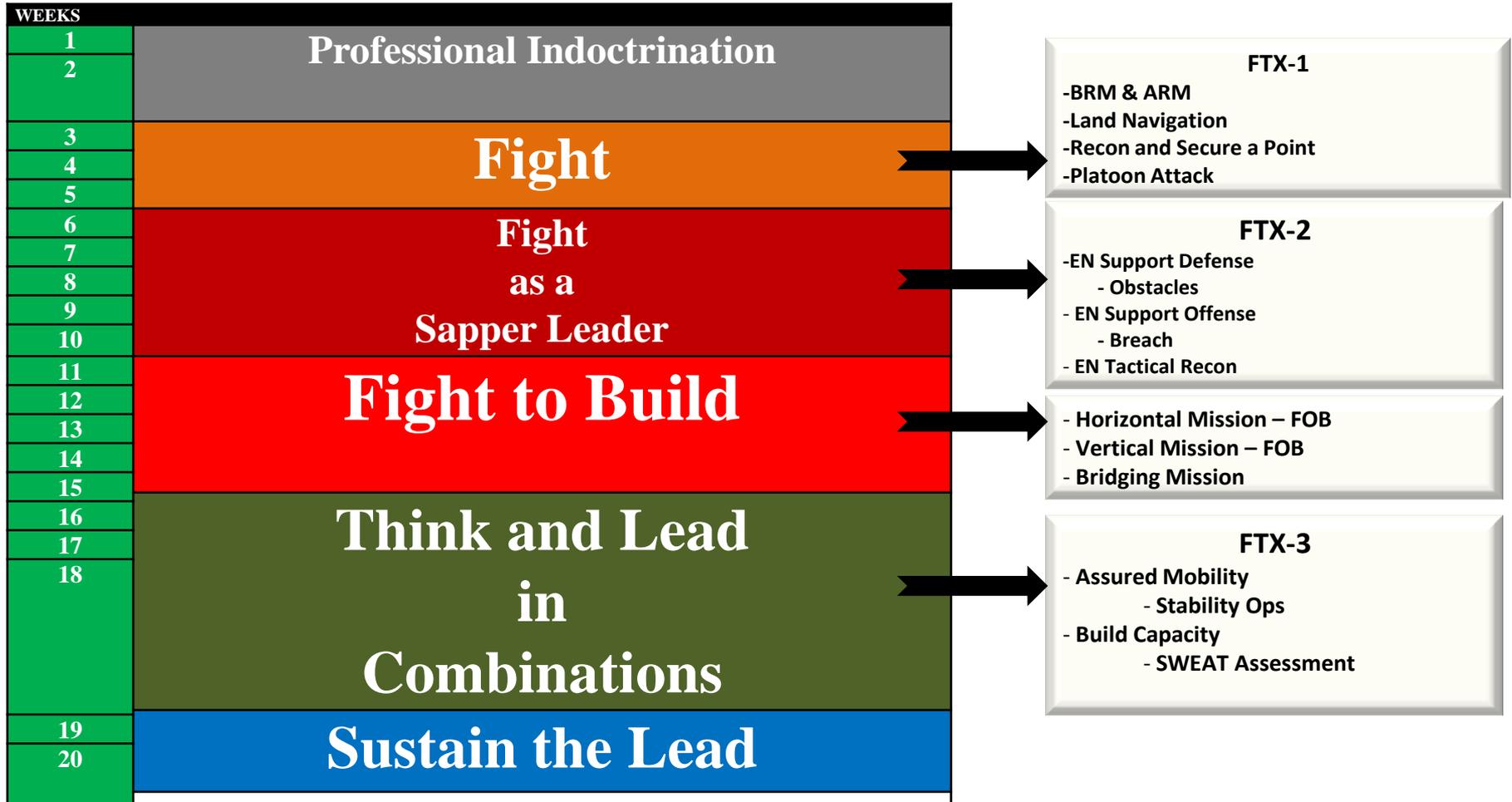


# Engineer BOLC Overview



The Engineer Basic Officer Leaders Course (EBOLC) is a 19 week, 4 day program split into five different modules. Each module focuses on different aspects of the job of an Engineer officer in today's Army. Training is divided between classroom time, practical exercises, and three field training exercises which allow students to put their training to use in realistic scenarios based on modern combat.

# Graduation Requirements

**Graduation Requirements.** Students must meet or exceed the following requirements IOT graduate EBOLC IAW TRADOC 350-36. Platoon trainers will inform students of the task, condition and standards of every training event. Trainers and or Department of Instruction Instructors will inform students of the outcome and measures of performance expected for every training event. In Accordance with the Individual Student Assessment Plan (ISAP) platoon trainers and DOI instructors will provide a minimum of one additional opportunity for a student to demonstrate the ability to meet the standard if the student fails to do so in the first attempt. The maximum grade a student can achieve on retested academic events is 70%. In order to graduate from the course, students must meet the following requirements.

