



Tips and Tidbits
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Question: What is the Civilian Education System (CES)? How does this System serve as a conduit through which civilian leaders are developed?

In response to the need for fundamental change in the way the civilian workforce is managed and developed as part of the total force, the Civilian Education System (CES), the ultimate goal of which is to cultivate, otherwise train, "pentathletes", was developed. A pentathlete is well versed in a range of areas, not just one discipline. This civilian leader is multi-skilled, possesses the prescribed leader attributes, and personifies the Civilian Corps Creed and Army Values as a way of life.

The three domains of leader development are institutional training and education, operational (on-the-job) assignments, and self-development. The Army's school system provides leader education (what to know); character (how to be) and training (how to do) needed to perform position duties. The Civilian Education System is the core leader development program of the Army's school system for civilians. The competencies, or instructional objectives, that are taught are derived from the Office of Personnel Management (OPM) leadership competencies and competencies identified for Army leadership in Field Manual (FM) 6-22, Army Leadership.

The Civilian Education System provides the Army Civilian Corps self-development and institutional training (leader development) opportunities to develop leadership attributes through distance learning (DL) and resident training. Currently CES includes the Action Officer Development Course (AODC), Supervisory Development Course (SDC), Management Development Course (MDC), Foundation Course (FC), Basic Course (BC), Intermediate Course (IC), Advanced Course (AC), and Senior Service College (SSC). Defunct courses [as they were known to be] are Organizational Leadership for Executives (OLE), Personnel Management for Executives (PME) I and II, Leadership, Education and Development (LEAD), the Intern, Leadership and Development Course (ILDC), and Sustaining Base and Leadership Management (SBLM).

Army civilian employees eligible for the CES courses include appropriated fund, non-appropriated fund, working capital fund, civil works, Federal Wage system (FWS), Local National (LN) employees, Reserve (OMAR) and National Guard civilians, term, and temporary employees. Enrollment is subject to satisfaction of prerequisites and eligibility requirements for the individual courses. Most permanent Army civilians are

centrally funded; whereas, military members, term and temporary employees, and non-Department of the Army employees are funded through their respective organizations.

Supervisors and managers role in ensuring the development of Army civilian pentathletes is vast. Responsibilities include, but are not limited to, identifying required education and training for their employees; ensuring eligible employees are nominated to attend training timely; ensuring all nominees for CES courses have a current performance rating of successful (TAPES) or a rating level of 2 or above (NSPS) and are in good standing regarding conduct and behavior before recommending for training; coaching and counseling employees; and, setting performance objectives that include training and educational opportunities.

To be effective today and tomorrow, the Army is growing a new breed of leader – CES is the vehicle through which this will take place.

For additional information on CES courses, eligibility requirements, etc., please contact your servicing HR Specialist.

BLANCHE D. ROBINSON
Human Resources Officer
Fort Benning CPAC
Phone: 545-1203 (ComL); 835-1203 (DSN)
E-Mail: blanche.d.robinson@us.army.mil