



Signal Warrant Officer Master Technicians





Agenda

- Signal Warrant Officer MOS Status
- Signal Warrant Officer Inventory
- Signal Warrant Officer Recruiting





Signal Warrant Officer MOS Status



United States Army Signal Center & Fort Gordon, Georgia



Military Occupational Specialties

CW5 { **255Z
Senior Signal
Technician** **NEW!**

WO1
thru
CW4 {

**250N
Network Management
Technician**

**251A
Information Systems
Technician**

**254A
Signal Systems Support
Technician** **NEW!**

- Comm Sys Planning and Control
- WAN Management
- Data Comm Plan/Mgmt
- VTC Plan/Mgmt
- Frequency Mgmt
- SATCOM Mgmt

- AIS Sys analysis design, and develop
- Info Processing Mgmt
- LAN Design/Mgmt
- Software Systems Troubleshooting
- Information Assurance

- Sig Sys Mgmt
- TOC-LAN Mgmt
- Tactical Internet
- Radio Trans Sys Mgmt
- Elect Key Mgmt
- COMSEC Mgmt
- Information Security

- MSE
- TRITAC
- ISYSCON
- WIN-T

- CSSAMO
- GCCS
- DMS
- COTS

- FBCB2
- EPLRS
- EKMS
- CNR





250N



Network Management Technician

MAJOR DUTIES SUMMARY: Supervises tactical communications switching equipment and personnel at the node level. Supervises and manages electronic keying equipment and information at the node level. Plans, manages, and troubleshoots tactical switched networks. Manages electronic keys required to support signal networks. Develops policy recommendations and provides technical guidance for the planning, managing, and troubleshooting of Army, joint, and combined networks. Advises commanders and staffs on tactical telecommunications network requirements.



United States Army Signal Center & Fort Gordon, Georgia



251A



Information Systems Technician

MAJOR DUTIES SUMMARY: Manages personnel and information system assets associated with Automation Battlefield Computer Systems (ABCS), Automated Information Systems (AIS), and Internet Protocol (IP) Local Area Networks (LANs). Performs system integration. Develops software installation plans. Plans and develops Information Systems Life Cycle Management. Conducts systems analysis, design, development, implementation, and acceptance testing. Creates and implements Information Assurance Plans. Designs and implements ABCS/AIS LANs into tactical environments. Performs systems administration and LAN administration of tactical ABCS/AIS; manages training of personnel in the installation, operation, and administration of tactical ABCS/AIS, intranets, and video teleconferencing systems. Provides technical guidance and direction to subordinate operating elements. Develops policy and guidance for management of all LANs and information systems at all echelons.



United States Army Signal Center & Fort Gordon, Georgia



254A



Signal Systems Support Technician

MAJOR DUTIES SUMMARY: Supervises and integrates Army Battlefield Control Systems (ABCS), Local Area networks (LAN), radio systems in tactical non-signal units; and manages COMSEC facilities. Plans and implements tactical data distribution and radio systems. Provides technical assistance to user owned and operated information and communications systems. Manages the tactical Internet and administers the local area network (LAN) in tactical operation centers (TOC). Implements Information Assurance plans in tactical non-signal units. Performs COMSEC accounting management and oversight of COMSEC Accounts.



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254 Task List

- ✱ **BCT communications systems**
- ✱ **Combat net radio(CNR)**
- ✱ **SOI/CEOI**
- ✱ **Tactical internet**
- ✱ **TOC-LAN**
- ✱ **Enhanced position locating and reporting system (EPLRS)**
- ✱ **Army battle and command system (ABCS)**
- ✱ **Force XXI command and control system (FBCB2)**
- ✱ **Army key management system (AKMS)**
- ✱ **Information assurance and security**
- ✱ **ISYSCON v4**





254A Duty Positions

- ✦ **Maneuver brigade TOC**
- ✦ **Non-signal S-6**
- ✦ **Division COMSEC office of record**
- ✦ **Corps COMSEC office of record**
- ✦ **JTF COMSEC office of record**
- ✦ **Information security and assurance**





255Z



Senior Signal Technician

MAJOR DUTIES SUMMARY: Technical and tactical advisor for signal systems at any echelon of command or support activity of the U.S. Army or Joint Staff Sections assigned to Theater CINC's or allied armies. Provides leadership, guidance, technical input, and direction to subordinate elements, staff agencies and field commanders up to and including theater Army level. Administers personnel management matters pertaining to Branch 25; integrates information management functions across MACOM or Department of Army levels; oversees the MOS Life Cycle Management for all personnel proponent functions, for all Signal Regiment warrant officer MOSs and serves as the personnel integrator at MACOM or personnel proponent level. Coordinates contracting, procurement, and material acquisition programs and manages the development of training packages to ensure Army personnel are prepared to operate and maintain new systems prior to fielding. Manages the assignment of Signal Regiment warrant officers worldwide. Provides coordination between military and industry during development, testing, and fielding of new information technology equipment. Develops policy and provides guidance for management of theater information networks.



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Senior Signal Technician

255Z



Will consolidate all Signal CW5 positions.

- ✦ Provides CINCs, MACOMs and theater signal commanders with well rounded, broad based, technically and institutionally oriented advisors.**
- ✦ Selections can be made from broader base population insuring highest quality selections and fill of all authorized positions.**





254A/ 255Z Status

- ✓ **Proposal Approved October 2000.**

- ✓ **Milestones:**
 - **1st two 254A selected Nov 00.**

 - **254A / 251A /250N CTSSB Completed Feb 01.**

 - **Pilot 254A WOBC graduated 3 WO1 Oct 01.**

 - **Selected 6 candidates Sep 01.**

 - **Full recruiting mission FY02**

 - **Position and personnel reclassification 1st qtr FY 04.**





Force Design Update

IT/IA Templates

FDU 99-2 & (TBD FDU)

Bn (IT) 3-74B

Bde (IT/IA) CPT-53A
W2-254A
3-74B

Div/Corps (IT) W2-251A
Auto Spt Tms 3-74B

FDU (TBD)

G6 Division IA Branch CPT-53A
W3-251A
1, E7 74B
1, E6 74B

G6 Corps IA Branch MAJ-53A
W4-251A
1, E7 74B
1, E6 74B

G6 EAC IA Branch MAJ-53A
W4-251A
1, E7 74B
1, E6 74B

BOIP: IAMA

Div IA Cell MAJ-53A
W3-251A
2, E7 74B
4, E6 74B

Corps IA Cell MAJ-53A
W3-251A
2, E7 74B
4, E6 74B

EAC IA Cell MAJ-53A
W3-251A
2, E7 74B
4, E6 74B





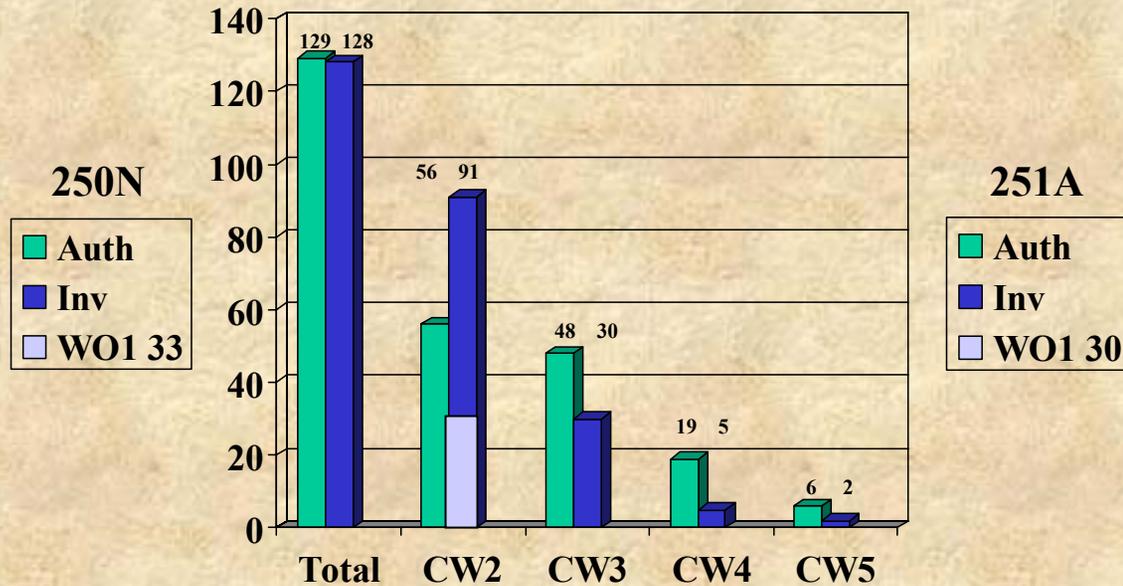
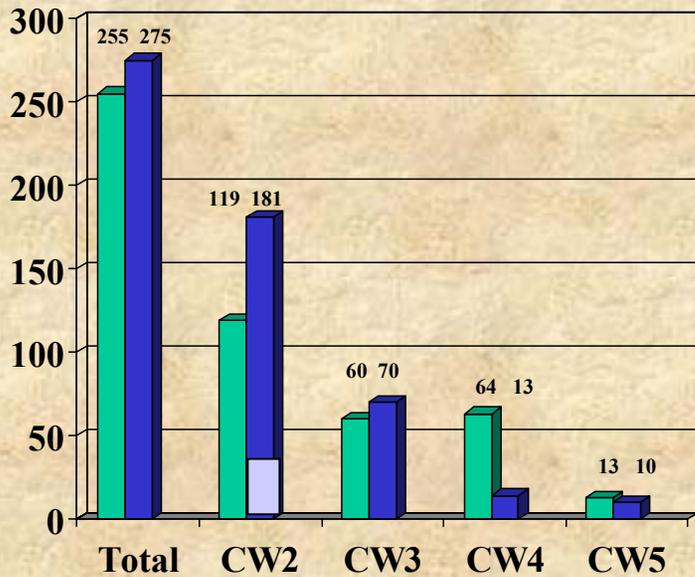
Signal Warrant Officer Inventory/Demographics



