

# USACC Overview

Presented to

## Foreign Military Attachés



U.S. ARMY

ARMY STRONG.

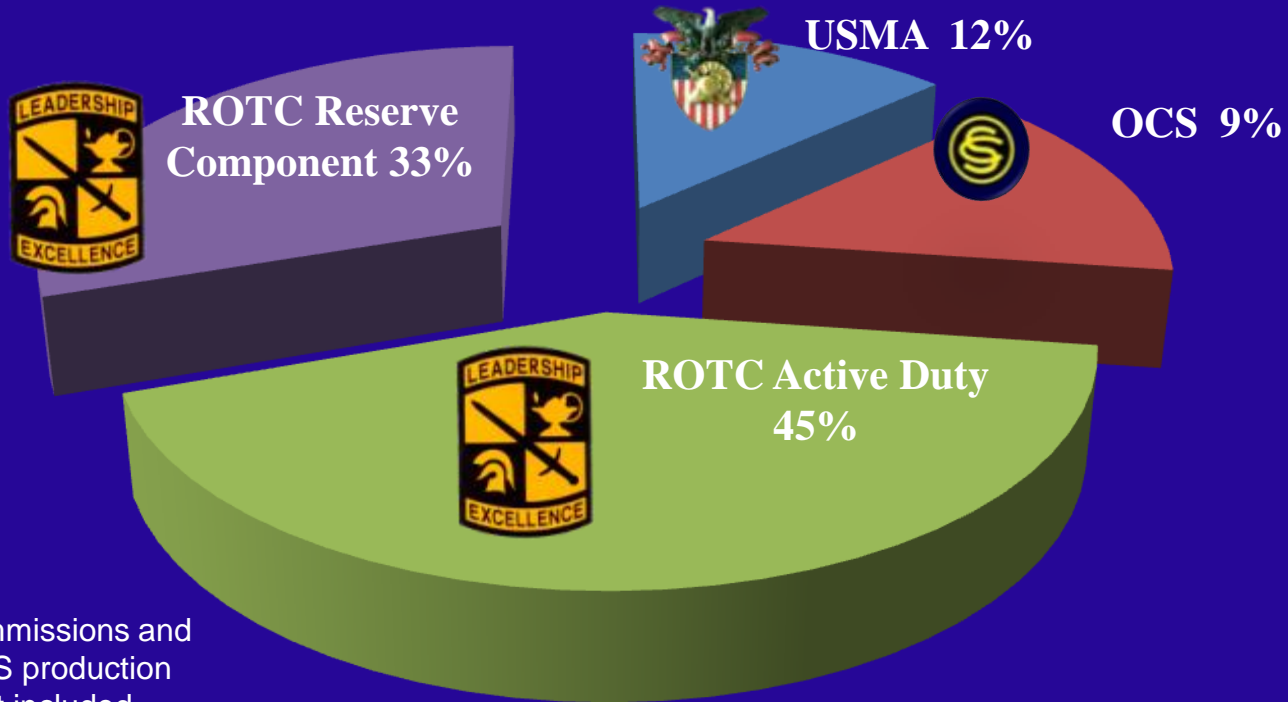
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# Becoming an Officer

## Army Officer Sources

FY 2013



Army Commissioned Officers are educated professionals of character who lead Army units and plan Army operations. They are experts in their field and are held to the highest standards of ethics and conduct. The Officer Corps is accountable to the President of the United States and the American People for the Army and for the successful accomplishment of its missions.



**Train to Lead**



# Mission

*The US Army Cadet Command selects, educates, trains, and commissions college students to be officers and leaders of character in the Total Army; instills the values of citizenship, national and community service, personal responsibility, and a sense of accomplishment in high school students*

**“ Talented / Critical Thinker”**

**Scholar  
Athlete  
Leader**

**We Seek**



***Leader Development***

**Recruit   Develop   Retain   Commission**



**Warrior Leader**

## Cadet Command Vision

**USACC is America’s preeminent leadership program, academically unrivalled, sought out by students, staffed by master level development professionals, and achieving the requirements and expectations of the US Army**

