

INFORMATION PAPER

24 September 2012

SUBJECT: Review and comparison of Pre-9/11 Infantry-Basic Noncommissioned Officer Course (BNCOC) and the current Post-9/11 Infantry-Advanced Leader Course (ALC).

Executive Summary: The review and comparison of the Pre-9/11 Infantry-BNCOC and the Post-9/11 Infantry-ALC was conducted to determine what significant changes had been made that reduced ALC 81.5 academic hours, when compared to the Pre-9/11 BNCOC. The review showed two clear observations in that: all 122 hours of Situational Training Exercises (STXs) were removed when compared to the Infantry ALC curriculum; and that ALC academic hours were reduced 30% when compared to BNCOC. BNCOC consisted of 277 academic hours and ALC currently consists of 195.5 academic hours.

Observation #1: in the transition from BNCOC to ALC, 100% of the STX hours were removed. The STX hours accounted for 44% of BNCOC's total academic hours; and 53% of BNCOC's 11B MOS Specific training hours of 229. When compared to ALC's total academic hours of 195.5, the STX would have been 62% of that curriculum. The highest concentration of academic hours removed from the course was the STX hours. There currently are no 11B Specific STX field training hours in the Infantry ALC POI.

Observation #2: ALC's academic hours were reduced by 30% compared to the 277 total academic hours of BNCOC. Additionally, 83% of the ALC classes were newly integrated into the ALC POI and are within the following modules: CMF 11 Common; Mandatory; Futures (a briefing of future Infantry initiatives and discussion on lessons learned from OIF/OEF); Platoon Tactics; and Weapons and Breaching.

- 1. Purpose.** To inform leadership at all levels how the Infantry Squad Leader Noncommissioned Officer Education System (NCOES) has been impacted since the wars in Afghanistan and Iraq. Provide a review of the Pre-9/11 BNCOC POI and the Post-9/11 ALC POI. Additionally, the intent is to promote discussion with those who have a vested interest in determining what will be taught in future ALC classes; this will require input from experienced small unit leaders, senior NCOs and commanders at all tactical and operational levels.
- 2. Background.** Since the war on terrorism began and grew to multiple theaters of operation, small unit leaders have been continuously engaged in Overseas Contingency Operations (OCO). This placed an enormous burden on the small unit leader– the Squad Leader. Unit leadership requires Squad Leaders be present for critical training events as units prepare for combat deployments. As a result, the Infantry Squad Leader NCOES was reduced from the pre-9/11 BNCOC era of 5 weeks, 2 days to the current ALC POI consisting of 4 weeks, 3 days. The documents utilized to conduct the review were the BNCOC POI dated 19 June 2001 and the ALC POI dated 6 July 2011. These courses were both designed for Sergeants (promotable) and Staff Sergeants to become Infantry Squad Leaders and build upon previous training and operational experience.

- 3. Facts.**
 - a. Phases.**

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The BNCOC Phase 1 required successful completion of the Stand Alone Common Core (SACC) prior to attending the BNCOC resident course. The current ALC POI recommends that the Common Core Distributed Learning (dL)/Video Teletraining (VTT) be completed, but not mandatory. However, the ALC diploma will not be issued until completion of dL/VTT is verified. The hours required for BNCOC SACC and the ALC dL/VTT were not disclosed in either POI. Therefore, the “pre-course” hours mentioned in this information paper are not reflected in any of the total hour counts.

b. Modules.

- (1) **Career Management Field (CMF) 11 Common Module for BNCOC and ALC.** The CMF 11 Module purposes for BNCOC and ALC remain essentially the same, to train students in CMF11 common subject areas.
 - i. **BNCOC.** Six classes and one examination were removed from BNCOC, totaling 30 hours: Maintenance; Planning an STX; Computer Overview; Swim Training; Urban Operations; Air Assault Operations; CMF 11 Comprehensive Examination; and Map Reading PE.
 - ii. **ALC.** The module was reduced by 0.5 hours, and seven new classes were added consisting of 31.5 hours: Pre-Test Day and Night Land Navigation (combined); DA Form 6; Effective Communication/NCOER; Futures (a briefing of future Infantry initiatives and discuss lessons learned from OIF/OEF); Risk Management; Roles of the Platoon Sergeant; Wear and Appearance of Army Uniforms; and UCMJ, Promotions and Separations.
- (2) **ALC - Weapons and Breaching Module.** The purpose of this module is to capture training related to weapons and explosives ALC students can expect to employ or supervise the employment as a small unit leader. This was a new module added to the ALC POI that includes four classes and two examinations: Machine Gun Employment; Urban Breaching; Machine Gun Leaders Training; and Range Operations. The examinations are Machine Gun Examination and Demolition Examination (this covers Urban Breaching). This module consists of 48 academic hours.
- (3) **ALC – Combatives Module and Advanced Situational Awareness Training (ASAT).** The purpose for Combatives Module was to obtain Combatives Level 1 certification. The Combatives course was not part of the BNCOC POI; it was added to ALC. The 40 hour Combatives training was subsequently replaced with 40 hours of ASAT. ASAT currently addresses the [Squad Gap 8.01](#): squad lacks the ability and training to influence / understand the enemy and civilian populations to leverage information as a weapon system. ASAT is currently undergoing experimentation at Bold Quest-12.
- (4) **ALC - Platoon Tactics Module.** The purpose of this module is to ensure standardization of Army Doctrine, Tactics, Techniques/Procedures (TTPs) and Lessons Learned. Ten new classes were added to the ALC POI: Army Operations (4 hrs); Combat Orders (8 hrs); Convoy Operations (2 hrs); Counter Insurgency (COIN) (2 hrs); Offensive Operations (2 hrs); Operational Terms & Symbols (4 hrs); Sniper defeat (1 hr); Tactics Examination #2 (2 hrs); Troop Leading Procedures (8 hrs) and

