



NCO Profession



**... "Training, Educating and Progressive
Development of our Soldiers for Today and
Tomorrow."**





The Genesis of NCO Education

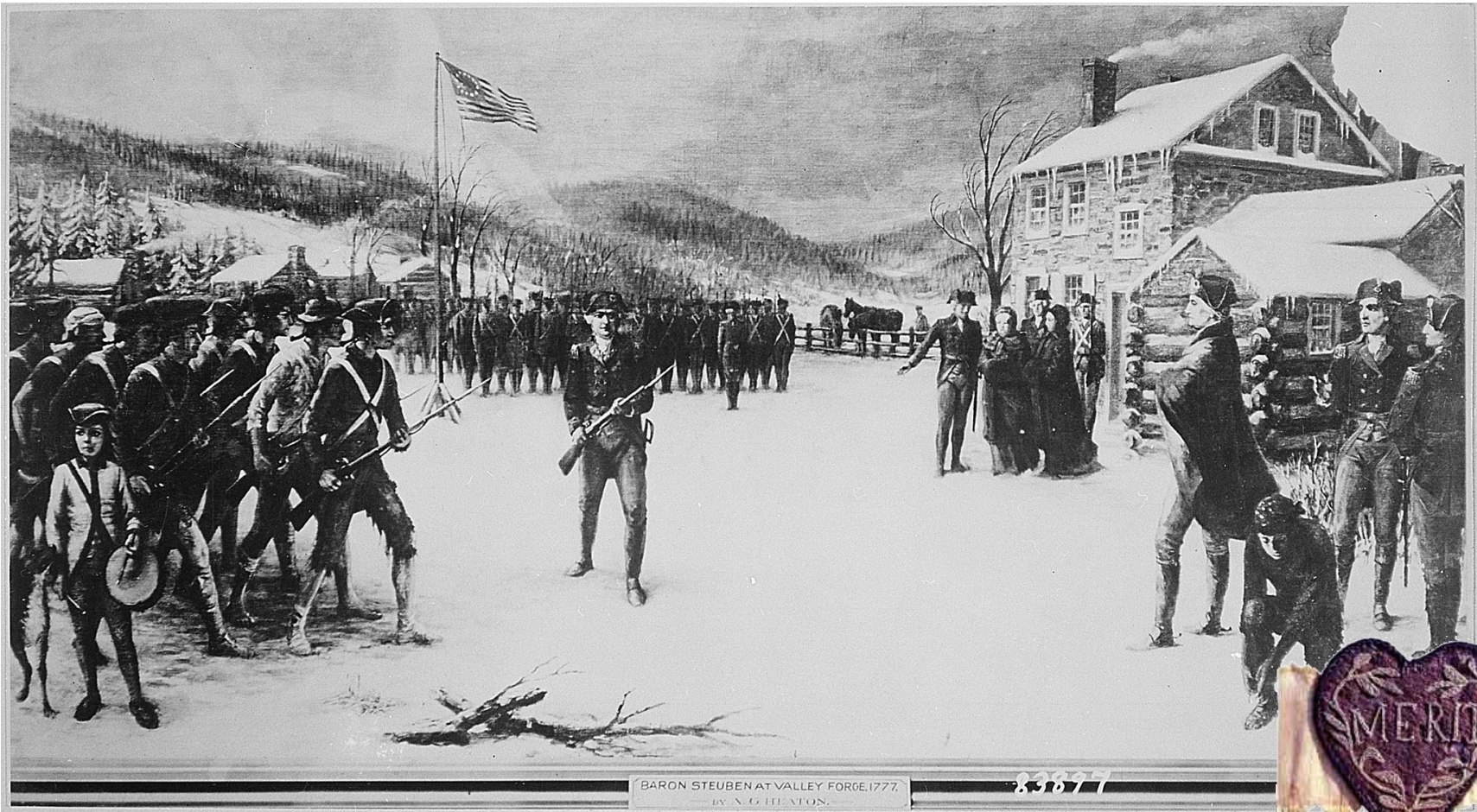


CSM (R) Dan Elder
Senior Fellow, Institute of Land Warfare
Association of the United States Army





Model Company at Valley Forge



BARON STEUBEN AT VALLEY FORGE, 1777,
BY A. G. DE VION.