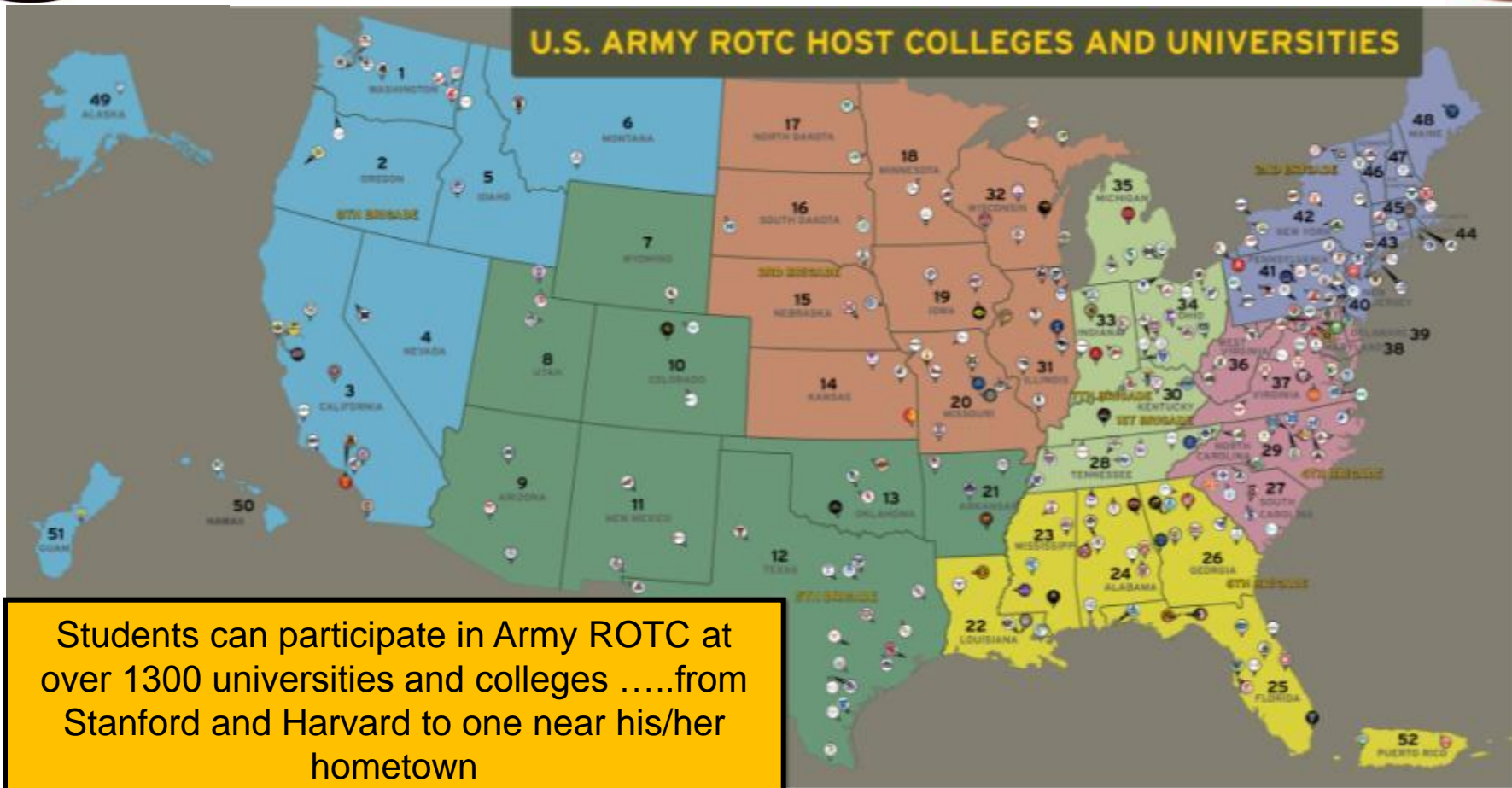


Train to Lead



# US Army Cadet Command

## U.S. ARMY ROTC HOST COLLEGES AND UNIVERSITIES



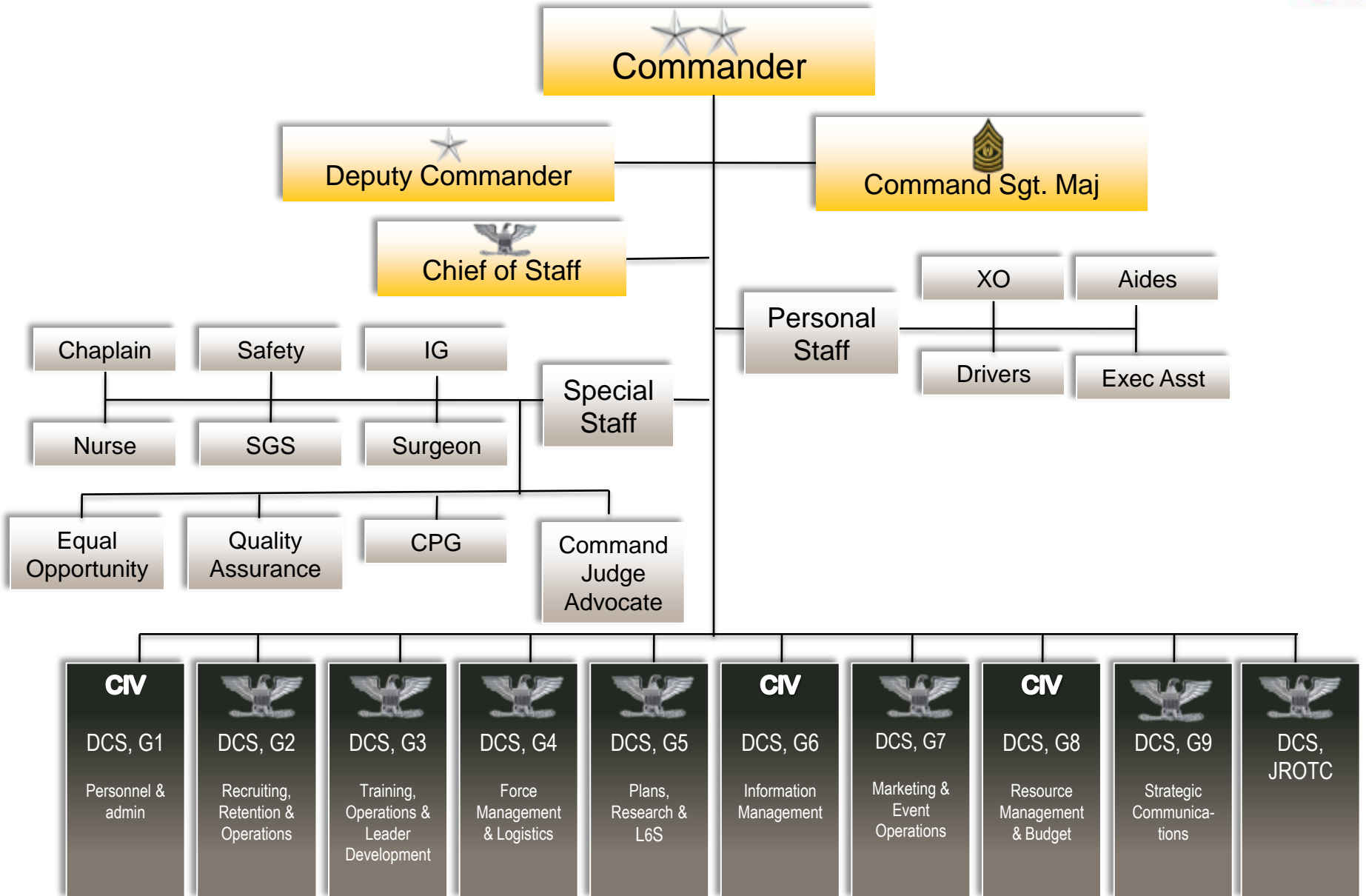
**Army Senior ROTC**  
 275 Host Universities  
 1,066 Partnership Universities  
 Approx. 33,000 Senior Cadets

**US Army Cadet Command**  
 7 Regional Brigades  
 1 Military College Brigade  
 275 Battalions

**Hosts: Have a PMS and an assigned detachment.**  
**Partners: Provide support to a host**  
**Affiliated: Students travel to host**

