

OFFICER PROFESSIONAL DEVELOPMENT



By Chief Warrant Officer 4 Frederick Kerber

“The Corps of Engineers provides the Army and the nation with officers trained and experienced in providing essential engineer support in many different forms. Engineer officers perform missions that span the entire military and civil engineering spectrum while serving our Army and nation in war and peace. Engineer officers should strive to obtain and excel in the tough assignments; this is the fundamental tenant of successful career progression in the transforming Engineer Regiment of the 21st century.”

This quote from the new version of Department of the Army (DA) Pamphlet (Pam) 600-3, *Officer Professional Development and Career Management* (tentatively scheduled to be published in March 2005), first paragraph of Chapter 16, provides a great overview for our new engineer officers. Branch qualification is no longer used for the professional development of officers. The Army Chief of Staff did not like the “lily-pad” ideology to success and wants skills and experiences—rather than assignments—to drive professional development. Officers must take a commonsense approach to their own professional development.

Under the new DA Pam 600-3, three professional development tracks have been established for engineer officers:

- **Tactical Command Professional Development Progress.** Typical assignments start in sapper and Stryker companies, with follow-on assignments for majors, lieutenant colonels, and colonels being unit of action (UA) engineers, UA/maneuver enhancement (ME)/unit of employment-tactical (UEX) plans engineers, brigade troop battalion commanders, UEX commanders, and ME brigade commanders.
- **US Army Corps of Engineers® (USACE) Command Professional Development Progress.** Typical assignments start in modular combat engineer commands, vertical and horizontal companies, and battalion and brigade staffs, with follow-on assignments for majors, lieutenant colonels, and colonels being deputy district engineers and district commanders.
- **Nonspecific and Command Professional Development Progress.** Typical assignments are in the US Army Recruiting Command (USAREC) and training commands, with follow-on assignments for majors, lieutenant colonels,

and colonels being engineer brigade staffs, S3s/executive officers, engineer battalion commanders, garrison commanders, unit of employment-operational (UEy) plans/operations engineers, brigade commanders, and district commanders.

The new version of DA Pam 600-3 will include warrant officers, who are undergoing an education and training redesign with the integration of the Warrant Officer Educational System (WOES) into the Officer Educational System (OES). Currently, the US Army Engineer School’s Directorate of Training and Leader Development (DOTLD) is conducting an analysis of “integration,” where the term integration is as follows:

- **Integrated Training.** The environment (classroom) is the same, and terminal learning objectives (TLOs) are the same.
- **Shared Training.** The environment is shared, but TLOs are different.
- **Shared Curriculum Training.** The environment is not shared, but TLOs are the same.
- **Warrant Officer-Specific Training.** The environment and TLOs are completely different and separated.

Engineer warrant officers are not striving to be commissioned officers or limited duty officers but will continue to be the Army’s technicians.



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