



Becoming a Specialist

Presented on September 17, 2009

By COL Robert L. Manning

Commander, Adjutant General School

Fort Jackson, South Carolina

Strong Students, Strong Futures, Strong Nation.

U.S. Army National Education Conference

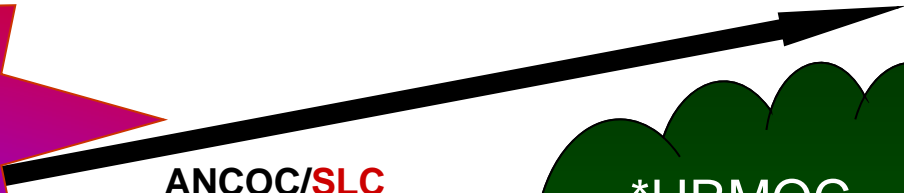
September 15 – 18, 2009

Fort Jackson, South Carolina

CMF 42 Enlisted Education



Provide educational experience for the development of versatile and experienced HR leaders capable and confident in executing HR Core Competencies ...across the spectrum of conflict



AIT

Scope

- Provides **entry-level** training on critical tasks performed
- Develop **basic** understanding of the concepts and procedures of support
- Requires additional training at initial unit to develop proficiency

BNCOC/ALC

Scope

- Provides NCOs with the **basic** HR **supervisory** skills and knowledge
- Focus on performance in the Contemporary Operational Environment at Bn S-1
- Builds on lessons taught in AIT and OJT