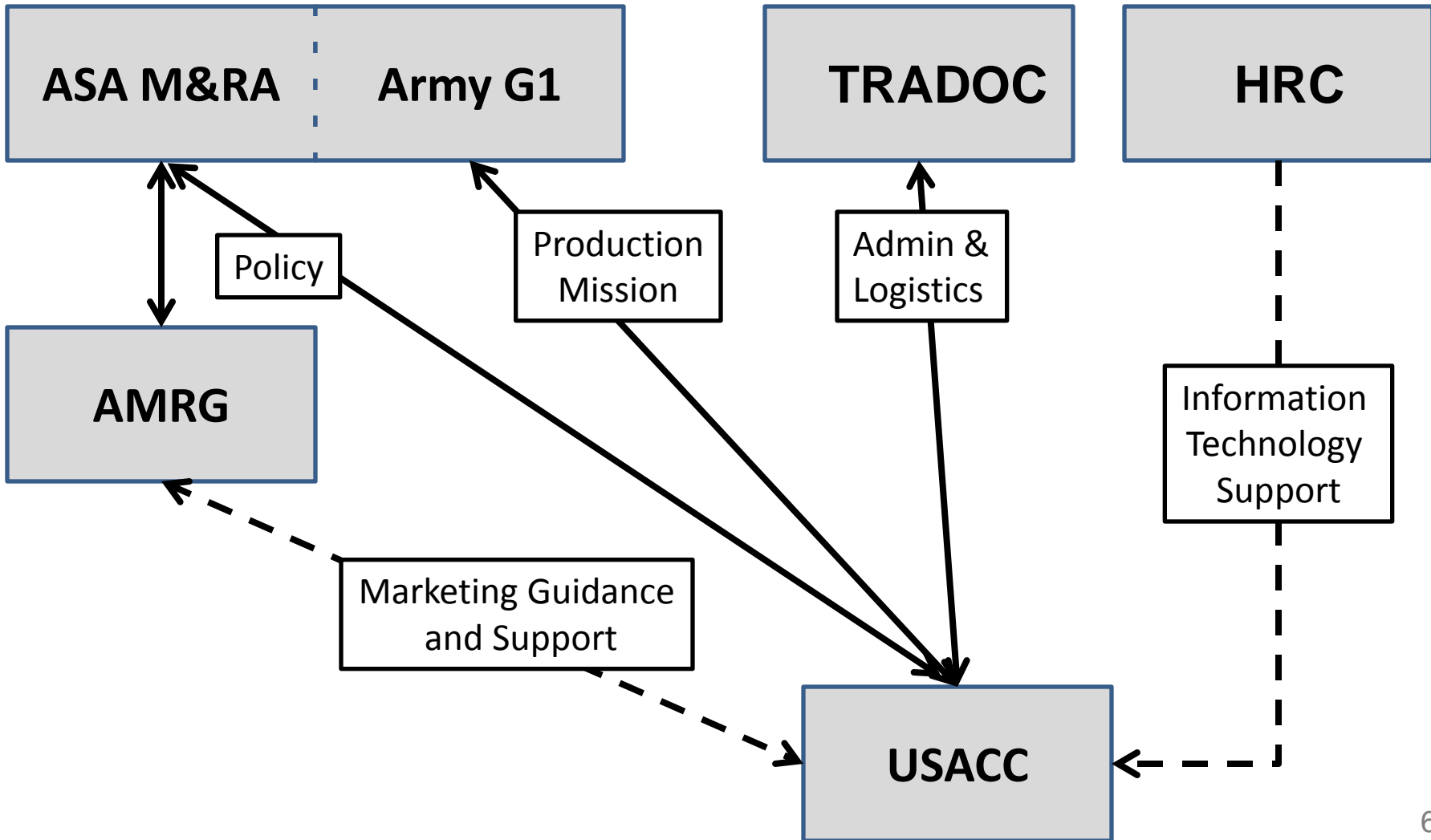


# Cadet Command Staff





# US Army Cadet Command Higher Command Relationships

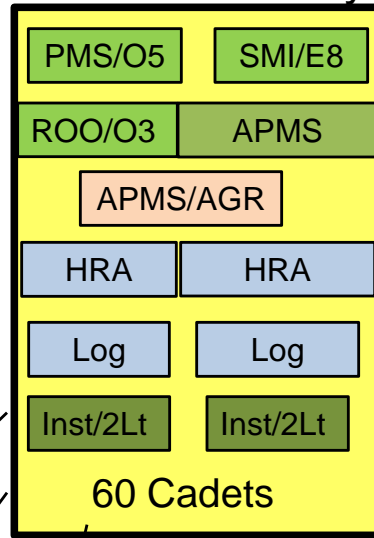




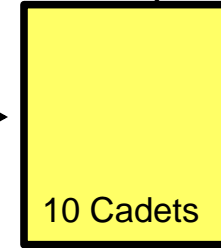
# The ROTC Battalion – A Complicated Business

- Active Duty
- GS Civ
- AGR
- New LTs

Host University



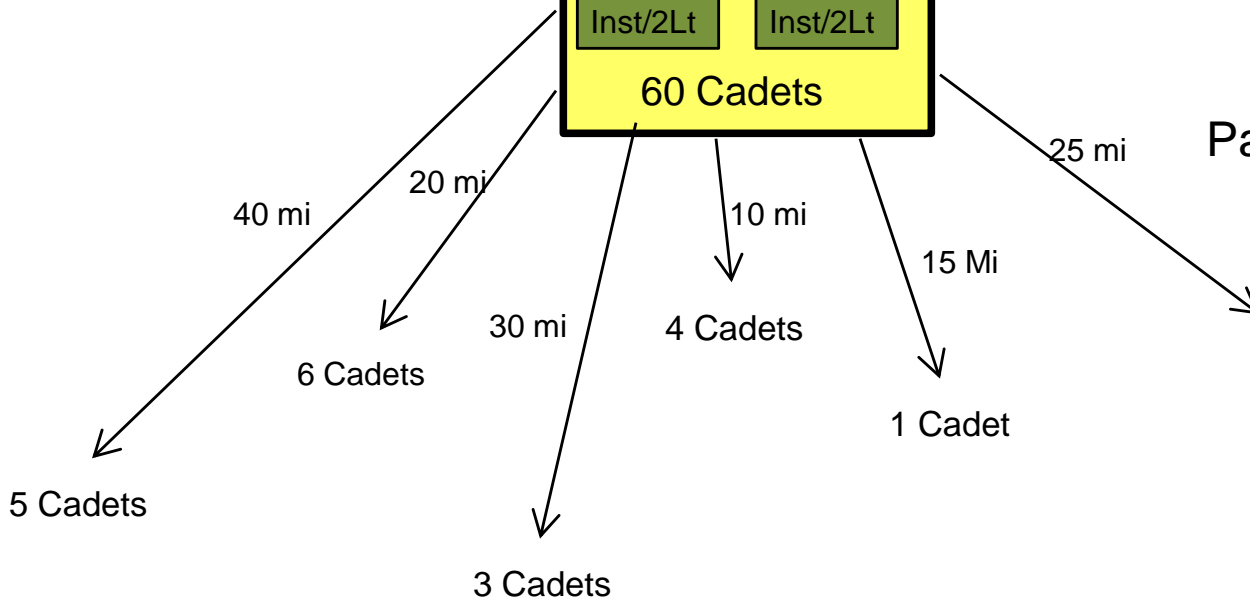
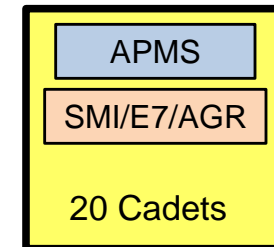
Partnership College