United States Army Signal Center & Fort Gordon, Georgia



Signal Warrant Officer



Note: Source DA PAM XXI database as of 6 July 2002





Active Demographics

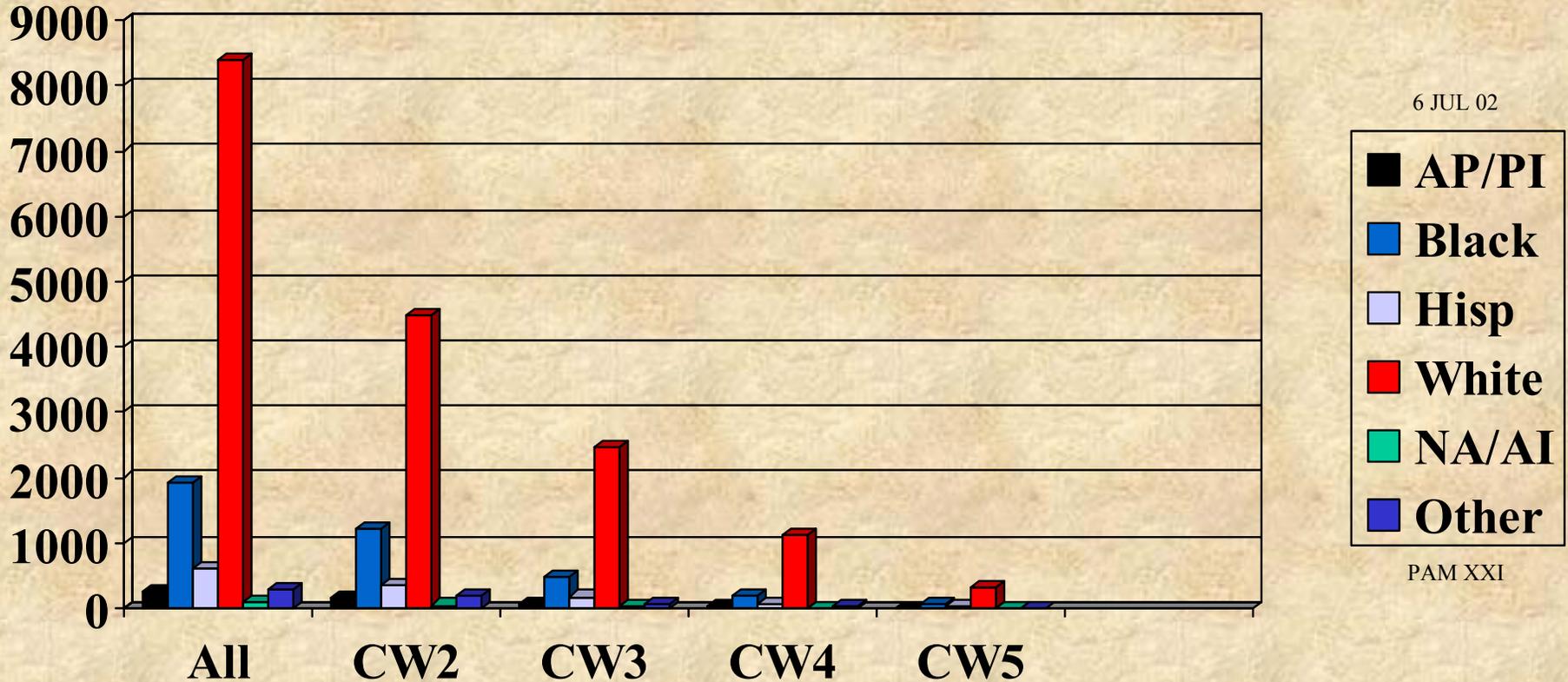
<i>WARRANT OFFICERS</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W5 MASTER	7	51	17	310	4	7	396
W4 SENIOR	31	191	56	1,131	12	39	1,460
W3 SENIOR	73	467	175	2,477	23	62	3,277
W2 CHIEF	100	869	253	2,988	36	110	4,356
W1 WARRANT OFFICER	48	334	110	1,501	10	73	2,076
TOTALS	259	1,912	611	8,407	85	291	11,565

PAM XXI 6 JUL 02





Active Demographics





250N

Active Demographics

<i>MOS</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W1 Warrant Officer	0	14	3	17	0	2	36
W2 Chief	3	67	6	69	0	4	149
W3 Senior	1	26	3	24	1	4	59
W4 Senior	0	5	0	10	0	0	15
W5 Master	0	1	0	9	0	0	10
TOTAL	4	113	12	129	1	10	269

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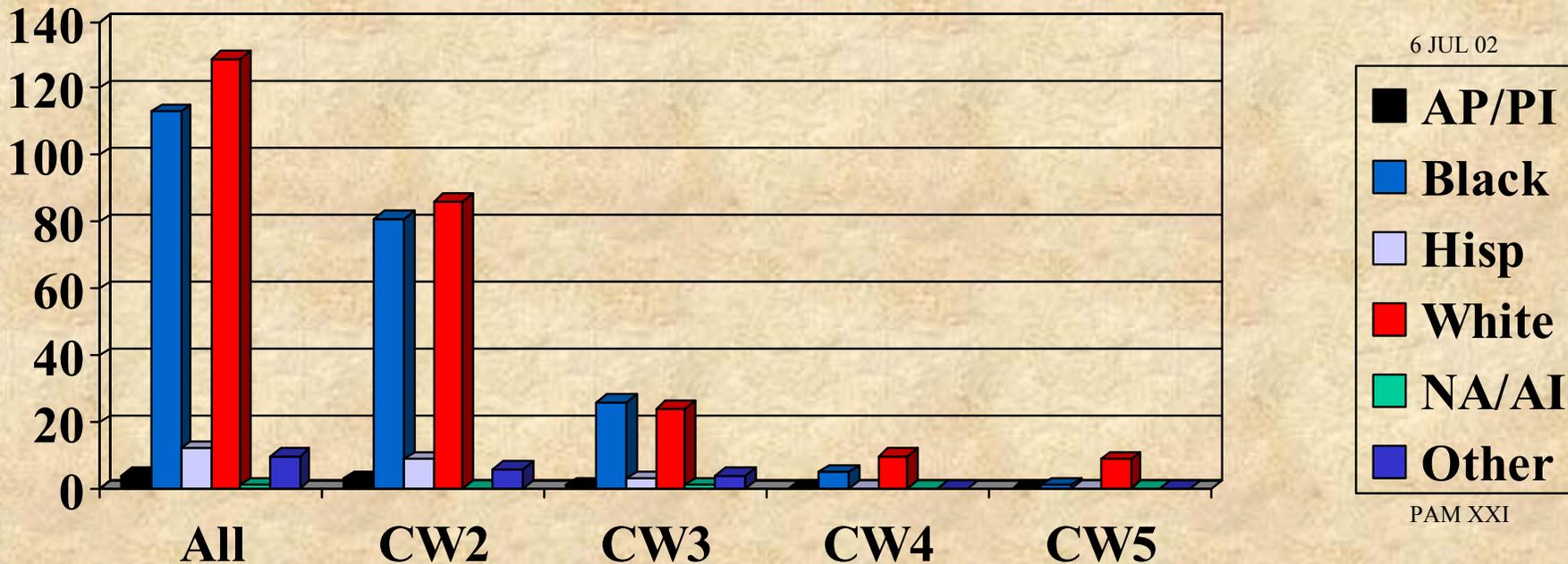


United States Army Signal Center & Fort Gordon, Georgia



Active Demographics

250N Demographics





251A

Active Demographics

MOS	AP/PI	BLACK	HISP	WHITE	NA/AI	OTHER	TOTAL
W1 Warrant Officer	1	11	1	13	0	1	27
W2 Chief	3	20	5	29	0	0	57
W3 Senior	0	12	1	17	0	1	31
W4 Senior	0	4	0	2	0	0	6
W5 Senior	0	0	0	2	0	0	2
TOTAL	4	47	7	63	0	2	123

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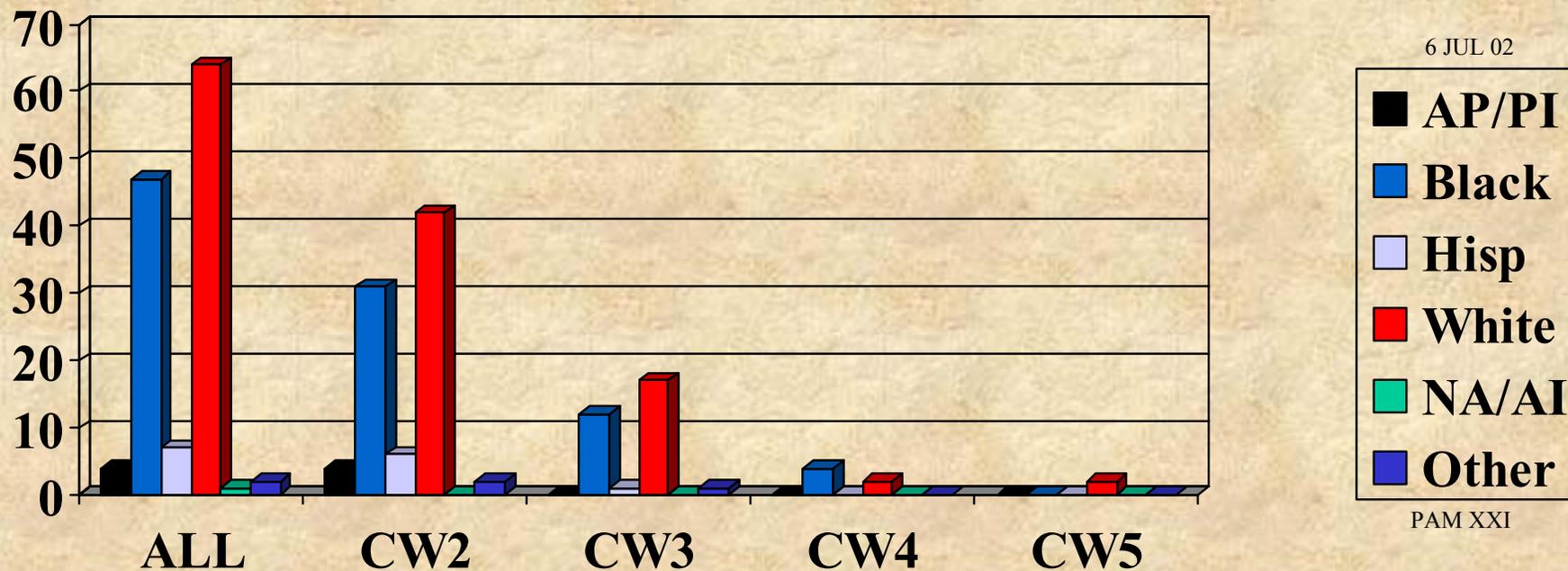