1. Students will meet height and weight standards for graduation established in AR 600-9 and AR 350-1. IAW AR 350-1, Paragraph 3-12, *i* (2), Officers will meet height and weight standards and pass a **record** Army Physical Fitness Test (APFT) prior to graduation.
  - a. IAW AR 350-1, Paragraph 1-24, The AA and Active Guard/Reserve (AGR) Soldiers will take the APFT at least twice each calendar year. The intent is for Soldiers to take a record APFT every 6 months. Any AD student who does not have a passing record APFT score prior to graduation; will be placed on hold status until he or she passes or is processed from the Army. 554<sup>th</sup> EN BN will conduct two (2) separate APFTs (initial diagnostic and final record APFT) during the course. IAW TRADOC Regulation 350-36, Paragraph 4-4, in cases of officers whose profile prevents them from taking a **Record** APFT or **Alternate** APFT, the APFT requirement **may be waived** by the 554<sup>th</sup> Engineer Battalion Commander, if the officer in question has **passed a record APFT within one year** prior to the date of graduation from their final EBOLC course. If the student on profile does not have a record APFT within one year of graduation, he or she will be assigned to a medical hold status and recycled until they are able to take the APFT.
2. Attend all scheduled lessons and activities unless authorized by the appropriate command level.
3. Receive 70% or higher on all academic examinations and a “GO” for all critical events (CE).
4. Officers must demonstrate professionalism and ability to embody, live, and defend the Army Values throughout attendance of EBOLC.

# Physical Events

EBOLC is a rigorous, physically demanding course. While attending EBOLC you will be expected to pass an APFT, 12 mile ruck, 5 mile run, and all Army 2020 Physical Training events. You will also participate in daily PRT sessions and multiple FTX's.

Army 2020 Physical Training events include:

1. Conduct Tactical Movement (22-24 hr movement of 24km)
2. Employ Hand Grenades
3. Prepare a Fighting Position (Fill and Emplace Sandbags)
- 4a. Drag a Casualty to Immediate Safety (Dismounted)
- 4b. Remove a Casualty from a Wheeled Vehicle (Mounted)
27. Quickly Create a Footpath through Various Obstacles (Carry / Employ Antipersonnel Obstacle Breaching System (APOBS), Perform Footmarch)
28. Prepare Obstacle with the H6 40 Pound Cratering Charge (Carry / Emplace the H6)
29. Operate a Modular-Pack Mine System (MOPMS)(Carry / Emplace MOPMS)
30. Assist in the Construction of a Bailey Bridge (Lift and Carry Rocking Roller)
31. Load / Install a Volcano (Set Up Volcano)

-

# Critical Events

**Basic Rifle Marksmanship (BRM) Qualification 100 points.** Each EBOLC student must qualify on an assigned M4 rifle. IAW FM 3-22.9 C, Paragraph 6-94, Students must qualify with their M4 carbine IAW FM 3-22.9. C, p. 6-94, a firer must hit a minimum of 23 out of 40 targets in order to qualify. All students must qualify on their assigned M4 weapon while assigned at EBOLC. Students will have a minimum of two opportunities to qualify. Soldiers firing on their first attempt who fire (Expert), 36-40 will receive 100 points, 30-35 (Sharpshooter) 95 points and 23-29 (Marksman) 90 points. Soldiers firing on their second attempt will receive 80 points despite level of qualification. Soldiers firing on their third (resource based) attempt will receive 70 points despite level of qualification. Soldiers who do not qualify after the third attempt will receive zero points. The 554<sup>TH</sup> Engineer Battalion Commander is the approving authority for Soldiers who do not qualify after their third attempt. Students must be able to demonstrate the fundamentals of marksmanship and marksmanship safety. Students must also be able to identify and engage targets at various ranges, select the appropriate firing position, correct weapon malfunctions, change magazines, demonstrate the ability to correctly zero weapon systems and sights. Students are afforded the opportunity to conduct preliminary marksmanship instruction (PMI), engagement skills trainer (EST), Laser Marksmanship Training System (LMTS), and zero with back up iron sight and optic prior to qualifying. Additional requirements may be added based on TRADOC requirements and 554<sup>TH</sup> Engineer Battalion Commander's guidance. Failure to pass Basic Rifle Marksmanship after the third attempt can result in a recycle or dismissal recommendation to the Performance Review Board. The retest will be conducted with the next BRM training event except under special circumstances. The retest procedures remain the same as the initial attempt. The 554<sup>TH</sup> Engineer Battalion Commander is the approving authority for "Weapons Qualification" waiver.

