



DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1 RESERVE WAY
ST. LOUIS, MO 63132-5200

AHRC-OPW-S

9 April 2004

MEMORANDUM FOR Deputy Commanding General, US Army Reserve Command,
1401Deshler Street SW, Fort McPherson, GA 30330-2000

SUBJECT: Implementation of the Chief, Army Reserve (OCAR) New Warrant Officer Professional Development Plan

1. The OCAR approved a new and revised professional development policy for Army Reserve warrant officers (not on active duty list). Reference memorandum, HQ, DAAR-HR, 8 Oct 03, subject: Army Reserve Warrant Officer Professional Development Education (PDE) Management Improvements (encl), which directs me to publish an overview of the significant improvements and procedures for implementation.
2. The Human Resources Command – St. Louis (formerly AR-PERSCOM), in conjunction with and concurrence of the United States Army Reserve Command, issues the following guidance for mandatory PDE for all Army Reserve warrant officers (not on active duty list) per the referenced memorandum above.
3. Warrant officers with an effective date of rank (DOR) of 1 January 2005 and after will require the following minimum military professional development education for promotion selection to:
 - a. CW2 – Warrant Officer Basic Course (WOBC) (complete within 2 years of appointment as a WO1).
 - b. CW3 – Action Officer Development Course (ST7000) and Warrant Officer Advance Course (WOAC)
 - c. CW4 – Warrant Officer Staff Course (WOSC)
 - d. CW5 – WOSC for selection and Warrant Officer Senior Staff Course (WOSSC) for promotion.
4. CW2, CW3, and CW4 with a DOR earlier than 1 Jan 05 must meet the military education requirements currently listed in Table 2-3 AR 135-155, Promotion of Commissioned Officers and warrant Officers Other Than General Officers. However, it does not preclude educational requirements from being completed for future promotion consideration.

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Example 1: A CW2 has a DOR of 10 Feb 01. He/she will be military education qualified for board selection to CW3 (DOR 10 Feb 07) because of his/her earlier than 1 Jan 05 CW2 DOR. However, to be PDE qualified for promotion selection to CW4, he/she must complete ST7000, WOAC, and WOSC prior to the CW4 board convening date.

Example 2: A CW3 has a DOR of 18 Aug 02. He/she must have the WOAC completed for board selection to CW4 (DOR 18 Aug 08) because of his/her earlier than 1 Jan 05 CW3 DOR. However, to be military education qualified for promotion selection to CW5, he/she must complete WOSC prior to the CW5 board convening date in 2013, and complete WOSSC after selection but prior to promotion.

5. The Action Officer Development Course (ST7000) is a leader development, online course requirement for all Warrant Officers (regardless of MOS) that must be completed prior to enrollment into WOAC.

6. Effective this date,

a. WOAC is now authorized for newly promoted CW2s and will remain fully funded and scheduled by the Human Resources Command – St. Louis.

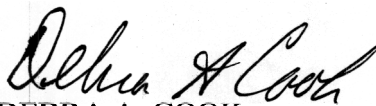
b. WOSC is now authorized for newly promoted CW3s and will remain fully funded and scheduled by the Human Resources Command – St. Louis. CW4 with a DOR prior to 1 Jan 05 may attend WOSC but must be assigned to a position requiring staff training.

7. The WOSSC continues to be authorized for promotable CW4s who are assigned to a CW5 position and will remain fully funded and scheduled by the Human Resources Command – St. Louis.

8. TPU Warrant Officers must apply for PDE courses through the Army Training Requirements and Resources System (ATRRS) via their unit training officer/NCO.

9. AGR, IRR, and IMA Warrant Officers must apply for PDE courses through their Career Management Officer (CMO) at Headquarters, HRC-STL (AGR, AHRC-ARO) (IRR/IMA, AHRC-OPW-S), 1 Reserve Way, St. Louis, MO 63132.

Encl
as


DEBRA A. COOK
COL, MS
Commanding

AHRC-OPW-S

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Professional Development Plan

CF:

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WOCC

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REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF, ARMY RESERVE
2400 ARMY PENTAGON
WASHINGTON, DC 20310-2400



DAAR-HR

08 OCT 2003

MEMORANDUM FOR

Commander, Army Human Resources Command, St. Louis, AHRC-OPM-WO, *IRP*
1 Reserve Way, St. Louis, MO 63132-5200
Deputy Commanding General, US Army Reserve Command, 1401 Deshler Street SW, *TPU*
Fort McPherson, GA 30330-2000

SUBJECT: Army Reserve Warrant Officer Professional Development Education (PDE)
Management Improvements

1. The Chief, Army Reserve approved changes to the management of the PDE of Army Reserve warrant officers. Changes include adjustment to the timing of the Warrant Officer Advanced Course and the addition of the Warrant Officer Staff Course to the training requirement of all Army Reserve warrant officers. While details of all changes, to include the specific details of soldier management will be published shortly by Army Human Resources Command, St. Louis, an overview of the most significant improvements follows.

a. Warrant Officer Advanced Course (WOAC) training will be provided earlier in the career to enhance the technical readiness capabilities of the force. The WOAC will now be required for all warrant officers between the sixth and eighth year of warrant officer service or before selection for CW3.

b. Warrant Officer Staff Course training will now be provided to all warrant officers between their 12th and 14th year of warrant officer service or before selection for CW4.

2. The Army Human Resources Command, St. Louis provides centralized management of the professional development of the Army Reserve warrant officer force. They will begin increasing educational opportunities in FY 2004, ramping up to full implementation in FY 2005. All changes are designed to improve the readiness and strength of the Army Reserve warrant officer force.

FOR THE CHIEF, ARMY RESERVE:

Wanda L. Good
WANDA L. GOOD
COL, GS

Director, Strategic Human Resources
Readiness & Transformation Group