

CIVIL AFFAIRS

Proponent Newsletter



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Team CA! With your support, the Commandant Directorate continues to move CA forward. We are working hard to keep pace with the Army, as it is moving out at an unprecedented rate of change.

Our TRADOC approved, and TRAC-Leavenworth supported, Force Modernization Assessment is well under way. This intensive process is designed to enable the CA branch to modernize across the DOTMLPF-P spectrum in order to meet the requirements of 2028 and beyond. With participants from across the CA Force and Army Centers of Excellences, we completed our Functional Area Analysis (FAA) on 5 April, 2019. It enabled us to determine the tasks we must accomplish, the conditions we will face, and the standards we must meet at echelon in the future operating environment. We will execute the functional needs analysis (FNA) in June 2019 to determine the gaps in our capability across DOTMLPF-P spectrum. The FNA results will drive our Functional Solutions Analysis (FSA), set for October 2019, which will determine how CA and the Army will address our capability gaps. This is an exciting effort, as it will produce the future CA force that is integral to all Army operations.

On 17 April, 2019 the Army released the new FM 3-57, Civil Affairs Operations. Please take the time to make yourself familiar with our updated capstone manual. The fields' input remains critical to our ability to effectively update ATP 3-57.50, Civil Information Management, ATP 3-57.60, Civil Affairs Planning, and ATP 3-57.70, Civil-Military Operations Center. We are in the process of updating all three publications, and quality unit input on our drafts, via the comment resolution matrix, is necessary for us to get them right. The field will begin to see this publication for staffing 3rd Quarter FY19.



COMMANDANT'S CORNER

Civil Affairs Commandant
COL Jay Liddick

Commandant Sergeant Major
SGM Aldo Palacios

We remain focused on updating our institutional baseline training to ensure we are delivering the CA capability that Army and Joint commanders require. The training development team, in conjunction with the operational force and 3rd Battalion/1st Special Warfare Training Group (A), will have our new FY2020 MOS/AOC course completed and implemented with the first class starting in January 2020. The intent of the MOS/AOC courses is to ensure CA CPTs and CA NCOs can fully support Army commanders across conflict continuum. We are also developing CA SOF skills training, that will follow MOS/AOC training, and focus on ensuring CA CPTs and CA NCOs can effectively support SOF Commanders within their operational environment and across the spectrum of ARSOF missions. This training will culminate in the execution of an integrated Robin Sage Exercise that exercises the CA, PO, and SF cross-functional team capability (first integrated CULEX is tentatively set for May 2020). The intent is for all personnel to award those that successfully completing complete MOS/AOC training, the CA SOF skill training, and the integrated ARSOF culmination exercise in order to receive an addition skill identifier a Skill Identifier (Officers) or an Additional Skill Identifier (NCOs).

On the personnel front, we continue to refine our accessions process to improve how we recruit, produce, and retain CA officers and NCOs. Across our force, recruiting must be a priority effort that each and every one of us participate in. If everyone in CA recruited on person a year, we would not have a recruiting problem. In the near future, we will provide the field with a menu of products designed to assist in recruiting efforts. BLUF: We have the best mission in the Army, and we need to communicate it. Also, we are working hand in hand with the Army Talent Management Task Force to ensure that CA is at the cutting edge as the Army improves its personnel processes and systems.

On the CIM technology front, we have made some rapid and exciting advances. Our CIM team is working hard with a host of partners to provide a new tool that will better enable CA practitioners to analyze and evaluate the civil environment and incorporate that knowledge in meaningful ways into supported commander and staff efforts. Dr. Copeland provides more details on this development in the section that follows.

The task for every member of the CA team remains: to enhance CA's ability to help Army and Joint Force commanders win across the conflict continuum and throughout the range of military operations. Improving our capability requires us to challenge our assumptions, be honest about our strengths and weakness, and embrace change.

Commandant's Corner (Continued)

Your Commandant's Directorate will be focused on the following near term and enduring priorities:

Near Term

1. Execute the Army endorsed Force Modernization Assessment (FMA) to validate capability gaps and initiate foundational capability enhancement.
2. Refine and finalize ATP 3-57.50, Civil Information Management, and ATP 3-57.60, Civil Affairs Planning, ensuring alignment with FM 3-0 and FM 5-0, appropriate integration of "Multi-Domain Operations", and each document provides the doctrinal basis for CA success.
3. Improve CA accessions to ensure we attract, select, train, and retain the CA professionals required to meet the Army's challenges today and in the future (We must all be CA recruiters!).
4. Ensure the four start CA Training Pathway alignment advances CA capability and results in entry level CA professionals having the knowledge and skills to be successful in the field.

Enduring Priorities

1. Improve CA's integration into the Army to ensure both conventional and SOF maneuver commanders consistently receive and appropriately employ the CA capability required to succeed across the Army's four strategic roles.
2. Implement technical Civil Information Management solutions that enable CA professionals to be a central part of the Army's solution to the Army's Warfighting Challenge #1 – Situational Understanding.

The remainder of the newsletter will provide you with detailed information on our ongoing efforts on behalf of CA. Please do not hesitate to contact us if you have questions or comments. I remain motivated by the tremendous work that Civil Affairs personnel are doing around the world.

Thank you for your hard work and God Speed!





