

Title 10 AGR LCM Strategy and Plan
Annex E: Military Education

1. Professional Military Education for T10 AGR Officers – **TO BE PUBLISHED**
2. Professional Military Education for Title 10 AGR Warrant Officers, see Tab 2.
3. Professional Military Education for Title 10 AGR Enlisted Soldiers, see Tab 3.

Annex E, Tab 1: Professional Military Education for T10 Officers

To Be Published

The Professional Military Education (PME) standards listed in NGR 600-100 are outdated, and do not reflect the current requirements as established in AR 350-1. ARNG-HRH is preparing guidance that will clarify Professional Military Education requirements for all ARNG officers. This section of the LCM Strategy and Plan will be published in conjunction with those revised instructions, NLT 30 SEP 12.

Title 10 AGR LCM Strategy and Plan
Annex E: Military Education

Annex E, Tab 2: Professional Military Education for Title 10 AGR Warrant Officers

1. Professional Military Education for Title 10 Warrant Officers is as follows:
 - a. W01/CW2 – Completion of the Warrant Officer Basic Course. For Aviation Warrant Officers, this includes Initial Entry Rotary Wing (IERW) training.
 - b. CW2 to CW3 – Completion of the Warrant Officer Advanced Course. The Warrant should apply at 1 year time in grade as a CW2 in order to attend at 2 years time in grade.
 - c. CW3 to CW4 – Completion of the Warrant Officer Staff Course. The Warrant should apply at 2 years time in grade as a CW3 in order to attend at 3 years time in grade
 - d. CW4 to CW5 – Completion of the Warrant Officer Senior Staff Course. The Warrant Officer must be assigned to a CW5 position and have 4 years in grade as a CW4. Waivers will be considered by ARNG-HRH-W for warrant officers assigned to CW5 positions with less than 4 years time in grade, or CW4s in CW4 positions with 4 years time in grade.
2. Warrant Officers may be directed by their chain of command to attend additional courses required for their current assignment.

Title 10 AGR LCM Strategy and Plan
Annex E: Military Education

Annex E, Tab 3: Professional Military Education for Title 10 AGR Enlisted Soldiers

1. The T-10 AGR Education requirements are governed by AR 600-8-19 and AR 350-1. Additionally, the ARNG Leader Development Strategy (pending publication) provides detailed strategies available for consideration in meeting Military Education requirements for NCOs.

2. NCO/Leader Development. Leaders assist in designing career models with goals for every NCO. Incorporating all three domains (Operational Assignments, Institutional Training, and Self Development) throughout an NCO's career will build competence and mastery of the skills required at the Basic, Senior and Career levels in a development lifecycle. The challenge for NCOs is to tailor their program to meet their professional goals and the needs of the organization.

a. Self Development

- Structured Self Development
- Correspondence Courses
- On-line studies programs (Joint NCO PME)
- Civilian Education

b. Operational experience is gained through wide and varied assignments in the operating and generating force. It also includes experience gained through deployments, joint assignments and real world problem solving.

c. Institutional Development

- NCOES (WLC, ALC, SLC & SMC)
- Functional Courses
- National Defense University (NDU) Courses
- NATO Courses

3. Current NCOES transformation will result in a sequential series of Self-Study and Resident courses to support lifelong learning. Promotion policy changes are pending implementation of the Structured Self Development courses.

- Structured Self Development 1 – Prerequisite to Warrior Leader Course
- Warrior Leader Course – Prerequisite for promotion to E6
- Advance Leader Course Common Core and Advance Leader Course Resident phase – prerequisite for promotion to E7
- Structured Self Development 3 – Prerequisite to Senior Leader Course

Title 10 AGR LCM Strategy and Plan
Annex E: Military Education

- Senior Leader Course – Prerequisite for promotion to E8
- Structured Self Development 4 – Prerequisite to Sergeants Major Course
- Sergeants Major Course – Enrollment is prerequisite for promotion to E9
- Structured Self Development 5 – Prerequisite to Joint and Nominative level assignments

4. Expectations must be communicated to ensure our NCOs know the Institutional, Operational and Self Development objectives required to maintain a ready and resilient force. Competent and confident leaders are developed through a deliberate, continuous, sequential and progressive process using all three linked and synchronized domains of leader development (Self Development, Operational, and Institutional). The CSM of the ARNG has communicated a set of expectations for NCOES.

