

One Army School System

By Patrick Baker

The Army requires a school system that is responsive to the needs of the whole Army. To meet this challenge, the Army created the One Army School System.

The OASS enables Active Component and Reserve Component Soldiers to receive high-quality and standardized education from any Army school, regardless of component, thus making the most effective use of existing school capacity and providing the Army with trained and ready Soldiers in a timely and efficient manner.

The One Army School System is made up of Active and Reserve Component schools and centers and is designed to provide the most relevant and realistic training feasible to the Army as a whole. The OASS is designed to improve Army readiness and also reduce cost for training of Soldiers on active duty, in the U.S. Army Reserve and the Army National Guard. The OASS supports the Army Learning Model by extending the school house to unit locations and overcoming distinctions between strictly institutional training and the Operating Force.

In 2007, planners in the U.S. Army Training and Doctrine Command conducted a feasibility study of bringing all Army training, regardless of location or component, under one command. This study suggested the synchronization of the three separate Army component school systems to allow Soldiers to attend the right classes at the right time, regardless of the location or component of the school or center providing the education. The OASS concept is based around the idea of a single integrated and centralized training seat allocation system existing for all training. It also includes standardized course content, standardized course design and delivery and quality assurance verification of training standards and outcomes.

The key to the OASS is equivalency. Equivalent courses achieve the same level of proficiency within a specific Critical Task List. Courses are considered equivalent if they meet the following criteria:

- Train the same Critical Task List as established by the proponent.
- Employ identical evaluation mechanisms (e.g. tests,

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practical exercises).

- Evaluate performance with identical criteria.
- Employ similar, but not identical, learning tools and training enablers, to the greatest extent possible.
- And produce comparable student proficiency

The OASS will create a set of Multi-Component Noncommissioned Officer Academies. A Multi-Component NCOA improves the integration of the Active Component and Reserve Component training systems by standardizing training, leveraging resources, and incorporating lessons learned.

The effort to develop and implement the OASS is being led by U.S. Army Training and Doctrine Command in close cooperation with the Headquarters, Department of the Army, U.S. Army Reserve Command and the Army National Guard Bureau.

In 2012 COL William Abernathy, then director of TRADOC's Reserve Component Training Integration Directorate, stated: "Strategically, the One Army School System is the best way to maintain individual readiness Army-wide by ensuring consistent standards across all components. The One Army School System standardizes Army individual education regardless of component and saves resources by offering geographical convenience."

Many RC schools are already certified as Institutions of Excellence by the TRADOC Quality Assurance Office. Also, many of these Institutions of Excellence are located at or near Forces Command installations and already deliver proponent-certified training at or very near to the Soldier's home station. Using these various training sites will benefit the

Army by reducing the number of required Mobile Training Teams. Further, they allow for completion of professional military education courses in a shorter period of time and also increase the opportunities to meet training requirements, all while reducing travel and keeping Soldiers at, or near, to home.

During Fiscal Year 2012, more than 1,700 AC Soldiers attended RC institutions. This trend has continued in FY 2013 and is expected to continue in FY 2014 as well, with AC Soldiers filling training seats that would otherwise be empty at RC schools.

The SIGCoE has long produced equivalent enlisted Military Occupation Specialty producing courses for the USAR and ARNG to present locally, enhancing their ability to reclassify Soldiers to meet the changing mission requirements of the Reserve Component units. These courses have been well received and are developed with the active participation of the USAR and ARNG.

In addition, the SIGCOE has had an RC version of the Captain's Career Course; a combination of distance education and resident attendance at phases presented at the SIGCOE. Equivalent RC Warrant Officer training is also presented at the SIGCOE,

which maintains both single phase versions designed for the AC Soldiers, and multi-phased versions designed to meet the needs of our RC Warrants. All three components may attend either version, depending on their availability for training.

Also, currently the Signal Center of Excellence is revising Programs of Instruction to conform to the OASS concept by providing for standardized training and education regardless of school or center location or component. SIGCOE is focused on revising the NCO courses first. All Soldiers attending any of the institutions will have to reach the same high standards to successfully complete the required courses.

Further, LandWarNet eUniversity (<https://lwn.army.mil/>), the SIGCoE on-line learning portal, already provides MOS training materials to Regional Training Institutions such as Professional Education Center in Little Rock, Ark. and the High Tech Training Center in Sacramento, Calif. for MOS 25B: Information Technology Specialist and MOS 25Q: Multichannel Transmission Systems Operator-Maintainer, as well as to others sites and for other MOSs. SIGCoE will leverage this existing

capability to further grow and support the OASS as it is implemented.

Leaders in the Army, TRADOC and the SIGCoE are all committed to maintaining high training standards across all components and are carefully and deliberately implementing changes to training and education policies to implement the One Army School System.

Patrick Baker entered civil service in September, 1998. He is a graduate of the Department of the Army Training Development Intern Program. After completing the intern program, Mr. Baker was assigned as a Training Developer in the Regimental Officers' Academy. He then moved to the U.S. Army Computer Science School where he also worked as a Training Developer for Warrant Officers Professional Military Education. This was followed by assignments in the 15th Signal Brigade as the 25Q Training Developer and Chief of the Area Communication Training Development Branch. He has served in his current assignment since 2007. Mr. Baker holds degrees in Education, History, European History and Political Science.

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ACRONYM QuickScan

AC - Active Component
ALM - Army Learning Model
ARNG - Army National Guard
DA - Department of the Army
FORSCOM - Forces Command
FY - Fiscal Year
LWN-eU - LandWarNet e-University
MOS - Military Occupation Specialty
NCO - Noncommissioned Officers
NCOA - Noncommissioned Officers Academies
NGB - National Guard Bureau

OASS - One Army School System
PEC - Professional Education Center
PME - Professional Military Education
RC - Reserve Component
RTI - Regional Training Institution
SIGCOE - Signal Center of Excellence
TRADOC - U. S. Army Training and Doctrine Command
USAR - U.S. Army Reserve
USARC - U.S. Army Reserve Command