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**CAC**

United States Army Combined Arms Center



# CAPE Education and Training Resources Information Brief

Latest Version as of 180838OCT2013

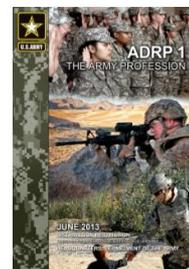
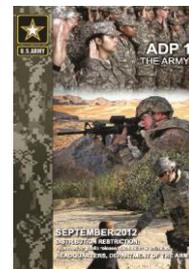
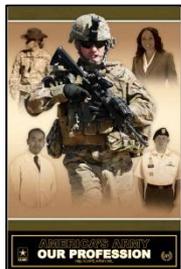


Center for Army Profession and Ethic

<http://cape.army.mil>

# CAPE Education and Training Resources

Visit us at:  
<http://cape.army.mil>



Training Support Packages

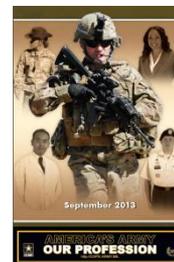
Military Review

Doctrine ADP 1

Doctrine ADRP 1



Videos and Case Studies



Brochures

AP Pamphlet



Interactive Video Decision Making Simulators

Easy to Use

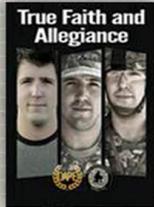
Minimal Prep Time for Instructor

Interactive, Small Group Oriented

Relevant to Varied Audiences

CAPE Training Resource Criteria

# Enhance AR350-1 Training



AMERICA'S ARMY  
**OUR PROFESSION**



## PRODUCTS THAT ENHANCE AR350-1 TRAINING

	The High Ground	True Faith and Allegiance	Backbone of the Army	The Future is Now	Video/Written Case Studies	Army Values Training
Suicide	✓			✓		✓
Sexual Assault		✓	✓	✓	✓	
Sexual Harassment	✓	✓	✓	✓	✓	
Substance Abuse	✓	✓	✓	✓	✓	✓
Equal Opportunity		✓		✓	✓	
Cultural Awareness	✓		✓		✓	✓
Fraternization	✓			✓	✓	
Resilience Training	✓		✓		✓	✓
Army Values	✓	✓	✓	✓	✓	✓

FOR MORE DETAILS VISIT <http://CAPE.ARMY.MIL>

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## INTERACTIVE VIDEOS/GAMES



### The High Ground

This is an award-winning, interactive, moral reasoning training product.

- Journey through a series of challenging scenarios that stimulate ethical reasoning
- Provides verbal feedback and AAR summary reports

### True Faith and Allegiance

This scenario-based training product offers new Army trainees the opportunity to understand and apply the Army Values to everyday decisions.

- Enables user to practice and gain confidence in making moral judgments
- Features scenes that address hazing and harassment issues

### Backbone of the Army

In *Backbone of the Army* you become a rising Platoon Sergeant who faces formidable challenges in both garrison and deployed environments.

- Addresses the issue of sexual harassment
- Takes a look at Resilience Training

### The Future is Now

Set in a typical college/university where you are a first or second year ROTC cadet.

- Features lifestyle situations that address conflicts with Army officership
- Contains scenes that focus on handling sexual assault and alcohol abuse

### Moral Combat

*Moral Combat* expands ethical awareness while stimulating moral development. This game is modeled on the *America's Army* video game, incorporating ethical decision-making into combat scenarios.