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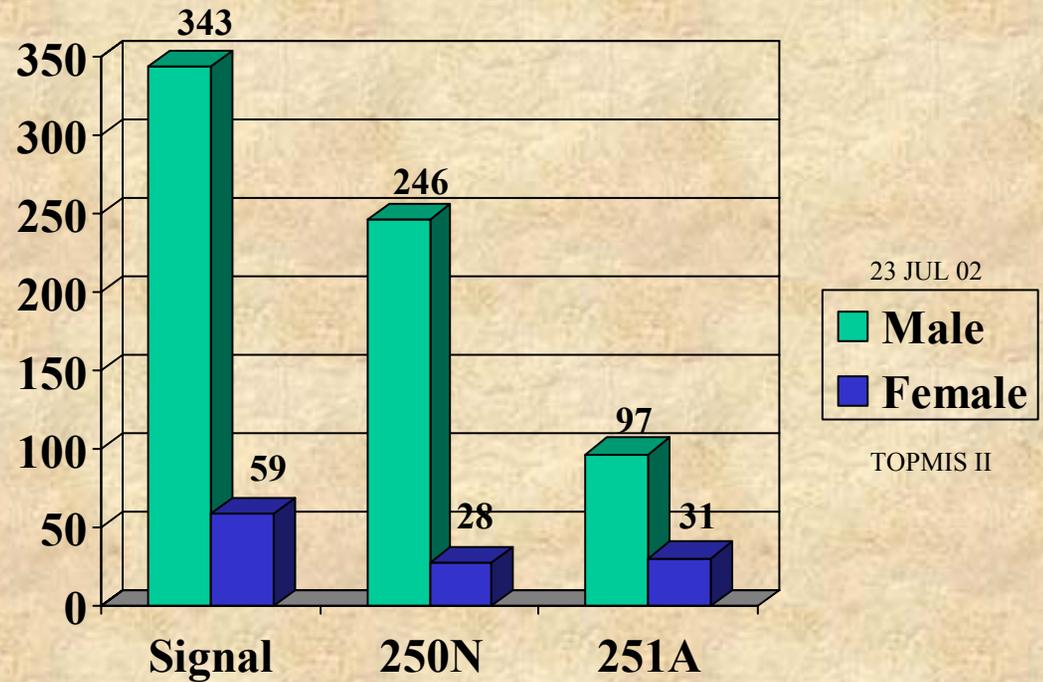
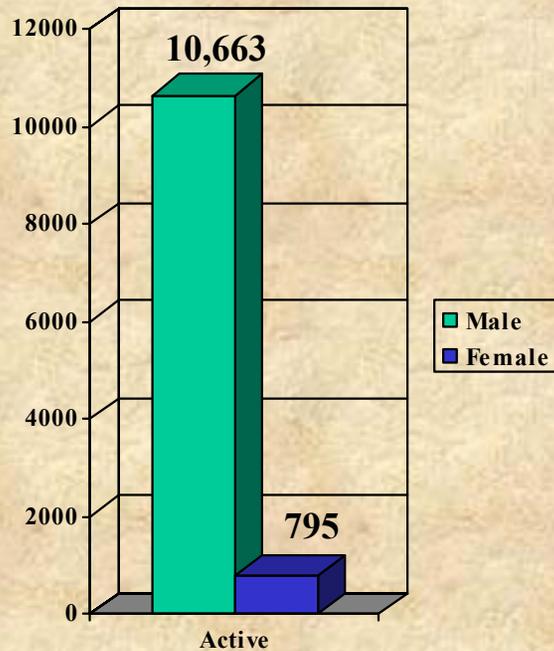
Active Demographics

