



DEPARTMENTS OF THE ARMY AND THE AIR FORCE

NATIONAL GUARD BUREAU  
WASHINGTON, D.C. 20310-2500



1030-1112  
NGB-ARP-PE (600-200)

5 October 1992

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO RICO,  
THE VIRGIN ISLANDS, GUAM, AND THE DISTRICT OF  
COLUMBIA

SUBJECT: (All States Log Number #P92-0096.) Reserve Component  
Leader Development Requirements

1. This memorandum and enclosures establish the ARNG Leader Development Institutional Training requirements (NCOES, WOES and OES) and linkage to promotions. This memorandum applies to traditional enlisted soldiers, all AGR personnel, and modifies the enlisted military technician requirements. This supersedes existing NGB policies on NCOES, AGR OES and WOES and promotion linkage (except for enlisted technicians and traditional officers and warrant officers). Leader development training requirements for traditional warrant officers and commissioned officers training are in NGR 600-101 and NGR 600-100, respectively, and remain unchanged.

2. Following are the major changes in policy:

a. While leader development applies to enlisted military technicians, this memorandum only modifies the current criteria established in NGR 600-200. It changes the level of NCOES required for promotion and the inclusion of the age criteria, which eliminates the years of service exceptions for attendance at the USASMC. It also eliminates the requirement to attend the Battle Skills Course (BSC) in conjunction with PLDC for enlisted military technicians.

b. Eliminates the AGR NCOES/OES requirement for tour continuation.

c. Grants credit for courses completed prior to 1 Oct 91. This change grants credit for a level of NCOES for completion of Phase 1 (before 1 Oct 91) or an old version of NCOES courses (the 1 Oct 91 date does not apply to enlisted military technicians; see NGR 600-200 and enclosure 2, paragraph 1, notes 2 through 7.

d. Establishes that for promotion to SGM, soldiers must not reach their 54th birthday as of date of promotion to SGM.

e. Changes PLDC course to ADT/AT mode only.

NGB-ARP-PE

SUBJECT: (All States Log Number #P92-0096) Reserve Component Leader Development Requirements

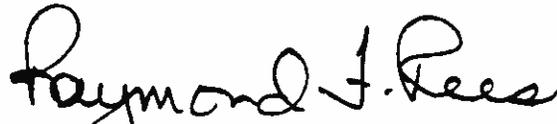
3. Leader development is designed as a three pillar program; Institutional Training (NCOES, WOES and OES), Operational Assignments (position experience), and Self Development. Leader development means commanders must select the right soldier to attend the right school at the right time. Generally, this program properly executed will enhance the readiness of the ARNG by providing competent leaders.

4. The following enclosures outline the requirements as indicated:

- a. Enclosure 1 - Enlisted training policy
- b. Enclosure 2 - Enlisted promotion policy
- c. Enclosure 3 - AGR Officer/Warrant Officer promotion policy

5. POCs for this action are SGM Sell, NGB-ARO-TI (enlisted training policy), DSN 584-1729; SGM Olsen, NGB-ARP-PE (enlisted promotion policy), DSN 225-8065; Harry Gilman, NGB-ARO-TI (officer training policy) DSN 584-1727; LTC Krimmer, NGB-ARP-PO (officer promotion policy); LTC Nippell, NGB-ARP-FS (AGR policy).

FOR THE CHIEF, NATIONAL GUARD BUREAU:



RAYMOND F. REES  
Major General, GS  
Vice Chief, National Guard  
Bureau

CF:

Each State CSM  
Each MILPO  
Each SPMO

ENCLOSURE 1  
TRAINING POLICY

1. Training Policy:

a. Soldiers must complete the following courses to prepare for operational assignments at the next level of responsibility:

SPC/CPL	complete	PLDC
SGT	complete	BNCOC
SSG	complete	ANCOC
SFC	complete	ANCOC (if not already completed)
MSG/1SG	complete	USASMC

b. Graduates: Soldiers complete a level of NCOES when they graduate from a course listed in (1) - (4) below. AGR soldiers must graduate from AC Courses.

Table of Equivalency

(1) PLDC is equivalent to:

AC-PLDC  
RC-PLDC  
Primary Leadership Course (PLC)  
Primary Technical Course (PTC)  
Primary Noncommissioned Officers Course (PNCOC)  
OCS, (State or Federal) WOCS or ROTC (any Service)  
Any USMC NCOES

(2) BNCOC is equivalent to:

