

	Basic Course (BC)	Intermediate Course (IC)	Advanced Course (AC)
Method of delivery	DL and Resident course required for course completion	DL and Resident course required for course completion	DL and Resident course required for course completion
Eligible for resident course	<ul style="list-style-type: none"> ■ Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders 	<ul style="list-style-type: none"> ■ Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders 	<ul style="list-style-type: none"> ■ Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders ■ Grade eligibility: GS13 - GS15 or equivalent grade level
Prerequisite for resident course	<ul style="list-style-type: none"> ■ FC if hired after 30 Sept 06 ■ BC DL 	<ul style="list-style-type: none"> ■ FC if hired after 30 Sept 06 ■ BC or equivalent ■ IC DL 	<ul style="list-style-type: none"> ■ FC if hired after 30 Sept 06 ■ BC & IC or equivalent for each ■ AC DL ■ Grade eligibility: GS13 - GS15 or equivalent grade level
•Equivalency Course Credit	<ul style="list-style-type: none"> ■ Courses: LEAD, OBC/BOLC, WOAC and ANCOC 	<ul style="list-style-type: none"> ■ Courses: OLE, CCC, WOSC and FSC 	<ul style="list-style-type: none"> ■ Courses: AMSC/SBLM, CGSC/ILE, WOSSC and SMC**
Constructive Course Credit	<p>Constructive credit may be granted for leadership education/training completed through private industry, another military department, federal agency, university study or supervisory experience (inside or outside the Federal government). Requests must be submitted through TRADOC. Log into CHRTAS and click "CES Course Credit" on the home page to submit a request.</p>		

**Employees who have completed Army Management Staff College (AMSC)/Sustaining Base Leadership and Management (SBLM), Command and General Staff College (CGSC)/Intermediate Level Education (ILE), Sergeant Majors Course (SMC), Warrant Office Senior Staff Course (WOSSC) have training equivalent to the highest level of CES training. Employees who have graduated from or are currently enrolled or participating in Senior Service College (SSC, Defense Leadership and Management Program (DLAMP) or the DoD Executive Leadership Development Program (DELDP) have acquired education at a level more advanced than CES and therefore not eligible to attend.

	BC	IC	AC
Requirement for resident course	<ul style="list-style-type: none"> Required for Army civilians in permanent appointments, assigned as a team leader or in supv or mgr position and have not been granted course credit Must complete course within 1 year of placement in position 	<ul style="list-style-type: none"> Required for Army civilians in permanent appointment to supv or mgr position and have not been granted course credit Must complete course within 2 years of placement in position 	<ul style="list-style-type: none"> Required for Army civilians in permanent appointment to supv or mgr position and have not been granted course credit Must complete course within 2 years of placement in position GS13 - GS15 or equivalent grade level
Admission Priority 1 for resident course	<ul style="list-style-type: none"> Army civilians in permanent appointments, assigned as a team leader or in supv or mgr position and have not been granted course credit 	<ul style="list-style-type: none"> Army civilians in permanent appointment to supv or mgr position and have not been granted course credit 	<ul style="list-style-type: none"> Army civilians in permanent appointment to supv or mgr position and have not been granted course credit
Admission Priority 2 for resident course	<ul style="list-style-type: none"> Army civilians in permanent appointment non-supervisory positions and have not been granted course credit Army civilians & DoD employees in an Army endorsed supv or mgmt dev program and have not been granted course credit 	<ul style="list-style-type: none"> Army civilians in permanent appointment non-supervisory positions and have not been granted course credit Army civilians & DoD employees in an Army endorsed supv or mgmt dev program and have not been granted course credit 	<ul style="list-style-type: none"> Army civilians in permanent appointment non-supervisory positions and have not been granted course credit Army civilians & DoD employees in an Army endorsed supv or mgmt dev program and have not been granted course credit
Admission Priority 3 for resident course	<ul style="list-style-type: none"> Active duty military supervisors who supervise Army civilians Army civilians in permanent appointment non-supervisory positions who are recommended by their supvs and have completed legacy Civilian and Military Leader Development five or more years prior to date of CES consideration Local Nationals and other DoD leaders who meet course eligibility and prerequisites Term and temporary civilians responsible for leading or supervising civilians and meet eligibility and prerequisites 		

April 08

CES Distributed Learning (DL) Courses

Page 3 of 3

Course	Policy
Foundation Course (FC)	Required for all interns, team leaders, supervisors and managers hired after 30 September 2006. Available to all Army employees as a self development tool.
Action Officer Development Course (AODC)	Required for interns to complete before the end of their intern program. Available to all Army employees as a self development tool.
Supervisory Development Course (SDC)	Completion required for supervisors and managers within one year of placement in a supervisory or managerial position. Recommend completion before enrolling in Basic, Intermediate or Advanced courses. Available to all Army employees as a self development tool.
Basic Course (BC) DL	Completion required before attending the Basic resident course. Available to all Army employees as a self development tool.
Intermediate Course (IC) DL	Completion required before attending the Intermediate resident course. Available to all Army employees as a self development tool.
Manager Development Course (MDC)	Available to all Army employees as a self development tool.
Advanced Course (AC) DL	Completion required before attending the Advanced resident course. Available to all Army employees as a self development tool.

To register for the AODC, SDC and MDC visit <http://www.train.army.mil/>
To register for FC, BC, IC and AC visit <https://www.atrrs.army.mil/channels/chrtas/default.asp>