**Land Navigation 100 points.** Students must pass the day and night Land Navigation exam; one retest is given. Failure to pass land navigation after the retest will result in a recycle or dismissal recommendation to the PRB. Students must demonstrate an understanding of basic map reading and orienteering skills including but not limited to: determining a grid azimuth and converting to magnetic azimuth, determining distance, reading and plotting coordinates, determine elevation changes, route planning, navigation by terrain association, navigating using a compass and pace count and able to indentify five major and three minor terrain features. Students will demonstrate competency in basic land navigation skills on a timed course. Each student must correctly identify and record a minimum 6-8 points and return to the starting point in less than five hours during day and night conditions. Students must complete Land navigation without the assistance of Global Positioning Systems (GPS) worn or hand held. The only authorized equipment for use during land navigation is the compass and protractor. Any other equipment used must be cleared by the OIC / NCOIC of the event. Only the Battalion Commander is authorized to modify standards based on the safety of the students. The number of required points that must be found and / or time allowed during Land Navigation test can be modified by the Battalion Commander. EBOLC students who fail the first attempt will continue in the course until a retest can be scheduled by the platoon trainers based on land availability, procedures for the retest remain the same as initial attempt.

**Demolitions 50 points.** The demolition exam is a resource constraint Critical Event; it is a four (4) hour graded CE that includes a 10 question safety exam and four (4) pre-constructed lanes with embedded faults the student must identify. These pre-constructed lanes include timber, steel cutting, Modernized Demolition Initiators (MDI) pure and combination systems. The students will receive ten (10) points for a first time "GO" on the safety exam. The score after a successful retest will be seven (7) points. Each of the four (4) lanes will be scored out of 10 points possible for a total of 40 possible points. Retraining and retest procedures for the demolition exam will be conducted the same day based on safety and demolition range resource constraints. Students will be provided retraining on test material before conducting retest no later than COB on the day of exam. Personnel who fail to pass the retest will not be authorized to attend the **demolition range**. Failure to attend the Demolition Range will result in immediate recycle to the next available class.

# Critical Events Continued

**Exams.** Examinations evaluate the student's basic understanding of military doctrine, operational terms and graphics, weapon capabilities and tactical concepts. Students must achieve a 70% or greater as a measure of performance to display a basic understanding. Failure to achieve a 70% on any EBOLC examination may result in recycle, Performance Review Board (PRB), dismissal, or combination thereof. All Institutional training and classes during EBOLC are testable; student's must participate and contribute during all practical exercises. If a student does not contribute, fails to participate or plagiarizes Practical Exercises the student will be counseled for Lack of Motivation and may be recommended for recycle or dismissal from the course. Unless otherwise designated, failure of a required exam or event will necessitate a retest. Retests will be conducted IAW the procedures contained within this memorandum. Failure to achieve a 70% or above on the retest will result in a recycle IAW TRADOC Regulation 350-10, Paragraph 2-12 or dismissal recommendation to the Performance Review Board.

**Army Physical Fitness Test (APFT) and Height/Weight 100 points.** Physical fitness is the foundation officers develop resilience to endure physical and mental hardships. EBOLC strives to develop these qualities in new lieutenants in order to prepare them for the task of leading and training Soldiers in garrison and combat operations. Passing the final APFT and Height/Weight is a graduation requirement and non-negotiable. The goal of EBOLC is for Engineer Officers to strive for a score of 270 (minimum of 90 points in each event) on the Army's physical fitness test. Students who achieve this goal will be awarded the Army Physical Fitness Badge (APFB). The graduation requirement for the course is 180 points (minimum of 60 points of each event) on the final Army Physical Fitness Test (APFT). Students who score 290-300 points will receive 100 OML points, students who score 270-289 points will receive 90 OML points, students who score 240-269 points will receive 80 OML points, students who score 210-239 points will receive 70 OML points and students who score 180-209 will receive 60 OML points. Failure to achieve a 180 prior to graduation will result in the student being placed in a hold status until he or she passes or is processed from the Army, IAW 350-1, p. 4-4, 3 b. A student who must retest the APFT will receive 0 OML points whether he or she passes. Students who must take an approved alternate APFT will receive 0 OML points. In the event an EBOLC student possesses a valid profile that prevents him / her from taking the APFT or approved alternate APFT, the APFT requirement **may be waived** if the student in question has passed a record APFT within one year prior to the date of graduation from the final EBOLC course. If this requirement is waived the student will receive zero points and will be omitted from OML points. If the student on profile does not have a **Record APFT** within one year of graduation, he or she will be assigned to a medical hold status and recycled until they are able to take the APFT. If the student is a USAR / ARNG the appropriate Deputy Assistant Commandant will be notified and Soldier will be sent back to their parent unit. Students who fail the final APFT or Height/Weight will be declared "non-graduates". Retests will be provided only *once* to each failing student no earlier than 72 hours from the date of the failure. One attempt will be given for a retest. Student will continue in the course until retest can be scheduled. If the student fails the retest he / she will be recommended for recycle or dismissal from the course. \* Note: National Guard and United States Army Reserve will be sent back to their parent unit per TRADOC Regulation 350-36.

