Nov 06

CES Matrix

	Foundation Course (FC)	Basic Course (BC)	Intermediate Course (IC)	Advanced Course (AC)
Method of delivery	All DL	DL and Resident	DL and Resident	DL and Resident
Eligible for resident phase DL for all courses is available to all	▪ All Army civilian employees ▪ Military and other DoD employees	▪ Army civilian employees who lead teams, or in supervisory or managerial positions ▪ Army civilian Program/ Project Managers ▪ Military supervisors of civilians and other DoD employees	▪ Army Leaders in permanent appointments to supervisory or managerial positions ▪ Army civilians Program/Project Managers ▪ Military supervisors of civilians and other DoD employees	▪ Army employees in permanent appointments to supervisory or managerial positions ▪ Senior level civilians in positions of leadership or Program/Project Managers ▪Military supervisors of Civilians and other DoD employees ▪ Grade eligibility: GS13 - 15 or comparable NSPS pay band
Prerequisite for resident phase	▪ FC required for Interns, Team Leaders, and Supervisors employed after 30 Sept 2006	▪ FC if required	▪ FC if required ▪ BC or substitution	▪ FC if required ▪ BC, IC or substitution for each ▪ Grade prerequisite: GS13 - 15 or comparable NSPS pay band
**Course Credit/ Substitution for resident phase	▪Army civilians employed before 30 Sept 2006 are not required to take the FC and will receive credit for this course	▪ Courses: LEAD, OBC/BOLC, WOAC, ANCOC or more advanced level ▪ Substitution for 5 + yrs leading teams of Federal civilian employees	▪ Courses: OLE, CCC, WOSC, FSC or more advanced level ▪ Substitution for 5 + yrs direct/indirect supervision of Federal civilian employees	▪ Courses: AMSC/SBLM, CGSC/ILE, WOSSC, SMC or more advanced level ▪ Substitution for 5 + yrs Sr level manager of Federal civilian employees

**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) will receive credit for attending CES. 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) are exempt from attending CES.

CES Matrix, cont.

	Foundation Course	Basic Course	Intermediate Course	Advanced Course
Required Attendees for resident phase	▪ Mandatory for all Army Interns, Team Leaders, Supervisors and Managers employed after 30 Sept 06	▪ Required for Army civilians assigned as a team leader or in permanent appointment in supervisory or managerial positions and do not have course/experience substitution ▪ Must complete course within 1 year of placement	▪ Required for Army civilians in permanent appointment supervisory or managerial positions and do not have course/experience substitution ▪ Must complete course within 2 years of placement	▪ Required for Army civilians in permanent appointment supervisory or managerial positions and do not have course or experience substitution ▪ Must complete course within 2 years of placement
Admission Priority 1 for resident phase	▪ Available by DL	▪ Army civilians assigned as a team leader or in permanent appointment to a supervisory or managerial position and do not have course/experience substitution	▪ Army civilians in a permanent appointment to a supervisory or managerial position and have not received course/ experience substitution	▪ Army civilian supervisors in a permanent appointment to a supervisory or managerial position (GS13-15 or comparable pay band) and have not received course/experience substitution
Admission Priority 2 for resident phase	▪ Available by DL	▪ Army Civilians who lead others on an ad hoc basis and those who manage programs ▪ Army Civilians and DoD employees in an Army endorsed supervisory or management development program	▪ Army civilian Program Managers ▪ Army Civilian and DoD employees in an Army endorsed supervisory or management development program	▪ Army civilian not currently in supervisory or managerial positions (deputies, team leaders, or program managers) (GS13 – 15 or comparable pay band) and have not received course substitution
Admission Priority 3 for resident phase	▪ Available by DL	▪ Active duty military supervisors who supervise Army civilians ▪ Term and temporary civilians who are responsible for leading or supervising civilian teams ▪ Other DoD employees	▪ Military supervisors or managers of Army civilians ▪ Term and temporary civilians who are responsible for supervising civilians ▪ Other DoD leaders	▪ Military supervisors or managers of Army civilians ▪ Term and temporary civilians who are responsible for supervising civilians ▪ Other DoD leaders