	Basic Course (BC)	Intermediate Course (IC)	Advanced Course (AC)	Continuing Education for Senior Leaders (CESL)
Method of Delivery	DL and Resident course required for course completion	DL and Resident course required for course completion	DL and Resident course required for course completion	DL and Resident course required for course completion
Eligible for resident course	Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders	Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders	Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders	Army civilians in permanent appointments; Military; Local Nationals; DoD leaders
Prerequisite for resident course	FC if hired after 30 Sept 06 BC DL	FC if hired after 30 Sept 06 BC and IC DL	FC if hired after 30 Sept 06 BC, IC, and AC DL Grade eligibility: GS13-GS15 or equivalent NSPS PB	FC if hired after 30 Sept 06 BC. IC, AC and CESL DL Grade eligibility: GS14-GS15 or equivalent NSPS PB
Equivalency Course Credit	Courses: LEAD, OBC/BOLC, WOAC and ANCOC	Courses: OLE, CCC, WOSC and FSC	Courses: AMSC/SBLM, CGSC/ILE, WOSSC and SMC	

Equivalency credit may be granted for the Army civilian legacy or military courses identified in this section. Completion date must be within ten years of submission for credit to be granted. To submit request, individuals must register on-line through CHRTAS https://www.atrrs.army.mil/channels/chrtas/default.asp and click on "CES Course Credit" for equivalency instructions. Employees who have graduated from Senior Service College (SSC) have completed education at a higher level than the AC. SSC completion is submitted through CHRTAS for those planning to apply for the CESL course.

Constructive Course Credit

Constructive credit may be granted for leadership education/training completed through private industry, another military department, federal agency, university study or supervisory experience (inside or outside the Federal government). Requests, must be submitted through TRADOC. Log into CHRTAS and click "CES Course Credit" on the home page to submit a request.

	BC	IC	AC	CESL
Requirement for resident course	Required for Army civilians in permanent appointment, assigned as a team leader or in supv or mgr position and have not been granted course credit. Must complete course within 1 year of placement in position.	Required for Army civilians in permanent appointment to supv or mgr position and have not been granted course credit. Must complete course within 2 years of placement in position.	Required for Army civilians in permanent appointment to supv or mgr position and have not been granted course credit. Must complete course within 2 year s of placement in position. Grade requirement: GS13-GS15 or equivalent NSPS PB.	Available to Army civilians in permanent appointments. Grade requirement: GS14-GS15 or equivalent NSPS PB. LNs at equivalent level; Military at the rank of LTC, COL, CW4, CW5, SGM, or CSM.
Attendance Priority 1 for resident Course	Army civilians in permanent appointment or LNs assigned as a team leader or a supv or mgr position and have not been granted course credit.	Army civilians in permanent appointment or LNs assigned to a supv or mgr position and have not been granted course credit.	Army civilians in permanent appointment or LNs assigned to a supv or mgr position and have not been granted course credit.	Army civilians in permanent appointment at GS14-GS15 or equivalent NSPS PB; LNs at equivalent level; Military at the rank of LTC, COL, CW4, CW5, SGM, or CSM.
Attendance Priority 2 for resident course	Army civilians in permanent appointment or LNs in non-supv position and have not been granted course credit; Army civilians & DoD employees in an Army endorsed supv or mgmt dev program.	Army civilians in permanent appointment or LNs in non-supv position and have not been granted course credit; Army civilians & DoD employees in an Army endorsed supv or mgmt dev program.	Army civilians in permanent appointment or LNs in non-supv position and have not been granted course credit; Army civilians & DoD employees in an Army endorsed supv or mgmt dev program.	Same as above.
	Army civilians who have been granted equivalency credit may apply for CES if equivalency completion date is more than five years.			
Admission Priority 3 for resident course	Active duty military who supervise Army civilians. DoD leaders who meet course eligibility and prerequisites. Term and temporary civilians responsible for leading or supervising civilians and meet course eligibility and prerequisites.			

Course	Policy
Foundation Course (FC)	Required for all interns, team leaders, supervisors and managers hired after 30 September 2006. Equivalency granted for ILDC. Available to all Army employees as a self development tool.
Action Officer Development Course (AODC)	Required for interns to complete before the end of their intern program. Available to all Army employees as a self development tool.
Supervisory Development Course (SDC)	Completion required for supervisors and managers within one year of placement in a supervisory or managerial position. Recommend completion before enrolling in Basic, Intermediate or Advanced Courses. Available to all Army employees as a self development tool.
Basic Course (BC) DL	Completion required before attending the Basic resident course. Available to all Army employees as a self development tool.
Intermediate Course (IC) DL	Completion required before attending the Intermediate resident course. Available to all Army employees as a self development tool.
Manager Development Course (MDC)	Recommended for all supervisors and managers. Available to all Army employees as a self development tool.
Advanced Course (AC) DL	Completion required before attending the Advanced resident course. Available to all Army employees as a self development tool.
Continuing Education for Senior Leaders (CESL) DL	Completion required before attending the CESL resident course.

To register for the AODC, SDC and MDC visit http://www.train.army.mil/
To register for FC, BC, IC, AC and CESL visit https://www.atrrs.army.mil/channels/chrtas/default/asp