83897





NCO Academy at the Constabulary School





NCO Candidate Course become NCOES



" FOLLOW ME "





Evolution of the NCOPDS/Credentialing



CSM Turnbull
CSM Combined Arms Center





Evolution of NCO Education



1973



Today



1973

- U.S. Involvement in Vietnam ends (12 years)
- Selective Service ends
- TRADOC Established
- NCOES Established with Four Levels of PME
- Doctrine changes to reflect known threat
- Training and Education focused on preparing for linear fight with a known enemy

Today

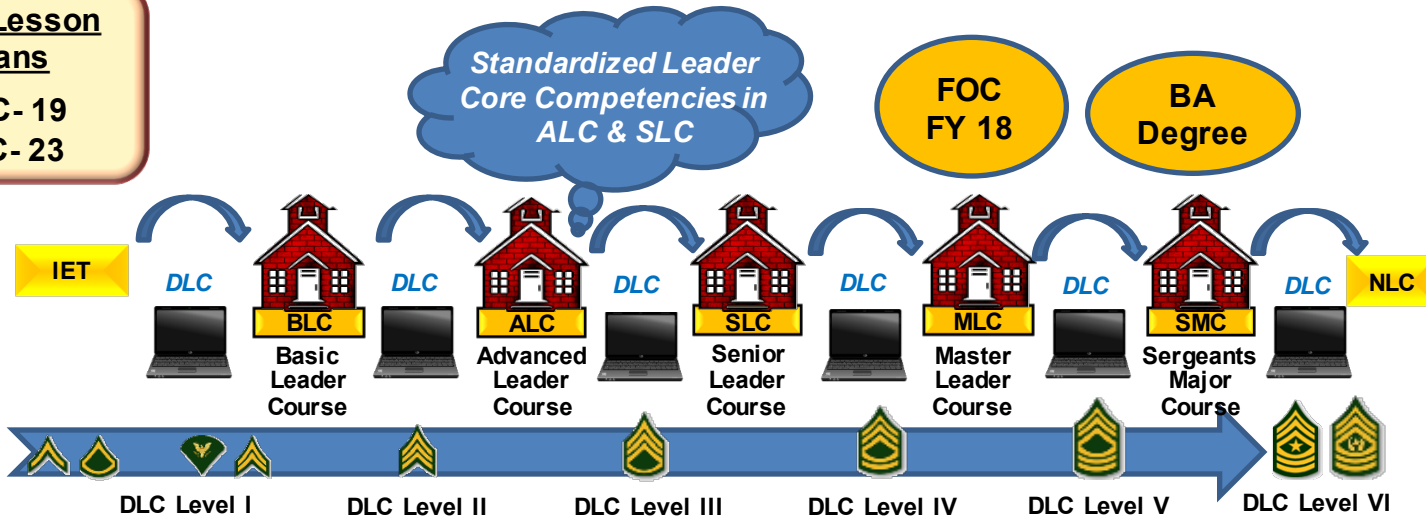
- U.S. Involvement in Afghanistan/Iraq/ Syria (17 years)
- NCOES Evolving into NCOPDS with Six Levels of PME
- Doctrine changes to reflect unknowable threat
- Training and Education focused on preparing for multi-domain fight with an unknown enemy



NCO PME Learning Continuum

LCC Lesson Plans

ALC-19
SLC-23



Each level of Distributed Learning Course will be approximately 40 hours



All PME is sequential and progressive with DLC supporting resident curriculum





Army Credentialing Program



Increase Soldier professionalism and technical competencies to enhance Army readiness while positively impacting retention and career transition

