

The CES plan includes four courses that are sequential and progressive.

(1) The **Foundation Course** is designed for civilians entering the Army. This course is entirely distributed Learning. Students will learn to understand and appreciate Army values and customs, serve professionally as a member of the Department of the Army, acquire foundation competencies for leader development, develop effective communication skills, and be ready to assume a first leadership role.



(2) The **Basic Course** is designed for leaders who exercise direct leadership. It is delivered in a combination of distributed Learning and resident attendance. Students will understand and apply basic leadership skills to effectively lead and care for small teams, apply effective communication skills, and develop and mentor subordinates.

Students will learn skills to manage human and financial resources; direct program management and systems integration; display flexibility, resilience, and focus on the mission.

(3) The **Intermediate Course** is designed for civilian leaders who exercise direct and indirect supervision. It is a combination of distributed Learning and resident attendance.

(4) The **Advanced Course** is for civilian leaders who exercise predominately indirect supervision. It is a combination of distributed Learning and resident attendance. Students will become skilled in leading a complex organization; managing human and financial resources; leading change; inspiring vision and creativity; directing program management and systems integration; displaying flexibility, resilience, and focus on mission.



Civilian Education System



To register for CES courses, visit the Civilian Human Resource Training Application System (CHRTAS) Web site at:

<http://www.atrrs.army.mil/channels/chrtas/default.asp>

For more information about the AMSC, visit <http://www.amsc.belvoir.army.mil>

Army civilians will become leaders of the 21st Century who personify the Warrior Ethos in all aspects, from war fighting to statesmanship to business management.

This transformation of civilian training and education will align uniformed and civilian leader development training and education and enable Army civilians to contribute to their fullest potential.

The Army has renewed its emphasis on training Army civilians as leaders. The multi-skilled leader will:

- Know the Army
- Embody Army values
- Be professionally educated
- Be a lifelong learner



- Be a leader of change
- Be confident and self-aware
- Share learning across and outside the Army
- Be adaptive and innovative
- Be a business leader with strategic focus
- Be effective across cultures
- Be a team coalition builder

The U.S. Army Training and Doctrine Command (TRADOC) developed a progressive and sequential leader development system called the Civilian Education System (CES) that provides enhanced leader development and education opportunities for Army civilians.

Army civilians are serving in harm's way. Their vital role in the future force will increase. Historically, Army civilians have made significant contributions to the expertise, support, and sustainment of operations necessary to successfully execute the Army's mission.

Today, the reliance on civilians is becoming more pronounced as the transforming Army operates in a new "operational" environment. The Global War on Terrorism has caused uniformed leaders to be increasingly assigned to, and focused on warfighting missions.

Consequently, more leader responsibilities are being shouldered by civilian employees, many of whom are also serving in operational environments. Civilians are a critical part of the unified Army team.



Transforming Leaders Through Education