ANCOC/SLC

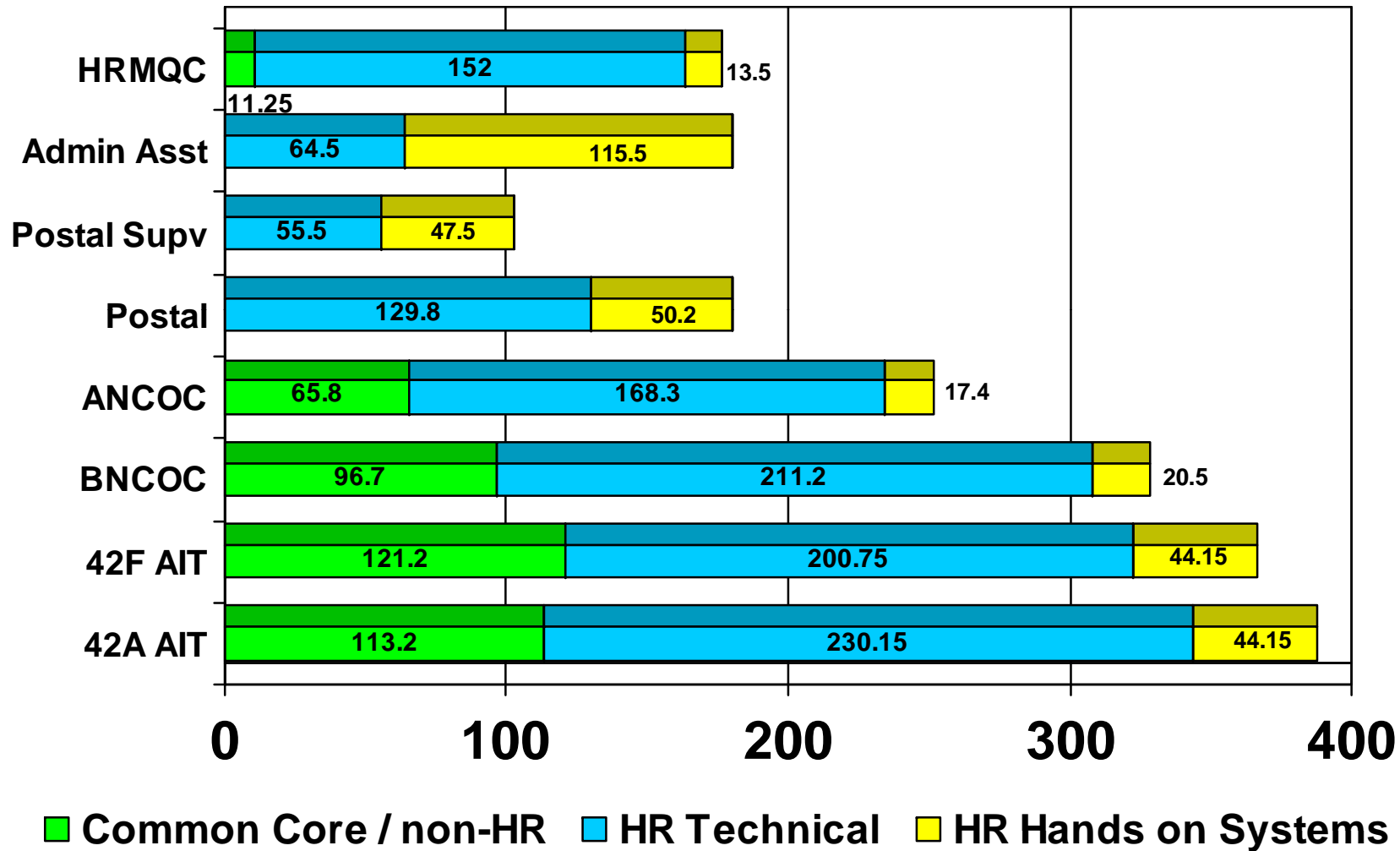
Scope

- Provides NCOs with the **advance** HR **supervisory** skills and knowledge
- Focus on performance in the Contemporary Operational Environment at Bde S-1
- Builds on lessons taught in BNCOC and OJT

