



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
COMMANDING GENERAL, UNITED STATES ARMY ACCESSIONS COMMAND
DEPUTY COMMANDING GENERAL FOR INITIAL MILITARY TRAINING
90 INGALLS ROAD, BUILDING 100
FORT MONROE, VIRGINIA 23651-1065

'APR 24 2008

ATAL-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Basic Officer Leader Course (BOLC) Policy and Guidance

1. The following policy and guidance provides TRADOC DCGIMT interim execution guidance for BOLC I, II and III until the new BOLC TRADOC regulation is published.

2. The BOLC Concept.

a. BOLC is designed to ensure a tough, standardized, small-unit leadership experience that flows progressively from the pre-commissioning phase (BOLC I) through the initial-entry field leadership phase (BOLC II) to the branch technical phase (BOLC III). The overall BOLC outcome is a leader that is:

(1) A team member possessing the character and commitment to live the Army Values and Warrior Ethos.

(2) Confident, adaptable, mentally agile and accountable for own actions and able to act within the Commander's intent.

(3) Grounded in the core competences (leading, developing, and achieving) capable of serving the modular force in full spectrum operations.

(4) Physically, mentally, spiritually and emotionally ready to fight as a ground combatant

(5) Proficient in basic military skills required of a junior officer (BOLC).

(6) Self disciplined, willing and an adaptive critical thinker capable of solving problems commensurate with position and experience.

b. Optimally, the BOLC concept is sequential and progressive; each training event builds upon lessons learned from previous training. When tasks are repeated, they are performed under increasing levels of difficulty and stress. Students should transition through BOLC Phases II and III in sequence. Commandants have the authority to send officers to BOLC III and then II except for Infantry and Armor. ARFORGEN requirements must be the driving factor in training officers.

3. Training Strategy.

- a. Prepare officers to lead Soldiers in combat upon arrival at their first unit.
- b. Provide mission-focused leadership opportunities to produce agile and adaptive combat leaders.
- c. Train in a realistic environment and use scenario-driven field training exercises (FTXs).
- d. Focus on basic rifle marksmanship, first aid, battle drills and PT to build warriors.
- e. Allow students to teach mission-focused tasks. Students will be certified in all tasks they are selected to teach.

4. Training Management. BOLC commandants and commanders will ensure proper management of time and other resources in order to have efficient/effective task-based, leader performance oriented training. Commanders and cadre responsible for training must prioritize training events based on graduation standards and adjust training strategy based on After Action Reviews (AAR).

5. BOLC Common Core Task List (CCTL).

- a. The BOLC CCTL outlines the mandatory training requirements for BOLC I through III.
- b. The management of the CCTL will include a task review and development of changes by the BOLC I through III along with the task proponents. A council of colonels with representation from BOLC I through III will review and provide recommendations for changes to Commanding General, USAAC for approval. Use this link: <https://www.us.army.mil/suite/page/515118> to access the USAAC BOLC TF Knowledge Center web page to find the current version of the CCTL. The CCTL identifies the task proponent and the tasks to be performed during each BOLC phase.

6. Direct Commission Officer (DCO) Course. This course is designed for direct commissioned officers from AC/RC that have little or no prior military experience, and have not completed BOLC I. The course trains DCOs on the fundamental skills that will enable them to successfully complete BOLC II by establishing a foundation in leadership, physical fitness, mental toughness, and tactical and technical proficiency.

7. BOLC I. Pre-appointment and pre-commissioning programs educate and train cadets, officer candidates, and warrant officer candidates, assess their readiness and potential for

ATAL-CG

SUBJECT: Basic Officer Leader Course (BOLC) Policy and Guidance

commissioning as Second Lieutenants or appointment as Warrant Officers, and prepare them for progressive and continuing development. Pre-commissioning programs will ensure graduates possess the character, leadership, integrity and other attributes essential to a career of exemplary service to our Nation. The BOLC I outcome is a newly commissioned/appointed officer who:

- a. Knows and understands Army Values and begins to demonstrate them.
- b. Demonstrates knowledge of core leadership attributes and competencies and apply fundamentals of leadership at team and squad levels.
- c. Understands and embraces the concept of officership.
- d. Understands responsibilities of an officer for self development (physical, mental, spiritual and emotional) outside the institutional and organizational domains.
- e. Possesses fundamental knowledge and understanding of basic military skills and Army management systems required of a junior officer.
- f. Possesses basic military skills and demonstrates knowledge of the orders process and troop leading procedures while executing small unit tactics.
- g. Experiences introduction to Warrior Tasks and Battle Drills (WTBD), and fundamentals of Army operations.