## ARMY DOCTRINE

### ADP I / ADRP I

**ADP 1: The Army CH. 2: Our Profession** -

The Army Profession, its ethic and its membership

**ADRP 1: The Army Profession** -

First time the Army Profession is codified in doctrine in one publication

- Constitutes the Army's view of its culture, ethic, and ethos
- Sets the foundation for developing the moral identity of the Army Profession and its members
- Explains the Army's dual nature, the five essential characteristics of the Profession, and the membership and certification of Army professionals

## MOBILE APPS

### Mobile Apps

**CAPE Mobile Market** Home page for all CAPE Apps including news & media updates.

**Army Values** Video-based facilitation training using personal testimonials in both combat and garrison environments. (Available for the iPhone)

**Army Profession Pamphlet** An interactive pamphlet on the Army Profession that includes

video from senior Army Leaders. (Android and iPhone)

**Case Study** Video-based training with embedded questions to foster discussion and enhance character development. (Android and iPhone)

**Army Profession Knowledge Challenge** App designed to challenge and educate members of the Army Profession. (Android and iPhone)



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# Army Profession Doctrine Summary



**AMERICA'S ARMY**  
**OUR PROFESSION**



## WHAT MAKES THE ARMY A PROFESSION?



## WHAT MAKES YOU AN ARMY PROFESSIONAL?

- **COMPETENCE**  
In The Performance of Duty
- **CHARACTER**  
Demonstrated in Decisions & Actions
- **COMMITMENT**  
To The Mission Despite Risk, Challenge & Adversity

FOR MORE DETAILS VISIT <http://CAPE.ARMY.MIL>

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## 5 ESSENTIAL CHARACTERISTICS OF THE ARMY PROFESSION

### TRUST

Mutual trust and respect sustains our positive relationship with the American people and our shared purpose among Army professionals.

### MILITARY EXPERTISE

Our professional military expertise is the effective and ethical design, generation, support, and application of landpower to accomplish our missions in defense of the Nation.

### HONORABLE SERVICE

The Army performs its duty to the Nation in accordance with the Army Ethic with a mission focus that respects basic human dignity.

### ESPRIT DE CORPS

To persevere and win in war amid adversity requires spirited, dedicated professionals who are bonded together by a common purpose to serve the nation.

### STEWARDSHIP OF THE PROFESSION

The Army creates its own expertise and sets standards of excellence for the disciplined practice of this experience through the Army Ethic.

## 3 Cs OF THE ARMY PROFESSION

### COMPETENCE

Army professional's demonstrated ability to successfully perform their duties and to accomplish the Mission with discipline and to standard.

### CHARACTER

An Army professional's dedication and adherence to the Army Values and Ethic as consistently and faithfully demonstrated in decisions and actions.

### COMMITMENT

The resolve of Army professionals to contribute Honorable Service to the Nation, to perform their duties with discipline and to standards, and to strive to successfully and ethically accomplish the mission despite adversity, obstacles, and challenge.

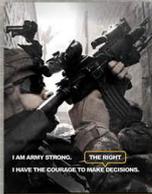


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# America's Army – Our Profession



## AMERICA'S ARMY OUR PROFESSION



### DEVELOPING PROFESSIONALS FOR THE ARMY OF 2020

This program will generate a discussion about the Army Profession to:

- Reaffirm understanding of ourselves as professionals.
- Recommit to a culture of service and identify with the Army Ethic.
- Provide an overarching narrative for all leaders in the profession.
- Communicate the many requirements and initiatives during Army transitions.

### WHAT CAN YOU DO?

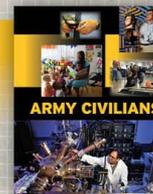
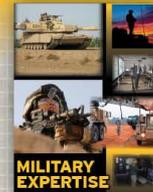
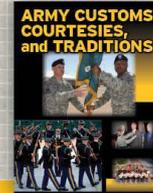
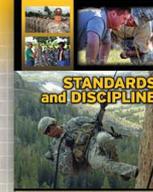
- Download Training Support Packages for each quarter at <http://CAPE.ARMY.MIL>.
- Conduct education and training on the Army Profession using the quarterly themes.
- Emphasize Army customs, culture, courtesies, and traditions. Integrate Army Profession concepts into traditional events, emphasizing their significance to the Army as an institution and to the individual as a professional.
- Participate in Social Media conversations and Army forums.
- Send a member of your team to attend the Master Army Profession and Ethic Trainer (MAPET) course.
- Write articles about the Army Profession for publication in journals and other periodicals.