CIVIL INFORMATION SECTION

Civil Information Chief

Dr. Lynn Copeland

The Way-Ahead for CA Civil Information (CI)

On 6 March 2019, DR Copeland, along with members from Esri, C5ISR and the CA Proponent's Office, briefed senior leaders on the way ahead for CA civil information. The second part of the briefing featured a demo on current and proposed future capabilities through a system called the Commercial CA Solution-Army (CCAS-A). The senior leaders concurred with this way ahead, and it was subsequently briefed at the CA Whole Force Meeting (held quarterly) on 13 Mar 2019.

What's CCAS-A and why would I use it?

CCAS-A consists of a field data collection application for non-PII information, an online geospatial information system (GIS) hosted in Amazon Web Services (AWS), an open source auto-populated Civil Affairs Information Matrix (ASCOPE/PMESII-PT/Instruments of National Power), an auto-generated gap analysis to assist the Civil Information Collection Plan, an auto-generated unclassified Area Study tool and an automatic data feed to UNOCHA's Humanitarian Data eXchange (HDX). It is a web accessible, app-enabled website which will enable CA civil survey collection via personal electronic devices and laptops via the commercial internet. This is a solution for the entire force that mitigates the delayed fielding of the Defense Common Ground System - Army (DCGS-A).

CCAS-A is an Esri ArcGIS Online (AGOL) solution built using existing software entitlements from the DCGS-A program. CCAS-A resides in the unclassified AWS Cloud. The intent of CCAS-A is to provide a repository for CA data and to share that unclassified data with Mission Partners via UNOCHA's HDX. The CCAS-A will eventually promote CA data to the DCGS-A NIPR repository, which will then promote CA data to the DCGS-A SIPR repository. Development of specific CA tools that can be used for analysis at the unclassified level will become a part of the CA Module in both the NIPR and SIPR DCGS-A platforms.

The CCAS-A uses civil surveys for data collection based on MILSTD-2525D. There are 119 FOUO survey forms currently under review for release by SWCS G2/JAG. Portions of the 119 forms are being released as unclassified, non-PII civil surveys, and are part of the CCAS-A system. This system is fully customizable down to the CAT level and will display civil surveys and CA data across all COCOMs. An export routine allows for the CCAS-A civil surveys to be shared across any analytical or visualization tool currently being used by units throughout the CA branch.

CIVIL INFORMATION SECTION (CONTINUED)

The Civil Information Section is working with Esri to refine the overall template of the CCAS-A. Today this template includes a sampling of non-PII civil surveys and an ASCOPE/PMESII-PT/DIME-FIL gap analysis tool referred to as the Civil Affairs Information Matrix. Over the next few months, the Civil Information Section will expand the quantity of civil surveys in the system and introduce an auto-generated area study tool (roll-out expected Sept 2019). CCAS-A will be tested in the JWA 22 April–10 May, as well as the Pacific Partnership 19 currently underway. A live demonstration of CCAS-A will be provided during the next Force Mod “Whole of Force Meeting” in June 2019.

If you would like to access CCAS-A, please go to: <https://swcs.maps.arcgis.com>. From the splash screen, you can launch into the COCOMs or access the Training Module. There is no username or password required to view data within the system. However, if you are a data contributor, you will need publishing permissions to the system. Permissions will be granted based upon your AOR. Please select the “Submit Request to Publish Data” link and fill out the online form.

What happened to DCGS-A?

The Distributed Common Ground System-Army (DCGS-A) is the Army Materiel Solution for Civil Affairs and currently provides a SIPR solution to CA. Fielding of the SIPR system began in Feb 2017. The DCGS-A NIPR solution is still going through the accreditation process. PM DCGS-A will be performing operational testing of their NIPR system in June 2019 with an estimated fielding start date in 4QFY19. Neither the SIPR nor NIPR DCGS-A solution have specific tools designed for CA. The CA analyst must use existing software applications within DCGS that are based on intelligence requirements. Furthermore, because the schoolhouse will not be fielded until 3QFY19, which will likely slip to 4QFY19, current DCGS-A training occurs only in NET unless the unit has made additional arrangements for more in-depth training. This is the reason why the Civil Information Section is working the development of a specifically designed CA module within the DCGS-A suite. The first possible implementation of this module within NIPR DCGS-A could occur in FY21. Therefore, in an attempt to give the CA branch an earlier implementation of CA specific tools, the Army CA Proponent petitioned PM DCGS-A for the use of their Esri ArcGIS software entitlements that would allow for an early creation of a CA commercial solution. PM DCGS-A agreed and development of the Commercial CA Solution-Army (CCAS-A) began in January 2019. Once DCGS-A NIPR is accredited, CCAS-A will be ingested into NIPR DCGS-A allowing us to push CA data into the DCGS-A suite of tools, both NIPR and SIPR.

CIVIL INFORMATION SECTION (CONTINUED)

Although DCGS-A NIPR is still very much a reality for CA, the overall DCGS-A program is transitioning to sustainment in FY20. What does this mean for CA? No change from an operational perspective. This is a standard acquisition program life-cycle process. Requirements for DCGS-A, such as our CA Module, will now go through a different process for inclusion into the DCGS-A baseline. Any research, development, testing and evaluation money from DCGS-A previously earmarked for our CA Module will now be allocated to the research and development for the successor of DCGS. This new system in the future will include our CA requirements.

For questions or concerns, please contact CCASsupport@socom.mil.



FORCE MODERNIZATION

Director
Mr. Dennis Cahill

The Civil Affairs Force Modernization Directorate continues to work on numerous efforts related to the future of the total Civil Affairs force. Two efforts that we will focus on in this edition are the Civil Affairs Force Modernization Assessment and Total Army Analysis 22-26.