Effective 1 Oct 91, RC BNCOC (Phase I and Phase II)  
AC-BNCOC  
Any RC-BNCOC (to include Phase 1 only) completed before 1 Oct 91  
Basic Technical Course (BTC)  
BNCOC-Combat Arms  
BNCOC CS/CSS  
As an equivalent to AC-BNCOC completion of the following technical courses: 321-91R20, 551-F1, 800-94F30, 331-42D20, 311-92B30, 308-91B20, and 300-91B30. PMOS must + training MOS as of Oct 90.  
All 66 series MOS Technical Inspector Courses completed between 3 Oct 83 and 1 Jan 90 and MOSQ CMF 18 MOSS plus PLDC graduate  
RC-BNCOC, Phase I (CLT) only, if no Phase II is RC configured (NGR 351-1 will list non-configured courses)\*  
AGR alternate method (see f below)

## TRAINING POLICY

(3) ANCOC is equivalent to:

Effective 1 Oct 91, RC-ANCOC (Phase I and Phase II)  
AC-ANCOC

Any RC-ANCOC (to include Phase 1 only) completed  
before 1 Oct 91

RC-SNCOC before 1 Oct 87

RC-1SG before 1 Oct 87

RC-ANCOC, Phase I (CLT) only, if no Phase II is RC  
configured (NGR 351-1 will list non-configured  
courses)\*

AGR alternate method (see f below)

(4) USASMC is equivalent to:

Resident course

Corresponding Studies Program

\* A lack of a training seat for an RC configured course does not constitute nonavailability.

c. Credit for BNCOC or ANCOC by virtue of completion of OBC or OAC will be determined by the proponent. Requests for consideration will be submitted through State channels to NGB-ARO-TI. Documentation must include certified copies of DA Form 2-1, DA Form(s) 1059 and/or graduation certificates.

d. NCOES courses taken under the auspices of USN, USAF, Coast Guard, and their Reserve Components will not be considered. USMC Senior NCO courses may be considered by NGB-ARO-TI if the course was taught at Quantico and the soldier is in the same MOS as when trained by the USMC.

e. AGR Sergeants and above entering the AGR program can request constructive credit from NGB-ARP-TI for previously completed NCOES courses. Documentation is the same as 1c above.

f. There is no alternate training option. AGR soldiers who completed the alternate program (RC-NCOES and Battle Skills Course) prior to 1 July 1986, remain qualified for promotion from the rank held at the time of completion of the program. Once promoted, the current NCOES based on the soldier's rank must be completed for the next promotion.

g. Prerequisites to attend training:

(1) Must meet course prerequisites in DA Pam 351-4; standards of AR 600-9, have passed latest APFT within the last 12 months (6 months for AGR) of the scheduled date of graduation;

## TRAINING POLICY

hold PMOS for TOE or TDA position to which assigned; have attended Phase I before Phase II; graduated from the preceding level of NCOES (i.e. PLDC before BNCOC and BNCOC before ANCOC). AGR soldiers must have graduated from AC-NCOES, except as in para 1g (2) below. For USASMC, soldiers must be able to graduate, or be assigned a training seat, so that promotion to SGM is before their 54th birthday.

(2) For AGR soldiers, until 30 Sep 93, RC-NCOES courses may be used as prerequisites for attendance at AC-NCOES courses (e.g. a SSG who needs AC-BNCOC and AC-ANCOC may attend RC-BNCOC, Phase I, satisfying the prerequisite to attend AC-ANCOC).

### 2. Time lines for course completion:

a. RC-PLDC will only be taught in ADT/AT status (effective 1 Oct 93).

b. Phase II (BNCOC and ANCOC) must be completed within two training years of successful completion of Phase I (CLT). Soldiers exceeding the two years must repeat phase I. Exception authority is first general officer in the chain of command.

### 3. 79D and OOE (Retention and Recruiting NCOs)

a. For AGR soldiers: As an exception to the policies described above, Recruiting and Retention NCOs must attend AC-BNCOC and ANCOC in a training MOS that is not in CMF 79. This training MOS is awarded as SMOS by the classification authority and is the MOS in which the soldier is best qualified. It must have been held as PMOS, SMOS, or AMOS at the time OOE/79D was awarded. An ANCOC for AGR PMOS 79D is in the development process and when fielded will become the NCOES requirement for PMOS 79Ds.

b. Traditional soldiers with PMOS 79D must hold a deployable SMOS not in CMF 79 and must complete BNCOC/ANCOC in that SMOS. The 79D ANCOC in 3a above will not be RC Configured.

4. Command Sergeants Major must have completed or complete the Command Sergeants Major Course NLT 18 months after appointment to Command Sergeant Major.

5. Training POCs are SGM Sell, NGB-ARO-TI (enlisted training policy), DSN 584-1729; Harry Gilman, NGB-ARO-TI (officer training policy) DSN 584-1727; LTC Nippell, NGB-ARP-FS (AGR policy).

ENCLOSURE 2

ENLISTED PROMOTION POLICY

1. Promotion Policy: The following establishes the training requirements for promotion to the ranks indicated: (Traditional and Military Technician soldiers may attend AC or RC courses, AGR soldiers must attend AC-NCOES only) Phase I and II are required, effective 1 Oct 91, if not already qualified.