### HOW CAPE CAN HELP YOU!

- Our products can support your professional development sessions.
- CAPE products, tools and curriculum enhance your AR 350-1 training requirements.
- CAPE leadership and staff are available to assist with Army Profession seminars.
- Visit <http://CAPE.ARMY.MIL> to customize a lesson plan for your training needs.

FOR MORE DETAILS VISIT <http://CAPE.ARMY.MIL>

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### FOUR QUARTERLY THEMES FOR 2013

#### 1st Quarterly Theme: Standards and Discipline

- Importance of property accountability.
- Command presence.
- Educate and train junior leaders to reinforce the understanding of Army standards and personal discipline.

#### 2nd Quarterly Theme: Army Customs, Courtesies, and Traditions

- Integrate Army Profession concepts into traditional Army events.
- Frame inductions, promotions, graduations, transfer of authorities/commands, and other "iconic" events to be more meaningful.

#### 3rd Quarterly Theme: Military Expertise – Certified Army Professionals

- Highlight the concepts of professional competence, character, and commitment.
- Stewards of the profession use their coaching, counseling, and mentoring to bring meaning and relevance to Army programs and processes.

#### 4th Quarterly Theme: Trust

- Focus on sustaining and developing trust among Army professionals.
- Reinforce our "bedrock of trust" with the American People by providing military expertise, serving honorably, demonstrating a winning spirit and stewarding the Army Profession.

### QUARTERLY TRAINING SUPPORT PACKAGES (TSP)

To assist with focusing on the quarterly themes, TSPs will be sent to Bde level and higher organizations. They will also be available at <http://CAPE.ARMY.MIL>. There are five training support packages; one that covers the entire year and one for each quarterly theme. The training support packages include:

- Information paper on the quarterly theme.
- Lesson plan to assist units in conducting quarterly focused training.
- Brochures, pamphlets, videos, posters, and apps to assist with Army Profession training on the quarterly theme.

### WHAT WILL BE ACHIEVED

- Members possess the doctrine for, understanding of, and commitment to the Army Profession and Ethic.
- Incorporate Army Profession doctrine into instructional education and training programs.
- All Army professionals are aware of the Army Profession concepts.
- Participate in ongoing dialogue about the Army Profession.
- All Army professionals conduct themselves in a manner worthy of their professional status.



U.S. ARMY

#### Center for the Army Profession and Ethic

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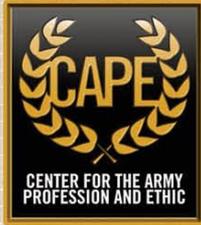


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# CAPE Resource Overview

## MISSION

The Center for the Army Profession and Ethic (CAPE), on behalf of **Commanding General (CG), Combined Arms Center (CAC)**, is the Army Force Modernization Proponent for Army-wide **Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel and Facilities (DOTMLPF)** responsibilities to advance the Army Profession, its Ethic and the Character Development of Army professionals.



## OBJECTIVES

- Study the Army Profession and Ethic
- Integrate Army Profession concepts into education, training, doctrine, and professional development
- Support unit and individual professional development with proponent subject matter expertise
- Support the Army Campaign Plan and the TRADOC Strategic Plan
- Execute an Army Profession program of lifelong learning



Scan code to email or access Website



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## RESOURCES FOR ARMY PROFESSIONALS



AMERICA'S ARMY  
**OUR PROFESSION**

<http://CAPE.ARMY.MIL>



## ARMY PROFESSION

The Army Profession Campaign allowed the Army:

- To study and learn about the Army Profession
- Reach consensus on what constitutes our Profession, its membership, the Army Ethic, our culture, and how we develop leaders of character

The Calendar Year 2011 Army Profession Campaign Annual Report was published in April 2012. The focus during Calendar Year 2013 is to institutionalize and operationalize the Army Profession



## RESEARCH

CAPE research efforts advance knowledge about the Army Profession, the Army Ethic, and Character Development. CAPE conducts Armywide surveys to measure the state of the Army Profession and integrates findings into doctrine, training, and education products and programs to support professional development in individuals, units, and organizations.