Civil Affairs Force Modernization Assessment (CA FMA)

Since the publication of last quarter's newsletter, the CA Force Modernization Directorate, with the endorsement of the Army Futures Command's Futures and Concepts Center and the support of The Research and Analysis Center at Fort Leavenworth (TRAC-Leavenworth), began the long-awaited CA FMA process. The FMA process emulates the Joint Capabilities Integration and Development System's (JCIDS) capability-based assessment process in that it consists of three distinct steps:

- Functional Area Analysis (FAA) - considers a description of the mission and military problem, concepts to be examined, a scenario/timeframe, and a list of required capabilities to produce a refined list of required capabilities with their associated tasks, conditions, and standards.
- Functional Needs Analysis (FNA) - considers current and programmed capabilities, capability gaps and excesses, and a risk assessment to produce a prioritized list of capability gaps.
- Functional Solutions Analysis (FSA) - considers potential non-materiel and existing materiel solutions, potential new approaches, and a revised risk assessment to produce a prioritized list of potential non-material and/or materiel approaches that solve, or mitigate, one of more of the capability gaps identified in the FNA.

The FAA took place at Fort Bragg from 25 March - 5 April 2019. In addition to TRAC-Leavenworth, which provides the framework, expertise, and analytical rigor to the FMA process, the FAA was supported by all CA Proponent Divisions as well as representatives from TRADOC Centers of Excellence and the operational CA force. The same folks will be back at Fort Bragg 17-28 June 2019 for the FNA and 14-25 October 2019 for the FSA. The CA Proponent will publish the results of each event within 4-6 weeks of event completion. The FAA Final Report is scheduled for release to the field by the end of May 2019.

FORCE MODERNIZATION (CONTINUED)

The CA FMA is the Commandant's top near term priority and is the main effort of the CA Force Modernization Directorate through the end of 2nd Quarter, FY20. Upon completion, the CA Proponent will be postured to inform revisions of FM 3-57 Civil Affairs Operations, the Army Universal Task List, the Universal Joint Task List, Combined Arms Training Strategies, and the Total Army Analysis process. Ultimately, we will deliver change recommendations for all related doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy (DOTMLPF-P) to provide the Army with a multi-domain operations (MDO)-capable force that is resourced, equipped, and modernized to defeat one near-peer enemy in a regional conflict while deterring a near-peer adversary in two other non-contiguous regions with overall low to moderate strategic risk.

Total Army Analysis (TAA) 22-26

Each year, the Army conducts a TAA to assess the current Army force structure against future requirements (as outlined in national strategic documents) and projected end strength (as authorized by Congress). During the TAA process, Army force managers consider the results of U.S. Army Training and Doctrine Command (TRADOC) experimentation, Center for Army Analysis (CAA) force modeling, emerging Geographic Combatant Command requirements, and Army Senior Leader guidance to shape changes to Army force structure over the next 2-6 years.

The CA Force Modernization Directorate, in consultation with the CA operating force, provides input to the TAA process every year. This includes reviewing and updating CA force rules of allocation that support CAA force modeling; reviewing the results of CAA modeling of the total CA force; participating in sourcing panels that compare the current force structure to future force structure needs and recommend risk-informed investments and divestments of force structure; and supporting the documentation of Secretary of the Army (SA) and Chief of Staff of the Army (CSA) decisions that are published in the Army Structure (ARSTRUC) Memorandum.

This year's TAA is unique in that it is the first one that follows the creation of the Army Futures Command (AFC) and the reassignment of TRADOC organizations and functions to AFC. As mentioned in last quarter's newsletter, AFC and TRADOC published new doctrine and other guidance that requires changes in how the Army is organized to conduct future multi-domain operations (MDO). This includes binning formations into contact, blunt, and surge forces; rebalancing force mix across active and reserve components; and mitigating 17 critical structure gaps identified by AFC that hinder building an MDO capable force by 2028. TAA 22-26 is incorporating that guidance to develop recommendations for the SA and CSA to make force structure decisions for the Total Army Modern Force that can fight and win in 2022-2026. Subsequent TAAs will make additional force structure recommendations to transition the Total Army Modern Force to the Total Army Multi-Domain Force that can fight and win in 2028 and beyond.

FORCE MODERNIZATION (CONTINUED)

At a TAA Update Brief to the Army's Director of Force Management on 26 April 2019, MG Kurt Sonntag, the Army Force Modernization Proponent for Civil Affairs, presented options for the future CA force that included different combinations of active and reserve component CA formations arrayed as contact, blunt, and surge forces with the ultimate goal of establishing the ideal MDO CA force. The first option recommended forwarded stationing existing theater-aligned active component (AC) companies into priority theaters with no growth or reduction to the current force. The second, third, and fourth options recommended variations of growth to the AC portion of the force (including Theater Army, Field Army, Corps, and CA Command staffs) and reductions to the U.S. Army Reserve (USAR) portion of the force to lay a foundation for a better balanced CA capability for the Army.

As of the publication of this newsletter, no decision has been made on which option, if any, will be forwarded to the SA and CSA for decision. The CA Force Modernization Directorate will continue to monitor TAA 22-26 and will report the final outcome when available.



PERSONNEL DIVISION

Division Chief
Mrs. Lindsey Condry

Proponent Update on Talent Management Initiatives:

The Proponent continues to make significant progress on our holistic review of the three pillars of CA Accessions (Recruit, Select and Produce). Below are some updates on our efforts to date.