COMPULSORY	DISCRETIONARY		
MOS Required	MOS Enhancing		Self Development
<p><u>Proponent Delivered</u></p> <p><i>Required to maintain MOS qualification</i></p> <p>Army COOL</p>	<p><u>Proponent Recommended</u></p> <p><i>Increases Readiness, Retention & Professionalism</i></p> <p>Army COOL / GOARMYED</p>		<p><u>Self-directed</u></p> <p><i>Prepares Transitioning Soldiers</i></p> <p>GOARMYED</p>
<p>7 MOSs/13 Credentials</p> <p>Required for Promotion</p> <p>Credential Requirements Imbedded in POI</p> <p>Army Funded (Proponent/Unit)</p> <p>AR 350-1 Governed</p>	<p><i>Embedded</i></p> <p>51 MOSs / 112 Credentials</p> <p>Promotion points not given</p> <p>Credential Requirements Imbedded in POI</p> <p>Army Funded (Proponent)*</p> <p>AR 350-1 Governed</p>	<p><i>Imported</i></p> <p>183 MOSs / 1643 Credentials</p> <p>Promotion points given</p> <p>Credential Requirements complementary to MOSs</p> <p>Individual Funds (Tuition Assistance)</p> <p>AR 621-5 Governed</p>	<p>11,000+ DoL Credentials</p> <p>No Promotion Benefit</p> <p>Credential Requirements do not align with POI</p> <p>Individual Funds (Tuition Assistance/Personal)</p> <p>AR 621-5/ AR 600-81</p>

*Army Funded (Proponent) when budget allows (Not in POM); otherwise Individually funded with TA or CA





Army Credentialing Program



COMPULSORY	DISCRETIONARY	
MOS Required	MOS Enhancing	
	<i>Embedded</i>	<i>Imported</i>
<p>68W Medic</p> <p>EMT Certification</p> <p>Required for Promotion</p> <p>Promotion points not given</p> <p>Loss of credential requires MOS reclass</p> <p>MEDCOM funds Training and Initial Qualification</p> <p>Unit funds currency TNG and recertification testing</p>	<p>88M</p> <p>Commercial Driver's License</p> <p>Not required for promotion</p> <p>Promotion points not given</p> <p>Credential Requirements Embedded in POI</p> <p>Proponent funds training/ Soldier pays certification</p>	<p>11B</p> <p>Certified Personal Trainer</p> <p>Not required for promotion</p> <p>5 Promotion points given</p> <p>Credential requirements complementary to MOSs</p> <p>Soldier Funds certification (Tuition Assistance)</p>
		<p>19K</p> <p>Barber's License</p> <p>No Promotion Benefit</p> <p>Promotion points not given</p> <p>No Credential Requirements in POI</p> <p>Individual Funds (Tuition Assistance/ Personal)</p>





Headquarters Department of the Army
Office of the Sergeant Major of the Army



CSM (R) John Sparks
Nominative Sergeants Major
Executive Education Program





Nominative Sergeant Major Education



- Provides access to cutting-edge concepts and techniques not readily available through traditional military education channels.
- Provides valuable insight to the habits and thought processes of successful executives through personal interaction with global business leaders.
- Customizes educational requirements for the Leader and Position
- Continued education to maximize performance



Nominative Programs



The Nominative Leader Course, Carlisle Barracks

The Nominative Seminar 1, Ft Eustis

Kellogg School of Executive Management, Evanston
(Six Leadership Programs)

The Nominative Seminar 2, Washington D.C.



E9 MANAGEMENT CONSTRUCT



SMMD Mission Statement:

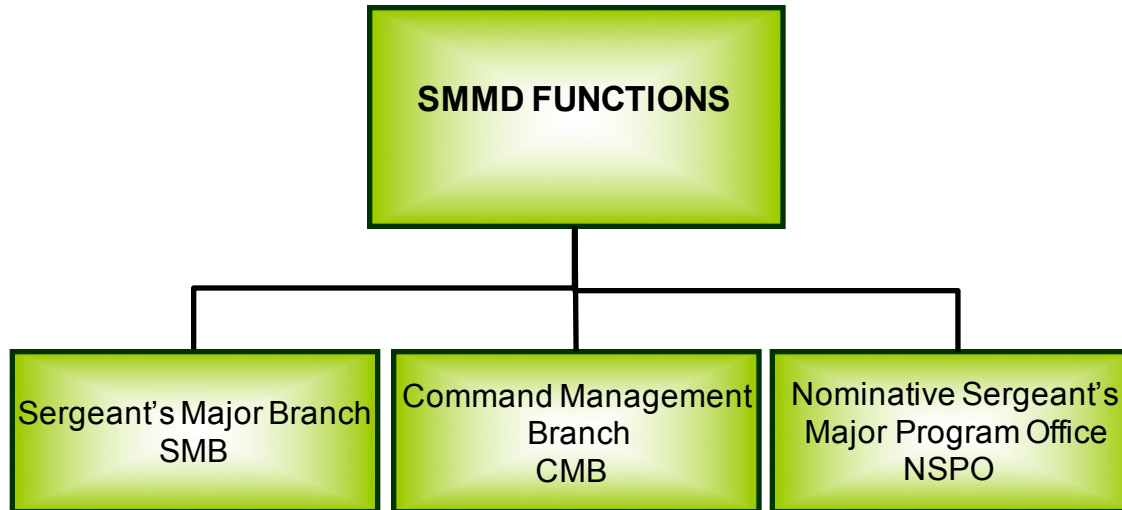
Under the direction of the Sergeant Major of the Army, execute and manage the sequential and progressive leader development of the Army's most Senior Enlisted population throughout their life cycle. As a unified division, support talent management of the Army's Sergeant's Major population including Sergeant Major management, CSM CSL and the Nominative CSM/SGM process