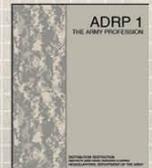


### ADP 1: The Army

- CH. 2: Our Profession
- Capstone Doctrine
- The Army Profession, the Army Ethic, and membership

### ADRP 1: The Army Profession

- First time the Army Profession and Ethic is comprehensively codified in doctrine and in one publication
- Doctrinally constitutes the Army's view of its culture, ethic, and ethos
- Sets the foundation for developing the moral identity of the Army Profession and its members
- Explains the Army's dual nature, the five essential characteristics as a profession, the membership, and certification of Army professionals



# CAPE Resource Overview

## Army Profession and Ethic Training Products and Courses

### The High Ground



This is an award-winning, interactive, moral judgment training product.

- Journey through a series of challenging scenarios that stimulate ethical reasoning
- Provides verbal feedback and AAR summary reports

### The Future is Now



The Future is Now is set in a typical college/university as a first and second year ROTC cadet.

- Faces lifestyle situations
- Features scenes that focus on drinking and sexual assault situations

### Mobile Apps



**CAPE Mobile Market** Home page for all CAPE Apps that includes news & media updates

**Army Values** Video-based facilitation training using personal testimonials in both combat and garrison environments.

**Army Profession Pamphlet** An Interactive pamphlet on the Army Profession that includes video from senior Army Leaders.

**Case Study** Video-based training with embedded questions to foster discussion and enhance character development.

**Army Profession Knowledge Challenge** Trivia Game designed to challenge and educate members of the Army Profession.

### Case Studies



CAPE has developed both print and multimedia vignettes to train Soldiers and civilians on the Army Profession, the Army Ethic and character development. These vignettes are real life stories told by Army professionals and include garrison and deployed units around the globe. Each vignette includes a series of facilitator questions to foster dialog.

**Company Command First Sergeant Pre-Command Course**

Developed for the Company Commander-First Sergeant Pre-Command Course, this training provides students an understanding of what it means to be a steward of the Army Profession and imbue the essential characteristics, attributes and competencies of the Army Profession within their unit.

### True Faith and Allegiance

This scenario-based training product offers new Army trainees the opportunity to understand and apply the Army Values to everyday decisions.



- Provides the user the practice and confidence to make moral judgment
- Contains scenes that speak to hazing and harassment issues

### Moral Combat

Moral Combat expands ethical awareness while stimulating and evolving moral development. This award winning game is modeled on the America's Army video game, incorporating ethical decision-making into combat scenarios.



### Master Army Profession and Ethic Course



Trains Soldiers and Civilians to serve as key advisors to their leadership on the Army Profession, Army Ethic, and Character Development.

### Army Values



The Army is made up of professionals who understand, internalize and practice the seven Army Values. This training package includes video case study exercises and facilitation guides for each of the seven Army Values.

### Backbone of the Army

In Backbone of the Army you become a rising Platoon Sergeant who faces formidable challenges in both garrison and deployed environments.



