

**Soldier Support Institute (SSI) Announces
Redesigned 42A Human Resources NCOES Courses for 2013**

The Soldier Support Institute's Adjutant General School and Noncommissioned Officers Academy are pleased to announce the launching of redesigned 42A Human Resources (HR) NCOES courses (Advanced Leaders Course (ALC) and Senior Leaders Course (SLC)). The new courses will begin with ALC and SLC pilots in January 2013, followed by full implementation for all classes beginning after completion of successful pilots.

The new courses are outcomes-based, experiential learning courses that apply the characteristics of a learner-centric learning environment described in TRADOC Pamphlet 525-8-2 (The U.S. Army Learning Concept for 2015). The small group experiential learning format reinforces professional development through context-based, facilitated, problem-solving exercises that increases learning opportunities by leveraging the learner's experiences and utilizes rigorous, relevant, and authentic assessments to ensure learning is job relatable.

With the Personnel Services Delivery Redesign (PSDR) having matured throughout the Army, the educational outcomes of the courses were refocused to ensure alignment with operational force requirements and the 21st Century Soldier Competencies, while also ensuring the courses were progressive and sequential in design. The scope of the ALC is redefined to focus on producing graduates that effectively deliver HR support at the S-1 level, either battalion and/or brigade, and the scope of SLC is redefined to focus on producing graduates that effectively plan for and execute HR support at Brigade level and higher organizations, including SRC 12 (HR) organizations at theater level. The expected outcomes of both courses are to have HR Leaders, who are doctrinally sound, technically capable, and critical and creative thinkers. The level of expectations varies from ALC to SLC due to the increased experience level for the senior NCOs.

By leveraging the latest in adult learning methods, techniques, and procedures the curriculum for both courses was reviewed and updated for currency and relevancy, while utilizing technology to create blended learning opportunities between the classroom and technology-based instruction using mobile and adaptive learning, intelligent tutoring software. This blended learning takes into account the digital age learners' strengths through the use of digital media that employs video, scenarios, and interactive multimedia. As the pilots are validated and matured, future students will prepare for attendance by using mobile technology to download a mobile application (app) to a smart device or their home computer to have immediate access to the course material, including advance sheets, learning material, references, pre-assessments, and course attendance requirements. After graduation, students can use the mobile app for "reach-back" capability and as a job-aid to help them perform in the field.

The new courses are doctrinally based and are modularized around the four HR Core Competencies and 13 Key Functions of HR Support (FM 1-0). Each module has pre- and post-assessments, along with integration of hands-on HR enabling systems learning activities using HR training simulators. The modules are made up of experiential learning lessons of the critical tasks for the course and include both pre-class assignments (reading, researching, studying), in-class assignments (small group, individual, and peer based learning), and homework requirements. Assignments reinforce the lesson material and are critical to discussion and problem-solving within the classroom. In both courses training leads up to an authentic HR Staff Exercise (STAFFEX) where students apply and demonstrate what they have learned in a live and virtual environment. In ALC, the STAFFEX will focus on the HR Considerations in the 7 phases of the Deployment Cycle Support Program (DCSP). In SLC, the STAFFEX will focus on utilizing MDMP to conduct HR Planning and Operations.

Throughout the courses students will need to use reflective, critical and creative thinking skills while demonstrating the 21st Century Soldier Competencies to complete assigned course requirements, including written and oral communication assignments, practical exercises, small group work, facilitated discussions, and homework. Instructors will also change from being an instructor on the platform delivering information to a facilitator who will guide the small groups through the experiential learning process and will challenge the students to focus on the learning that is occurring and the major objectives of the course.

Gone are the days of using rote memorization skills and research ability to learn the material, test on the material, and then dump the material with a focus on Grade Point Average (GPA) in order to simply graduate. Students now will be challenged to embrace the new learning model and will be engaged to think and understand the relevance and context of the material to help ensure that real and active learning is occurring, which can then be taken back to the Army to improve HR support within our operational units.

Full implementation is expected during the 3rd Quarter, FY13 in the SSI NCO Academy on Fort Jackson and during FY14 in the Reserve Component 42A ALC and SLC courses. Students identified for the pilots in January will be notified individually and told how to prepare themselves for the course. More information will be disseminated as it becomes available for future classes.