Focus:

Mutual support of each other in the talent management of the Army's Sergeant Major population while increasing transparency, communication, responsiveness and trust with Commanders and the Sergeant's Major population



Sergeant's Major Management Division



Sergeant's Major Branch: Executes strategic talent management and assignment process for approximately 3600 SGM's Army side in order to optimize Total Force personnel readiness at the E9 gradeplate.

Command Management Branch: Executes the Army CSA and SMA's Centralized Selection List (CSL) program while maintaining the integrity of the process so as to place the best qualified CSM's in CSM positions that will best serve the Nation, the Army, and its Soldiers. Manages approximately 150 Brigade and 433 Battalion positions annually.

Nominative Sergeant's Major Program Management Office: Provide support and assistance at the direction of the Chief of Staff Army and Sergeant Major of the Army with managing the selection, assignment, utilization and leader development of our strategic enlisted force. Provide the most skilled and experienced senior leaders available for each position. Provides training and educational opportunities to better prepare those senior leaders to advise and assist the Army's Senior Leadership while leading our Soldiers and Civilians.



How We Assign and Manage E9's



- **Sergeant's Major Branch (SMB)**
 - Students – 6S
 - CSL Non-Selects
 - 6S (lateral) & 7S
 - Knowledge and Skills Based
 - 6K & 7K
- **Command Management Branch (CMB)**
 - Board Selects
 - Order of Merit Lists (6)
 - Fully Qualified - No Principals nor Alternates
 - Slating construct
 - Knowledge and Skills Based (vice OML or preference)
- **Nominative Sergeant's Major Program Office (NSPO)**
 - Board Selects
 - Fully Qualified OML
 - Panel Process