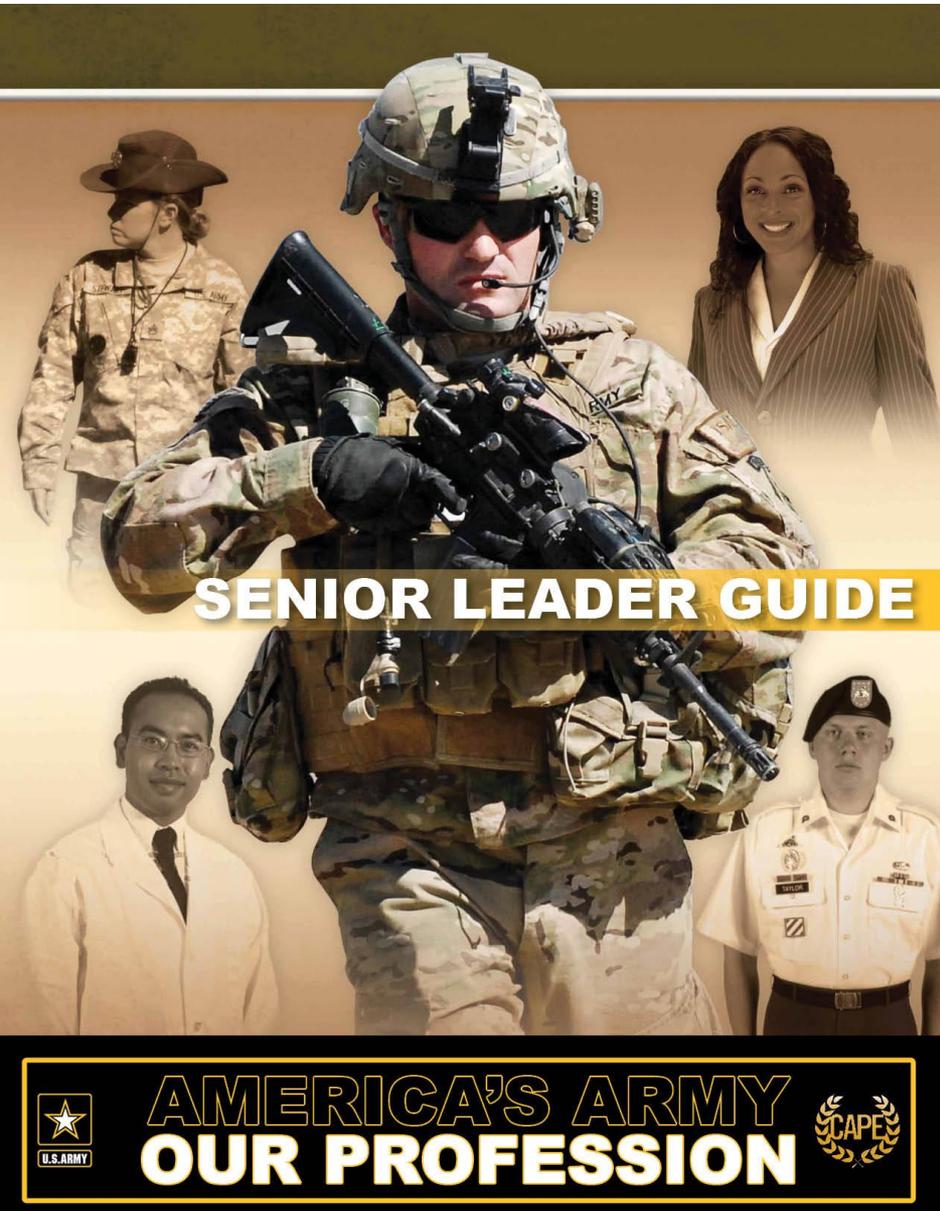
- Addresses the issue of sexual harassment
- Takes a look at Resilience Training

### Stewardship of the Profession - Special Trust

This web-based simulator follows multiple characters through thought-provoking scenarios that challenge the user's stewardship of the Army Profession. As a Senior Leader you will make strategic decisions and work through the effects that those decisions have on individual Army professionals, their families, and the Army as a Profession. This product will be fielded in April 2013.