Special Operations Recruiting Battalion Structure and Manning:

As many of you know, our branch is significantly underrepresented in the SORB and the Proponent continues its deliberate effort to increase CA presence. The good news is that we are well on our way to having 38B representation at all SORB stations. We currently have twelve 38Bs assigned and are projected to be at 14 once the summer move cycle is complete. The bad news is that we still only have 5 38B authorizations across the 13 stations and while our current inventory allows us to fill these undocumented requirements, we will not be able to support long term if some action is not taken to officially document the requirements in a way that accurately reflects the SORB's multi-branch recruit mission.

Menu of Recruiting Products:

We are currently working to create a Menu of Recruiting Products that will be available to both the SORB and you, the operational force. Much of the material in circulation is outdated, incorrect or boring. The Proponent is revamping this material with new verbiage and graphics and once finalized will distribute as widely as possible. If you're interested in receiving the full menu of products available please contact us at swcs-capersonnel@socom.mil.

Assessment and Selection Validation Pilot:

The CA Proponent is currently working with the Army Research Institute (ARI) for the execution of an in-depth job analysis to develop knowledge, skills and behaviors that would result in an ARI-developed and scientifically validated assessment test that would either validate our current Assessment and Selection or inform significant change. This is very similar to what ARI is currently doing for FA59 and FA48. While previous efforts have taken over two years, much of the work done with respect to our attributes over the past few months will inform this pilot and will likely reduce the timeline. We have already begun coordination and expect interviews and site visits to A&S to begin in the near future.

PERSONNEL DIVISION (CONTINUED)

Succession Planning:

Another focus of the Proponent's talent management initiatives is succession planning. The Army at large lacks a policy or technology-enhanced process that consistently provides the leadership of the Army a choice of specially qualified candidates to fill critical positions. Because Civil Affairs has several O6 critical billets that are not centrally selected (3 x Corps G9s) and some new positions that we are still working through appropriate knowledge, skill and behaviors development (5 x GCC TCAPT Chiefs), we are uniquely suited and volunteered to participate in several initiatives developed by the OPT to include succession planning framework development, prototype development and tabletop exercises.

Direct Commission – Active and Reserve Component:

The last newsletter addressed the concept in detail. Our constructive credit worksheets were accepted and we are now waiting on the Army to publish and administrative process and advertising strategy. Clarification on eligibility for this direct commission program - as currently written, the NDAA authority change only applies to civilians that desire to serve. NCOs are not eligible for this program and should utilize the programs available (OCS, Green to Gold, etc.) until other authorities are granted.

Talent Management Initiatives Survey:

Thank you to all of those that responded to HRC's Talent Management Initiatives survey. The Proponent is working closely with the Army's Talent Management Task Force as those new authorities are developed and will keep the force posted as new information becomes available.



MILITARY GOVERNMENT OFFICER

Program Manager
Ms. Rachel Davis

Why is the CA Proponent concerned with a military government capability?

The requirement for Army Civil Affairs forces to provide a military government capability originates in both international law and Department of Defense Directives. Specifically, DODD 5100.01 directs that the Army conduct Civil Affairs Operations (CAO) and DODD 2000.13 directs that CAO include providing expertise in civilian sector functions that normally are the responsibility of civilian authorities and applying that expertise to implement DOD policies to advise or assist in rehabilitating or restoring civilian sector functions and or establishing and conducting military government until civilian authority or government can be restored. What these existing laws, policies and directives do not do is prescribe the manner in which this capability will be provided; this task is left to the AR 5-22 Force Modernization Proponent for Civil Affairs.

Who is the ideal Military Government Officer?

Military Government Officers are technical experts in their field, who are intrinsically drawn to performing their civilian skillset in a Title 10 context. Currently the program is structured with 18 Skill Identifiers (SI) that target specific skill sets nested within the five Stability Sectors. Officers who are interested in becoming Military Government Officers are encouraged to visit the 38G (Mil Gov) milSuite webpage (<https://www.milsuite.mil/book/groups/38g-militarygovernment-specialist-information>) and read the newest MILPER in order to determine which SI would be the most relevant to their civilian skillset. A MILPER message is published annually outlining the eligibility and application requirements to become a Military Government Officer.

What is the training requirements for a Military Government Officer?

The defining quality in a Military Government Officer is a skillset that is developed in the civilian sector. As a result, there is currently no training requirements for Military Government Officers after being qualified by the 38G Qualification Board. Civil Affairs Proponent is currently reviewing this concept which may result in additional training specifically for Military Government branch officers specific training in the future.

MILITARY GOVERNMENT OFFICER (CONTINUED)

What does Professional Military Education (PME) look like for a Military Government Officer?

In order to be PME complete as a Captain you must successfully graduate from a Captains Career Course (CCC). Officers are required to be PME complete for their current grade prior to consideration for promotion. Being PME complete is a separate requirement for Officers than training requirements associated with being branch qualified.

- Captains who are qualified and branch transfer to Military Government, who HAVE NOT completed a CCC in their basic branch must complete either the CA CCC or their basic branch's CCC in order to be considered PME complete. However, for Officers who choose to attend the CA CCC, they have the added benefit of being both Military Government and Civil Affairs Officers.
- Captains who are qualified and branch transfer to Military Government who HAVE completed a CCC in their basic branch are not required to attend the CA CCC.
- Majors and Lieutenant Colonels who are qualified and branch transfer to Military Government should consult DA Pam 600-3 (Commissioned Officer Professional Development and Career Management) for their PME requirements.