**12 mile foot march 50.** Students conduct 12 mile foot march in 4 hours (maximum) or less on an approved route with the EBOLC packing list. The following grade scale will be used for OML point distribution. Students who complete the 12 mile course in four (4) hours will receive 40 points, 3.5 hours 45 points and three (3) hours 50 points. Maximum of 50 points will be given if the student achieves the Army Standard of 12 miles, in three (3) hours or less. If a student fails to meet this standard, one retest will be provided no earlier than 96 hours and / or at the discretion of the Platoon Trainer. The student will retest on the approved route with the same packing list. If the student achieves the standard on the retest, the student will receive 35 points equal to 70% of the maximum score for the event. If the student fails the time standard, but completes the event, the student will receive zero points and may be recycled or placed on medical hold until he / she can meet the minimum standard of (4) four hours. If a student fails to complete the event or quits (Lack of Motivation), the student will be counseled and recommended for dismissal.

# Critical Events Continued

**Leadership 200 points.** According to ADRP 6-22, Army Leadership, the Army exists to serve the American people, protect enduring national interests and fulfill the nation's military responsibilities. This requires values-based leadership, impeccable character and professional competence. The requirements are for leaders at all levels and common to all cohorts. EBOLC assesses student leadership using two mechanisms: Leader Performance and Leader Attributes.

**Leader Performance Assessment.** During the course, each student will have the opportunity to serve in no less than two graded leadership positions. Any failed Leadership position or evaluation will result in recommendation to the PRB for immediate dismissal from the course. Students will be evaluated on their ability to lead peers in a tactical or garrison environment. Trainers will assess leadership abilities IAW the EBOLC Leadership Performance Assessment Card (Appendix D) within the EBOLC ISAP. Students must achieve at least 70% or greater in one assigned leadership position. A student who fails to achieve 70% or greater in one of two graded leadership positions will be recommended for recycle or dismissal from the course.

**Leader Attribute Assessment.** EBOLC utilizes the Army Leadership Requirements Model, found in ADP 6-22, to assess students' leadership and their attributes. Students are expected to espouse the Army Values, display the ability to build a cohesive, disciplined platoon, train and prepare a platoon for deployment in support of combat operations world-wide. EBOLC students' leader attributes are assessed according to three categories: Character, Presence and Intellect. Failure to display the following Leader Attributes consistent with leader doctrine and Army Values, may result in recommendation of recycle, course dismissal and reflected in Students Academic Evaluation Report (AER).

- Character.** "Character is essential to successful leadership. It determines who people are, how they act, assists in determining right from wrong and chose what is right. Elements internal and central to a leader's core are: Army Values, Empathy, Warrior Ethos, Service Ethos and Discipline." (ADP 6-22).

- Presence.** "The impression a leader makes on others that contribute to his success in leading Soldiers; it is the sum of a leader's outward appearance, demeanor, actions and words. It includes military and professional bearing, fitness, confidence and resilience." (ADP 6-22).

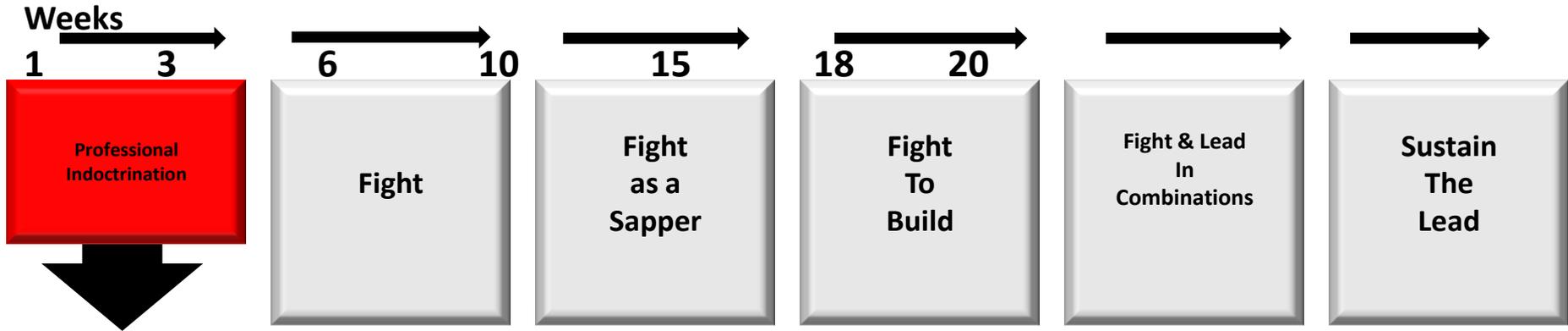
- Intellect.** "An Army leader's intellect draws on the mental tendencies and resources that shape conceptual abilities applied to one's duties and responsibilities. The conceptual components affecting an Army leader's intellect include: mental agility, sound judgment, innovation, interpersonal tact and expertise." (ADP 6-22).