Visit us online at <http://CAPE.ARMY.MIL>

# Senior Leader Guide for *America's Army – Our Profession* (1 of 2)



Cover

## AMERICA'S ARMY – OUR PROFESSION EDUCATION AND TRAINING PROGRAM

### Quick Facts:

- During Calendar Year 2013, the United States Army will launch the *America's Army – Our Profession* program to enhance the education and training of Army professionals. This program will generate an inspirational and aspirational dialog for Soldiers and Civilians to reaffirm their understanding of themselves as professionals, recommit to a culture of service, and serve in accordance with the Army Ethic and culture.
- There are four focused themes for the *America's Army – Our Profession* Education and Training program: Standards and Discipline; Army Customs, Courtesies, and Traditions; Military Expertise – Certified Army Professionals; and Trust.
- Each of these themes will include education and training materials to assist leaders in executing this program. Materials include videos, mobile device applications, doctrine, pamphlets, brochures and curriculum. All materials will be available online at <http://CAPE.ARMY.MIL> for your use and/or local reproduction.
- During CY2013 CAPE will meet with unit and organization senior leaders. The senior leader engagements will support unit/agency level professional development sessions. CAPE will also conduct eight Master Army Profession and Ethic Trainer courses. The course will provide leaders with the tools to train and lead organizational personnel in integrating Army Profession concepts and character development programs into their unit, school or center. The course is open to SFC, CPT, CW2 and above as well as Army Civilians.

**Foster continued commitment to the Army Profession, a noble and selfless calling founded on the bedrock of trust.**

- CSA Marching Orders

### Supporting Theme Focus:

- **Standards and Discipline:** Emphasize Standards and Discipline (e.g., personnel and property accountability, SOPs, uniform and appearance, drill and ceremony, inspections, command presence during maintenance, educate/train junior leaders) to reinforce understanding of Army standards and individual and unit discipline, and to recommit to professional excellence that is the hallmark of the Army Profession and its professionals.
- **Army Customs, Courtesies, and Traditions:** Emphasize Army customs, culture, courtesies, heraldry and traditions. Integrate Army Profession concepts into traditional Army events and ceremonies. Emphasize the significance of these key events to the Army as a profession and to the individual as a professional. Frame inductions, promotions, graduations, transfer of authorities/commands, and other iconic-like events to be more meaningful. Reinvigorate cohesion building events such as spur rides and dining-ins.
- **Military Expertise – Certified Army Professionals:** Emphasize the concepts of professional competence, character, and commitment. The Army as an institution and its leaders (stewards) certify each member of the profession through human development programs and processes. Stewards of the profession use coaching, counseling, and mentoring to bring meaning and relevance to these programs and processes. This is supported by unit/organizational leader presence and their candid and transparent communications at all levels.
- **Trust:** Sustain and develop trust among Army professionals through consistent demonstration of competence, character, and commitment. Reinforce our "bedrock of trust" with the American people by contributing military expertise, serving honorably, stewarding the Army Profession, and having esprit de corps.

Inside Cover

# Senior Leader Guide for *America's Army – Our Profession* (2 of 2)

## AMERICA'S ARMY – OUR PROFESSION SUPPORTING MESSAGES AND TALKING POINTS

**Vision:** A widely understood, accepted, and internalized meaning of the Army Profession and Ethic implemented through institutional programs and Army-wide engagement. Public understanding of a professional Army.

**Goal:** An enduring Army Profession emphasis to inculcate our professional identity and behavior in future generations of Army professionals. The Army Profession and development of future leaders are the foundation for achieving the Army of 2020. Sustained public confidence in the Army.

**Outcome:** Members of the profession possess the doctrine for, understanding of, and commitment to the Army Profession and Ethic. Leaders incorporate professional concepts/content into their leader development programs. All members are aware of the Army Profession concepts, participate in an ongoing dialogue about the profession, and conduct themselves in a manner worthy of their professional status.



