

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.

What are the focus areas for Military Expertise?

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 among Army professionals, at all levels.

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 Army Profession concepts. This will be done by developing and integrating Army Profession concepts into doctrine (ADP/ADRP 1), revising PME and CES, and developing training, tools, and products. Additionally, the Army will operationalize Army Profession concepts by training more than 240 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 leaner, more agile, adaptive, innovative, versatile and ready, but our Soldiers and Army Civilians are competent, committed, and of honorable character.

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 training products will be 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.

What is Army Doctrine Reference Publication (ADRP) 1, The Army Profession?

Army Doctrine Reference Publication (ADRP) 1 augments Chapter 2 of ADP 1, *The Army*. 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, more importantly, 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 defines and describes 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.

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.



SENIOR LEADER GUIDE

MILITARY EXPERTISE



<http://CAPE.ARMY.MIL>



AMERICA'S ARMY OUR PROFESSION





RESEARCH FACT SHEET



AMERICA'S ARMY – OUR PROFESSION Military Expertise – Certified Army Professionals

Responses from the Force*

“What can Senior Army Leaders do to effectively certify competence, character, and commitment?”

Provide Effective Professional Training and Education:

- ✓ “[R]equire more training and education in the values and ethics of our Profession.”
- ✓ “Through effective PME courses and practical exercises.”

Conduct MOS/Skills Testing:

- ✓ “Bring back MOS annual tests at each rank.”
- ✓ “Test for training to standards.”

Generate Honest, Fair NCOERs:

- ✓ “First line leaders have to give an honest, objective assessment during the formal NCOER process.”
- ✓ “Be honest, don’t inflate the ratings.”

Certify with 360 Evaluations:

- ✓ “The new 360 evaluation is a great start on effectively evaluating character and commitment.”
- ✓ “Be open to feedback from peers and subordinates.”

“Can character and commitment be objectively observed and certified?”

Yes, can be objectively observed:

- ✓ “Yes, by the decisions and actions they make.”

Yes, can be certified:

- ✓ “Yes, by observing the Soldier on duty, and also off duty.”

* Recommendations provided in the survey fell into these common categories for each question. The quotations are illustrative responses of each category.

Army Profession Survey II: Certification

In order to earn and sustain trust within the Army Profession and with the American people, the Army and its professionals must consistently demonstrate competence, character, and commitment. Thus, the Army Profession Survey II, sent to over 225,000 Army professionals in all components (including the Army Civilian Corps) in November 2011, sought respondents’ perspectives on the necessity and feasibility of the Army to certify its members in these areas. This section included two free response questions: (1) “What can Senior Army Leaders do to effectively certify Army professionals in competence, character, and commitment?” and (2) “Can character and commitment be objectively observed and certified?” Over 20,000 responded to the Survey, and this Fact Sheet provides a summary of the key findings.

Summary Findings

- The results of the survey indicate general agreement (88%) that the Army should certify its professionals.
- Army professionals agree that certification for competence should include professional education, training, and testing; 91% of respondents agree that certification in competence is necessary.
- A clear majority of respondents agreed that character and commitment can be observed and evaluated through decisions and actions. However, there is less agreement on what should be expected for certification in character and commitment.
- In the free response section, 84% thought that character and commitment could be observed, but less than 55% thought that character and commitment could be certified.
- There was no difference among the responses between men and women, and only a small difference among the responses in the components and the cohorts.

Discussion Points

- What would you look for to certify an Army professional’s competence, character and commitment?
- What are some objective criteria for these qualities that should be noted on performance evaluations?
- What can we do to develop these qualities in ourselves and others?
- Discuss the comments in the left column with your unit/organization.

Notes:

- The CSA approved the *America’s Army – Our Profession* Education and Training program to inform and inspire the force on doctrine in Army Doctrine Publication (ADP) 1, *The Army*, Chapter 2 and in Army Doctrine Reference Publication (ADRP) 1, *The Army Profession*. These capstone documents define and describe the five essential characteristics of the Army Profession, membership and certification criteria of Army professionals, and the Army Ethic. This program is designed to enhance our understanding and commitment to our professional obligations.
- Military Expertise is the effective and ethical design, generation, support, and application of landpower, primarily in unified land warfare, and all supporting capabilities essential to accomplish the mission in defense of the Nation.
- Certification is verification and validation of an Army professional’s competence, character, and commitment to fulfill responsibilities and perform assigned duties with discipline and to standards.
- The education, training, and experience we receive as members of the Army Profession prepare and enable us to effectively and ethically serve the Nation. In developing this expertise, we accomplish three critical tasks: create professional knowledge and understanding; develop Army professionals to apply their military expertise under mission command; and certify the competence, character, and commitment of our professionals.

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

- CSA Marching Orders

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 capstone doctrine ADP 1, *The Army* and ADRP 1, *The Army Profession*.
- Army Doctrine Reference Publication (ADRP) 1 augments Chapter 2 of ADP 1, *The Army*. 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, more importantly, a military profession.
- The domain of our military expertise includes the military-technical, moral-ethical, political-cultural and human/leader development fields of expertise.
- Our military expertise as a profession is the design, generation, support, and ethical application of landpower. This is our contribution to the defense of our Nation.
- Our professional responsibility is to continually advance our expert knowledge and skills in landpower and certify every Army professional. Lifelong learning is required of all Army professionals.
- Current Army doctrine and training, education and development processes are being refined to articulate critical concepts, definitions, and understandings vital to the existence of the Army Profession.
- Service in the Army Profession is an honor and a privilege, earned and sustained through the consistent demonstration of competence, character, and commitment. These three criteria are essential to establish trust with the American people and within the Army Profession.