- Communication.** According to ADP 6-22, Army Leadership, "competent leadership depends on effective communication. Communicating critical information clearly is an important skill to reach shared understanding of issues and solutions. It conveys thoughts, presents recommendations, bridges cultural sensitivities and reaches consensus. Leaders cannot lead, supervise, build teams, counsel, coach or mentor without the ability to communicate clearly." EBOLC students' communication will be assessed through two mechanisms: Reflective and Historical Writing Assignments and communicating a tactical plan (Mission Orders).

**Reflective and Historical Writing Program 50 points.** EBOLC students will complete three (3) mandatory writing assignments during the course. The writing assignments will be a minimum of one page in length in 10 or 12 point font in Arial or Times New Roman IAW AR 25-50. The writing assignment will be drafted in military writing style and One Reflective writing assignment will be based on the Commandants Reading List focused at the platoon level. One writing assignment is a Historical Essay on how the U.S. Army Engineer contributions significantly impacted or affected of a relevant battle or campaign within last ten years. Topic is selected by the student and, graded by the Platoon Trainer. The final writing assignment will be supervised by the Platoon Trainer and will hone a student's ability to counsel, coach and mentor utilizing the Army counseling and evaluation reports.

**Communicating a tactical plan 100 points.** Students will plan and brief two (2) operation orders during the course. Each student must achieve a minimum grade of 70% or higher in at least one of the graded oral operation orders (OPORD) presentation IAW the EBOLC Operation Mission Order rubric (See Platoon Trainer). Students are required to develop three (3) written OPORDs during the course; it is progressive and designed to increase technical and tactical proficiency. Failure to pass the verbal and written OPORDs with a 70% or higher can result in recycle or recommendation of dismissal to a PRB, IAW the EBOLC ISAP.

# Weeks 1 - 3

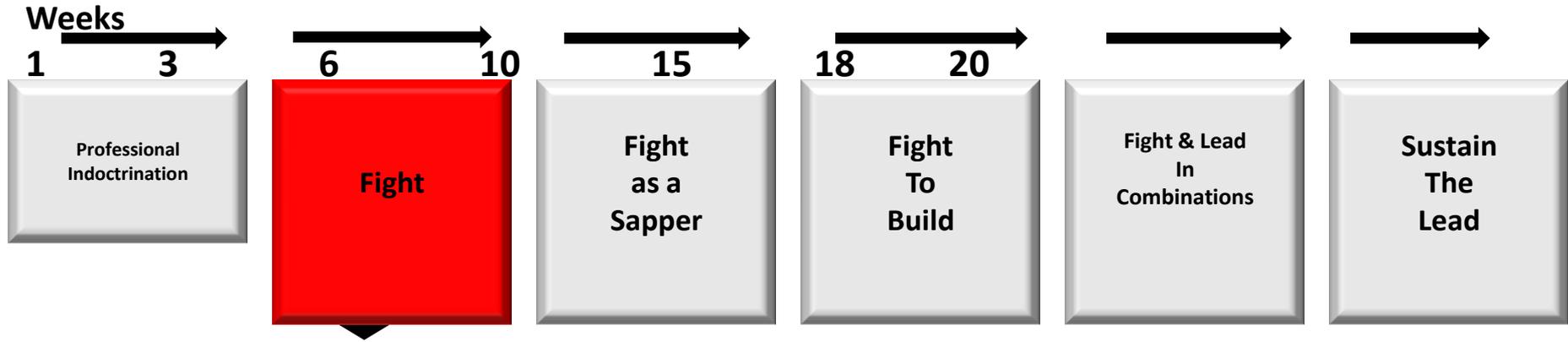


**Outcome:** The Engineer Officer is acculturated into both the Profession of Arms and the Profession of Military Engineering.

**Remarks:** The officer masters an understanding of our Army Values and Warrior Ethos and can use this to enhance ethical decision making and creating a positive command climate; can define and explain the elements of a profession and can describe these in terms of both professions, understands the roles and expectations of officers and specifically engineer officers; can demonstrate an understanding of the history of the Engineer Regiment and can use that history as a tool to motivate and enhance a sense of regiment in his subordinates; additionally, the officer is familiarized with critical tools and systems to facilitate the EBOLC instruction.