Soldier for Life



1SG (R) Stephen Canonico

**Assistant Director, Retired Soldiers, Veterans and DA
Civilians Affairs,**

Association of the United States Army

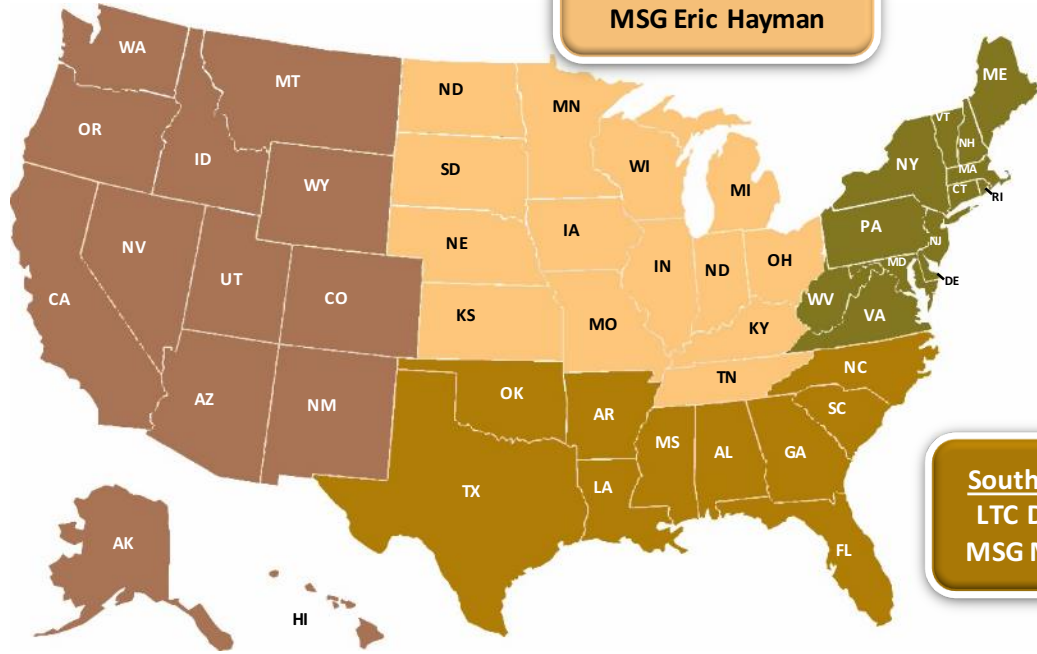




Soldier for Life

★ *Four regional teams who conduct outreach across the Army footprint*

West and Pacific
LTC Rynele Mardis
MSG David Caleb



Midwest
LTC Jon Sowards
MSG Eric Hayman

Northeast and Europe
LTC Keith Wilson
MSG Lorena Wilson

South, USVI, and PR
LTC Derwin Brown
MSG Matthew Black

Mission: Soldier for Life **conducts strategic outreach** and **shapes education, employment, and health** policies, programs and services to (1) inspire citizens to serve and (2) to create an environment where **Soldiers transition to be productive Veterans** of character, integrity, and service.

Strategic Engagements

Ms. Gabriele Tyler

Employment

LTC Ramit Ring

Health & Wellness

LTC Chris Pase

Army Retirement Services

Mr. Mark Overberg

Education

MAJ Sean McEwen

National Programs/Strategic Comms

LTC Katresha Bailey

Strategic Initiatives

MAJ John Tatum

Social Media

Ms. Shayna Blumenthal





Soldier for Life

Our approach to being a Soldier For Life revolves around three functional areas; employment, education, and health & wellness. We also remain connected with our VSO/MSO partners and collaborate extensively with the Retirement Services Office.

Communicate

Communicate internally ***what it means*** to be a ***“Soldier for Life”*** and stay connected to our core constituency.

- ✓ Becoming a Soldier for Life is embracing a life of service beyond the uniform.
- ✓ The Army remains committed to both Soldiers and Veterans – “Once a Soldier, Always a Soldier.”
- ✓ Regardless of length of service, Soldiers embrace the ideas of discipline, leadership and teamwork; they are better prepared to be students, highly productive members in the private or public sector, and leaders in our communities.
- ✓ Encourage Soldiers of all eras to take pride in having served honorably, tell their Army story and to remain “connected” with our Army.
- ✓ Hire and Inspire → Soldiers take care of their own; we hire and help Vets; we inspire the next generation to join the military while inspiring Americans to support the Army.

Promote

Promote the ***value of a Soldier and Veteran*** to private organizations, government, non-profit organizations, and universities.

- ✓ Create Veteran-recruiting initiatives with partnered universities and colleges.
- ✓ Facilitate connections between Veterans and their eventual communities—ensure they have access to resources.
- ✓ Complement the efforts of organizations and programs that support Veterans with challenges such as homelessness, substance abuse, mental health concerns, etc.
- ✓ Continue to inform employers of the benefits in hiring Veterans (“Inspire to Hire”) and how to effectively integrate Veterans into their organizations.

Develop/Shape

Develop and shape policies and programs that maximize the potential of our Soldiers as they transition to Veterans.

- ✓ Serve as the “eyes and ears” on Soldier, Veteran and Family transition—provide that feedback to SFL-TAP, Army Continuing Education, etc.
- ✓ Coordinate and synchronize efforts with interagency partners (DoL, SBA, VA, DHS, USDA etc.) to support our Soldiers and families throughout the Soldier Life cycle (to include Veterans).
- ✓ Identify opportunities to provide certifications, credentials, or other industry-recognized validation to our Soldiers that increase opportunities within the Army and beyond.
- ✓ Increase data-sharing between DoD, DoL, and the VA.







QUESTIONS?