### Top-Line Messages:

- This is *America's Army – Our Profession*: meeting the needs of the Nation, built on values, standards and mutual trust.
- The Army Profession—where Military Expertise, Honorable Service, Esprit de Corps, and Stewardship are all built on a foundation of Trust—strengthens the force through periods of transition, reinforces our identity, and provides the critical foundation for the Army of 2020.
- The Army Profession sustains and strengthens the Nation's trust and confidence in America's Army.

### Talking Points:

- The Army has published updated doctrine ADP 1, *The Army* and ADRP 1 (Initial Draft), *The Army Profession*.
- The Army is committed to an enduring education and training program designed to facilitate dialog, education, train, and inspire all members of the Army on the meaning and practice of the Army Profession.
- Army Profession concepts and education resources will assist Army leaders in improving the health of the force and preparing members of the profession for the demands of Army 2020. These will support other Army requirements such as SHARP, hazing, Ready and Resilient, and suicide awareness.
- The Army's ultimate goal is to ensure that all members of the Army Profession understand what it means to be a member of the Army Profession, internalize the values that comprise the Army Ethic, and exhibit behavior consistent with those values.

*Inside Back Cover*

## FREQUENTLY ASKED QUESTIONS

### What is the *America's Army – Our Profession* Education and Training program?

It is a CY13 program designed to generate an inspirational and aspirational dialog for Soldiers and Civilians to reaffirm their understanding of themselves as Army professionals, to recommit to a culture of service, and to understand and serve in accordance with the Army Ethic and Army culture.

### How will this program help shape the Army of 2020?

During the *America's Army – Our Profession* Education and Training program, the Army will begin to institutionalize and operationalize the Army Profession concepts. This will be done by developing and integrating the Army Profession concepts into doctrine (ADP/ADRP 1), revising PME and CES, and developing training, tools, and products. Additionally, the Army will operationalize the Army Profession concepts by training approximately 400 Master Army Profession and Ethic Trainers (MAPETs) to serve as Army Profession key advisors in support of institutional/service school commandants and unit/organizational leaders. The Army will conduct senior leader engagements and provide a website featuring products and resources necessary for units and organizations to train and develop Soldiers and Army Civilians using Army Profession concepts. These efforts will ensure the Army of 2020 is not only learner, more agile, adaptive, innovative, versatile, and ready; but also our Soldiers and Army Civilians are competent, of honorable character, and committed.

### How can leaders help with this effort?

Include the Army Profession in command training/leader development guidance and professional development sessions; generate robust dialog at all levels; leverage Master Army Profession and Ethic Trainers;

use Army Profession concepts in iconic events such as Soldier and NCO boards and unit functions; provide command emphasis on standards and discipline; foster candor and transparency; coach, teach, mentor, and counsel; and use Army Profession certification criteria in training and development assessments.

### Will there be an opportunity for subject matter experts to train our unit/organization personnel?

During CY13 CAPE personnel will travel to Army installations throughout the world to provide subject matter expertise on the Army Profession. These senior leader engagements will be focused on ways to incorporate Army Profession concepts into unit/agency level professional development sessions. Additionally, CAPE will conduct eight five-day Master Army Profession and Ethic Trainer (MAPET) courses that will provide leaders with the tools to train and lead Soldiers and Civilians in their organizations. These courses will also help participants integrate Army Profession concepts and character development methods into their unit, school or center. The MAPET course is open to SFC, CW2, CPT, and above, as well as Army Civilians.

### Are Army Civilians included in *America's Army – Our Profession* Education and Training Program?

Yes, the Army Civilian Corps is a vital component of the Army Profession. Materials will be tailored to specifically address the importance of Army Civilians in today's Army and how they can aspire to be better professionals.

## WHAT YOU CAN DO!

### How can I get involved?

As a steward of our Army Profession, all members have a responsibility to read and understand the Army Profession materials. You can also participate in surveys/studies, forums, or professional development sessions, professional writing contests, dialog sessions with coworkers and subordinates and send us your feedback. Focus on inculcating the concepts of the Army Profession in your unit or organization. Visit the CAPE website at <http://CAPE.ARMY.MIL> for more information.