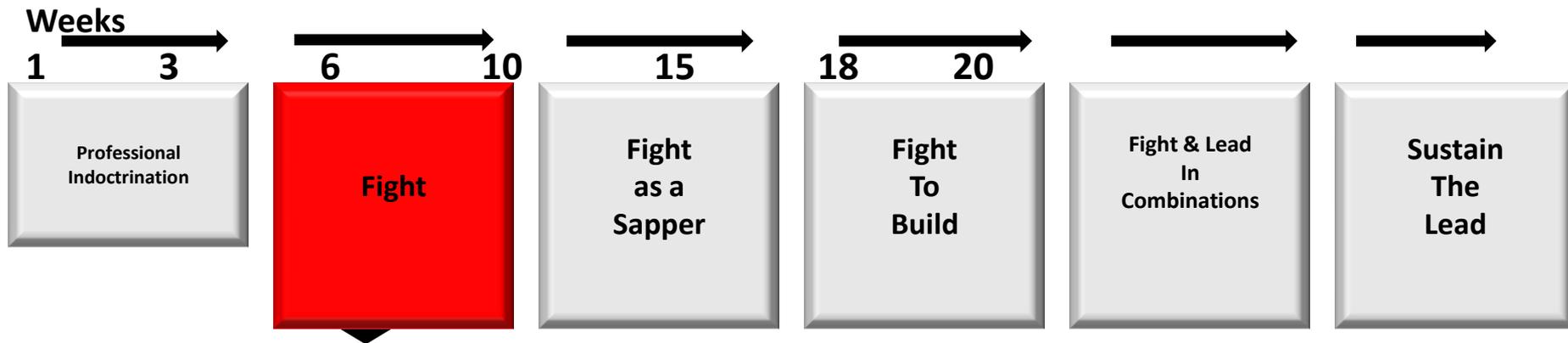
# Weeks 3 - 6



**Outcome:** To be able to fight as an engineer, an engineer officer must first be able to fight; that is – plan, shoot, move and communicate; both as a Soldier and as a leader of Soldiers.

**Remarks:** The officer must be able to demonstrate an understanding of tactics and control measures and how to plan them; must demonstrate an understanding of troop leading procedures and be able to apply them to the execution of small unit tactics; must be able to execute the WTBDs as a Soldier and be able to apply them as a leader of a small unit; must be able to make effective tactical decisions by applying critical thinking and problem solving skills; and must demonstrate the ability to communicate effectively through orders, radio communications, and direct communication during drills and operations.

# Weeks 3 - 6

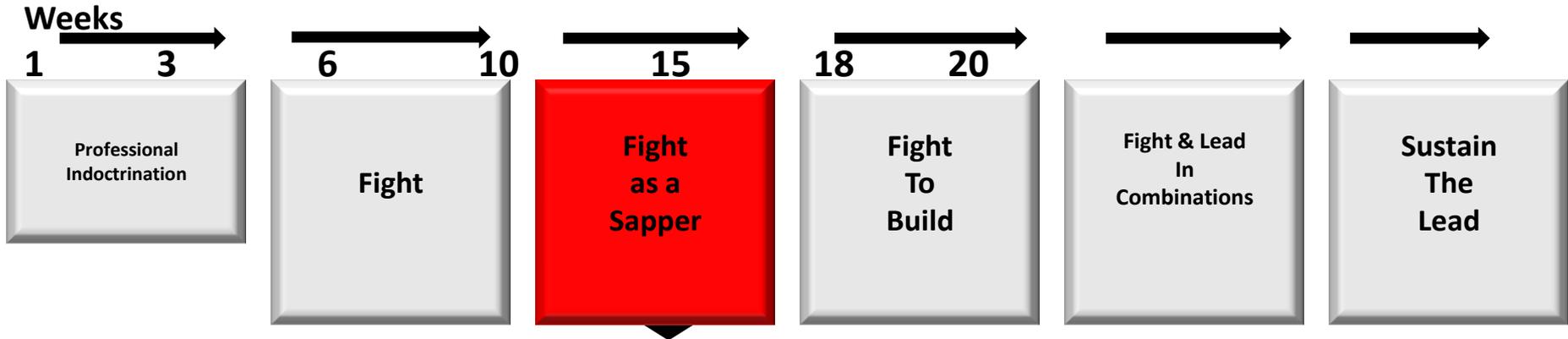


## CRITICAL EVENTS

**Land Navigation 100 points.** Students must pass the day and night Land Navigation exam; one retest is given. Failure to pass land navigation after the retest will result in a recycle or dismissal recommendation to the PRB. Students must demonstrate an understanding of basic map reading and orienteering skills including but not limited to: determining a grid azimuth and converting to magnetic azimuth, determining distance, reading and plotting coordinates, determine elevation changes, route planning, navigation by terrain association, navigating using a compass and pace count and able to identify five major and three minor terrain features. Students will demonstrate competency in basic land navigation skills on a timed course. Each student must correctly identify and record a minimum 6-8 points and return to the starting point in less than five hours during day and night conditions. Students must complete Land navigation without the assistance of Global Positioning Systems (GPS) worn or hand held. The only authorized equipment for use during land navigation is the compass and protractor. Any other equipment used must be cleared by the OIC / NCOIC of the event. Only the Battalion Commander is authorized to modify standards based on the safety of the students. The number of required points that must be found and / or time allowed during Land Navigation test can be modified by the Battalion Commander. EBOLC students who fail the first attempt will continue in the course until a retest can be scheduled by the platoon trainers based on land availability, procedures for the retest remain the same as initial attempt.