### Cadre Challenges

- Mentor, counsel cadets
- Teach 240 lessons
- Recruit
- Market
- University relations
- Geographic dispersion
- Disparate manning

Partnership College



Affiliated Schools (up to 40)

114 total Cadets



# Train to Lead



# ROTC Today

U.S. Army Cadet Command  
 - 275 host universities  
 - 1,066 partnership universities

35,096 Cadets

- 15,667 (45%) under contract
- 11,005 (31%) on scholarship
- 7,786 (22%) female

Cadre Assigned: 3419

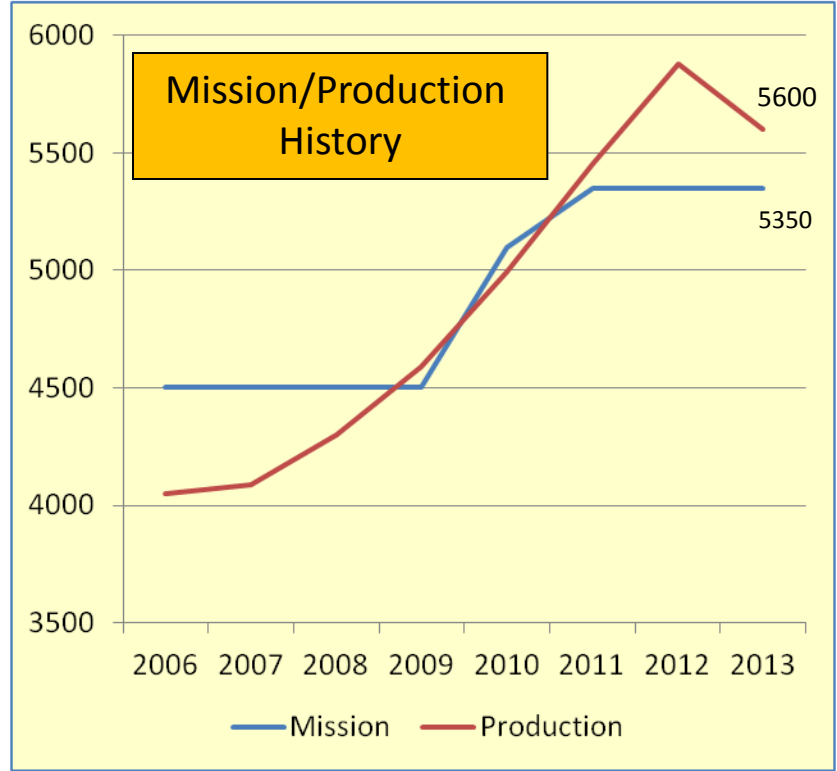
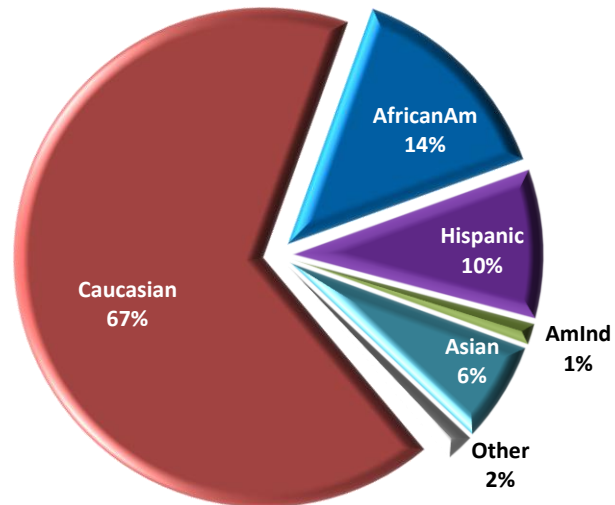
- 20% Officer
- 20% EM
- 60% Gov't Civilian

FY14 Commission mission  
**Total ROTC 5,350**

- Active 2,860
- ARNG 1,470
- USAR 845
- Nurse 175

We expect to commission 5,486 cadets in 2014

ROTC Ethnic Breakdown



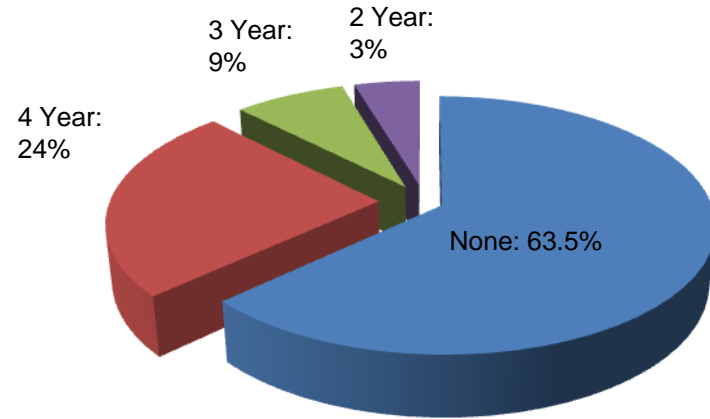




# Army ROTC Scholarships

- We are the largest grantor of college scholarships in the United States
- In FY13 we gave scholarships to just over 12,000 students totaling \$240 million
- Scholarships can be for 2, 3, or 4 years (competitive)
  - Money can be for tuition or room & board (not both by law)
- Scholarships students also qualify for \$1,200 for books/supplies
- And a monthly stipend of \$300, \$350, \$450, and \$500, depending on year