251A Demographics





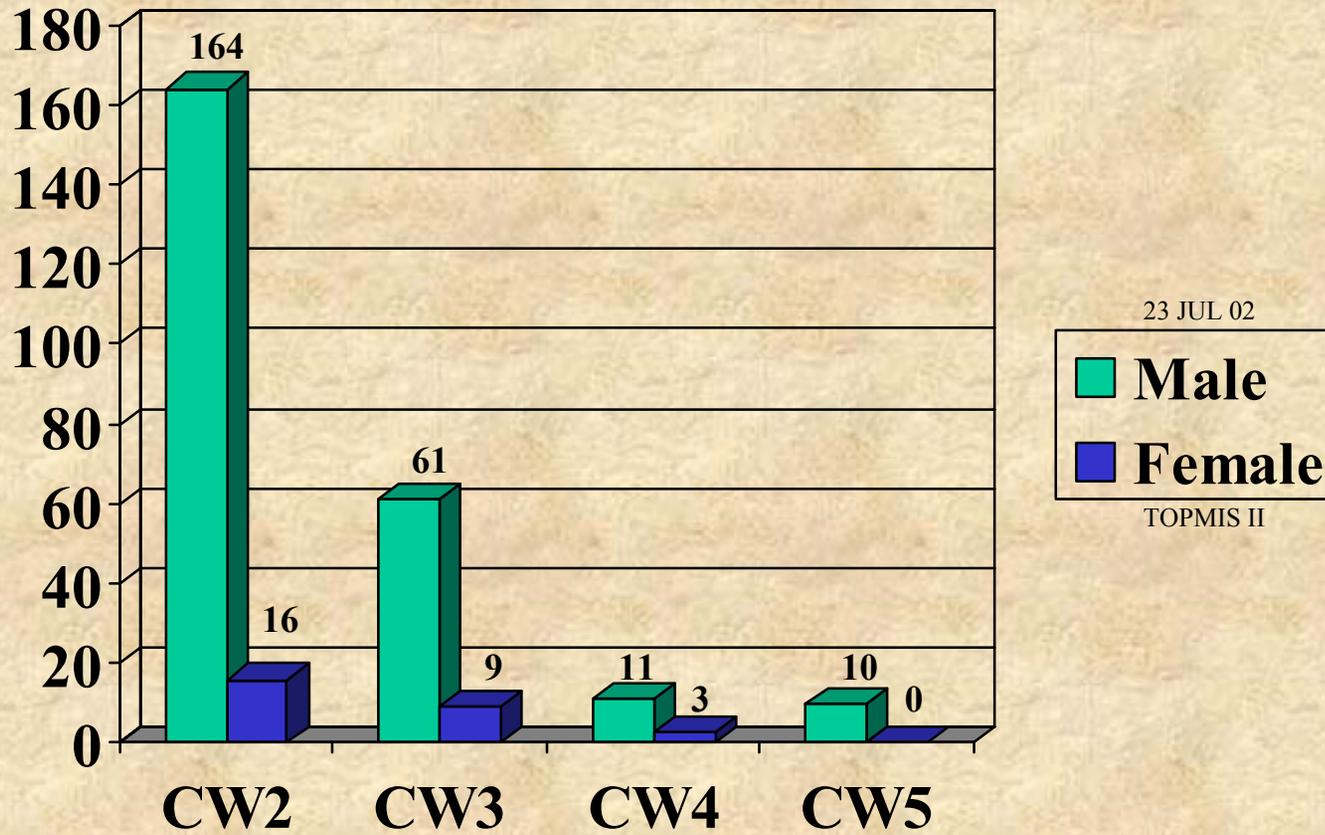
Active/Signal Demographics





Signal Demographics Active

250N



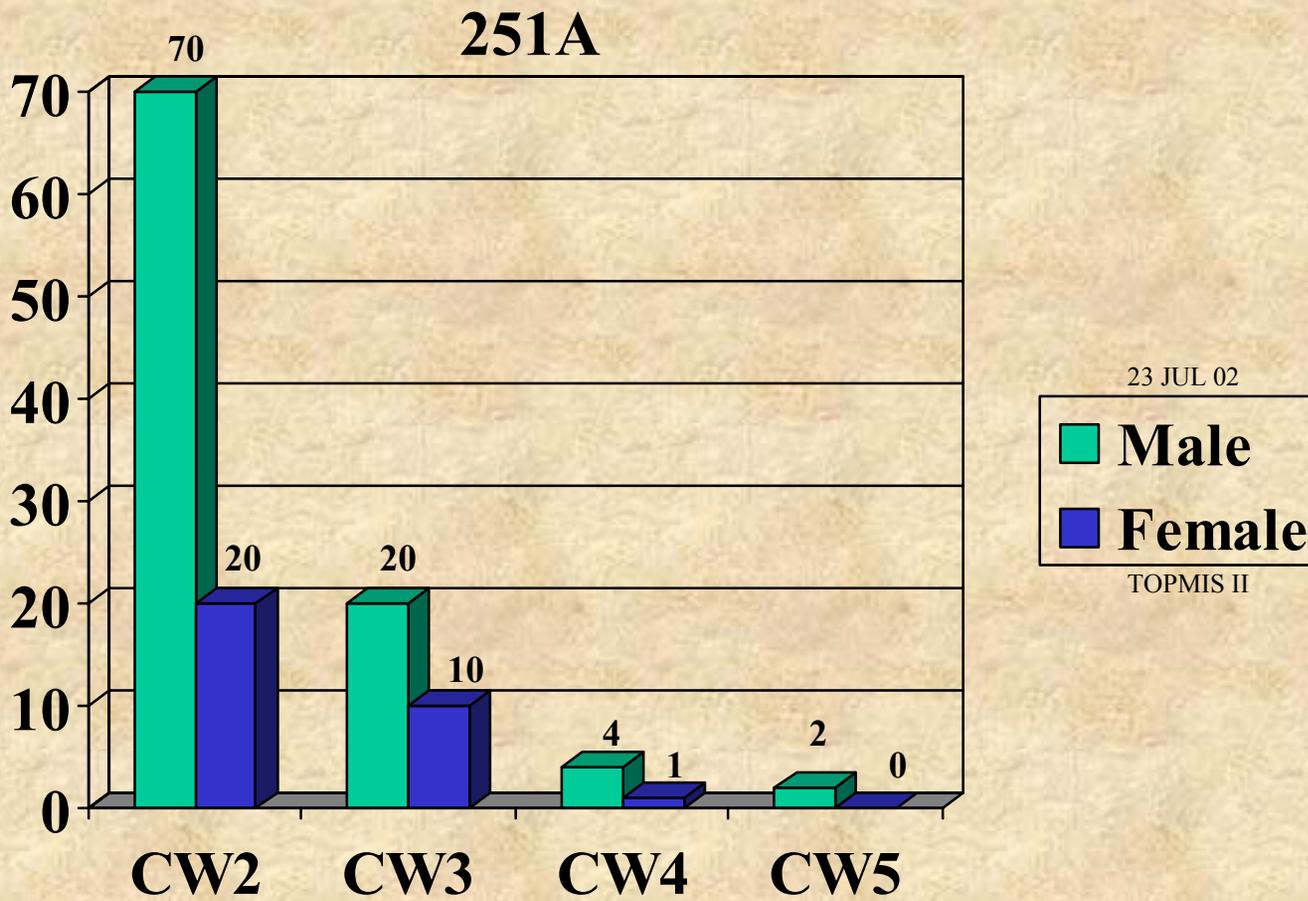
23 JUL 02

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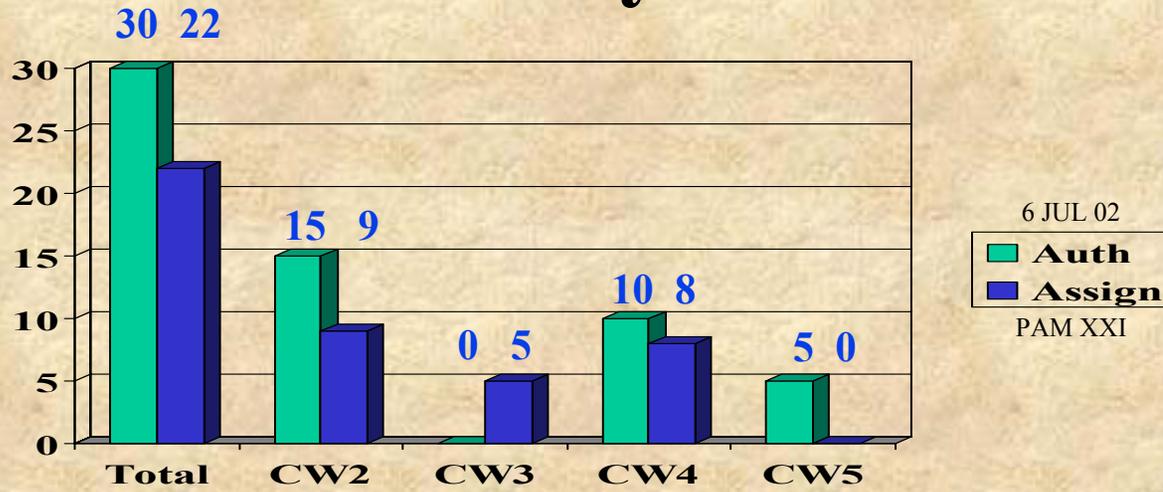


Signal Demographics Active

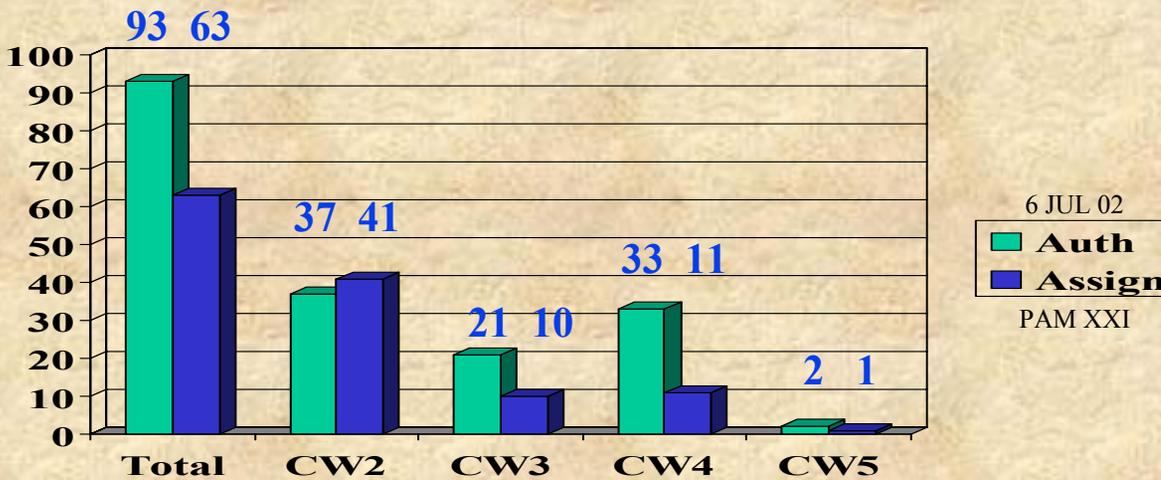




Signal Army Reserve



250N



251A





Signal

Reserve Demographics

<i>Warrant Officers</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W1 Warrant Officer	1	2	0	4	0	2	9
W2 Chief	1	13	0	24	0	4	42
W3 Senior	1	4	0	8	0	2	15
W4 Senior	1	1	0	16	0	1	19
W5 Master	0	0	0	1	0	0	1
TOTAL	4	20	0	53	0	9	86

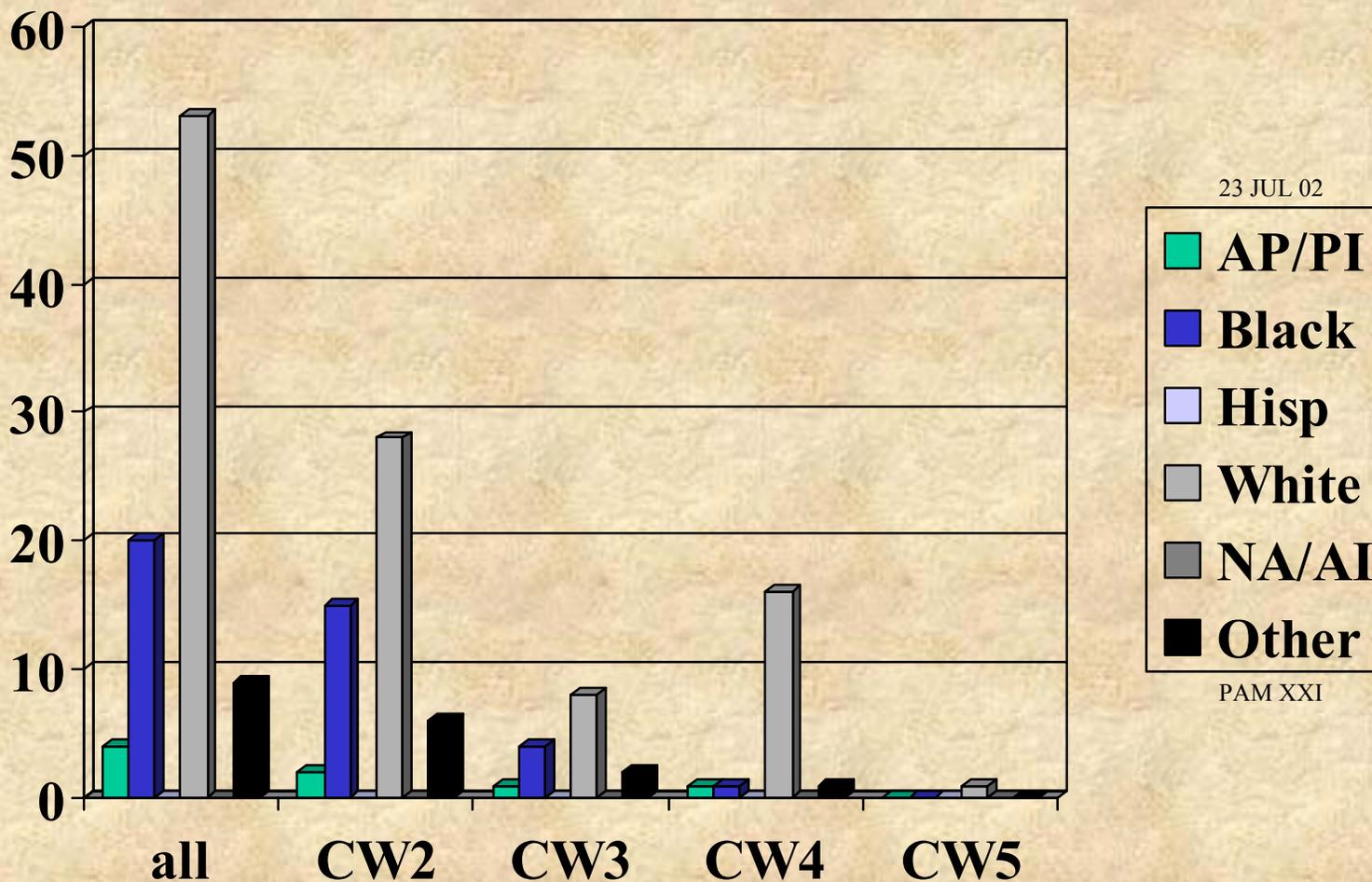
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Reserve Demographics





250N

Reserve Demographics

<i>Warrant Officers</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W1 Warrant Officer	0	2	0	4	0	2	8
W2 Chief	1	10	0	20	0	3	34
W3 Senior	1	3	0	5	0	1	10
W4 Senior	1	1	0	9	0	0	11
W5 Master	0	0	0	1	0	0	1
TOTAL	3	16	0	39	0	6	64