8. BOLC II.

- a. The outcome expected from a BOLC II graduate is a junior officer who:
 - (1) Demonstrates Army Values and applies them to personal and professional decision making.
 - (2) Can apply core leadership attributes and competencies, and demonstrate proficiency at team and squad levels.
 - (3) Accepts and demonstrates new roles and responsibilities as a member of the profession of arms.
 - (4) Applies responsibilities of an officer for self development (physical, mental, spiritual and emotional) outside the institutional and organizational domains.
 - (5) Understands responsibilities to inspire self development in subordinates.
 - (6) Practices the application of technical aspects of WTBD.

- (7) Applies Army management systems and sustainment functions.
- (8) Applies Troop Leading Procedures (TLP's).
- (9) Applies critical thinking and problem solving.
- (10) Understands and applies WTBD and fundamentals of Army operations.

b. Instructor Certification Program (ICP). BOLC II ICP training is conducted as a decentralized commander's program at each of the BOLC II sites. At a minimum, the following training is required for an instructor to be certified to teach BOLC II students:

- (1) General training requirement (can be taken at any site before arriving at BOLC II):

- (a) Army Basic Instructor Course.
- (b) Combat Lifesaver. Must be certified and current.
- (c) Combatives. Minimum level 1 certification.
- (d) Human relations training.
- (e) Driver licensing/Defensive Driver Course.

- (2) BOLC II site specific training requirements:

- (a) Adaptive leader methodology training.

(b) Certification in convoy live fire training, leadership classes, counseling, land navigation, urban operations, weapons qualification, WTBD.

- (c) Conduct AARs.
- (d) Range safety operations.
- (e) Ammunition handling.
- (f) Composite Risk Management.

- c. Graduation Requirements:

- (1) Pass the Army Physical Fitness Test (APFT).
- (2) Pass Basic Land Navigation Course IAW the Training Support Package.

(3) Qualify with M16/M4 rifle with Close Combat Optic attached while wearing Individual Body Armor.

(4) Rate “satisfactory” in a minimum of two (2) leadership positions.

(5) Complete all FTXs.

(6) Complete the 10-mile foot march.

(7) Demonstrate Army Values at all times.

d. Because a major goal of BOLC II is to imbue lieutenants with the Warrior Ethos while ensuring they develop trust and confidence in their cohorts from other branches, BOLC II classes will have a mix of students by branch, component, source, gender and will represent the combat arms, combat support, and combat service support branches. For the same reason, BOLC II cadre and instructors will be composed of officers and NCOs from varied branches.

9. BOLC III. The schools represent 17 officer branches where junior officers learn specialized skills, doctrine, tactics and techniques of their assigned branch to compliment the WTBD learned in previous phases. Branch specific training is mandated by the commandants. Outcome from BOLC III is a junior officer who:

a. Embodies, lives and defends the Army Values.

b. Possesses attributes and competencies to assess, train and lead in their first unit of assignment.

c. Applies roles and responsibilities at first unit of assignment.

d. Demonstrates self development and an understanding of the life-long learning process for themselves and future subordinates.

e. Advances personal and professional development as a future leader of the Army.

f. Demonstrates technical skills proficiency for individual branch integration as a member of the combined arms team.

g. Applies Army management systems and sustainment functions.

h. Makes appropriate decisions based on doctrine (includes TLP's), assessment, critical thinking and judgment to provide a solution to a tactical problem.

i. Functions as a leader in employing WTBD and branch defined technical and tactical skills.

ATAL-CG

SUBJECT: Basic Officer Leader Course (BOLC) Policy and Guidance

j. Adapts troop leading procedures and problem solving skills to branch specific mission support requirements.

k. Executes branch defined missions in support of full spectrum operations.

10. Academic Evaluation Reports (AER). BOLC II will not produce an AER for BOLC II graduates. BOLC III will continue to produce the AER.

11. Height and Weight. BOLC II graduates who do not meet the requirements of AR 600-9 will be placed on the Army overweight program and allowed to continue to BOLC III. Reverse order III/II for JAG Corps only. All officers will meet the height and weight standards prior to graduating from their final BOLC.

12. Medical Limitations (Including Pregnancy): Students who experience medical limitations will be handled IAW applicable medical policies and evaluations/recommendations from medical authorities. Commanders will determine participation in BOLC II based on those recommendations. The intent is for all BOLC II students to get healed using all available assets, including the Physical Therapy Rehabilitation Program, before sending to BOLC III. The first O-6 in the chain of command may make the decision to allow the student to continue to BOLC III, or remain at the BOLC II site until the medical issue is resolved. Students who are sent forward to their BOLC III location for medical recovery must be rescheduled into BOLC II at a later date.

13. Retrain/Retest/Recycle/Proceed to BOLC III:

a. Retrain/Retest/Recycle. The first O-6 in the BOLC II chain of command will review and may authorize retraining/retesting/recycling of students who do not meet graduation requirements. Delay of student graduation will be coordinated with BOLC I/Input Agencies and HRC in order to reschedule BOLC III start dates if necessary.

b. Proceed to BOLC III. The first O-6 in the BOLC II chain of command, after coordination with the Directors of Training /BOLC III chain of command, can delay the BOLC II graduation requirement(s) and allow the student to proceed to BOLC III. The delayed BOLC II graduation requirement(s) must be successfully completed in BOLC III.

