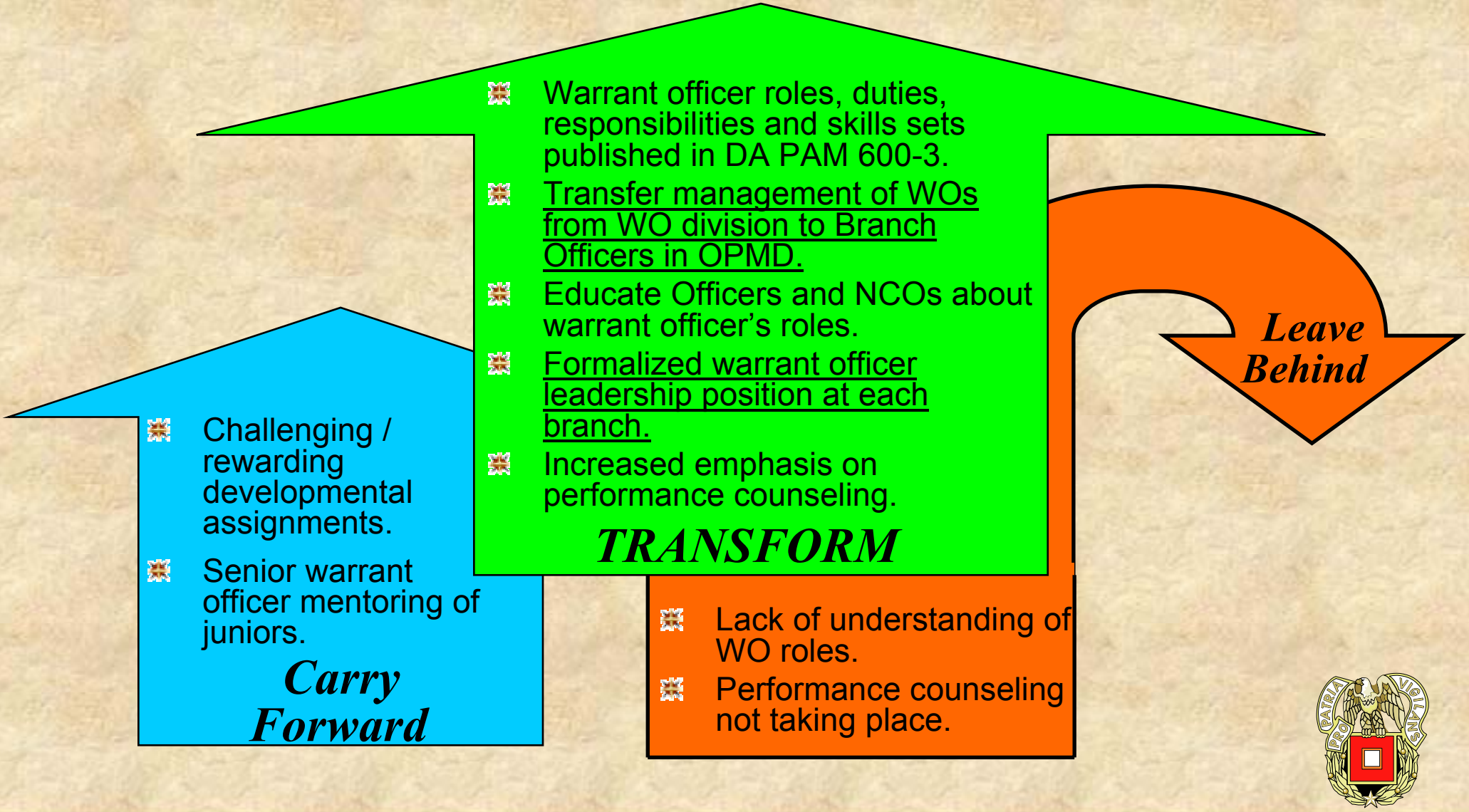
Training and Education
The Way Ahead



Manning the Force
The Way Ahead



Warrant Officer Professional Development
The Way Ahead



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**

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

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
II BN	MCS(L) FBCB2/BFT AFATDS ASAS(L)	OR	MCS(L) FBCB2 AFATDS ASAS(L)	REVISED
X BDE	MCS(L) FBCB2/BFT AFATDS ASAS RWS CSSCS AMDPCS DTSS	OR	MCS MCS(L) FBCB2 AFATDS ASAS RWS CSSCS AMDPCS DTSS	REVISED 1 X 53A O3 1 X CW2 – 254A 1 X 74B40 1 X 74B30 1 X 74B20
XX DIV	MCS(L) ASAS AFATDS IMETS CSSCS AMDPCS DTSS TAIS	OR	MCS MCS(L) AFATDS IMETS ASAS CSSCS AMDPCS DTSS TAIS	TWO TMs CONSISTING OF: 1 X CW2-251A 1 X 74B20 2 X 74B10
XXX CORPS	MCS(L) ASAS AFATDS IMETS GCCS-A CSSCS AMDPCS DTSS TAIS	OR	MCS MCS(L) AFATDS IMETS ASAS CSSCS AMDPCS DTSS TAIS GCCS-A	THREE TMs CONSISTING OF: 1 X CW2-251A 1 X 74B20 2 X 74B10

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

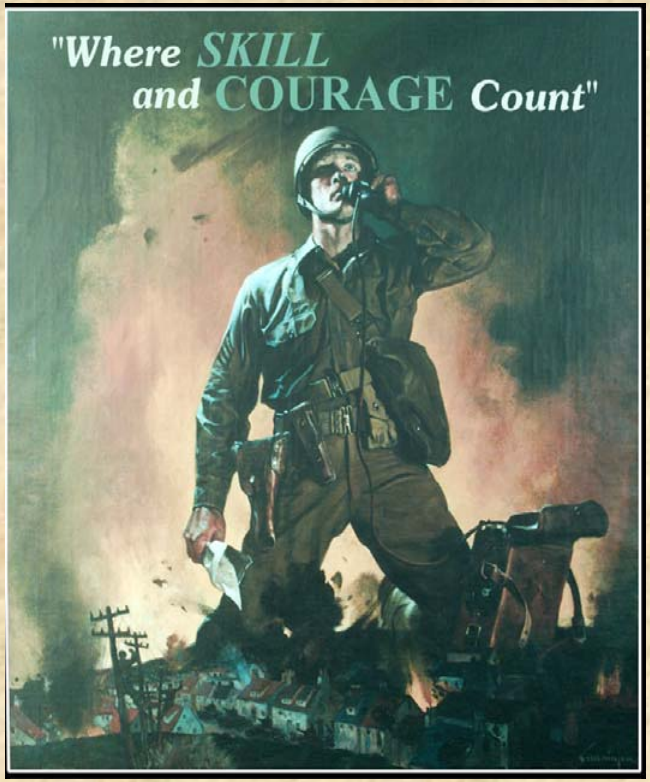