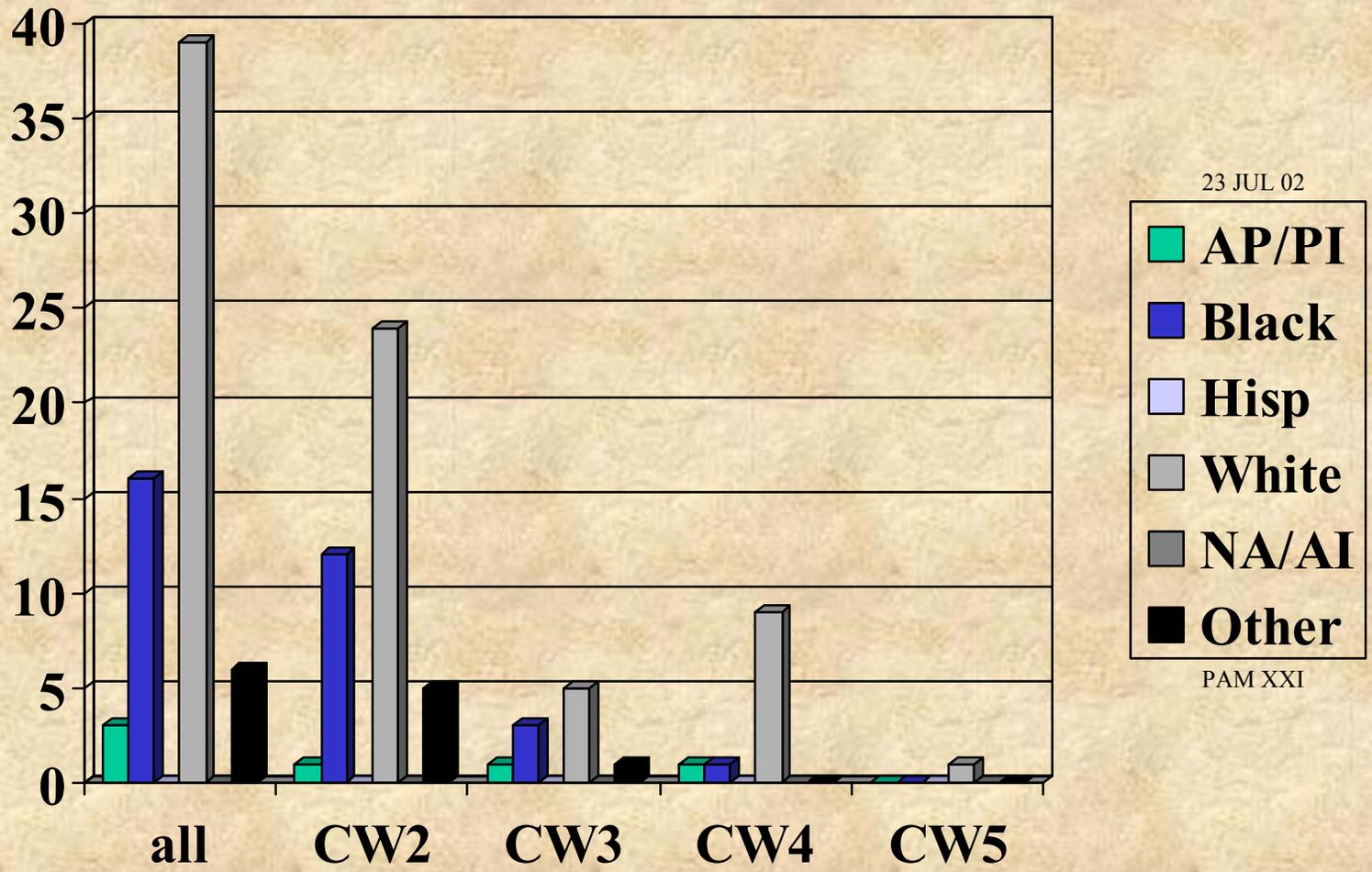
PAM XXI 23 JUL 02





250N

Reserve Demographics





251A

Reserve Demographics

<i>Warrant Officers</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W1 Warrant Officer	1	0	0	0	0	0	1
W2 Chief	0	3	0	4	0	1	8
W3 Senior	0	1	0	3	0	1	5
W4 Senior	0	0	0	7	0	1	8
W5 Master	0	0	0	0	0	0	0
TOTAL	1	4	0	14	0	3	22

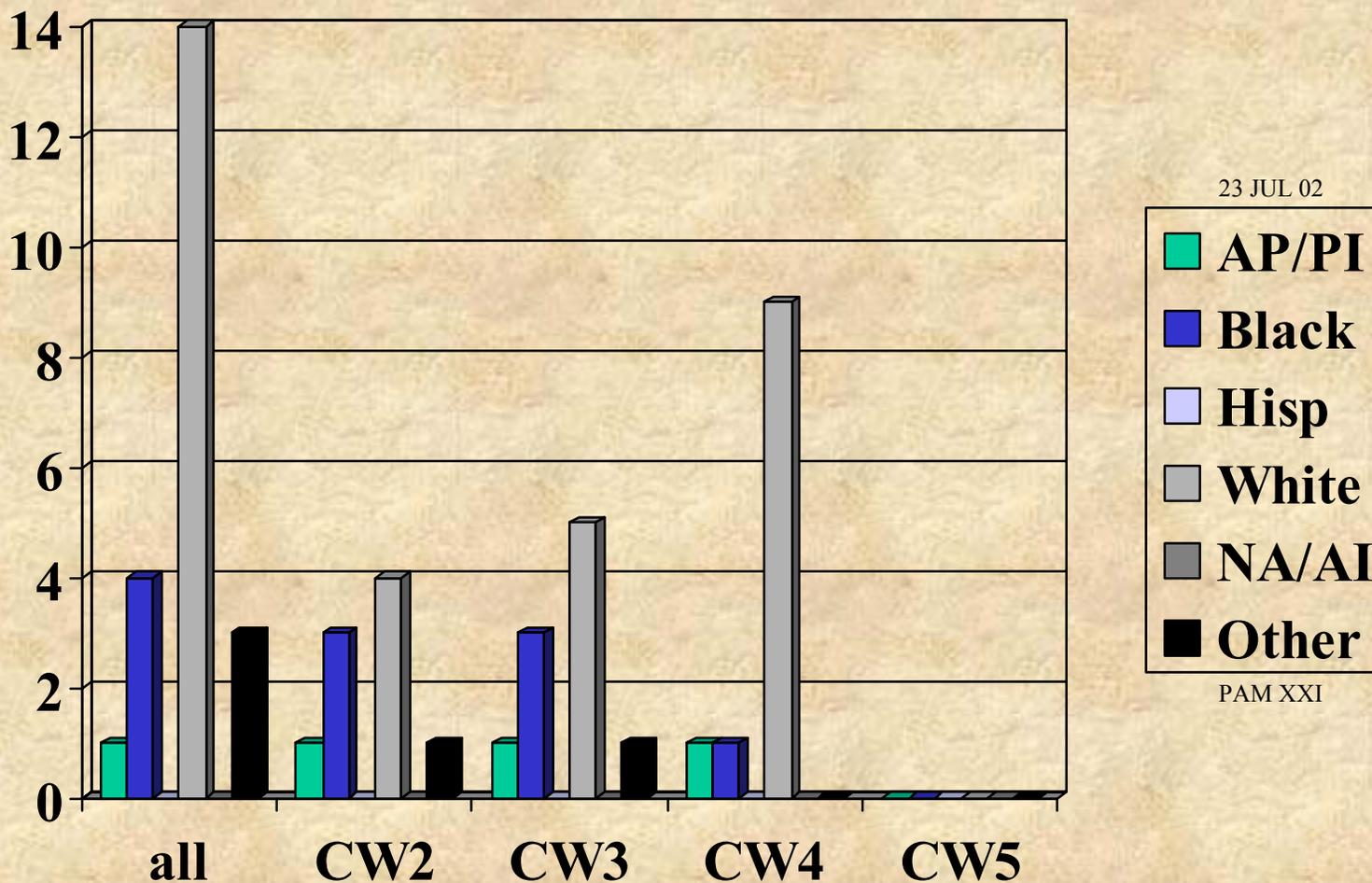
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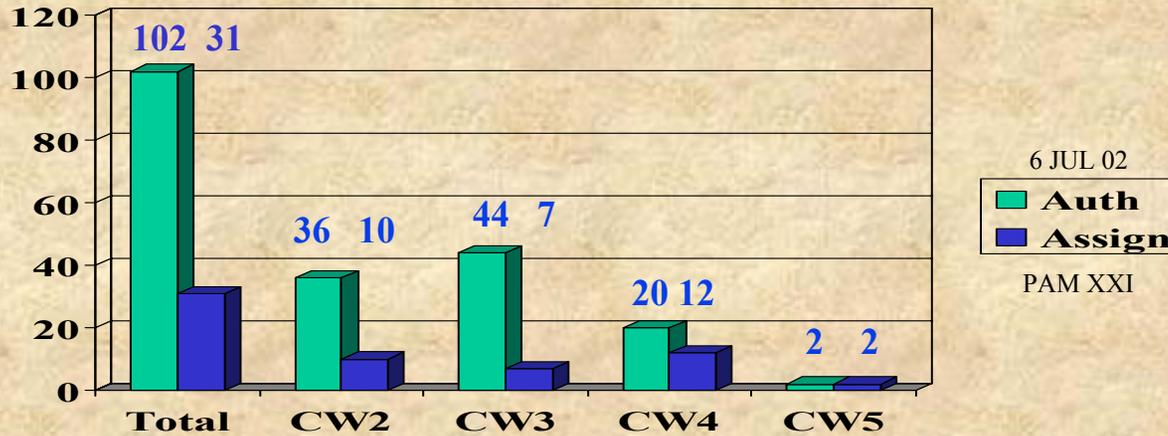
251A