- An E5 is expected to attend Warrior Leader Course
- An E6 is expected to attend Advanced Leader Course
- An E7 is expected to attend Senior Leader Course
- An E8 is expected to complete Structured Self Development 4
- An E9 is expected to complete the Sergeants Major Course and SSD5

5. As NCOs progress through their career, they gain depth and breadth as leaders through more challenging assignments. Our objective is to properly align human capital management policies and practices for assignments within the intent of our leader development strategy. When developing tailored career maps for our NCOs, ARNG leaders must consider Professional Military Education as an integral part of the NCO career map. This includes both the Self-Development and Institutional Training Domains.

a. Self-Development Domain. A planned, goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness and situational awareness; compliments institutional and operational learning; enhances professional competence and meets personal objectives. Structured Self Development bridges the gap between resident NCOES (WLC, ALC, SLC, and SMC).

- SSD I Tasks are primarily focused at the team level and common leader and tactical skills.
- ALC-CC (Common Core). There is not an SSD Level between Warrior Leaders Course (WLC) and SSD III. ALC-CC focuses on preparing unit and subordinate elements for peace, wartime missions and contingencies.
- SSD III tasks are primarily focused at the platoon level. SSD III will be completed after the ALC and prior to the senior Leader Course.

Title 10 AGR LCM Strategy and Plan
Annex E: Military Education

- SSD IV tasks are primarily focused at the battalion level. United States Army Sergeants Major Academy (USASMA) highly recommends that SSD IV be completed prior to assuming duties as a First Sergeant.
- SSD V tasks are focused at nominative and joint staff levels.

b. Institutional Training Domain. Institutional training domain focuses on education and transitioning through NCOES and functional area training to develop leadership and mission critical skills in our NCOs.

(1) Noncommissioned Officer Educational System (NCOES). NCOES provides noncommissioned officers (NCO) with progressive and sequential leader, technical, and tactical training relevant to the duties, responsibilities, and missions they will perform in operational units after graduation. The training and education process for the NCO starts with an initial, branch-immaterial, leadership development course; followed by a basic, branch-specific level; an advanced, branch-specific level; and culminates with a branch- immaterial senior level course. Tab “D” provides the tasks and focus for NCOES. The NCOES is comprised of the following educational opportunities.

- Warrior Leader Course (WLC). A branch-immaterial course that provides basic leadership training that allows Soldiers the opportunity to acquire the leader skills, knowledge, and experience needed to lead team/squad size units.
- Advanced Leader Course (ALC). This course focuses on leadership and technical skills required to prepare Soldiers selected for promotion to staff sergeant to effectively lead squad/platoon size units.
- Senior Leader Course (SLC). A branch-specific course that provides an opportunity for Soldiers selected for promotion to sergeant first class to acquire the leader, technical, and tactical skills, knowledge, and experience needed to lead platoon/company size units.
- Sergeants Major Course (SMC). Is the capstone of enlisted training for the MSG, SGM, and CSM, and prepares NCOs for both troop and staff assignments. It prepares the Senior NCO for responsibility at the Battalion and Brigade level.

(2) Functional Area Training. Functional courses prepare Army personnel for assignment to special units or specific duty positions and increase their value to the Army. These courses provide Soldiers an opportunity to acquire duty position-required skills and knowledge that cannot be obtained by attending other institutional courses. The courses may provide training, which qualifies Soldiers for award of an ASI, SQI, or SI. The NCO Support Channel in collaboration with Assignment NCOs will coordinate appropriate Functional Area training as assignment considerations are finalized. In unique circumstances, functional area qualifications may affect the available pool of Soldiers for certain position assignments.

Title 10 AGR LCM Strategy and Plan
Annex E: Military Education

6. As a guide to the T10 NCO force, the matrix below will help to identify and differentiate between the requirements for determining whether an NCO is considered "Qualified" or "Best Qualified" based on their level of Professional Military Education.

Current Grade	Qualified (for current grade)	Best Qualified (for higher level assignments)
E4	N/A	SSD 1
E5	N/A	WLC
E6	WLC	ALC (BNCOC) all phases
E7	ALC (BNCOC) all phases	SLC (ANCOC) all phases
E8	SLC (ANCOC) all phases	SSD 4 / SMC Enrolled
E9	SMC Enrolled	SSD 5