ECHELON	*I CORPS, V CORPS, 2ID, 25ID*			*III CORPS, XVIII CORPS, ALL IBCT'S, IDIV*				IA PERSONNEL REQUIREMENT
X BDE	MCS(L) FBCB2/BFT AFATDS ASAS RWS	CSSCS AMDPCS DTSS	OR	MCS MCS(L) FBCB2 AFATDS ASAS RWS	CSSCS AMDPCS DTSS	REVISED		~~1 X 74B30~~ NO LONGER REQUIRED
XX DIV	MCS(L) ASAS AFATDS IMETS	CSSCS AMDPCS DTSS TAIS	OR	MCS MCS(L) AFATDS IMETS ASAS	CSSCS AMDPCS DTSS TAIS	REVISED	✦	1 X O4 – 53A 1 X 251A W3 1 X 74B4O 1 X 74B3O
XXX CORPS	MCS(L) ASAS AFATDS IMETS GCCS-A	CSSCS AMDPCS DTSS TAIS	OR	MCS MCS(L) AFATDS IMETS ASAS	CSSCS AMDPCS DTSS TAIS GCCS-A			1 X O4 53A 1 X 251A W4 1 X 74B4O 1 X 74B3O
ASCC	ABCS AND OTHER PERVASIVE SYSTEMS SUCH AS MTS, GCSS-A, AND TC-AIMS					REQUIRED AT TSC(A)		1 X O4 53A 1 X 251A W4 1 X 74B4O 1 X 74B3O

✦ CHANGE FROM O3 TO O4; SIGCEN HAS IDENTIFIED BILL PAYER

IAMA TASKS AND PERSONNEL REQUIREMENTS

ECHELON	PERSONNEL REQUIREMENT	IAMA SIGNAL TASKS (*NO CHANGE*)
XX DIV	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.
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	

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."