Reserve Demographics

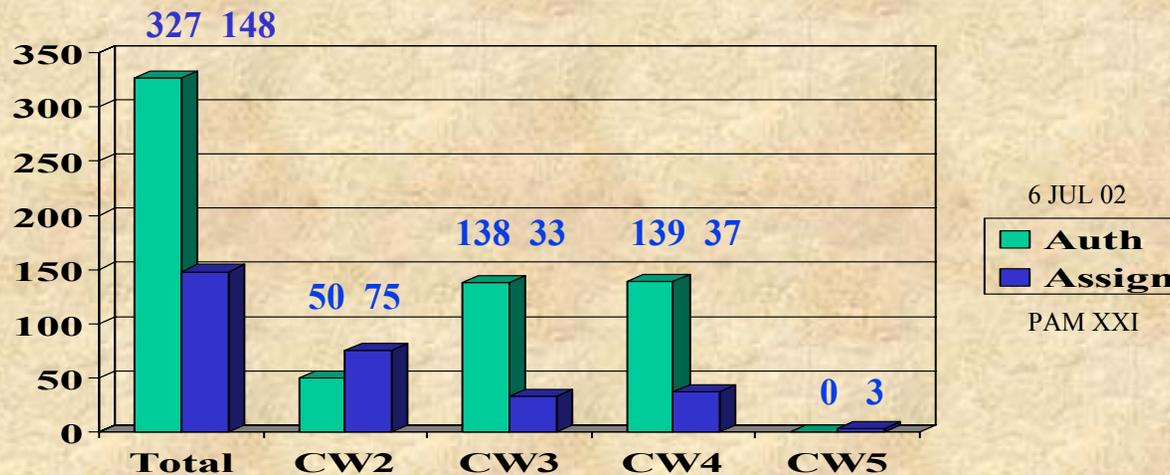




Signal National Guard



250N



251A





Signal

National Guard Demographics

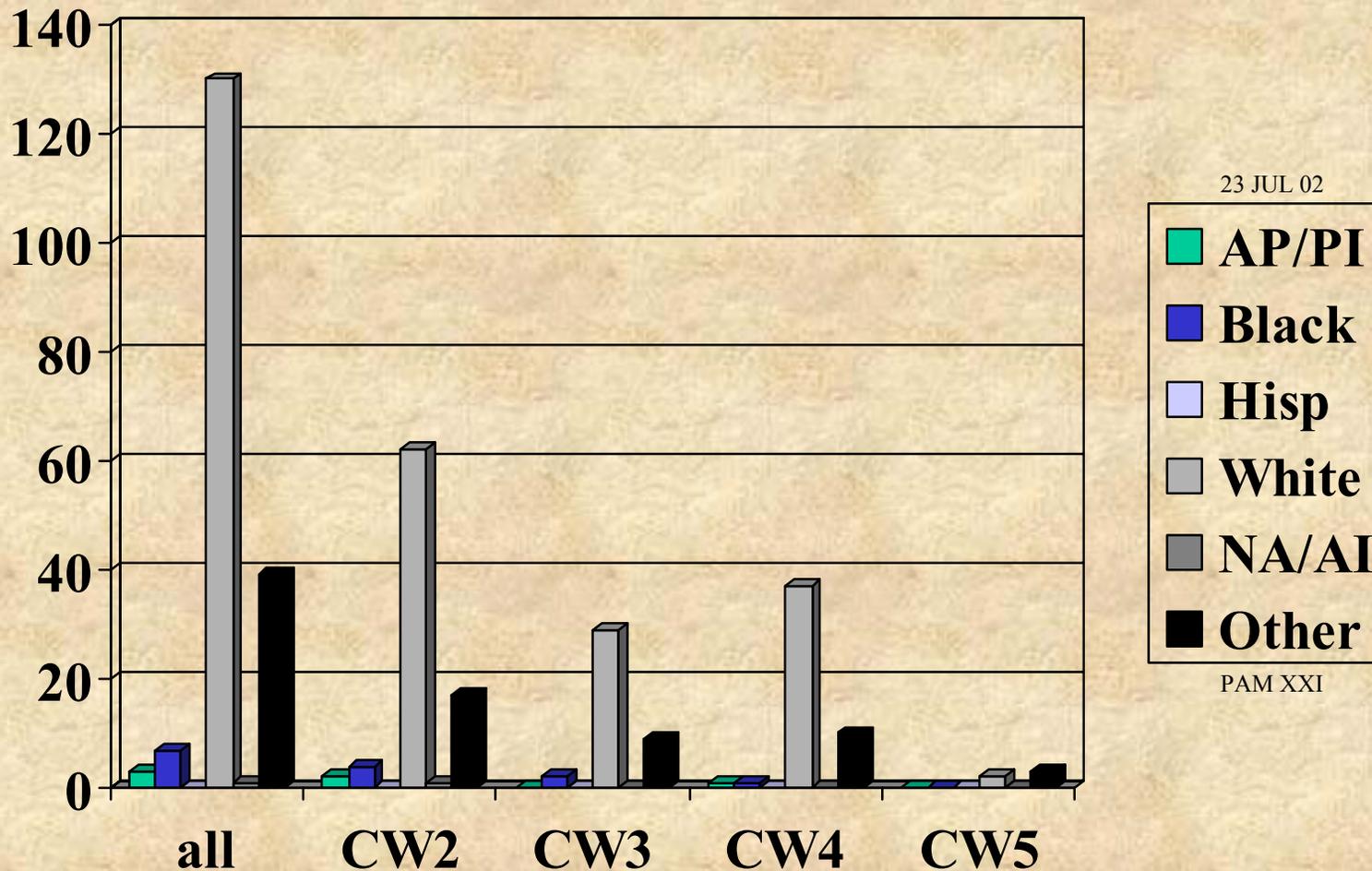
<i>Warrant Officers</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W1 Warrant Officer	0	2	0	7	0	3	12
W2 Chief	2	2	0	55	1	14	74
W3 Senior	0	2	0	29	0	9	40
W4 Senior	1	1	0	37	0	10	49
W5 Master	0	0	0	2	0	3	5
TOTAL	3	7	0	130	1	39	180

PAM XXI 23 JUL 02





National Guard Demographics





250N



National Guard Demographics

<i>Warrant Officers</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W1 Warrant Officer	0	0	0	2	0	0	2
W2 Chief	0	0	0	5	0	3	8
W3 Senior	0	0	0	4	0	3	7
W4 Senior	0	0	0	7	0	5	12
W5 Master	0	0	0	1	0	10	2
TOTAL	0	0	0	19	0	12	31

PAM XXI 23 JUL 02

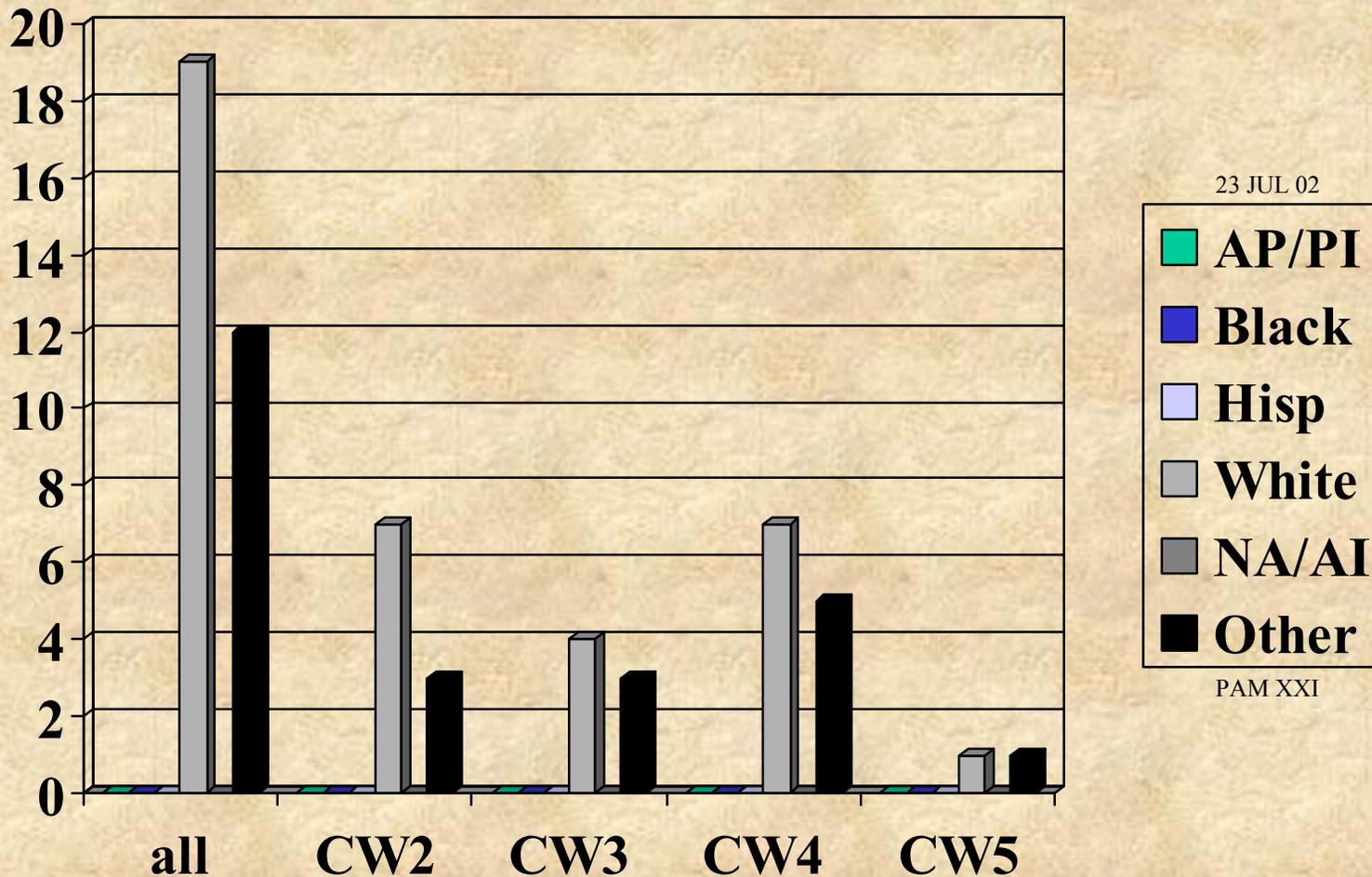


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250N

National Guard Demographics





251A

National Guard Demographics

<i>Warrant Officers</i>	<i>AP/PI</i>	<i>BLACK</i>	<i>HISP</i>	<i>WHITE</i>	<i>NA/AI</i>	<i>OTHER</i>	<i>TOTAL</i>
W1 Warrant Officer	0	2	0	5	0	3	10
W2 Chief	2	2	0	50	1	11	66
W3 Senior	0	2	0	25	0	6	33
W4 Senior	1	1	0	30	0	5	37
W5 Master	0	0	0	1	0	2	3
TOTAL	3	7	0	111	1	27	149

