Bachelor of Arts in Leadership and Workforce Development

The Sergeants Major Academy (SGM-A) is offering a Bachelor of Arts in Leadership and Workforce Development. The BA in LWD Degree is a 120 credit hour undergraduate degree program offered in the resident Sergeants Major Course (SMC) and awarded by the Army Command and General Staff College (CGSC). The Non-Commissioned Officer Leadership Center of Excellence (NCOLCoE) is working to build a degree path through all levels of the NCO Professional Development System (NCOPDS) that supports and culminates with the BA in LWD Degree. The BA in LWD Degree Program Catalog outlines the type of college credits earned along the NCOPDS learning continuum from other universities, CLEP, DSST exams, and work experience. The BA in LWD Degree focuses on Leadership and Workforce Development core competencies and essential skills related to NCO duties and responsibilities that translate directly to stackable education and enhances NCO leader development.

CGSC is the regionally accredited institution with authority from the Higher Learning Commission, Department of Education, and Title 10 U.S. Code to award the BA in Leadership and Workforce Development Degree to qualified graduates of the SMC.

For More Information

Mr. Shawn Conrad
NCOLCoE Education & Degree Program Analyst / Advisor
(915) 744-8243
shawn.p.conrad.civ@mail.mil

Mr. Jason Wenzel
NCOLCoE Education Specialist
(915) 744-1443
jason.m.wenzel.civ@mail.mil

Ms. Laura Pratt
NCOLCoE Education Technician
(915) 744-8352
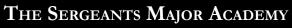laura.d.pratt.civ@mail.mil

Mailing Address

The NCO Leadership Center of Excellence &
The Sergeants Major Academy
11291 SGT E. Churchill Street
Fort Bliss, Texas 79918-8002
Phone: (915) 744-8009 (DSN: 621)
Fax: (915) 744-8484

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THE NCO LEADERSHIP CENTER OF EXCELLENCE

THE SERGEANTS MAJOR ACADEMY

Bachelor of Arts
in
Leadership and Workforce Development
(BA-LWD)

As of June 01, 2021

"Leaders Build Lethality, We Develop Leaders!"

General Education Requirements

The General Education (GE) requirements for the BA in LWD Degree are designed to broaden students' perspectives. BA in LWD Degree candidates must complete a total of 36 credit hours from other regionally accredited colleges or universities, and meet credit hour minimums for each GE topic area listed below:

English Composition	3 hours
Mathematics	3 hours
Statistics / Quantitative Reasoning	3 hours
Public Speaking / Oral Communication	3 hours
Physical Science	3 hours
Ethical Reasoning	3 hours
History	3 hours
Humanities or Modern Language	3 hours
Social Science I	3 hours
Social Science II	3 hours
Physical Education	3 hours
	36 hours

Students complete 27 credit hours of LWD Major requirements and 10 credit hours of Electives.

LWD MAJOR REQUIREMENTS

(27 credit hours) Degree candidates meet LWD Major Requirements under each of the program's four focus areas (Leadership, Decision Sciences, Training Program Management, and Communication) in some combination of the following:

• Coursework completed at other accredited universities
• College Level Examination Program (CLEP)
• DSST exams (formally DANTES standardized tests)
• Credit awarded based on ACE recommendations for Army coursework

ELECTIVES

(7 credit hours) The CGSC Registrar will accept up to 7 credit hours from other accredited institutions as electives toward the 120 credit hour requirement for a BA in Leadership and Workforce Development.

Resident SMC Requirements

The SMC portion of the BA in Leadership and Workforce Development Degree, consisting of 47 credit hours, is completed during the 10-month resident SMC delivered by The NCOLCoE and The Sergeants Major Academy. The curriculum is clustered under four Focus Areas: Leadership, Military Decision Science, Training Program Management, and Communication Skills.

Focus Area I: Leadership (12.7 credit hours)

LWD Course I-1	Workplace Ethics (0.8 hour)
LWD Course I-2	Leading and Developing Organizations (3.1 hours)
LWD Course I-3	Building High Performance Teams (1.8 hours)
LWD Course I-4	Empowering Others to Lead Using (0.9 hour)
LWD Course I-5	Coaching and Mentoring (2.5 hours)
LWD Course I-6	Sustaining Organizational Capacity (2.7 hours)
LWD Course I-7	Human Resource Management (0.9 hour)

Focus Area II: Military Decision Science (14 credit hours)

LWD Course II-1	Solving Complex Problems (1 hour)
LWD Course II-2	Understanding Culture and Context (1.9 hours)
LWD Course II-3	Processes and Systems (8.1 hours)
LWD Course II-4	MDS Block Assessment (3 hours)

Focus Area III: Training Program Management (14 credit hours)

LWD Course III-1	Managing Effective Training (0.8 hour)
LWD Course III-2	Adult Learning /Instruction Techniques (5.6 hours)
LWD Course III-3	Safety and Risk Management (1.1s hour)
LWD Course III-4	Sustaining a Values-Based Culture (0.9 hour)
LWD Course III-5	Building Resilience in Others (2.8 hours)
LWD Course III-6	Physical Wellness Program Management (0.9 hour)
LWD Course III-7	Measuring Workforce Efficiency (1.9 hours)

Focus Area IV: Communication Skills (9.3 credit hours)

LWD Course IV-1	Writing and Presentation Skills (1.1 hours)
LWD Course IV-2	Writing and Analytical Skills Assessment (5.4 hours)
LWD Course IV-3	"LWD Course Capstone" (2.8 credit hours)

Total for Focus Areas I-IV (50 credit hours)

Frequently Asked Questions

How much does the BA in LWD Degree cost?
Tuition assistance (TA) typically covers all tuition and book fees. The CGSC Registrar will account for your progress throughout the NCOPDS and award college credit via an academic portfolio. This portfolio is converted to a college transcript and available upon request and completion of the SMC. The general education requirements may or may not have associated costs, subject to the student's choice of completion methods.

If I do not have the requisite general education requirements complete prior to attending the SMC, will I still be allowed to enroll and complete the BA in LWD Degree program?
If a student enrolls in the BA in LWD Degree program at the start of the SMC, he/she may receive a college transcript that reflects the credit hours earned during the SMC. After graduation from the SMC the student can continue his/her general education studies until all requirements are complete. Once the CGSC Registrar receives documentation and/or transcripts, showing successful completion of any remaining general education requirements, the Registrar may then confer the BA in LWD Degree.

Are international students attending the SMC allowed to participate in the BA in LWD Degree program?
Yes.

Can I receive the BA in LWD Degree if I already have a Bachelor and/or Master Degree or if I am currently working on a separate Bachelor and/or Master Degree?
Yes. If the student has a conferred Bachelor degree, dual credit is not authorized by CGSC. This means any credit used toward the previously conferred Bachelor degree cannot be used for the BA-LWD degree. Required classes and credit hours will be subject to alternate completion methods and payment other than TA. A conferred Master Degree makes you ineligible for the BA-LWD degree.