



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CECW-P

13 MAR 2012

MEMORANDUM FOR MAJOR SUBORDINATE COMMANDS

SUBJECT: U.S. Army Corps of Engineers Civil Works Planning Capability Training

1. The ability of the U.S. Army Corps of Engineers to accomplish our Civil Works mission of providing the Nation with sustainable water resources projects depends upon the crucial first step of investment decision making. Planning Modernization is one of the four focus areas of Civil Works transformation. The Corps Planning function, specifically Civil Works plan formulation, is fundamental to making sound, credible, quality investment recommendations. Modernizing the USACE feasibility study program requires a holistic approach in order to consistently execute and deliver including instilling accountability; improving organization and operational structure regionally and nationally to assure consistent quality delivery; improving planner knowledge and experience through training, development and certification; and updating and issuing guidance and processes. It is an aggressive plan intended to significantly improve feasibility study program management, performance, execution and delivery. The Corps ability to efficiently deliver integrated, sustainable, water resources solutions in a timely manner depends upon developing and enhancing our current planning capability.

2. Currently there are seven Planning Core Curriculum courses that provide foundation training to Corps planners. The basic courses are:

- a. PCC1 Civil Works Orientation
- b. PCC2 Planning Principles and Procedures
- c. PCC3 Environmental Considerations
- d. PCC4 Economic Analysis
- e. PCC5 H&H Considerations in Planning
- f. PCC6 Plan Formulation
- g. PCC7 Public Involvement & Team Building

3. Despite the fact that the most two recent Consolidated Command Guidance established targets for Corps planners to complete the PCC training courses, the most recent assessment revealed that significant progress has not been made. Therefore, I am mandating that all current Civil Works planners complete PCC1 (Civil Works Orientation), PCC2 (Planning Principles and Procedures) and PCC6 (Plan Formulation). Additionally, each Planner must complete one additional PCC course most relevant to their role on their PDT (see enclosure). These 4 courses

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must be complete by the end of FY13. The remaining PCC courses should be complete by the end of FY15. For future Civil Works Planners, all PCC courses should be complete within 4 fiscal years with priority given to PCC1, PCC2 and PCC6 and one additional course as outlined in enclosure 1.

4. Other feasibility study PDT members, including Project Management, Engineering, Real Estate and other critical PDT disciplines will complete PCC1 and PCC2 by the end of FY13 as outlined in enclosure 1.

5. Recognizing the challenges presented in meeting these targets, the Planning Community of Practice, led by the HQ Chief of Planning and Policy, is currently developing an overarching training and development strategy to update the planning training curriculum, to reflect the Planning Modernization initiatives and to identify rapid and efficient methodologies of training delivery. A team is being established to address the following areas:

- a. Formal/Classroom Training – what must be retained, modified or updated
- b. On-the-Job Training – what opportunities should be provided by the District, and mentoring and management of individual planners' training
- c. Planners' Knowledge, Skills, and Abilities, and how they can be obtained through formal and on-the-job training
- d. Individual Development Plans for members of Plan Formulation, Economics, Environmental, and Cultural Resources sub-CoPs that outline how to obtain Planner Certification
- e. Training Delivery Methods – how to provide more training to more people through innovative and cost effective methods

6. This team will develop this comprehensive planner training strategy by the end of FY12. In FY13 the new and updated materials will be incorporated into the PCC courses. As updated and revised PCC courses and methods of delivery are developed, they will be phased in to the overall training strategy.

FOR THE COMMANDER:



MICHAEL J. WALSH
Major General, USA
Deputy Commanding General
for Civil and Emergency Operations

Encl

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	FY13 Mandatory Training for All				FY15 Mandatory Training for Planners		
	Plan Formulator	Economist	Cultural Resources, Archaeologist, Biologist, Environmental	Project Management, Engineering, Real Estate and other Critical PDT Disciplines	Plan Formulator	Economist	Cultural Resources, Archaeologist, Biologist, Environmental
PCC1 Civil Works Orientation	X	X	X	X			
PCC2 Planning Principles and Procedures	X	X	X	X			
PCC3 Environmental Considerations	0*		X		X	X	
PCC4 Economic Analysis	0	X			X		X
PCC5 H&H Considerations in Planning	0				X	X	X
PCC6 Plan Formulation	X	X	X	X			
PCC7 Public Involvement & Team Building	0				X	X	X

* 0 – a fourth course that fills the highest needs of the individual.