Are Officers able to hold both the 38A and 38G AOC?

Yes. However, the qualifications to hold each AOC are different. In order to be a qualified 38A you must successfully graduate from the Civil Affairs Captains Career Course (CA CCC). CA CCC is both a branch qualification and PME course.

In order to be qualified as a Military Government Officer you must be boarded AND qualified by the 38G Qualification Panel based on your experience and education, successfully branch transfer, an Codes d serve in a 38G coded position on a TDA. There is currently no additional AOC/branch specific training that a Military Government Officer must attend but that does not preclude Mil Gov Officer from meeting the PME requirements associated with their grade-plate.

Can a Military Government Officer be a Commander?

No, a Mil Gov Officer cannot be a Commander if 38G is listed as their Primary AOC. There are no Command positions coded for Military Government Officers.

For Military Government Officers who also hold the Civil Affairs AOC (38A), there is currently no Army policy precluding individuals from switching their primary AOC from 38G to 38A in order to be considered for Civil Affairs coded Command positions.

MILITARY GOVERNMENT OFFICER (CONTINUED)

Why does the Military Government capability only reside in the Reserve Component? Is there any interest to develop opportunities for 38Gs to deploy in support of Active Duty mission requirements?

The CA Proponent is updating the existing Mil Gov capability in order to allow for a general support method of employment. The redesign is a multi-phase process that includes updating the existing SI's, creating 7 new SIs and realigning all 19 of the required civil sector specialties under redesigned Specialty Cells at the CACOM level. The intent is to redefine, focus and unify the functional specialty cells and their associated requirements. While the redesign proposes all Mil Gov positions be at the O-5 grade plate and consolidated at the CACOM level until it is approved the CA Proponent will continue to fill the force at all Officer grade plates.

There are currently no documented requirements from 1st Special Forces Command or FORSCOM for the military government capability. When the White Paper and Capabilities Based Assessment (CBA) are approved they will drive whether or not the military government capability will only exist in the Reserve component.

Are 38Gs deploying with Civil Affairs Commands and/or as individual augmentees?

Deployment of Mil Gov Officers is at the discretion of CACOM Commanders. There is currently no demand signal to deploy 38G's. The Civil Affairs Proponent is educating the GCC staff's on the military government capabilities, so that GCCs can integrate military governance during the Joint Operational Planning Phases, which should result in creating a demand signal.

Is there an on-going effort to document the Military Government capability in the Warrant Officer and/or NCO Corps, in order to allow and incentivize enlisted personnel with the proper background to become 38G's?

There is currently no Army requirement for a Military Government Warrant Officer or NCO.

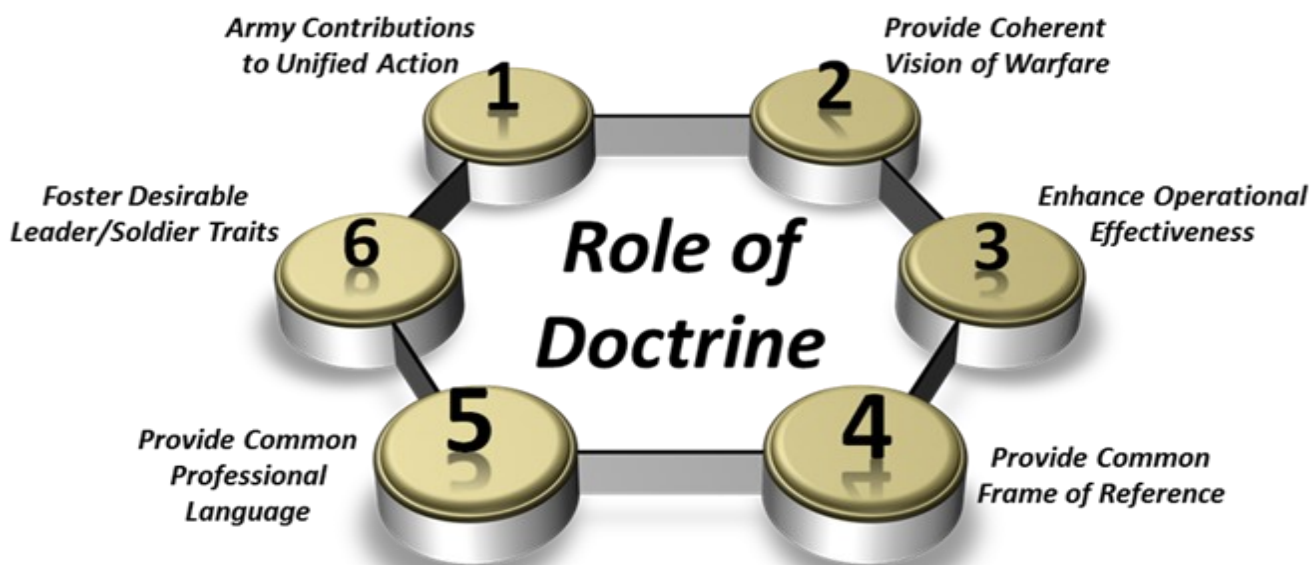
The CBA process will drive solutions, some of which could be personnel in nature and result in the creation of a Mil Gov Warrant Officer and/or NCO.



DOCTRINE DIVISION

Division Chief
Mr. Robert Miller

Doctrine is the Army's expert body of knowledge. It serves as the starting point for organizations and leaders to think about and conduct operations based on current capabilities and executable by forces currently in existence. It is dynamic and changing based on lessons learned in current operations and training, adaptive enemies, and shifts in force structure, technology, and social values. Doctrine is the language of the Army professional.