Promotion From	To	Traditional Soldiers	AGR Soldiers	Military * Technicians
SPC/CPL	- SGT	PLDC	AC-PLDC (NOTE 1)	PLDC
SGT	- SSG	BNCOC PH I & II	AC-BNCOC	BNCOC PH I & II (NOTES 2,3)
SSG	- SFC	ANCOC PH I & II	AC-ANCOC	ANCOC PH I & II (NOTES 4,5)
SFC	- MSG	ANCOC PH I & II	AC-ANCOC	ANCOC PH I & II (NOTES 4,5)
MSG/1SG	- SGM	USASMC (NOTES 6,7)	USASMC (NOTES 6,7)	USASMC (NOTES 6,7)

\* The criteria in NGR 600-200 are restated here with the realignment identified for convenience and include the USASMC age requirements. Military technician NCOES and promotion linkage is provided by law and cannot be changed by NGB policy.

NOTES

1. SPC/CPL entering the AGR program as a graduate of RC-PLDC will remain qualified for promotion to sergeant.

2. AC-BNCOC is optional. If no Phase II is RC configured for the soldiers PMOS then Phase I + BSC + passing SQT or SDT (70%) in PMOS is acceptable. If SDT is not fielded (not in current FY ITEP), AC-BNCOC is mandatory.

3. As an exception, course credit will be given for any basic level course completed before 1 Oct 87, providing ARNG BSC is completed.

## ENLISTED PROMOTION POLICY

### Notes con't

4. AC-ANCOC is optional. If no Phase II is RC configured for the soldiers PMOS then Phase I + BSC + passing SQT or SDT (70%) in PMOS is acceptable. If SDT is not fielded (not in current FY ITEP), AC-ANCOC is mandatory.
  5. As an exception, course credit will be given for any advanced level course completed before 1 Oct 87, providing ARNG BSC is completed. Advance level courses include RC-SNCOC and RC or AC-1SG course and any other advance title course.
  6. Must complete (or be enrolled in) the USASMC so promotion occurs before 54th birthday. No waivers authorized.
  7. A conditional promotion is permitted if the soldier is selected by the NGB Selection Board and is scheduled for training. If promoted, selectee must enroll in and graduate from the USASMC within the time frames of the course selected to attend. If these conditions are not met, the promotion is a nullity (did not legally exist), promotions orders will be revoked, and payment in the higher grade will be recouped. Time served in the higher grade will not count for any purpose.
2. Soldiers found best qualified by a promotion board, and placed on a Consolidated Selection List against a paragraph and line number, will remain qualified based on the criteria at the time boarded for the duration of the selection list period (maximum 1 year).
  3. Traditional soldiers with PMOS 79D will meet promotion criterion with Phase I graduation once the AGR 79D ANCO is fielded.
  4. POCs for promotion is SGM Olsen, NGB-ARP-PE, DSN 225-8065; LTC Nippell, NGB-ARP-FS (AGR policy).

ENCLOSURE 3

AGR OFFICER and WARRANT OFFICER PROMOTION POLICY

1. Warrant Officers:

a. WO1, within two years of appointment, must be DA proponent certified through completion of the DMOS Warrant Officer Technical/Tactical Certification Course (WOTTCC) or the receipt of proponent constructive credit for certification in order to maintain Federal recognition as a warrant officer and before promotion to CW2.

b. CW2 are not authorized to attend resident AC specific DMOS senior Warrant Officer training (SWOT) until they have completed three years time in grade. Exceptions to this policy may be requested in accordance with NGR 600-101, paragraph 7-10a. Warrant Officers are exempt from attending SWOT if they have accomplished any of the following courses:

(1) The resident Warrant Officer Advance Course (WOAC).

(2) The non-resident WOAC, provided the enrollment date was prior to 1 August 1985 with active continuous enrollment through course completion.

c. Completion of SWOT (WOAC) is a prerequisite for promotion to CW3 and for enrollment in subsequent Warrant Officer training courses.

2. Commissioned officers will complete the following courses for promotion:

a. Second Lieutenant - Complete AC or RC Branch Officer Basic Course (BOBC) in residence.

b. First Lieutenant - No requirement beyond AC/RC-BOBC. Attendance at AC/RC Branch Officer Advance (BOAC) is authorized.

c. Captain - Complete AC/RC Officer Advanced Course (BOAC) in residence.

(1) Combined Arms and Services Staff School (CAS3) will be required for promotion effective 1 Oct 94.

(2) Captains with a DOR after 30 Sep 87 must complete CAS3 in order to be eligible for enrollment in Command and General Staff Officer Course (CGSOC) (this became effective 1 Oct 91).