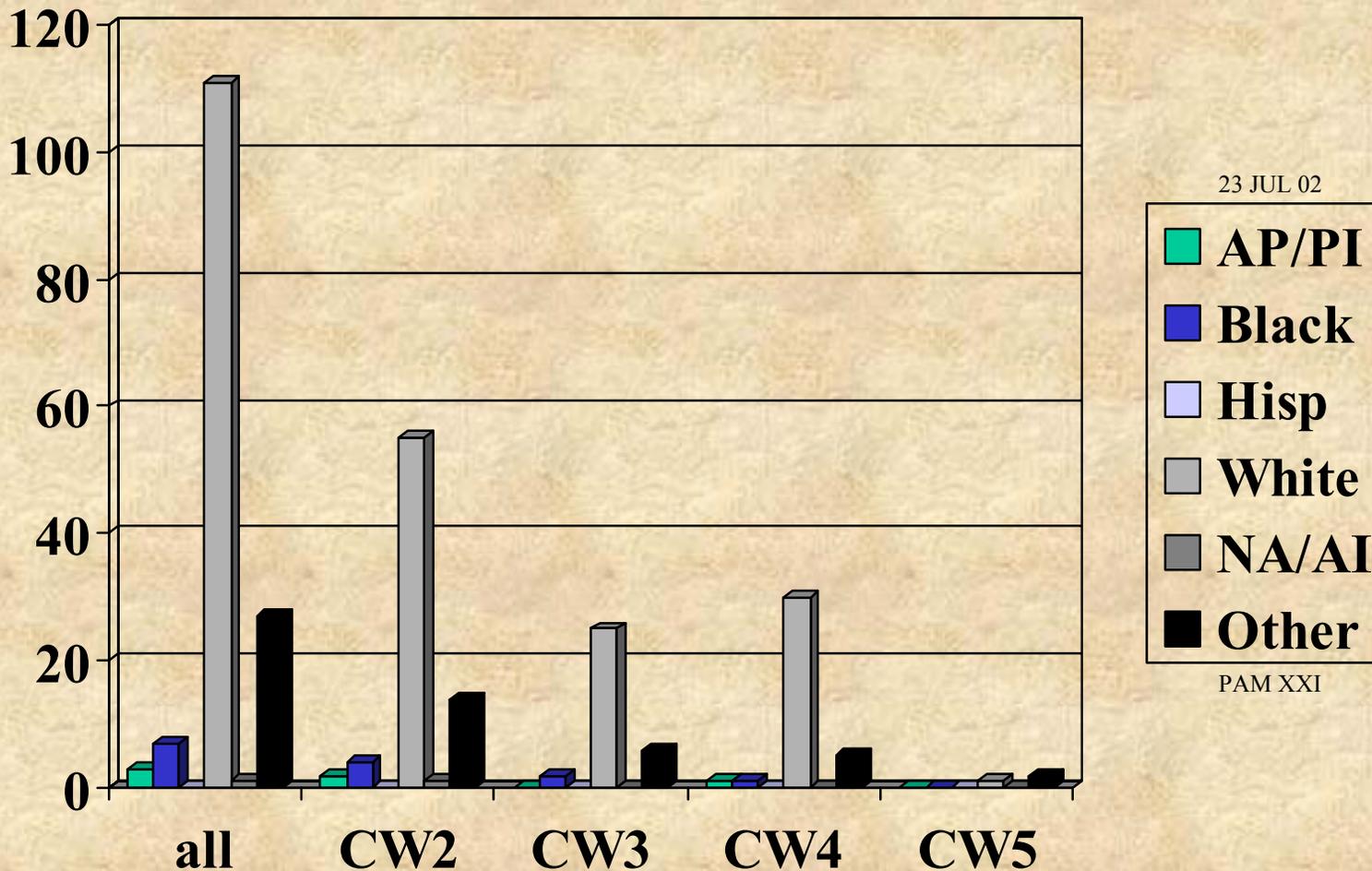
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251A

National Guard Demographics





Questions



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Warrant Officer Recruiting



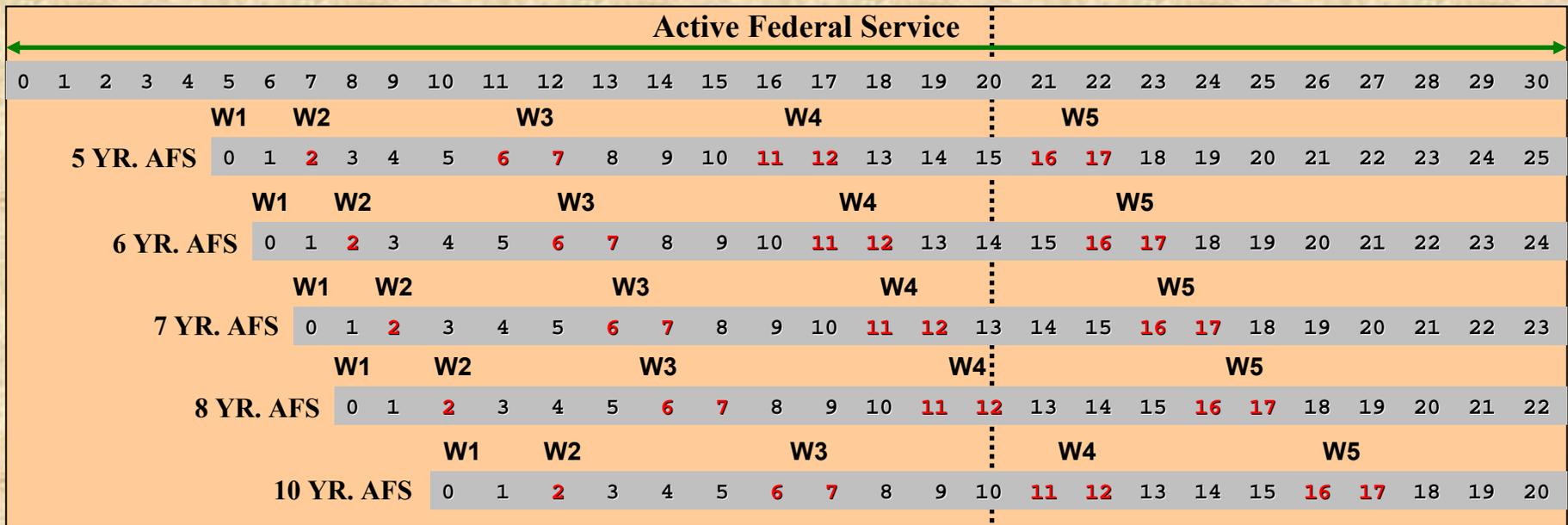
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Access Tech WOs @ 5-8 Yrs AFS



Impact of moving Accession of Warrant Officers towards 5-8 Years AFS.



Increased Pool of Applicants

Increased pool of Senior Warrants at 20 years AFS





Signal Warrant Officer Minimum Prerequisites

- ✓ Be a SGT (E5) or above
- ✓ Be a BNCOC graduate.
- ✓ Four years of documented practical experience.
Practical experience may be documented through NCO evaluation reports and award citations. In some instances practical experience acquired from civilian employment may be acceptable provided the experience can be documented by employee evaluations or performance appraisals and determined to be equivalent to military experience. A portion of the practical experience requirement may be waived for applicants who have a degree in a computer intensive discipline from a regionally accredited academic institution. An Associate of Science degree may be used to offset one year of practical experience; a Bachelor of Science degree may be used to offset up to two years of practical experience; and a Master of Science (or equivalent) may be used to offset three years of practical experience. For favorable consideration of the education substitution, the grade point score for computer courses should not be less than 2.0 on a 4.0 scale.
- ✓ A minimum of six semester hours of college level English from an accredited academic institution. Speech and speaking courses are not considered as meeting this requirement even if administered by the English department of an institution. Successful completion of the CLEP general examination in English is the only acceptable alternative. This prerequisite is **not waivable**.
- ✓ Attain 12th grade equivalency on the Reading Grade Level portion (vocabulary and comprehension) of the Test of Adult Basic Education-A (TABE-A, or TABE-D) and include a copy of the results authenticated by the Test Control Officer of Educational Services Officer. This prerequisite is **not waivable**.
- ✓ A minimum of three NCOER's that reflect outstanding duty performance ratings.





Signal Warrant Officer Preferred Qualifications

- ✓ **School trained in a feeder MOS.**
- ✓ **SSG with six years practical experience which includes battlefield automation systems and tactical local area networks (LANs)**
- ✓ **30 semester hours (45 quarter hours) of college**
- ✓ ***NOTE:* A letter from a senior Signal Warrant Officer is not norequired. If a letter from a Warrant Officer, preferably from a Signal MOS, is included it will add weight to the overall strength of the packet.**





Signal Warrant Officer Accessions

Authorized
FY03/Future

MOS

Primary Feeder

Practical Experience

Accessions
FY02

146/104

250N

=

31F, 31W,
74C-Z2

+

4 Years, MSE/
TRITAC Switching

10

104/169

251A

=

74B, 74G,
74Z

+

4 Years, Info Systems
Admin, Network Admin,
Database Admin and/or
Programming

21

112/157

254A

=

31U, 74C,
74B

+

4 Years, Signal Systems
Support
(SOI/CNR/COMSEC) and
LAN Admin

15

NOTE: Twenty-Five 251A positions added from digitization S-6 FDU
Forty-Five 254A positions added from digitization S6 FDU

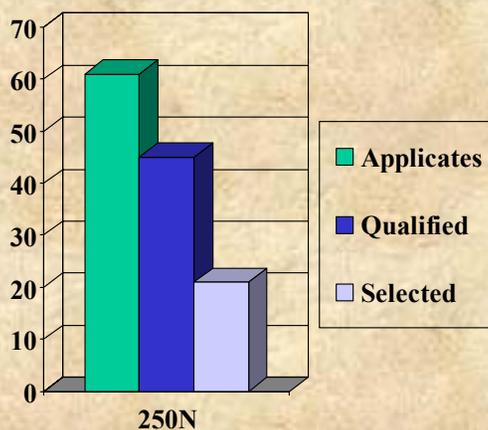




Signal Warrant Officer Accessions

250N

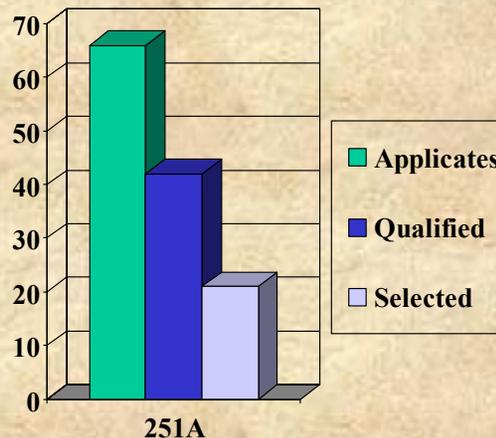
Network Management
Technician



2.1 qualified applications
per selection

251A

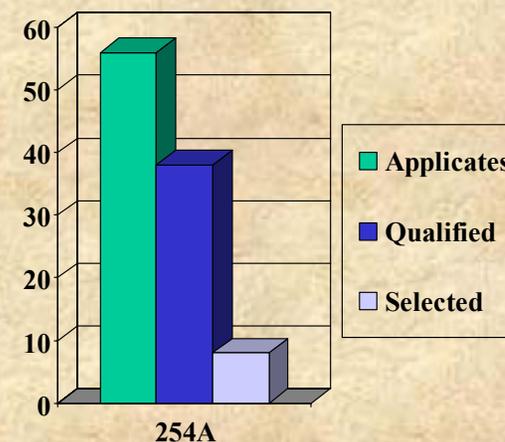
Information Systems
Technician



2 qualified applications
per selection

254A

Signal Systems Support
Technician



4.2 qualified applications
per selection

Signal Warrant Officer Packet Ratios Average Over 2 to 1



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Signal WO Recruiting Initiatives



✓ OCOS continuing recruiting initiatives:

- Briefings at installations with large signal populations.
- Brief BNCOC, ANCOG, SOBC and PCC.
- Published articles in various media
- Desk side recruiting brochure
- CG notes to commanders.