**Demolitions 50 points.** The demolition exam is a resource constraint Critical Event; it is a four (4) hour graded CE that includes a 10 question safety exam and four (4) pre-constructed lanes with embedded faults the student must identify. These pre-constructed lanes include timber, steel cutting, Modernized Demolition Initiators (MDI) pure and combination systems. The students will receive ten (10) points for a first time "GO" on the safety exam. The score after a successful retest will be seven (7) points. Each of the four (4) lanes will be scored out of 10 points possible for a total of 40 possible points. Retraining and retest procedures for the demolition exam will be conducted the same day based on safety and demolition range resource constraints. Students will be provided retraining on test material before conducting retest no later than COB on the day of exam. Personnel who fail to pass the retest will not be authorized to attend the **demolition range**. Failure to attend the Demolition Range will result in immediate recycle to the next available class.

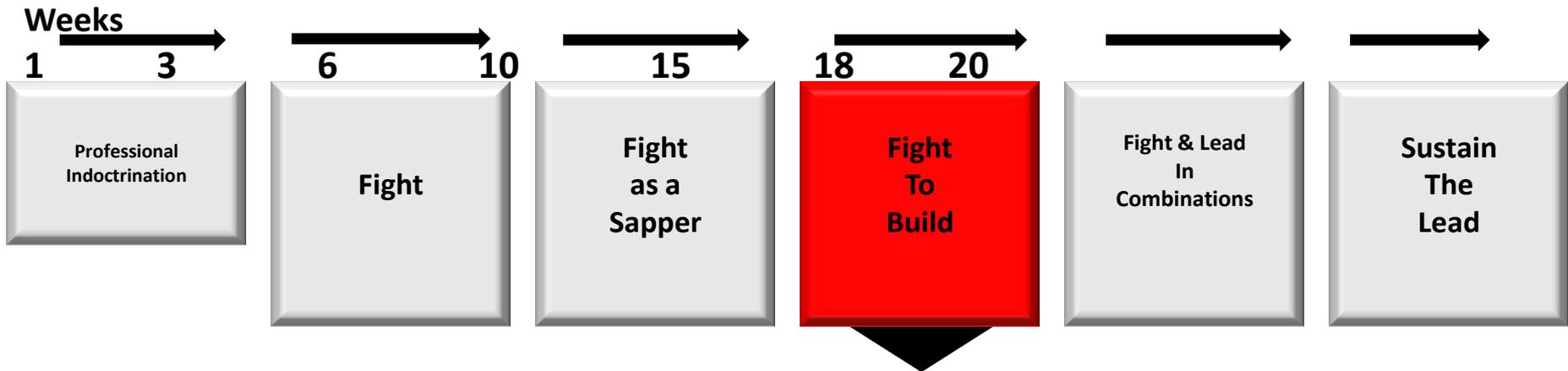
# Weeks 6 - 10



**Outcome:** Proficiency in coordinating and integrating Combat and Geospatial Engineering assets and operations as part of the combined arms team and functioning as a leader in employing engineer tactical and technical skills to solve the tactical problems of the maneuver commander.

**Remarks:** The officer must be able to demonstrate an understanding of the roles of an ENCOORD and the Engineer Leader; must demonstrate an understanding of MDMP and be able to participate as both an ENCOORD and a Primary Staff Officer; must be proficient in preparing an EBA and an Engineer Annex; must understand geospatial engineering and must be able to support MDMP with terrain analysis; must demonstrate an understanding of combat engineering and be able to plan and implement engineer support to the tactical plan; must be able to transition from ENCOORD to Unit Leader to plan, lead and control engineer units supporting the maneuver plan; must demonstrate proficiency of basic demolitions and be able to control demolition operations; and must be able to conduct engineer tactical reconnaissance missions.