## Cadets on Scholarship



## Scholarship Winner Profile

	2015	2016	2017
Top 5% of Class	48%	46%	44%
Top 25% of Class	85%	83%	81%
Honor Society	49%	46%	47%
Mean SAT (Reading + Math)	1267	1254	1246
High School GPA	3.7	3.6	3.6



# Summer Training

## Leader Development & Assessment Course (>>CLC)

### Mission:

To evaluate, train and develop junior officer leadership ability



- Evaluates leadership potential, reinforces warrior skills
- 29 Days of training and assessment at FT Knox, KY
- 6,052 participated in FY13; 6200 will participate in FY14

## Leader's Training Course (>>CIET)

### Mission:

To qualify and motivate Cadets for lateral entry into Senior Reserve Officers' Training Corps.



- 28 Days of training at Fort Knox, KY
- Introduces cadets to Warrior ethos and Army values
- 1506 in FY13; Over 1500 will participate in FY14.

## Culture and Language Training



### Cadet Overseas LREC Leader Development

- Cadet month long deployments in support of CCMD Security Cooperation Lines of Effort
- 1,400 Cadets selected for Summer 2014 missions

### On-Campus Foreign Language Programs

Cadets can earn a Culture and Language bonus of up to \$3K annually:

- More than 1,500 Cadets complete 2,200 Strategic Foreign Language courses annually earning the Culture and Language Incentive Pay – CLIP bonus

## Cadet Practical Field Training (CPFT)

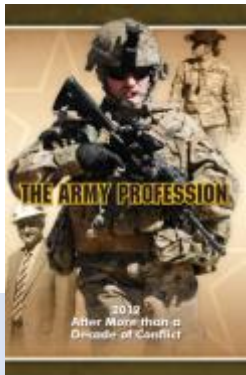
- Cadet Leader Training (1,299 in FY13, 900 in FY14)
- Military Schools (1,100 in FY13, 11940 in FY14)
- Internships (380 in FY13, 450 in FY14)

Total Cadets in summer training last summer 11,423



# USACC Strategic Plan

"This unprecedented holistic review... to shape the Army of 2020"

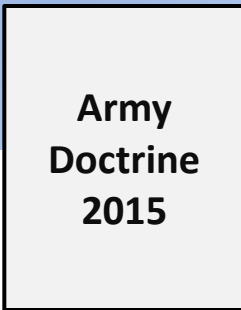


The Army Profession

"Leadership development .... must inculcate the ideals ...to operate independently in more dynamic environment"



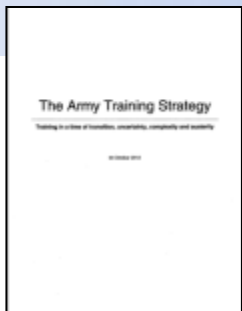
2012 Army Strategic Planning Guidance



"Major Objective 1: Develop Army Leaders and Imbue the Army Profession"



TRADOC Strategic Plan

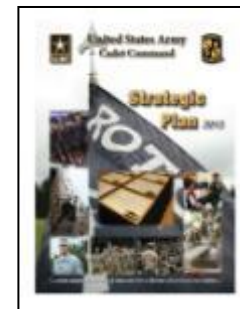


The Army Training Strategy

"...Reinvigorate Leader Education....increases the rigor, relevance, and effectiveness .....Invest in Individual Learning Infrastructure. This requires investment"



"Commission officers and leaders of character who are agile and adaptive, possess critical thinking and problem solving skills,"