14. Prohibited relationships.

a. BOLC is a professional training environment. Regardless of rank, relationships between permanent party personnel and BOLC students, and relationships between BOLC students are prohibited if they:

(1) Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command.

(2) Cause actual or perceived partiality or unfairness.

(3) Involve, or appear to involve, the improper use of rank or position for personal gain.

(4) Are, or are perceived to be, exploitative or coercive in nature.

(5) Create an actual or clearly predictable adverse impact on discipline, authority, morale, or ability of the command to accomplish its mission.

b. Student teamwork and loyalty are paramount in the development of future leaders. Students will not engage in any real or perceived conduct with one another that is conduct unbecoming of an officer or contrary to Army Values. Such inappropriate conduct includes, but is not limited to, kissing, touching, holding hands or otherwise engaging each other with a degree of personal intimacy that may reasonably be considered as inappropriate conduct for professional military officers while performing military duties in a training environment.

c. In the garrison environment, male and female student living quarters will be separated by gender, except for student officers married to each other. In tactical training base/field training environments male and female students may occupy the same living quarters provided a physical barrier is in place to segregate the area between the male and female students. Segregated quarters must be maintained at all times in the training environment.

d. Subordinate commanders will issue implementing guidance and publish punitive orders consistent with the intent of this policy.

15. Disposition of Non-Graduates. AR 600-8-24 establishes procedures for transferring and discharging officers for failure to complete training. Options for separation processing include:

a. BOLC II: When it is determined that a student will not succeed, the first O-6 in the chain of command will forward a recommendation to the General Court-Martial Convening Authority (GCMCA) documenting the efforts to assist the student and the facts supporting the determination. After consultation with the officer's branch chief, the GCMCA of the BOLC II installation may request the GCMCA of the student's first duty station attach that student to the BOLC II installation in order to initiate separation processing. Final separation is accomplished by HQDA.


b. BOLC III: When a student continues to BOLC III, with non-completion of a BOLC II requirement, and that student fails to complete the BOLC II requirement at BOLC III, the commandant of the BOLC III installation will initiate separation action. If applicable, the commandant can also request attachment of that student from the student's first duty station GCMCA for separation processing. Final separation is accomplished by HQDA.

16. Special Branches. Except for the requirements in paragraphs 8c(1) (APFT) and 11 (Height and Weight), each special branch will have final disposition authority, including recycling and separation of their students.

ATAL-CG

SUBJECT: Basic Officer Leader Course (BOLC) Policy and Guidance

17. Point of contact is LTC Charles L. Atkins, Chief, BOLC, Accessions Command G-3, DSN 680-4703, (757) 788-4703 or email: charles.atkins@usaac.army.mil.



BENJAMIN C. BREAKLEY
Lieutenant General, U.S. Army
Deputy Commanding General
for Initial Military Training

DISTRIBUTION:

COMMANDER

U.S. ARMY AIR DEFENSE ARTILLERY CENTER & FORT BLISS
U.S. ARMY ARMOR CENTER & FORT KNOX
U.S. ARMY AVIATION CENTER & FORT RUCKER
U.S. ARMY CADET COMMAND
U.S. ARMY FIELD ARTILLERY CENTER & FORT SILL
U.S. ARMY INFANTRY CENTER
U.S. ARMY INTELLIGENCE CENTER & FORT HUACHUCA
U.S. ARMY NATIONAL GUARD BUREAU
U.S. ARMY ORDNANCE CENTER
U.S. ARMY QUARTERMASTER CENTER & SCHOOL
U.S. ARMY RESERVE COMMAND
U.S. ARMY SIGNAL CENTER & FORT GORDON
U.S. ARMY TRANSPORTATION CENTER & SCHOOL

COMMANDANT

U.S. ARMY ADJUTANT GENERAL SCHOOL
U.S. ARMY CHEMICAL SCHOOL
U.S. ARMY ENGINEER SCHOOL
U.S. ARMY FINANCE SCHOOL
U.S. ARMY MILITARY POLICE SCHOOL
U.S. ARMY ORDNANCE, MUNITIONS & ELECTRONIC MAINTENANCE SCHOOL
U.S. ARMY WARRANT OFFICER CAREER CENTER
THE JUDGE ADVOCATE GENERAL'S LEGAL CENTER AND SCHOOL

CF:

COMMANDER

U.S. ARMY COMBINED ARMS SUPPORT COMMAND & FORT LEE
U.S. ARMY RECRUITING COMMAND
U.S. ARMY TRAINING AND DOCTRINE COMMAND
U.S. ARMY TRAINING CENTER & FORT JACKSON
SUPERINTENDENT, UNITED STATES MILITARY ACADEMY