

INFORMATION PAPER

SUBJECT: CY13 *America's Army – Our Profession* Education and Training program

1. **Purpose.** To provide information and resources in support of *America's Army – Our Profession* Education and Training program to facilitate dialog, educate, train and inspire all members of the Army on the meaning and practice of the Army Profession.

2. **Background.**

a. The CSA approved the *America's Army–Our Profession* Education and Training program to inform and inspire the force on doctrine in Army Doctrine Publication (ADP) 1, *The Army*, Chapter 2 and in Army Doctrine Reference Publication (ADRP) 1, *The Army Profession*. These capstone documents define and describe the five essential characteristics of the Army Profession, membership and certification criteria for Army professionals, and the Army Ethic.

b. Why are we doing this? The *America's Army–Our Profession* Education and Training program is designed to teach and inspire understanding of the Army Profession and to enhance commitment to our professional obligations – to ourselves, others, the Army, and the American people.

3. **Discussion.**

a. The Army conducts an education and training program in order to institutionalize and operationalize critical concepts of the Army Profession across the total force.

b. Vision. Members of the Army Profession clearly understand, accept, and practice their profession, consistent with the Army Values and the Army Ethic.

c. Goals.

(1) Members of the Army Profession know the doctrine of their profession, its application, and are committed to perform their duties accordingly.

(2) Leaders incorporate Army Profession concepts throughout unit and organizational professional development programs.

(3) Army Profession doctrine is integrated into PME/CES curricula.

(4) Army Profession concepts are reflected in the planning and conduct of operational missions and exemplified in the decisions and actions of Army professionals.

d. Timing. This education and training program begins on 2 January 2013 and will be executed through quarterly themes throughout the calendar year.

(1) 1st Quarter, Standards and Discipline – Title 10 U.S. Code specifies “Standards of Exemplary Conduct” – prescribing that all commanding officers and others in authority show in themselves a good example of virtue, honor, patriotism, and subordination. Accordingly, all Army professionals uphold standards and develop discipline within themselves and their units.

(2) 2nd Quarter, Army Customs, Courtesies, and Traditions – these observances create a vital connection with preceding generations of citizen-soldiers, enhance our esprit de corps (winning spirit), and reinforce commitment to stewarding the Army Profession. The Army Profession has a proud history, important missions, and unequalled capabilities; and Army professionals are respected for their service to the Nation. Army customs, courtesies, and traditions sustain and develop this legacy within the Army Culture.

(3) 3rd Quarter, Military Expertise – Certified Army professionals.

(a) The Army Profession's military expertise is the design, generation, support, and ethical application of landpower. This is our contribution to the defense of our Nation.

(b) Army professionals acquire education, training, and experience, which provides professional development and the basis for certification in competence, character, and commitment. These qualities are essential to accomplish the mission and successfully perform assigned duties with discipline and to standards.

(4) 4th Quarter, Trust – The bedrock of our Army Profession is assured reliance on the character, ability, strength, and truth of someone or something; by honoring Army Values in all our decisions and actions, we sustain mutual trust among Soldiers, Civilians, Families, and with the American people whom we serve.

(a) In order to maintain and sustain our bond of trust and confidence with the American people, the Army Profession demonstrates Military Expertise through professional competence, and the practice of our military art and science; we contribute Honorable Service; we serve as Stewards of the Army Profession; and we inspire collective Esprit de Corps – a Winning Spirit – in units and organizations through loyal, dedicated support for the each other to accomplish the mission.

(b) In order to earn and develop trust within the Army Profession, we consistently demonstrate competence, character, and commitment - performing our duties effectively, ethically, with discipline and to standards.

4. What Can You Do?

a. Include Army Profession doctrine and concepts as a topic in professional development sessions.

b. Integrate Army Profession doctrine and concepts in all aspects of training and operations.

c. Create and sustain a positive, professional command climate; set the example by coaching, counseling, and mentoring; develop disciplined Army professional Soldiers and Civilians; review, revise, explain, and uphold standards; and emphasize and celebrate the time-honored customs, courtesies, and traditions of the Army Profession.

d. Access the resources at <http://cape.army.mil> to assist in the planning and conduct of professional development in support of this program.

5. How CAPE Can Help?

- a. A lesson plan is included to assist you in facilitating professional development sessions.
- b. Videos are available to enhance understanding of the Army Profession and provide the focus for each quarter.
- c. Posters are available for display to assist in communicating the themes and focus attention for each quarter.
- d. Senior Leader Guides and talking points are included to help communicate Army Profession concepts and themes.
- e. CAPE Research Fact Sheets provide a summary of recent Army-wide survey findings to assist in identifying potential areas for discussion as part of a unit or organizational professional development plan.
- f. CAPE Staff is available to provide a 2-3 hour tailorable Army Profession Seminar.
- g. CAPE's Master Army Profession and Ethic Trainer (MAPET) course is a 5 day immersion in Army Profession doctrine and its application throughout the operational environment. In addition, MAPET teaches facilitation skills and demonstrates how to integrate character development into unit training programs. Coordinate MAPET attendance through CAPE.