



CG Column
October 2010

Last month, USASMD/ARSTRAT held its annual command training conference (14-16 Sep). I appreciate the many briefers who traveled to Redstone Arsenal to provide the attendees with excellent information. I regret I was unable to attend the conference, but am aware that the third day of the conference touched on a very important topic: Civilian Education. In this column I will highlight some of the changes made to the Civilian Education System (CES) and the need to stay abreast of educational opportunities that can enhance your Army Civilian career.

The Army recognizes that our civilian workforce needs an educational roadmap for career enhancement similar to that of Army officers and NCOs. Last year, responsibility for civilian education moved from the Army G1 to the Army G3/5/7. The intent was to synchronize CES with the Officer Education System (OES) and NCO Education System (NCOES). This was an important change.

Soldiers, regardless of rank, are aware of the type of education and training they need in order to advance in their careers. While military courses have been modified over time, officer and enlisted Soldiers could expect to attend a basic and advanced course, an intermediate leader course and possibly a senior service college during their careers. What had been lacking was a comparable Civilian Education System.

Now there is a CES in place that provides our Civilian workforce valuable educational opportunities. The Civilian leader development strategy begins with the Foundation Course designed for all new Army Civilians and progresses to the Defense Senior Leader Development Program designed for senior Civilian leaders.

Similar to the OES and NCOES systems, our civilian workforce can now look at the progressive ladder of leadership courses to help determine the best time to apply or attend based on where they are located on their career path. The various courses use a combination of resident and distributed learning concepts so that travel is not always required for the courses.

Below is a list of the CES courses as listed in the FY10 Army Posture Statement:

- **Foundation Course** which develops team leaders by instilling an understanding of the Army, its ranks, structure, traditions, and values.
- **Action Officer Development Course** focuses on staff work practices in the Army and covers organization and management.
- **Supervisory Development Course** provides lessons on human resources functions, management, supervising, and leading employees.
- **Basic Course** prepares team leaders, supervisors, and managers with the skills to effectively communicate, lead and care for small teams, and to develop and mentor subordinates.
- **Intermediate Course** prepares mid-level supervisors to manage human and financial resources; direct program management and systems integration; and work with the flexibility and resilience essential to sustain mission focus.
- **Manager Development Course** focuses on managing, leading, human resources, organizational culture, planning, programming, budget development, and manpower management.
- **Advanced Course** focuses Army Civilians on leading complex organizations in support of national security and defense strategies; and integrating Army and Joint systems in support of the Joint Force.
- **Continuing Education for Senior Leaders (CESL) Course** is a continuing education sustainment program to bring senior Civilians together to discuss current and relevant issues facing the Army.
- **Senior Service Colleges (SSC)** prepare selected military, Civilian, and international leaders to assume strategic responsibilities in military and national security organizations.
- **Defense Senior Leader Development Program (DSLDP)** develops senior Civilian leaders to excel in the 21st Century joint, interagency, and multi-national environment.

While I task our supervisors with ensuring the Civilian workforce is afforded opportunities to attend necessary training, individuals also have a responsibility for their own educational progression. Take the time to become familiar with CES and with appropriate educational opportunities associated with your own particular career field.

I strongly encourage each member of our Civilian workforce to review their Individual Development Plans with their supervisors and to become better informed about the Civilian Education System. The one person who should be most concerned with your career is YOU. Take an active role in your own career development.