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Next Generation (NextGen) NORAD and USNORTHCOM Introduction Course

Worldwide Joint Training and Scheduling Conference (12-2)

Individual and Staff Training Working Group



The Requirement and End State

- One of Commander's Priorities:
 - *“Take care of our people; they are our foundation”*
- Joint Staff Officer Project Study:
 - *Combatant command senior leaders and action officers asked for training*
- Course End State:
 - *Deliver trained personnel able to perform staff duties upon arrival at their job assignment*



Course Overview

- 4 ½ Day Course, objective based, building-block course syllabus
- Incorporates Joint Staff Officer Competencies
- Computer w/ NIPR access for each student
- Emphasis on student interaction and group activities
- Checks on Learning (Turning Point) & End of Day Reviews (Jeopardy Game)
- Culminating activity synthesizes missions and staff procedures and tools



Course Development

- **Course Curriculum Development**
 - Mar–Jun 2012
 - Module development with SMEs
- **Alpha Test**
 - 9-13 Jul 2012
 - 33 Students
- **Briefed results to Corporate Working Group (O6 level)**
 - 25 Jul 12
 - Course approved to implement
 - Long term computer support issue still unresolved
- **Beta Test**
 - 10-14 Sep 2012
 - 56 Students



Course Schedule

Day 1	Day 2	Day 3	Day 4	Day 5
Module 1 Introduction to NORAD and USNORTHCOM	Module 4 Bi-Command Organization	Module 6 Homeland Defense continued	Module 9 Cross Cutting Areas	Module 11 Culminating Scenario Activity
Module 2 Diverse Workforce	Module 5 Global Partners	Module 7 Security Cooperation	Module 10 Staff Coordination and Communication	Senior Leader Welcome and Q&A
Module 3 Staff Rules and Tools	Module 6 Homeland Defense	Module 8 Civil Support		

Environment - Organizations – Missions – Operations – Products – Procedures - Communication



Culminating Activity Scenario

- **Prepare commander's Trip Book**
 - Subject: Posture Statement based on all NORAD and USNORTHCOM Lines of Operation (LOO) for Gen Jacoby to present to the Senate Armed Services Committee (SASC).
 - Deliverables
 - SSS for J7 signature tasking organizations
 - PowerPoint Brief
 - Quad Chart (Summary, Facts, Talking Points, Recommendations)
 - BLUF
 - Topics based on Lines of Operation
 - Plan of Action and Milestones (POAM) showing dates of any meetings, suspenses, interim actions
- **Update Brief to Chief of Staff**
- **Chief of Staff Remarks and Q&A**



Test Survey Results

- Students surveyed on objectives, organization, materials, activities, computer use
- Majority of feedback was positive (Strongly Agree or Agree)

Alpha Test (33 Students)

- Activities/group interaction “enhanced learning”
 - 34% Strongly Agreed
 - 54% Agreed
- Computers enhanced the course
 - 69% Strongly Agreed
 - 19% Agreed
- **7 students compared both intro course versions**
 - **5 stated new course would better prepare them for their jobs in N-NC**

Beta Test (56 Students)

- Activities/group interaction “enhanced learning”
 - 26% Strongly Agreed
 - 63% Agreed
- Computers enhanced the course
 - 51% Strongly Agreed
 - 43% Agreed



Way Ahead

- Refine schedule and content based on lessons learned from Beta Test
- Revise online requirements to be synchronized with new course
- Resolve long term computer support issues
- Deliver Course Monthly





Module 1 – Introduction to NORAD and USNORTHCOM

Attention Step (ONE and DSCA Scenarios)

J7 Welcome/Admin (OPR-J7)

What is your Role?

Commander Video Remarks

Module 2 – Diverse Workforce

Service Cultures – USA, USAF, USN, USMC, USCG

Service Capabilities

Cultures - Civilians, Contractors, Multinational, Generations

Module 3 – Staff Rules and Tools

Content ID and Handling

*PII/FOIA, U/FOUO, LES, Foreign Disclosure (REL ACGU), Records Management

AO Tools Introduction and Clickology

Security Procedures

Culminating Activity Introduction



Module 4 - Bi-Command Strategy and Organization

Theater Strategy , Campaign Plans and CONPLANS

Directorates and Special Staff

NORAD Regions, Sectors

USNORTHCOM Subordinates, Components

BattleStaff and N2C2

Module 4 - Global Partners

Office of Secretary of Defense, Joint Staff, Combatant Commands, Combat Support Agencies, National Guard, Service Statuses, Interagency – Federal Departments, NGOs, IOs, Private Sector

Module 5 – Homeland Defense

Air Defense

Ballistic Missile Defense



Module 6- Homeland Defense (Continued)

Maritime Defense

Land Defense

Module 8- Security Cooperation

Definitions, Partners, Tools, Process/Procedures, Mexico, Canada, Bahamas, Transnational Criminal Organizations

Module 8- Civil Support

Details on DSCA - NRF, NIMS, Legal Authorities, Dual Status Command, CBRN, etc. Foreign Disaster Relief, Non-Combatant Evacuation Operations (NEO), Foreign Humanitarian Assistance (FHA), Foreign Consequence Management (FCM)



Module 9: Cross-Cutting Areas

Cyber Operations

Computer User Awareness

Programming and Budgeting

COOP

Legal Authorities

Training, Education and Exercises

Counter Intelligence

Module 10: Staff Coordination and Communication

NORAD and USNORTHCOM Staffing Procedures and Task Management Tool

Write, read, and conduct research at an advanced level, strategic and higher order critical thinking skills, communicate effectively at executive levels, provide senior leaders with accurate information necessary for decision making



Survey Statements for overall course

- Course objectives were identified and covered
- Course was allotted an appropriate amount of time
- Modules were presented in a logical sequence
- Student computers enhanced the learning experience
- Group interaction enhanced the learning experience



Overall Course Survey Results

	Strongly Agree	Agree	Disagree	Strongly Disagree
Objectives	13	11	1	
Length	7	13	2	3
Sequence	6	16	3	
Computers	14	8	2	
Interaction	13	9	1	



Experienced Student Feedback

- Compared to 3-day course
 - Importance of the use of computers and portal
 - Importance of the use of activities
 - Importance of the use of small groups
 - Course will better prepare new personnel for their jobs



Experienced Student Feedback

	Essential	Some Value Added	Little Value Added	No Value Added
Computers/ Portal	4	1	2	
Activities	5	1	1	
Small Groups	4	3		

	Strongly Agree	Agree	Disagree	Strongly Disagree
Better prepare for jobs	2	3	1	1