



Department of the Army (DA) Civilian Education System (CES)

U.S. ARMY CORPS OF ENGINEERS

BUILDING STRONG®

CES helps to ensure that civilian employees have the required technical and leadership competencies to support the USACE mission.

Purpose: The goals of the CES are to prepare agile and innovative Army Civilians who can lead during times of change and uncertainties; who are prepared for the rigors of service as multi-skilled leaders; and who are armed with the values, skills, and a mindset to serve as competent, resilient supervisors and managers.

Background: The CES Leader Development Program provides enhanced educational opportunities for Army Civilians throughout their careers. The CES supports leader development as a continuous process accomplished through a blend of work assignments, formal training, and self-development opportunities from entry to senior level positions.

Facts:

- 149 USACE employees completed CES coursework in fiscal year (FY) 2011. Our goal is to have 187 employees complete CES coursework in FY 2012.
- The method of delivery for the CES courses is through distributed learning (dL – online instruction); resident instruction; or blended learning: a mixture of both dL and resident instruction.
- Tuition for permanent Army Civilians is centrally funded: the DA pays for tuition, travel, and per diem. Military members, term and temporary employees, and non-DA employees are funded through their own organizations. Employee salaries (labor) are not funded; therefore, each organization must budget accordingly to ensure the Corps develops our future leaders.
- CES compliance is a prerequisite for most DA and DoD senior leadership training.
- **2012 changes to CES** – The CES policy has been updated to help Army leaders, supervisors, and managers better determine Command requirements for CES, more clearly understand their Civilian employees' training and leader development requirements, and make appropriate recommendations for their professional development. The following changes address policy updates:
 - CES course attendance is targeted towards specific Civilian grades or pay bands. Employees will now attend the CES course targeted for their current grade, or have completed an equivalent Military or Civilian leader development course. Civilians may not enroll in a course that is higher than their current grade, although they may enroll in a course that is targeted for a lower grade. See the CES Diagram for grade targets on side two. ** Priority for attendance at resident courses for supervisors, managers, and team leaders remains in effect, per Army Regulation 350-1, Army Training and Leader Development.*
 - Effective 27 April 2012, the 10-year rule for equivalent course credit is rescinded.
 - The Foundation Course (FC) is required for all Army Civilians hired after 30 September 2006. The FC must be completed before the employee is eligible to apply for their target CES course.

- The Civilian Human Resources Training Application System (<https://www.atrrs.army.mil/channels/chrtas/student/main.aspx>) now has the capability to auto-determine CES equivalent course completion, based on completion of specific Training and Doctrine Command (TRADOC) approved professional Military education courses or legacy Civilian leader development courses. Course completion must be recorded in the employee's Army Training Requirements and Resources System training history in order to be considered for meeting the CES target course requirement.
- To register for the CES courses and for information on CES course credit, see <http://www.amsc.belvoir.army.mil/academic/ces/> and https://www.atrrs.army.mil/channels/chrtas/help/CES_Course_Credit.asp.
- For more information on the DA CES, please contact Kamilah Covington at kamilah.a.covington@usace.army.mil.

CES Grade Targeting Diagram

CES Course	Grade Targets	Distributed Learning	Resident Training
Foundation Course (FC)	GS 01 - 15 <i>(Required for all Army Civilians employed after 30 September 2006)</i>	57 hours	
Action Officer Development Course	<i>Required for interns and must be completed before conclusion of the intern program</i>	40 hours	
Supervisor Development Course	<i>Required for all Army supervisors (Military and Civilian) of Army Civilian employees</i>	30 hours	
Basic Course	GS 01 - 09	40 hours	80 hours
Intermediate Course	GS 10 - 12	44 hours	120 hours
Manager Development Course		40 hours	
Advanced Course	GS 13 - 15	63 hours	160 hours
Continuing Education for Senior Leaders	GS 14 - 15	40 hours	40 hours
Senior Service College	GS 14 - 15	24 months	10 months