
Regimental Command Sergeant Major



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Greetings from Fort Leonard Wood, Missouri—home of the Regiment and your U.S. Army Military Police School! I want to spend some time in this issue of *Military Police* to introduce and discuss **Noncommissioned Officer Education System (NCOES) transformation**. The U.S. Army Training and Doctrine Command recently announced the NCO Lifelong Learning Strategy. The role of the NCO is changing; we need to access our culture and determine how the NCO will support the future Army.

Building the bench requires a “train-ahead” strategy. We need a strategy that develops a lifelong learning culture. As I write this, the Army has a high NCOES backlog due to NCO availability issues caused by deployments and other mission-essential requirements. The average NCO now attends NCOES later than his predecessors. Our average Basic Noncommissioned Officer Course (BNCOC) is composed of more than 90 percent staff sergeants, many with two or three years of time in grade. The current training plan addresses squad leader duties, but most attendees are already squad leaders or have completed their squad leader time. The Advanced Noncommissioned Officer Course (ANCOC) currently teaches platoon sergeant skills to NCOs but, again, many Soldiers attending the training have already served in that position. We are not training ahead; we are teaching our Soldiers things that they already know and do!

The Army mission and operating tempo will not decrease anytime soon. We must adjust our courses to best serve our Soldiers and our Army. The transformation will be two-fold: revamp resident instruction and introduce distributed learning courses that will fill the gaps between resident courses. NCOES will initiate a “pull-down” approach where we will pull First Sergeant Course and Battle Staff NCO Course tasks into ANCOC to create the Senior Leader Course (SLC)—training focused on military occupational specialty (MOS)/branch-specific platoon and company level operations. We will then push some platoon level tasks down to BNCOC, creating the Advanced Leader Course (ALC)—training which will focus on MOS/branch-specific platoon and squad operations. The Warrior Leader Course (WLC) will remain MOS-immaterial and will pull in some squad level tasks to better prepare our junior NCOs. This NCOES transformation will happen over the next two years.

The second part of NCOES transformation is self-development training, comprised of three types: structured, guided, and personal. Through Army Knowledge Online (AKO) accounts, Soldiers will access a list of tasks that will be linked to promotions and NCOES. Tasks labeled “guided self-development” will be recommended (not mandatory) by the Army or proponent school assisting the Soldier with his Army career. “Personal self-development” tasks will be available to the Soldier based on his goals and desires (such as college or correspondence courses). Lastly, but most importantly, “structured self-development” will consist of five levels: Level 1 is mandatory tasks that must be completed before attending WLC. The 80 hours of tasks are Army-mandated and are a common-core curriculum. Levels 2 and 3 must be completed before attending ALC or SLC and will be comprised of Army common tasks and proponent tasks. Levels 4 and 5 will be completed before and after a Soldier attends the Sergeants’ Major Course.

Structured self-development bridges the training gaps between NCOES resident attendance and provides the Army and proponent schools with the opportunity to ensure that critical and emerging skill “needs” are delivered to Soldiers in a timely manner. Courseware development will continue over the next five years. Level 1 training will be introduced in March 2008. There is still much that needs to be worked out as the strategy moves to the execution phase. This transformation will better prepare our NCOs with the necessary tools and skills at the appropriate levels to improve our support to the Army. We will continue to train our NCO Corps for the challenges of soldiering and leading in the modern Military Police Corps.

Warrior Police!