✓ Chain of Command involvement essential.



We need your help !





Questions



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Signal Warrant Officer Training



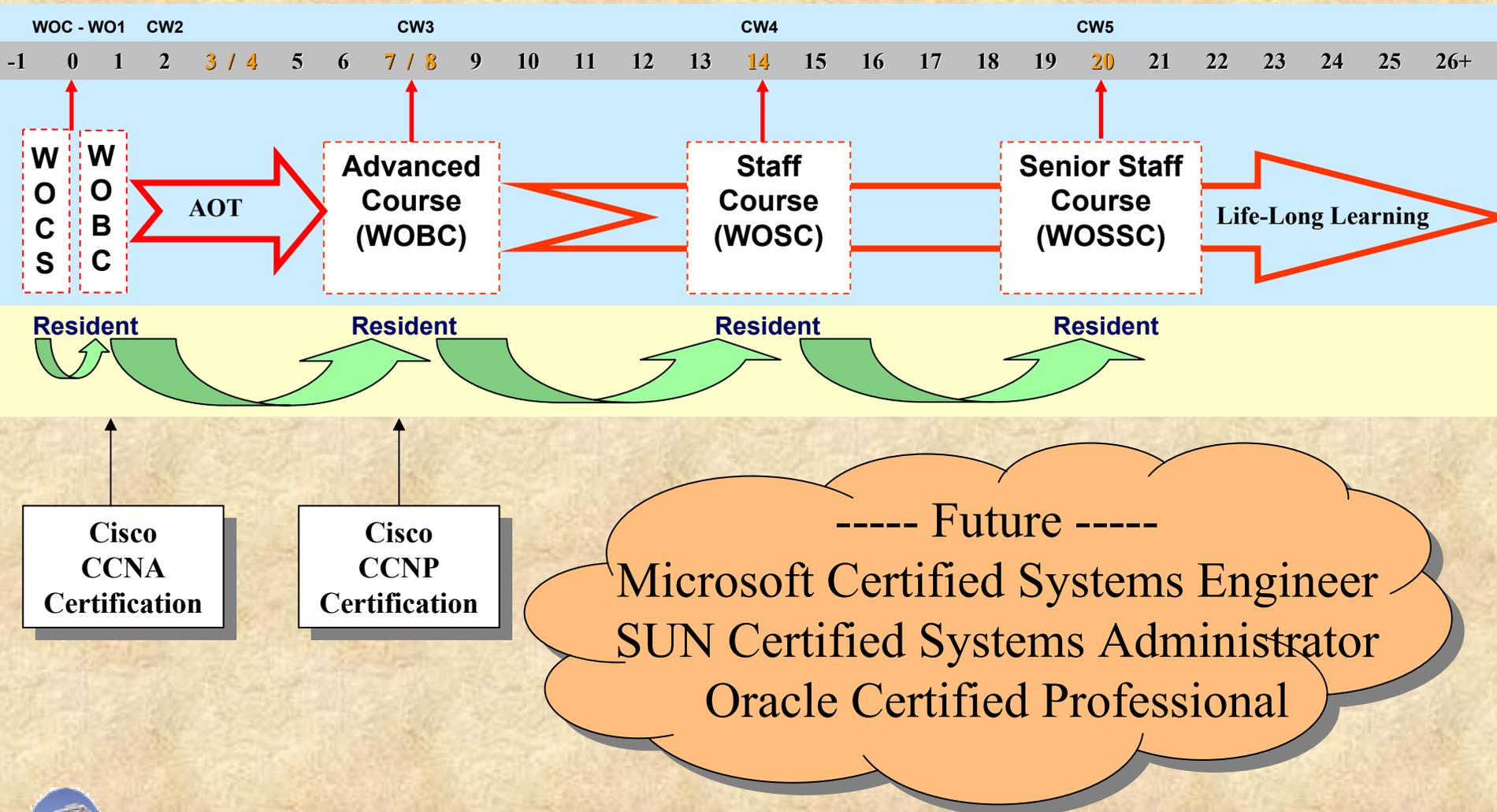
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Signal Warrant Officer Training



Warrant Officer Educational System





Signal Warrant Officer Training

Signal Warrant Officer Initial Training

WOBC 250N
19 Weeks

WOCC
6 Weeks

- All Warrant Officers
- Officer Leadership
- Physical & Mental Stamina
- Common Core

Fort Rucker

10 Weeks

Hardware
Cisco CCNA
Certification

NT
Administration

Unix
Administration

DISA Level 2
Security
Certification

9 Weeks

WAN,
Spectrum Mgt,
SATCOM

12 Weeks

LAN/System
Administration,
Information Assurance

12 Weeks

TOC LAN,
COMSEC, Tactical
Internet

250N

251A

254A

1st Assignment



WOBC 251A/254A
22 Weeks

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Retool Training Methods



- ✓ **Must move away from fixed POIs which require years to update and change.**
- **Need living POI which can be changed rapidly to accommodate change in technology and doctrine.**
- **Change to a modular training concept which will enable training to be tailored to the individual warrant officer needs and future assignments.**
- **Scale down equipment set training and focus on Signal flow, theory, and individual theater doctrine.**





Signal Warrant Officer Training

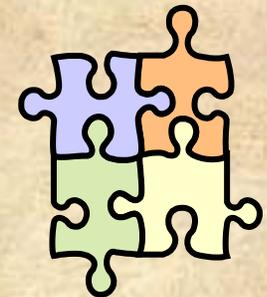
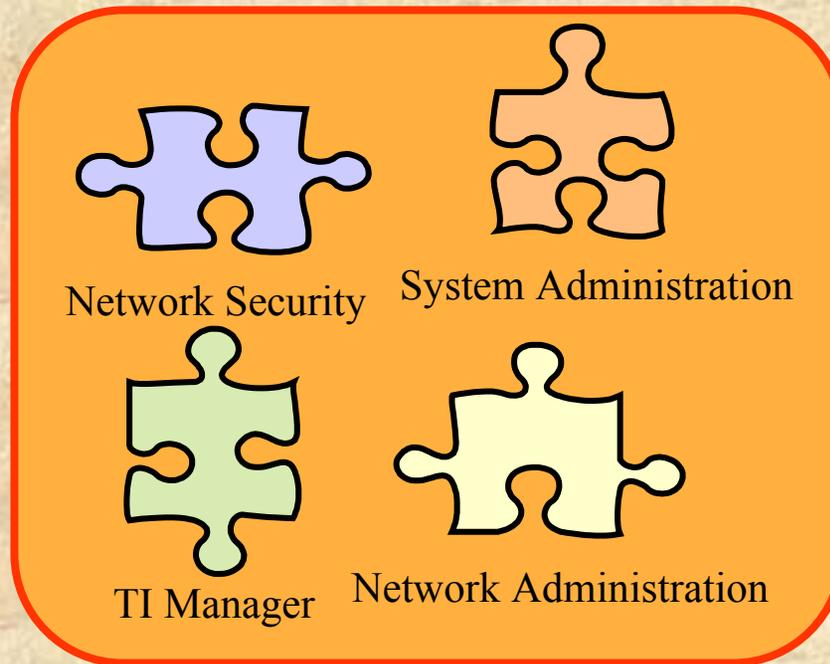


Pilot Warrant Officer Advanced Course

19 Weeks - Maximum



Web-Based
Evaluation
Examination



Web-Based
Certification
Examination

* Training tailored to the needs of the individual student/assignment. Course length will vary based on the students training, background and experience.



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Training Initiatives underway



- ✓ **Single Warrant Officer Training Division under the Leadership College for Information Technology, CW5 Director and Deputy.**
- ✓ **Approval of Assignment Oriented Training. Proponents working with TRADOC to develop.**
- ✓ **Migrate to commercial based training, IE; Cisco**
- ✓ **Developing modular training based on student needs 251A WOAC will be 1st pilot course during FY02.**
- ✓ **Scheduled CTS/SB for each MOS, FY03.**
- ✓ **Developing WEB based Simulators for tactical systems**





Questions



United States Army Signal Center & Fort Gordon, Georgia



Challenges/Issues



United States Army Signal Center & Fort Gordon, Georgia



Signal Warrant Officer Challenges

✓ Structure modifications to meet Objective Force Requirements:

- Projected 70+ positions to support Digitized and AOE Divisions (S6 FDU), rolled into IT/IA FDU.
- Non-Signal Bill Payers for IT/IA FDU

✓ Recruiting/Retention in a Civilian Technical Environment:

- Critical shortage of CW3/4 in both MOS 250N and 251A.
- Insufficient number of qualified applicants to insure competition (5-1 packet ration is goal, 1.5-1 is typical).
- Low re-enlistment rate in Technical MOSs = Senior NCOs with limited technical Practical Experience.
- Accession pool limited (Enlisted w/4 Years PE).





Signal Warrant Officer

Ongoing Actions



✓ Warrant Officer Restructure

- 254A / 251A / 250N CTSSB Completed Feb 01.
- Changes to TOE included in April 01 CTU.
- Pilot 254A WOBC Jun 01.
- Position and personnel reclassification FY 04.

✓ Warrant Officer Training

Transformation

- Local Cisco Academy Established – FY 01
- Regional Cisco Academy Established – FY02
- 251A Modular Training Pilot Course - Jan 02
- FCCJ Initiative, 2 year AS Degree

Program





Signal Warrant Officer Issues

1. As large switches are replaced, should MOS 250N transform to WAN/SATCOM technician?
2. Does increasing demands on a limited frequency spectrum create a requirement for a Spectrum Management Technician?
3. Does the increasing complexity and importance of Information Assurance (IA) require a separate IA technician or an increase in MOS 251A responsibilities?





Signal Branch Personnel

Proponency Office

- ✱ **U. S. Army Signal Center, ATTN: ATZH-POO, Fort Gordon, GA 30905**
- ✱ **<http://www.gordon.army.mil/ocos/odiv/wsec/default.asp>**

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