

OFFICER CANDIDATE SCHOOL TRAINING OUTLINE

INTRODUCTION TO OFFICER CANDIDATE SCHOOL

The kind of training you get at Officer Candidate School can't be bought. You have to earn it. It takes hard work, commitment and drive. But when all is said and done, you'll have an education that's worth its weight in gold.

Learning to listen carefully is one of the first things you're taught at OCS. And while you may think you've been through all that already, the in-depth training you get at OCS takes it many steps further. You'll learn to reason, make decisions for yourself, then command with the self-confidence and assurance of an officer.

Leadership means more than issuing orders. A leader is charged with inspiring trust and confidence so others will follow you under any circumstances. It takes a special person with special abilities. One who is mentally and physically prepared to face the constant challenge of command.

Besides the pride you'll feel and the respect you'll gain, becoming an officer has many tangible benefits, too. OCS Candidates are promoted to E-6 upon acceptance into the academy. OCS graduates are commissioned as second lieutenants in the Army National Guard, with a state and federally recognized commission, valid in any state or on active duty. Officers are among a select few with the responsibility of leadership and the authority and freedom to do things on their own. When you're an officer, you have a greater voice in the operation of the National Guard.

Your education opportunities are greatly expanded, too. In addition to branch training, as an officer you also may be eligible for specialized training including Ranger school and Flight school. Additionally, the advancements you make in the National Guard can help make you a success in your civilian life. As an Army National Guard Officer, you've proven yourself as responsible, reliable, ambitious and self-confident – all traits that future employers look for in management candidates.

Officer Candidate School allows you to be in charge for a change, making you responsible and accountable. No more wondering what you're going to do next, here every minute is utilized. You'll go home satisfied that you have accomplished something that only a few men and women have aspired to do, graduate for Utah's own Officer Candidate School

THE CANDIDATE

Candidates are selected by their respective commanders from units in the State on the basis of both observed leadership ability in the enlisted ranks and overall leadership potential. Additionally, regulatory guidelines apply – be between the ages of 18 – 30 (maximum age is waiver able by the TAG to 35 years at the time of commission). Have completed Basic Training (BCT), Advanced Individual Training (AIT) and a minimum of 90 college credit hours to enroll in OCS.

Upon entrance into the program, the State OCS Board of Officers interviews each applicant in order to confirm that all prerequisites are met and proper motivation for attendance is evident. On acceptance, candidates are attached to the OCS Program for the duration of the course and following successful completion, are commissioned as Federally Recognized Second Lieutenants and reassigned to their units.

The mission of the OCS Program is to qualify personnel for appointment as Federally Recognized Second Lieutenants – individuals with required professional knowledge, character, motivation and capabilities for leadership to function as officers in the Army National Guard. The program is structured to provide maximum utilization of time for the education and development of each individual.

Emphasis is placed on practical exercise and performance. Training conducted is strictly “hands on”. The individual candidate’s ability and progress is closely monitored, tested and evaluated both by formal examination and demonstrated ability to comply with OCS standards.

Objectives of the OCS Program are to teach the individual to take initiative, think clearly, take orders as well as give them and be able to set the example for the personnel he/she will lead. The individual is subjected to an OCS environment exceeding that expected of the ordinary soldier and is required to achieve a standard of excellence.

WHY STATE OCS?

The reason for the existence of the OCS Program is summed up in the mission statement. Beyond the fact that the Army National Guard and USAR are the major components of the Total Force responsible for the defense of the Nation, the need within the State for qualified Company Grade officers is acute. The need for good leadership is critical. An individual with leadership ability should be developed to the fullest, for both his/her own betterment of his/her organization.

ACADEMICS

Academic training is designed to provide candidates with an understanding of basic military skills, effective writing, officership and combat arms/combat support/combat service support (CA/CS/CSS) operations required of a second lieutenant prior to Officer Basic Course (OBC).

EXAMS

A series of weighted examinations are administered throughout the course and each candidate is required to score at least 70% on each examination. The required OCS examinations are listed below

Artillery Examination

Combat Service Support (CSS) Examination

Communications Examination

Engineer Examination

Intelligence Examination

Land Navigation Examination

Leadership Examination

Operations Examination

Tactics Examination

Training Management Examination

LEADERSHIP

The Teach, Assess and Counsel (TAC) Staff evaluate leadership. Leadership is separated into both evaluations and leadership performance. Leadership performance is based on the leadership principles listed below.

SOLDIER-TEAM DEVELOPMENT

- INITIATIVE
- FOLLOWERSHIP

SUPERVISION

- DELEGATION
- PROBLEM ANALYSIS

TEACHING AND COUNSELING

- SENSITIVITY

MANAGEMENT TECHNIQUES

- ADMINISTRATIVE CONTROL

TECHNICAL AND TACTICAL PROFICIENCY

- TECHNICAL COMPETENCE
- PHYSICAL STAMINA
- MISSION ACCOMPLISHMENT

DECISION MAKING

- DECISIVENESS
- JUDGEMENT

PLANNING

- PLANNING AND ORGANIZING

PROFESSIONAL ETHICS

- INFLUENCE

COMMUNICATION

- ORAL COMMUNICATION
- WRITTEN COMMUNICATION
- ORAL PRESENTATION

PHYSICAL FITNESS

Physical Fitness is measured by averaging the periodic Army Physical Fitness Test (APFT) held during the course. Additionally, candidates are encouraged to constantly improve their physical fitness during the course to achieve a higher score each time.