

NCO Professional Military Education

Army-wide implementation of the Noncommissioned Officer Professional Development System was directed on July 16 2015, creating a revolutionary change to a 40-year-old NCO Education System. NCOPDS launched a series of initiatives to include change in policy, professional military education, and creating systems, processes and procedures to enhance NCO leader development. NCOPDS is a holistic system that includes:

- Renaming and redesigning the Warrior Leader Course into the Basic Leader Course
- Creating NCO Common Core Competencies (NCO C3) for ALC and SLC
- Creating and adding the Master Leader Course to NCO PME
- NCO PME Deferment Policy (First General Officer Endorsement)
- Creating Writing Assessment Tools
- Designing an enhanced Job Book
- Revising the DA Form 1059, adding class ranking and GPA
- Creating the Nominative Leader Course
- Adding numeral 5 and 6 for the NCOPD Ribbon
- Instituting the Select, Train, Educate, Promote (STEP) Process
- Changing promotion policy
- Revising five levels of Structured Self-Development into six levels and renaming it Distributed Leader Course (DLC)
- Establishing DLC as prerequisites to attend resident PME
- Expanding population for Command Sergeant Major/Sergeant Major nominative selection
- Creating the Enlisted Personnel Management Directorate at HRC for SGM Management
- Establishing operational control of Regular Army CONUS NCO Academies under one organization
- Integrator for updating Soldiers Manual for Common Tasks
- Revising the NCO and Soldier Guides - creating an e-book NCO Guide
- One Army School System concept and establishing multicomponent schools
- Comprehensive review of all CSM/SGM positions and define, codify and establish PDPC codes
- Establishing the requirements for completing SEJPM
- Reinvigorating NCO Development Programs
- Creating the Expert Soldier Badge



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Noncommissioned Officer Professional Military Education

“Leaders Build Lethality, We Develop Leaders”

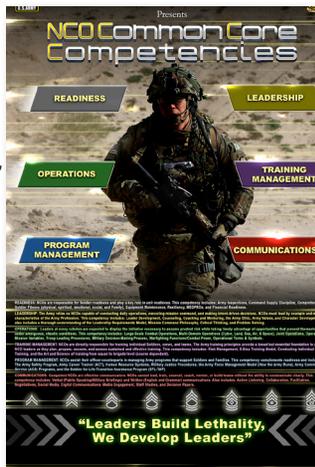


U.S. ARMY



NCO Common Core Competencies (NCO C3)

Scope: The Noncommissioned Officer Common Core Competencies (NCO C3) are the six competencies (**Leadership, Communications, Readiness, Training Management, Operations, and Program Management**) taught in NCO Professional Military Education (PME) that are common to all Noncommissioned Officers regardless of Military Occupational Specialty (MOS), rank, or position under the One Army School Systems (OASS). The NCO C3 directly support the four Army Learning Areas (**Leadership and the Army Profession, Mission Command, Operations, and Training**). They also include topics/subjects that are sequential and progressive, are based in Army doctrine, and build on skills, knowledge, and abilities of every NCO. They do this by enhancing academic rigor and the shared understanding required to operate effectively as a professional member of a ready and lethal force.



Distributed Leader Course

Scope: The Distributed Leader Courses (formerly known as SSD) are a series of enhanced distance learning courses directly tied to, and prerequisites for, resident NCO PME. The DLC will consist of six levels averaging 40 academic hours of curriculum delivered through the Army Learning Management System. The DLCs are aligned and directly associated with resident NCO Common Core Competencies developmental content and focuses on communications, leadership, training management, program management, operations, and readiness. Currently, Soldiers are auto-enrolled in DLC I upon promotion to Specialist and entering subsequent promotion zones of consideration thereafter.



Basic Leader Course

Scope: The Basic Leader Course (BLC) is the first NCO Professional Military Education resident leader course delivered at 32 NCO academies worldwide. The BLC is a 22-day program of instruction consisting of 169 academic hours. The BLC curriculum focuses on the six NCO Common Core Competencies (NCO C3) to prepare promotable specialists to lead team-sized units. The BLC provides learners with the experiential opportunities to be successful as noncommissioned officers who: lead by example and model characteristics of the Army Profession; use the Leadership Requirements Model and critical thinking to solve problems; build verbal and written communication skills to lead, supervise, counsel, coach, mentor, and build teams; use training principles to assess risk management and prepare an eight-step outline to conduct individual training; and practice mission command as the Army's approach to command and control by using troop leading procedures (TLPs) at the team-level. The BLC facilitators use the Experiential Learning Model (ELM) that infuses problem-based learning, learning activities, and scenario-based application that encourage deeper levels of learning and knowledge retention.



Advanced Leader Course / Senior Leader Course

Scope: The Advanced and Senior Leader Courses have NCO C3 embedded at every Center of Excellence (CoE) to include Special Operations, U.S. Army Medical Command Medical Command, Recruiting Command, the School of Music, and the Judge Advocate General School. The NCO C3 serves as the "Leadership" portion of the NCO PME and complements the existing proponent's MOS curriculum. The NCO C3 consist of 55 academic hours and link the NCO learning continuum for future staff sergeants and sergeants first class. This ensures their leader development is progressive and sequential. The NCO C3 in ALC and SLC examines management techniques, analyzes mission command, builds on creating expert trainers and emphasizes the impact and importance of readiness and operational impacts on unit mission accomplishment. The learning experience is further enhanced by applying technical and tactical tasks/skills that helps develop the NCO into a well-rounded leader.



Master Leader Course Resident and DL

Scope: The Master Leader Course is delivered through resident and nonresident PME. The resident course is delivered at 11 NCO academies from all three components (Active, Reserve and National Guard). The DL course is delivered through The NCO Leadership Center of Excellence and The Sergeants Major Academy, Fort Bliss, Texas. The MLC was created to fill a significant leader development gap that existed between the SLC and the Sergeants Major Course. The course follows the NCO Common Core Competencies model focusing on communication, leadership, training management, program management, operations and readiness. The MLC is a 15-day program of instruction consisting of 112 academic hours challenging students with intensive curriculum, taking a troop leading sergeant first class and skilling them in staff operations enhancing their ability to apply critical thinking and problem solving; improving written and oral communications; conducting team collaboration in managing staff operations and functions, while understanding leadership competencies, attributes and training management skills.



Sergeants Major Course Resident & DDE

Scope: The Sergeants Major Course is the capstone of NCO PME and is delivered through resident and distance learning formats. Attending the resident course is a permanent change of station (PCS) course consisting of 870 academic hours delivered over 10 months at Ft. Bliss, Texas. Students are comprised of active duty, international partner nations, sister services, and Reserve/National Guard Soldiers. The Sergeants Major distance education course is delivered over two years with most of the students coming from the National Guard and Reserve components. The SMC also uses the NCO C3 framework described above and is taught using adult learning methodology. The SMC is comprised of five departments: Department of Command Leadership; Department of Army Operations; Department of Force Management; Department of Joint Interagency, Intergovernmental, and Multinational Operations (DJIIMO); and Department of Professional Studies. Students who attend either resident or via distance education will have the opportunity to earn their Bachelor of Arts degree in Leadership and Workforce Development (BALWD) while in the course.