USACC Strategic Plan

**USACC Strategic Plan completely nested with key documents in support of DA Leader Development Initiatives**



# Cadet Command Bold Transformation

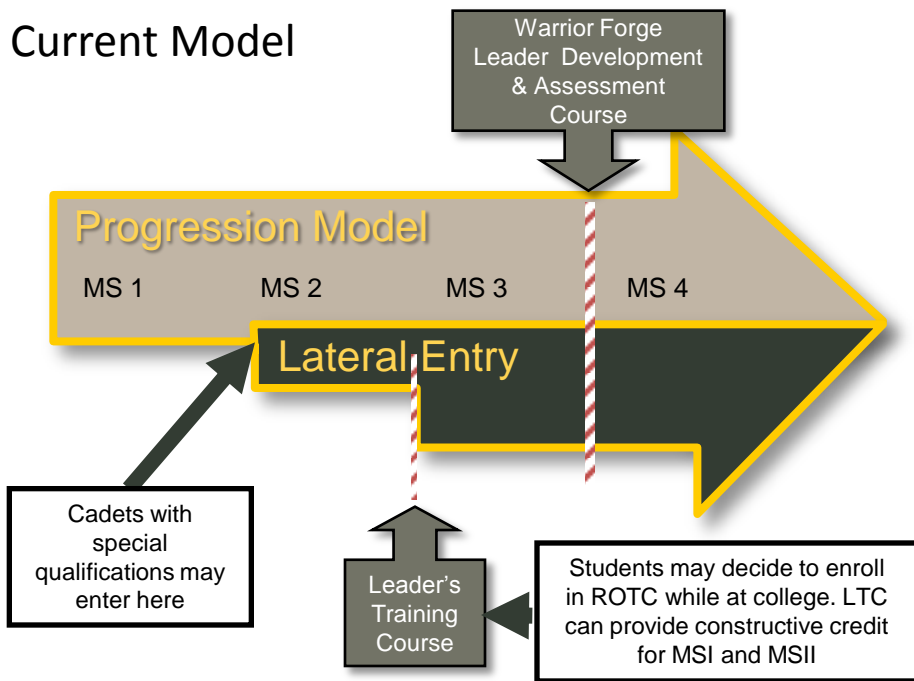
**Basic Officer Leader Development (BOLD)** Transformation is an evolution in recruiting, educating and training the Army's future officers to meet the expectations and requirements for the Army of 2020.

- **Leader Development Transformation**
  - In order to prepare cadets for the increasingly complex environment of the 21<sup>st</sup> Century, Cadet Command is changing its development program to focus on teaching cadets “how,” rather than “what ”to think. 22 hours of on-campus instruction will shift to a new summer training event, permitting increased classroom emphasis on ethics and critical thinking.
- **Leader Development and Assessment Course Relocation**
  - Cadet Command moves its Capstone Training event from Joint Base Lewis-McChord, WA, to Ft. Knox, KY. In addition to saving \$9 million per year, this also enables the Command to improve the cadet developmental experience significantly.
- **Command Re-Posturing**
  - Cadet Command plans to realign resources to increase its presence in core and growth regions such as New York, Chicago, and Los Angeles.
- **Manning Initiatives**
  - Cadet Command plans to “re-green” by increasing its active component authorizations and replacing some of its civilian cadre with soldiers newly available as a result in drawdown of deployments. This will leverage the Army's combat experience to help develop new leaders.

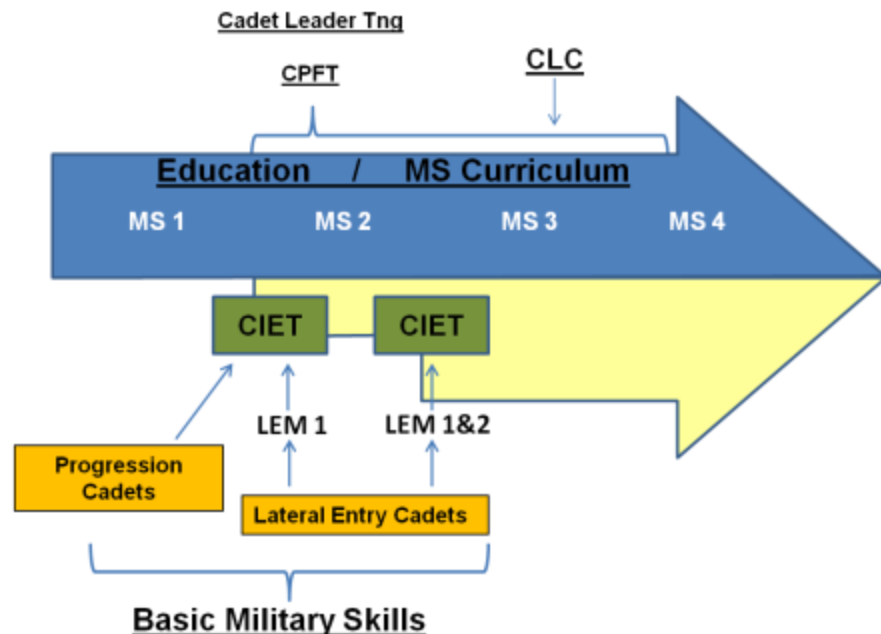


# Leader Development Model

## Current Model



## End State (COA 3)



## Transformation Method

- Cadet Initial Entry Training (CIET):
  - All Cadets attend CIET except those with prior service experience (28 Day Basic Military Skills)
  - MS3 Cadets serve as leader / trainers
- Complete Transformation of LDAC to Cadet Leader's Course (CLC):
  - Multi-echelon squad and platoon level training events attended by all Cadets
- On-campus curriculum:
  - Balanced / enhanced MSI-IV curriculum
  - Incorporate Lateral Entry Module (LEM) into Lateral Entry process