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Plan Mounted/Dismounted Movement of Personnel and Equipment (no hours were identified in the POI).

- (5) **ALC - Mandatory Module.** The purpose of this module is to capture tasks that are mandatory. Seven new classes were added to the mandatory module: Force XXI Battle Command, Brigade-and-Below (FBCB2) (8 hrs); Integrate Counter Remote Controlled Improvised Explosive Device Electronic Warfare (CREW) (2 hrs); Prepare for an IED prior to movement (3 hrs); Professional Developmental Counseling (4 hrs); Resilience Training (2 hrs); Warrior Transition Unit (WTU) (1 hr) and Determine Vehicle Recovery Requirements (1 hr).

4. Findings.

a. **Academic Classes and Hours.** BNCOC consisted of 277 academic hours and ALC currently consist of 195.5 hours. Overall, 81.5 academic hours were lost in the transition from BNCOC to ALC for the Infantry Small Unit Leader.

- (1) **BNCOC.** Consisted of 13 x CMF 11 classes with 48 academic hours and 13 x 11B MOS Specific Classes with 229 academic hours.
- (2) **ALC.** There are 15 x ALC CMF 11 Common classes with 47.5 academic hours; one ASAT course of 40 hours; 7 x Mandatory classes of 21 hours; 12 x Platoon Tactics classes of 29 hours; and 6 x Weapons and Breaching classes of 48 hours. ALC incorporated 169.5 new academic hours in the POI. In total, 33 new classes were added to the ALC POI.

b. **Pre-9/11 BNCOC Academic Hours Lost.** In total, 251 academic hours were removed in the transition to the current ALC POI. A total of 169.5 hours was added to the ALC POI.

- (1) **11B MOS Specific Classes Removed.** Nine MOS specific classes were removed totaling 189 academic hours: STX (122 hrs); Engagement Techniques (8 hrs); Javelin (24 hrs); TOW Gunnery (3 hrs); Precision Gunnery Training System (PGTS) (8 Hrs); Gunnery Evaluation (4 hrs); Close Combat Tactical Trainer (CCTT) (16 hrs); General Subjects Examination (3 hrs) and Depleted Uranium (DU) Training (1 hr).
- (2) **STX.** The STX focus was to demonstrate the procedures to plan and conduct infantry squad/section operations in a field environment, while serving in various leadership positions. The types of missions conducted included, but were not limited to, Movement to Contact, Attack, Ambush and Reconnaissance. The measuring standard for the STX was ARTEP 7-8 MTP.
- (3) **11B MOS Specific Hours Reduced.** Four classes were reduced a total 30 hours but carried over to ALC. Patrolling was reduced from 8 to 2 hours in ALC; 6 hour reduction. BNCOC tactics consisted of 21 hours and was compared to ALC Army Operations that has 4 hours, a reduction of 17 hours. The Squad Defense went from the BNCOC 8 hours to 2 hours in ALC; 6 hour reduction. The tactics examination was reduced by 1 hour in ALC.
- (4) **CMF 11 Common Classes Removed.** The following classes were removed and consisted of 32 total hours: Maintenance (5 hrs); Planning STX (3 hrs); Computer

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Overview (4 hrs); Swim Training (4 hrs); Urban Operations (4 hrs); Air Assault Operations (4 hrs); Map Reading PE (3 hrs) and CMF 11 Comprehensive Exam (3 hrs). Branch History was reduced from 4 to 2 hours in ALC.

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Enclosures.

- 1- [Pre-911 BNCOC POI](#) (19 June 2001)
- 2- [Post-911 ALC POI](#) (6 July 2011)
- 3- [Side-by-Side Comparison Spreadsheets](#) (20 Sep 2012)

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