



**DEPARTMENT OF THE ARMY**  
U.S. ARMY HUMAN RESOURCES COMMAND  
200 STOVALL STREET  
ALEXANDRIA VA 22332-0400

AHRC-OPL-L

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Warrant Officer Leader Development and Education System

**1. PURPOSE:** To provide guidance for scheduling ACC warrant officers for FY 2010 Professional Military Education (PME)

**2. GENERAL:** IAW DA PAM 600-3, the goal of WO training and education within OES is to produce officers, leaders, and trainers who are fully competent in technical, tactical, and leadership skills; creative problem solvers able to function in highly complex and dynamic environments and proficient operators, maintainers, administrators, and managers of the Army's equipment, support activities, and technical systems. Warrant officer leader development is a continuous lifelong learning process beginning with pre-appointment training and education. OES prepares WOs to successfully perform in increasing levels of responsibility throughout an entire career. OES provides the branch MOS-specific, and leader development training needed to produce technically and tactically competent WO leaders. **The specific course to be taken is determined by grade.**

**3. Warrant Officer Courses:**

**a. Warrant Officer Advance Course (WOAC).** WOAC is a Combination of core and MOS proponent training that prepares the officer to serve in senior positions at the CW3 level. The WOAC consist of the Action Officer non-resident common core module and a resident phase, which includes a common core module and MOS specific module. All warrant officers **MUST** complete the non-resident DL module prior to requesting the resident phase. After promotion to CW2, at approximately the third year of WO Service, WOs can enroll in prerequisite studies for the WOAC, an AOC/MOS immaterial course administered by the Distributive Education Section of the WOCC. Completion of this course renders the officer eligible to attend his/her resident WOAC. Officers are eligible to attend the resident portion of their proponent-controlled WOAC after serving for 1 year as a CW2 and should attend not later than 1 year after their promotion to CW3.

**b. Warrant Officer Staff Course (WOSC).** WOSC is a branch-immaterial resident course which focuses on staff officer and leadership skills needed to prepare them for duty in W4 grade technician and staff officer positions at battalion and higher levels. Instruction includes decision making, staff roles and functions, organizational theory, structure of the Army, budget formation and execution,

communication, training management, personnel management, the contemporary operational environment (COE), and special leadership issues. It is designed to produce officers with a Warrior Ethos who are grounded in warfighting doctrine and possesses the technical, tactical, and leadership competencies to be successful at more senior levels. WOs can attend the WOSC conducted at the WOCC after serving one year as a CW3 but should attend not later than one year after their promotion to CW4. Some proponents may provide follow-on functional training at this point.

**c. Warrant Officer Senior Staff Course (WOSSC).** WOSSC is currently the capstone course for WO PME. It is a branch-immaterial resident course which provides master-level professional WOs with a broader Army level perspective required for assignment to WO5 grade level positions as technical, functional, and branch systems integrators, trainers, and leaders at the highest organizational levels. Upon completion of one year time in grade as a CW4 WOs can attend the WOSSC at the WOCC, but should attend not later one year after promotion to CW5. Again, proponent schools may provide a follow-on portion of this course. Upon completion of the WOSSC and promotion to CW5, the WO will serve the remainder of his career in positions designated for that grade.

**4. Order of Precedence Guidance.** Due to the warrant officer PME back-log and the high number of officers requesting PME, use of the following order of precedence guidance to fill Warrant Officer PME seats is established:

#### **WOSSC**

- a. Officers on the current CW5 promotion list
- b. All other CW5s (junior CW5s should have priority within this category)
- c. CW4s (senior CW4s should have priority within this category)

#### **WOSC**

- a. CW4s who are in the primary zone for CW5
- b. Officers on the current CW4 promotion list
- c. All other CW4s (junior CW4s should have priority within this category)
- d. CW3s (senior CW3s should have priority within this category)

#### **WOAC**

- a. CW3s who are in the primary zone for CW4
- a. Officers on the current CW3 promotion list
- b. All other CW3s (junior CW3s should have priority within this category)
- c. CW2s (senior CW2s should have priority within this category)

Deployment cycles, and the ARFORGEN process will be considered when scheduling an officer for PME. LDD will work in concert with Career Managers and installation G3s to send the right officer to school at the right time.

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SUBJECT: FY10 PCC Attendance Guidance

**5. No Shows.** Due to the warrant officer PME back-log and the high number of officers requesting PME, officers who are reported as a no-show will be placed at the bottom of the categories listed in paragraph 4.

*Original Signed*

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