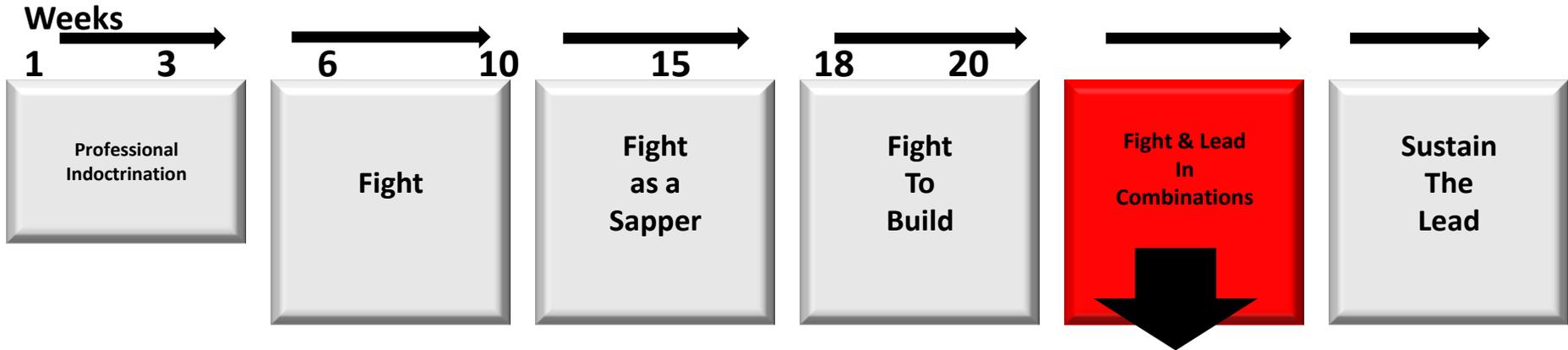
# Weeks 10 – 15 ½



**Outcome:** Proficiency in planning, designing and the project management of General Engineer Operations and the integration general engineering and geospatial engineering to support the combined arms team; can function as a leader in employing engineer tactical and technical skills to solve the facility, infrastructure, construction and environmental problems for the maneuver commander.

**Remarks :** The officer must be able to demonstrate proficiency in the roles of an ENCOORD and the Engineer Leader; must demonstrate an understanding of MDMP and be able to participate as both an ENCOORD and a Primary Staff Officer; must be proficient in preparing an EBA and an Engineer Annex; must understand geospatial engineering and must be able to support MDMP with terrain analysis; must demonstrate an understanding of general engineering and be able to design, plan and manage engineer support; must be able to transition from ENCOORD to Unit Leader to plan, lead and control engineer units conducting horizontal, vertical, and technical reconnaissance missions.

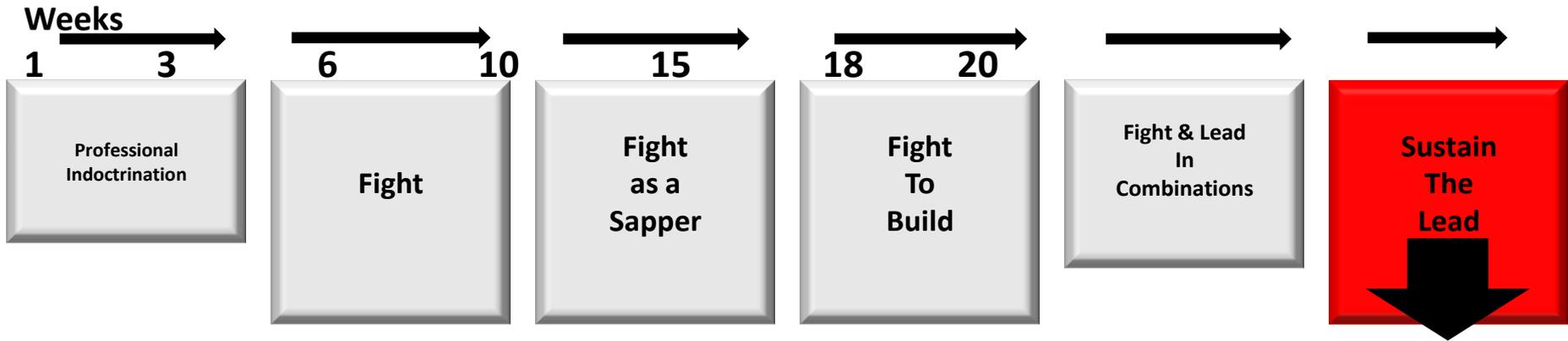
# Weeks 15 ½ - 18 ½



**Outcome:** Proficiency in planning and integrating combat engineering, general engineering, and geospatial engineering into combined arms planning and can function as a leader in employing engineer tactical and technical skills to solve the complex problems in the future operating environment.

**Remarks:** The officer must be able to demonstrate an understanding of the roles of an ENCOORD and the Engineer Leader; must demonstrate an understanding of MDMP and be able to participate as both an ENCOORD and a Primary Staff Officer; must be proficient in preparing an EBA and an Engineer Annex; must understand geospatial engineering and must be able to support MDMP with terrain analysis; must demonstrate an understanding of contemporary operating environment, stability operations and counterinsurgency operations; must be able to transition from ENCOORD to Unit Leader to plan, lead and control engineer units conducting full spectrum missions along the engineer lines of support: Assured Mobility, Enhance Protection, Enable Expeditionary Logistics and Build Capacity.

# Weeks 18 ½ - 20



**Outcome:** Proficiency in platoon and company systems, basic maintenance and supply operations, administrative requirements inherent at the company level, training management, inspections and leader development programs.

**Remarks:** The officer must be able to demonstrate an understanding of Supply Management, Maintenance Management, Training Management, Counseling, Evaluations and other administrative actions, UCMJ and understand personal development.