## Outcome: Improved Leader Development

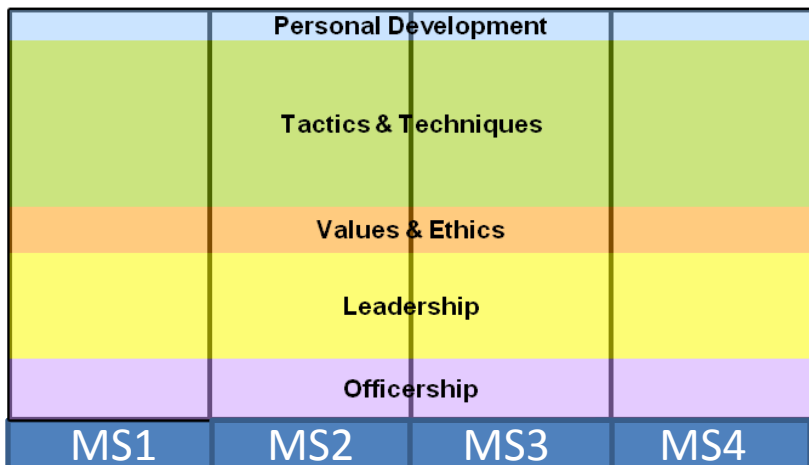
- Creating a BCT like summer training event (CIET) attended by all Cadets results in:
  - Standardized Basic Military Training event that reduces variance of Cadet proficiency of basic military skills
  - Opportunity to improve / redesign on-campus curriculum to achieve higher level learning



# Curriculum Transformation

Current Curriculum

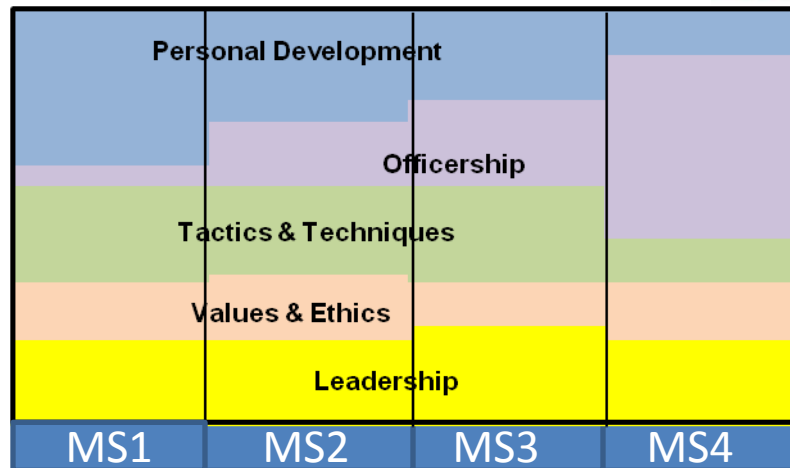
Curriculum Hours



- Focuses on **“What to Think”**
- Educational Theory Behavioral
- Task, Condition, Standard orientation
- Stresses Assessment on Tasks
- Content heavy on tactics and techniques at the expense of other tracks

Future Curriculum

Curriculum Hours

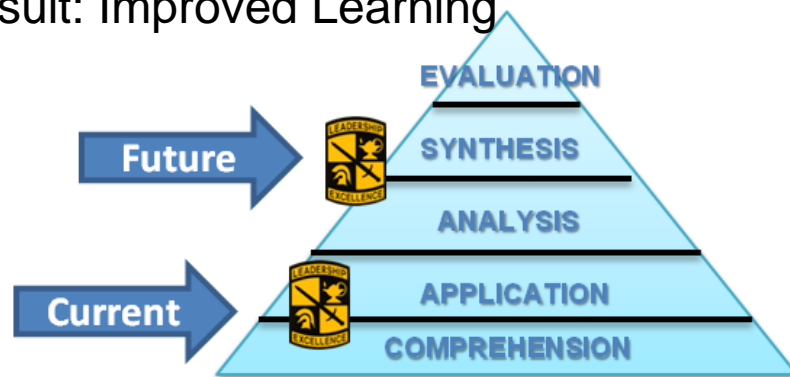


- Focuses on **“How to Think”**
- Educational Theory Constructivism
- ASLTE – Socratic Teaching Method on Outcomes

## Transformation Method

- Increase MSI/MSII credit hours
- MS Curriculum tailored to Cadet developmental needs
- Re-allocate and re-balance curriculum hours
- Increase critical thinking and problem solving
- Improve values and ethics training
- Improve cadre preparation and education

## Result: Improved Learning



Bloom's Taxonomy



# Junior ROTC

## Goals

- Promote citizenship
- Develop leadership
- Effective communications
- Improve physical fitness
- Provide incentive to live drug-free
- Strengthen positive self-motivation
- Provide perspective of military service
  - Train to work as a team member
- Inspire Cadets to graduate from high school and make it to the next level

## High School

### Quality Indicators SY 11-12

CATEGORY	SCHOOL	JROTC
Attendance	90.29%	93.54%
Graduation	83%	93.9%
Indiscipline	5.2%	1.7%
Drop Out	8%	<1%
GPA	2.72	2.91

### National Competitions

- Leadership and Academic Bowl
- Air Rifle
- Precision Drill
- Raider Challenge

USACC awarded 2538 ROTC scholarships\*:

823 / 32.4% - All JROTC services  
 271 / 10.7% - Army JROTC Cadets

**TOTAL of 8.5M Community Service Hours in 2012!**

Approximately 20% of Cadets *express interest* in the military as a career option