*HRMQC
*Postal
*Admin Asst
*Other
Assignment
Oriented
Training



POI Hours for Enlisted Courses





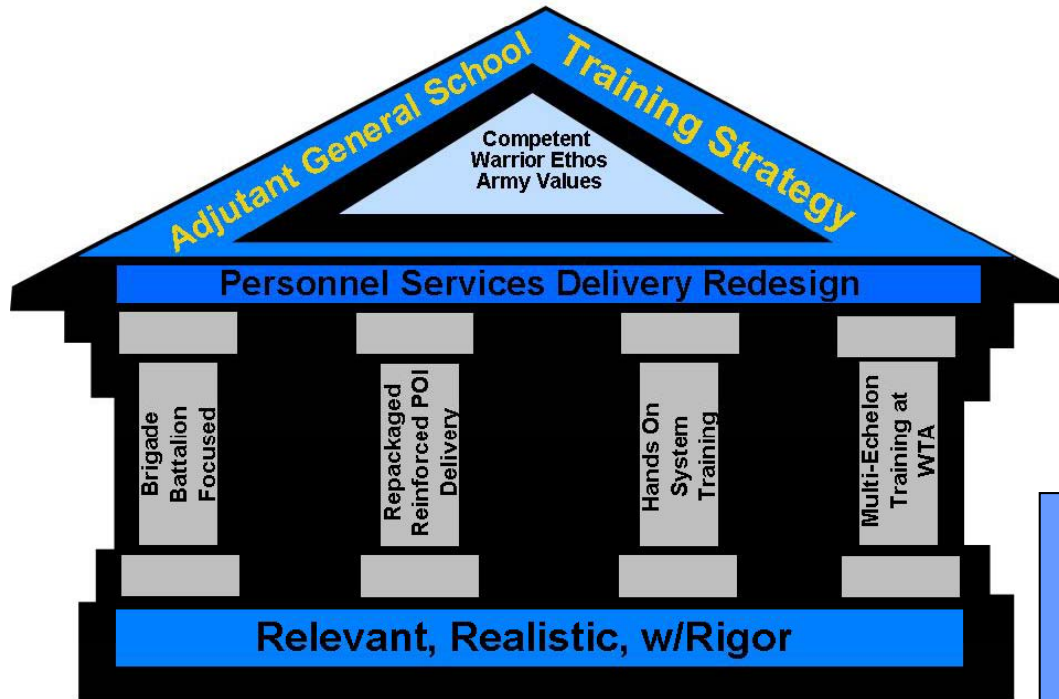
Back-ups

PROFESSIONAL DEVELOPMENT MODEL



RANK Skill Level 1	PVT-SPC/CPL SL 1	SGT SL 2	SSG SL 3	SFC SL4	MSG/1SG SL 5	SGM/CSM SL
RECOMMENDED	HR Spec	HR SGT	HR SGT	BN S1 HR SGT	Bde S1 HR SGT	Nominative CSM's
DUTY	G1/S1 Section	G1/S1 Staff NCO	G1/S1 Staff NCO	Corps/Div/G1 Staff	Corps/Div G1 Staff	Nominative SGM's
ASSIGNMENTS	R5 SPC	R5 NCO	R5 Opns NCO	R5 Plt SGT	HRSC Sec Chief	NCOA Commandant
	Casualty SPC	Casualty Opns NCO	Casualty Opns NCO	Casualty Plt SGT	HR Co 1SG	MEPCOM/ IM CMD CSM
	Postal SPC	Postal NCO	Postal Supervisor	Postal Plt SGT	Strength Mgmt NCO	Garrison CSM
	HR Info Sys Mgt SPC	HR Info Sys Mgt SGT	Recruiter	HR Co Ops SGT	HRC Branch NCOIC	STB CSM
		Recruiter	Drill Sergeant	Station Commander	First Sergeant	G1 MPD SGM
		Drill Sergeant	SGL NCOA	HRC Career Mgt/Adv	Deputy Cmtd, NCOA	HRSC DIV SGM
			AIT Instructor	Sr Drill Sergeant	Series Tng Chief AIT	AITD SGM
			SSI, TDD Writer/Dev	Sr SGL, NCOA	Sr Proponency NCO	Proponent SGM
				Course Director, AIT	MITT Team	TM SGM (MTT)
				Proponent NCO	AC/RC Advisor	HRC, Branch SGM
				MITT Team	IG NCO	IG SGM
				AC/RC Advisor	EO Advisor	EO SGM
				IG NCO		
				EO Advisor		
INSTITUTIONAL TNG	BCT/AIT/WLC	BNCOC/ALC	ANCOC/SLC		SERGEANTS MAJOR COURSE	
RECOMMENDED	PRIOR TO WLC	PRIOR TO BNCOC	PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED	English Comp	Communication Skills	Principles of Management		Research Techniques (Statistics)	
COURSES	Basic Math	Pers Supervision	Organizational Behavior		Human Resource Management	
	Computer Literacy	Behavioral Science	Information Systems Management			
		Speed Reading(LC)	Technical Writing			
		RECOMMENDED	Battle Staff NCO Course		First Sergeant Course/Battle Staff Course	
RECOMMENDED READINGS						
	The Art of War	Common Sense Training	Famous Military Leaders	Combat Leaders Field Guide	World Politics	
	The Forgotten Soldier	Small Unit leadership	Small Unit Administration	Roots of Strategy(Book 2)	Geo Political Solutions	
	The Killer Angels	Infantry Attacks	ADP Systems	Famous Military Leaders		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES						
	Fundamentals of English	English Composition II	Speech	Statistics	Behavioral Science	
	Intro to Data Processing	Computer Literacy	Supervisory Mgmt	Applied Mgmt	Public Relations	
	Business Math	Intro to Business	Computer Operations	Creative Writing	Business Communications	
		Algebra	Algebra	Database Mgmt	Organizational Effectiveness	
		Principles of Mgmt	Ed Pshchology	Political Science	Logic	
		Fundamentals of Education	Psychology of Learning	Office Automation		
			Sustainment Tng Crs	World Geography		
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL						
		AA/ AS in Liberal Arts Mgmt		BA/BS in Liberal Arts Mgmt		
		AA/ AS Computer Science		BA/BS in /Computer Science		
		AA/AS Public Relations		BA/BS in Public Relations		
		AA/AS Marketing		BA/BS in Marketing		
		AA/AS Behavioral Science		BA/BS in Economics		
		By the 10th Year of Service		By the 16th Year of Service		

Training Department



- Educate, train, and develop agile HR Soldiers.
- Develop HR experts who can lead and prepare Soldiers and units for war

External Training Support to the Operational Army

Sustainment CPX-S / MRX

Tailored Training for deploying units

- 34 ID / Air Force ILO units / Silver Scimitar
- Support to CGSC in course redesign and Development
- AIT MTTs to Ft McCoy (DTAS, TPS, DCIPS)
- ARFORGEN SPT w/Priority Seating
- BNCOC MTT @ Ft Campbell

Change is constant

- CCC Redesign
- BOLC II Migration
- NCOES Transformation
- HRMQC
- WOAC Redesign