### Read Army Doctrine Reference Publication (ADRP) 1, *The Army Profession*.

Army Doctrine Reference Publication (ADRP) 1 augments Chapter 2 of ADP 1, *The Army*. An Initial Draft of ADRP 1 was released at the 2012 AUSA Annual Meeting in October 2012. This publication defines and doctrinally describes the Army Profession and the Army Ethic. It expands the discussion on the Army Profession's dual nature as a military department and a military profession. It identifies the two mutually supportive communities of practice of the profession: the

Profession of Arms and the Army Civilian Corps. It establishes the five essential characteristics that constitute the Army as a profession: military expertise, honorable service, trust, esprit de corps, and stewardship of the profession. It defines membership and certification of Army professionals in competence, character, and commitment.

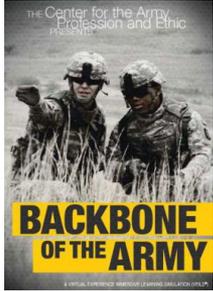
### Use the training support products that are available.

The *America's Army – Our Profession* Education and Training program website will be managed by the Center for the Army Profession and Ethic at <http://CAPE.ARMY.MIL>. Army professionals can download professional development curriculum, videos, posters, mobile device applications, doctrine, suggested readings, pamphlets, and brochures. Print Products are downloadable in print-ready format for local print shop reproduction.

<http://CAPE.ARMY.MIL>

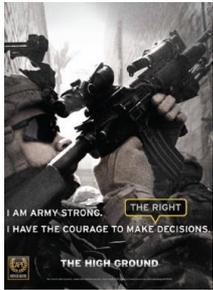
*Back Cover*

# Interactive Decision Making Video Simulators



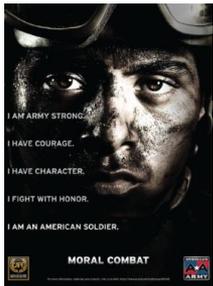
*In Backbone of the Army* you become a rising Platoon Sergeant who faces formidable challenges in both home station and deployed environments.

- Addresses the issue of sexual harassment
- Takes a look at Resilience Training



*The High Ground* is an award-winning, interactive, moral reasoning training product.

- Journey through a series of challenging scenarios that stimulate ethical reasoning
- Provides verbal feedback and AAR summary reports



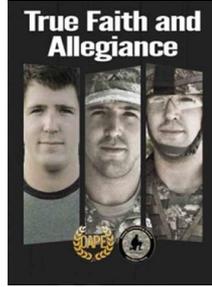
*Moral Combat* expands ethical awareness while stimulating and evolving moral development. This game is modeled on the America's Army video game, incorporating ethical decision-making into combat scenarios.



*Highly Specialized, Highly Committed* contains three playable characters and presents actions that inspire junior Warrant Officers to act and address issues affecting unit cohesion and effectiveness in a professional manner.

*True Faith and Allegiance* is a scenario-based training product that offers new Army trainees the opportunity to understand and apply the Army Values to everyday decisions.

- Provides the user the practice and confidence to make moral judgments
- Contains scenes that speak to hazing and harassment



*The Future is Now* is set in a typical college/university as a first and second year ROTC cadet.

- Faces lifestyle situations that conflict with Army officership
- Contains scenes that focus on drinking and sexual assault



*Stewards of the Profession: A Special Trust* focuses on the Army Profession and Ethic, along with civil-military relations. The concepts of the profession are applied to Command Climate and Leader Development issues.



*The Company We Keep* focuses on the responsibility of the Company Command Team (CCT) members to serve as Stewards for the Profession of Arms by communicating, working as a team, counseling/mentoring within the garrison environment, and inspiring commitment to the Army Profession through daily tasks.