The CA Doctrine Division functions as the doctrine domain manager for all Army CA forces. The doctrine division develops CA doctrine for the planning and execution of Civil Affairs operations (CAO) by CAO staff officers (G-9/S-9) and sections, CA units and teams, and the civil military operations center (CMOC). We currently manage, develop, write, revise, review, staff, integrate, and publish 30 CA doctrine products. Through doctrine review of 230 products annually, we ensure that CA literature products are consistent with allied, joint, multi-Service, and Army doctrinal publications and other products.

CA Doctrine (Continued)

When manpower and resources allow we provide operational support to CA units, training centers and exercises. We conduct external engagements with other proponents, combined arms doctrine division (CADD), combined arms center (CAC), USSOCOM, NATO partners, sister services and the interagency. We also provided doctrinal SME support to other DOTMLPF-P domain managers for force modernization assessments, material solution development, scenario development, force design updates, concepts, training development and personnel management.

Overall product development and review workload has grown exponentially with zero realized growth to manpower resources.

PRODUCTS
2001 1 Doctrinal Product
2004 4 Doctrinal Products
2008 8 Doctrinal Products
2013 20 Doctrinal Products
2018 30 Doctrinal Products

DOCTRINE REVIEWS
2014 185 Doctrine Reviews
2015 225 Doctrine Reviews
2016 242 Doctrine Reviews
2017 231 Doctrine Reviews
2018 229 Doctrine Reviews
2019 (to Date) 113 Doctrine reviews

CA Doctrine (Continued)

CA Doctrine Products and Status

FM 3-57, Civil Affairs Operations

This manual is current and was last published on 17 Apr 19.

ATP 3-57.10, Civil Affairs Support to Populace and Resources Control

This manual was last published in Aug 13 and is overdue for revision. Revision will begin as soon as manpower and other resources become available. The author is slated to be Mr. Gregory Gaweda. If you would like to be added to the PRC SME contact list, have vignettes, or pertinent data that you wish to contribute to the production of this manual please contact the author at gregory.gaweda@socom.mil

ATP 3-57.20, Civil Affairs Support to Foreign Humanitarian Assistance

This is a revision to the current ATP 3-57.20 dated Feb 13. Publication development began Apr 16. Program directive was staffed in Jan 17. Currently there are delays in developing the author's draft due to manpower issues. There will be an FHA working group O/A Aug 19. Estimated worldwide staffing in 2nd QTR 20 with a publication target date Jul 20. Primary author is Mr. Hill. If you would like to be added to the FHA SME contact list, have vignettes, or pertinent data that you wish to contribute to the production of this manual please contact the author at howard.hill@socom.mil

ATP 3-57.30, Civil Affairs Support to Nation Assistance

This manual was last published in May 14 and is due for revision. Joint doctrine changes (JP 3-0) removing the term nation assistance and replacing it with foreign assistance will require this manual be completely rewritten. Rewrite will begin as soon as manpower and other resources become available. If you would like to be added to the foreign assistance SME contact list, have vignettes, or pertinent data that you wish to contribute to the production of this manual please contact the author at ron.vogus@socom.mil

CA Doctrine (Continued)

ATP 3-57.40, Military Government Operations

This publication was originally on hold for information from IMSG with regards to the organization and employment of CA functional specialists for executing transitional military authority. As manpower and other resources become available this manual will be scheduled for initial production to capture the CA branch's role in transitional military authority and support to civil administration as part of overarching military government operations. CA branch requires a concept for the execution of transitional military authority and the employment of the CA MGO capability before this manual can completely be flushed out. If you would like to be added to the Military Government Operations SME contact list, have vignettes, or pertinent data that you wish to contribute to the production of this manual please contact the author at todd.vajner@socom.mil

ATP 3-57.50, Civil Affairs Civil Information Management

This is a revision to the current ATP 3-57.50 dated Sep 13. Publication development began Jan 17. Program directive staffed 30 Jan 17. A very successful CIM working group was held 21-23 Aug 18 to support the production of this manual. The updated draft is currently in editing. Estimated worldwide staffing in 4th QTR 19 with a publication target date Feb 20. Primary author is Mr. Vajner. If you would like to be added to the CIM SME contact list, have vignettes, CIM collection plans, or pertinent data that you wish to contribute to the production of this manual please contact the author at todd.vajner@socom.mil.

ATP 3-57.60 Civil Affairs Planning

This is a revision to the current ATP 3-57.60 dated Apr 14. Publication development began Apr 17. Program directive was staffed in Jun 17. A working group was held at Fort Bragg from 14-18 Jan 19. This working group provided feedback to make the author's draft as close to right as possible before worldwide staffing. The manual is currently in Literature Development Directorate (LDD) for creation of the ID with an estimated staffing date Jun 19. If you would like to be added to the CA Planning SME contact list, have vignettes, or pertinent data that you wish to contribute to the production of this manual please contact the author at gregory.gaweda@socom.mil. Estimated worldwide staffing in 3rd QTR 19. Primary author is Mr. Gaweda.

CA Doctrine (Continued)

ATP 3-57.70, Civil-Military Operations Center

This is a revision to the current ATP 3-57.70 dated May 14. Publication development began Sep 17 but was delayed due to manpower shortages and the focus on FM 3-57. The author completed the revision of the program directive and staffing letter, and developed a CMOC issue paper for staffing. A CMOC working group was held from 25 Feb – 1 Mar 19. This working group provided feedback to make the author's draft as close to right as possible before sending it out for worldwide staffing. The manual is currently in LDD for creation of the ID with an estimated staffing date of Jul 19. If you would like to be added to the CMOC SME contact list, have vignettes, or pertinent data that you wish to contribute to the production of this manual, please contact the author at ron.vogus@socom.mil. Primary author is Mr. Vogus.

ATP 3-57.80, Civil-Military Engagement

Original publication was published in Oct 13. This revision is currently in a "Hold" status. The majority of information in this ATP is directed and developed by USSOCOM. Now that USSOCOM has completed the revision to its CME directive the CA commandant's office will open discussions on whether this should be a USSOCOM produced publication or should the ATP be rescinded?

GTA 41-01-001, CA General Concepts

This is a revision to the current GTA 41-01-001 dated Dec 14. Publication development began Oct 17. Currently at ATSC for publishing with a publication target date of Mar 19. Primary author is Mr. Hill.

GTA 41-01-002, Arts, Monuments and Archives

This GTA is current and was last published in Oct 15. Revision will begin O/A Oct 19.

GTA 41-01-003, Civil Affairs Team Guide

This revision will supersede the current GTA 41-01-003 CA FHA planning guide from Aug 09. Publication development began Jan 17. Currently in development of the initial draft (ID). Estimated publication target date of May 19. Primary author is Mr. Hill.

GTA 41-01-004, CA Reference Guide

This GTA is current and was last published in Sep 16. Revision will begin O/A Sep 19.

CA Doctrine (Continued)

GTA 41-01-005, Religious factors Analysis

This GTA is current and was last published in Feb 15. Revision will begin O/A Aug 19.

GTA 41-01-006, CA Organizations and Functions

This revision will supersede the current GTA 41-01-006, Working with OFDA from Oct 07. Publication development began Apr 15. Currently in final draft (FD) phase with a publication target date of Jul 19. Primary author is Mr. Hill.

GTA 41-01-007, Civil Affairs Project Management

This is a revision to the current GTA 41-01-007 dated Nov 12. Publication development began Jan 17. Currently in editing for development of the initial draft (ID) with a publication target date of Dec 19. Primary author is Mr. Gaweda.

GTA 41-01-008, Negotiations and Mediation

This GTA is current and was last published in Sep 16. Revision will begin O/A Sep 20.

GTA 41-01-009, CAO Staff Support (TBD)

This GTA was started and then put on hold for competing priorities and manpower. As resources become available this GTA will be reassessed for priority by the commandant's office.

GTA 41-01-010, Civil Affairs Protection Considerations

This GTA is current and was last published in Aug 18. It is available digitally from the Central Army Registry and in hard copy on rip stop/waterproof paper from your local TASC.

GTA 41-10-001, PRC General Concepts

This GTA is current and was last published in Aug 15. Revision will begin O/A Aug 19 or in conjunction with the rewrite of ATP 3-57.10, Populace and Resources Control.

CA Doctrine (Continued)

GTA 41-20-001, FHA General Concepts

This GTA is current and was last published in Sep 16. Revision will begin after the publishing of ATP 3-57.20, Foreign Humanitarian Assistance to synch the GTA with the revised ATP. Primary Author is Mr. Hill.

GTA 41-20-002, Foreign Disaster Relief

This is a new GTA. Publication development began Jan 17. Delayed in development of the authors draft (AD). Estimated publication target date of Dec 19. Primary author is Mr. Hill.

GTA 41-20-003, Steady State Humanitarian Assistance

This is a new GTA. Publication development began Feb 17. Delayed in the development of the author's draft due to manpower issues. Estimated publication target date of Dec 19. Primary author is Mr. Hill.

GTA 41-30-001, Foreign Assistance General Concepts

This GTA is current and was last published in Dec 18.

GTA 41-50-001, CIM General Concepts

This GTA is current and was last published in Oct 15. Revision will coincide with the revision of ATP 3-57.50 O/A Oct19.

GTA 41-50-002, CIM - Collection

This is a new GTA. Publication development began Jan 17. Currently in editing for the development of the initial draft (ID). Estimated target publication date of Oct 19. Primary author is Mr. Vajner.

GTA 41-50-003, CIM - Collation

This GTA is current and was last published in Sep 18.

CA Doctrine (Continued)

GTA 41-60-001, CA Planning Guide

This GTA is current and was last published in Sep 16. Revision will begin O/A Sep 19 to synch GTA content with the revision of ATP 3-57.60, CA Planning.

GTA 41-70-001, CMOC General Concepts

This is a new GTA. Publication development began March 17 but was delayed by manpower shortages. Currently in revision and editing with literature development division. Final product will be synchronized with the revision of ATP 3-57.70, CMOC. Target publication date is Oct 19. Primary author is Mr. Vogus.

GTA 41-80-001, CME General Concepts

This is a new GTA. Publication development began Jul 15. Publication completed through final draft (FD) but put on hold pending commandant discussion with USSOCOM with regards to production of a SOCOM CME publication. Primary author is Mr. Hill.

NOTE: 2017 was the last year CA doctrine division was able to start any new doctrine products. With manpower shortages we are only able to maintain and revise the current body of publications. The organization of publications and GTAs should be revised IAW with the core competencies and functions captured in FM 3-57 but until the current ongoing revisions are complete and the manpower issues are resolved this will not be possible without changes in priority and guidance.

DOCTRINE RESOURCES

CA Doctrine Division Static e-mail: cadoctrine@socom.mil

U.S. Army CAC Helpful URLs: <http://usacac.army.mil/core-functions/doctrine/doctrine-links>

Army Publishing Directorate (Public): <https://www.apd.army.mil/>

Central Army registry: <https://rdl.train.army.mil/catalog/catalog/search.html>

Army Training Network: <https://atn.army.mil/>

Joint Electronic Library Plus (Public): <https://www.jes.mil/Doctrine/>

Joint Doctrine Education and Training Electronic Information System (CAC Enabled): <https://jdeis.js.mil/jdeis/index.jsp?pindex=0>

Civil-Military Cooperation center of Excellence: <https://www.cimic-coe.org/>



TRAINING DEVELOPMENT DIVISION

Division Chief
Mr. James DiRisio

Special Operations Civil Affairs Medical Sergeant (SOCAMS) Update

SOCAMS: In January, the Civil Affairs Commandant approved the first new program of instruction (POI) for the ASI W4-producing SOCAMS course since 2005. The codification of the courseware is a significant improvement over the previous version and for the first time, The Training Operations Management Activity (TOMA) at TRADOC has validated the POI. In the review of the POI, TOMA also renumbered the course to 300-ASIW4 in order to reflect the fact that it is an Army ASI-producing ATRRS course. With course resources validated, we have begun job analysis for SOCAMS NCOs by producing and deploying a survey to all 38BW4s in the force. This survey will provide feedback about the criticality of the current 133 individual tasks related to the W4 ASI and additional job-related information that training developers will use to inform a critical task site selection board (CTSSB) in FY20. Additionally, training developers have established a MilBook site to support collaborative efforts leading up to the CTSSB.

Changes to 38A Branch and 38B MOS Courses: Significant changes are coming to the training and education that Students attending Civil Affairs courses at the USAJFKSWCS/SOCoE will receive in FY20. In addition to programmed changes that resulted from a 2017 decision to optimize the pathway of courses Active Component (AC) students will attend, the Training Development Division (TDD) has collaborated with 3rd BN(A), 1st SWTG(A) to integrate changes directed by the CG USAJFKSWCS/SOCoE Line of Effort 2 (CA/PO/SF Pipeline Redesign and Alignment).

Civil Affairs Training and Education Pathway: Beginning in FY20, AC students who have been selected and PCS'ed to Fort Bragg will begin their Civil Affairs training and education pathway of courses with a completely revised 38A Civil Affairs Captains Career Course (CCC) (Branch) or 38B Civil Affairs Specialist (MOS) course. The 11-week, 2-day courses incorporate the discontinued 3-week Introduction to Civil Affairs course and include learning outcomes that assess individual proficiency on all 38A CPT/O3 and 38B SSG/SL-10, 20, 30 individual tasks. With purposeful focus on applying doctrine and mission command as they relate to Civil Affairs Operations during large scale ground combat operations (LSGCO) and Theater Security Cooperation (TSC), the two courses will provide the Army Civil Affairs Team Leaders and Civil Affairs NCOs capable of conducting CAO at the tactical level in support of Army requirements.

Training Development Division (Continued)

An important element of the learning in the two AC courses is that the outcomes and courseware are synchronized with branch- and MOS-specific learning in the Reserve Component (RC), and therefore define and produce the Army's baseline tactical CA capability. In most cases, courseware for the two components is identical. In the 38A officer course, AC students will be integrated with RC students who are attending Phase 4 of the CA CCC (RC) during STX lanes, which are the final opportunity for students to demonstrate task proficiency before the award of the 38A AOC. Students attending the AC 38B specialist course will also complete an STX that brings together similar learning from the 38B Civil Affairs Specialist AIT/MOS-T and 38B Advanced Leader Course.

Upon completion of their branch and MOS courses, AC students will continue their pathways by attending a new course that focuses on the specific skills required by the 95th Civil Affairs Brigade (SO) (ABN). Following this course, they will proceed to the SLUSS-TILLER course, which becomes part of an integrated CA/PO/SF culminating exercise that will be focused on unconventional warfare. The final course in the AC pathways is the six-month Basic Special Operations Language Training (BSOLT) course, as the four-week Regional Analysis course is no longer required.

In addition to these changes, scheduling of the courses, as part of Line of Effort 2, changes from three starts each training year to four starts. This improves predictability in the production of AC officers and NCOs, and also aligns a Phase 4 (Resident) RC CCC class to each Phase 3 (DL) class.



IMPORTANT DATES

- 08MAY2019: CA FMA Way Ahead Brief
- 11MAY2019: 95th CA BDE Multi-Cultural Expo & Around the World Run
- 23MAY2019: Civil Affairs Assessment & Selection (CAAS) Board
- 27-30MAY2019: CIMIC Key Leader Conference
- 07JUNE2019: USAJFKSWCS Summer Distinguished Member of the Regiments (DMOR) / Honorary Member of the Regiments Ceremony
- **10JUNE2019: Fall 2019 Nomination Packet Suspense—Civil Affairs Distinguished Member of the Regiment (DMOR) / Honorary Member of the Regiment (HMOR) Packets**
- 10-13JUNE2019: USASOC CAPEX
- 17-28JUNE2018: Civil Affairs Force Modernization Assessment (FMA) (Step 2)
- 25-26JUNE2019: Civil Affairs Distinguished Member of the Regiment (DMOR) / Honorary Member of the Regiment (HMOR) Board
- 27JUNE2019: Civil Affairs Assessment & Selection (CAAS) Board