



Building Tomorrow's
Leaders ... Today



U.S. Army Center for Initial Military Training

From CSM: Gaining efficiencies, savings in CIMT

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FY 15 Running Count:
IMT trained
34,688
Soldiers

BCT	OSUT
11,786	8,498
AIT	BOLC
12,100	2,304

As of April 10

Across TRADOC many programs operate with an assumed 'sunk cost' of training. In America's longest war we have become accustomed to historically high levels of funding. But the tide is changing and budgets are tightening up.

TRADOC has taken a \$90 million reduction in funding this year. So to combat reduced budgets, we need to find efficiencies within our organizations to maintain our ability to transform civilians into trusted professionals who demonstrate Character, Competence and Commitment when they reach their first unit of assignment.

Over the past year, CIMT has focused on ways to operate more efficiently and improve the way we support the field. The merging of the AIT Platoon Sergeant Course into the Drill Sergeant School not only brought efficiencies in cost, but the expansion of the course also better prepares candidates for the roles they will assume.

We are also pushing out our Master Fitness Training Course instructors to conduct eight mobile training team sessions around the Army. Sending out our teams to the field saves units money and enables locations to get quality training at their locations.

More changes in the future will include a revision of the Basic Combat Training program of instruction. The expanded focus on character growth, discipline and accountability may not only save money from a budget perspective, but also increase efficiency from a training standpoint in ensuring Soldiers are trained on the right things in the limited amount of time that we have them in our formations. Over the past year we have been able to realize more than \$2 million in savings.

I encourage each element within this organization to continue to look at ways to be more efficient, both from a training and budgetary standpoint.

Thank you for all you that you do each and every day.

Victory Starts Here! This We'll Defend.

CSM Dennis J. Woods
Command Sergeant Major, CIMT



CIMT surveys assess relevance, rigor and effectiveness of individual entry training



Over the next quarter, the Research and Analysis Directorate will analyze and collate data collected from two surveys developed by the Initial Entry Training Division that were sent out to the field in February.

The context of the surveys is to gather input from the field on how well trained Soldiers are when they arrive at their first unit of assignment. The New Enlisted Soldier

Survey and the Evaluation of New Enlisted Soldier Survey provide feedback as to how initial military training has prepared Soldiers to integrate into their FUA.

The NES Survey was sent out to all junior enlisted E1-E4 with less than two years of service to gauge how Soldiers feel they are prepared when they get to their first operational unit. The ENES was sent out
(continued on page 2)

CIMT Surveys, continued from page 1

to noncommissioned officers E5-E8 and officers O1-O6 who have served with or supervised at least one new Soldier within the past year.

The surveys, while similar, are constructed differently to glean appropriate information and perspective from different populations. Both surveys touch on topics such as Army Values inculcation, discipline, physical readiness and task-specific knowledge/confidence.

The survey period was open for about 45 days to provide ample response time from the largest possible audience. To date, there have been more than 31,000 responses.

The results of the surveys will be broken down into three themes: SHARP/IET Training Environment; New Soldier Discipline; and PT/Warrior Skills Proficiency.

Breaking down the results into these themes focuses responses toward key areas of interest for initial military training and shows the variance between the responses of the Soldiers vice the responses from the leaders in the field receiving those Soldiers.



U.S. Air Force photo by Staff Sgt. Teresa Cleveland

From Student to Soldier

Pvt. Jeffery Kemp, 331st Transportation Company, 11th Transportation Battalion, 7th Transportation Brigade (Expeditionary) watercraft engineer, repairs the engine of a side-loaded warping tug boat at Fort Eustis, Virginia. He recently transitioned from Advanced Individual Training at Fort Eustis to permanent party there after he graduated.

According to Kemp, there were already high expectations of him within his work-center.

"Once you get to your first unit, they know you're a Soldier and they want you to be responsible enough to do what is expected of you."

It takes approximately three weeks to collate results for each of the above themes. The Center for Initial Military Training anticipates that the survey results will be complete early summer.

These surveys are conducted annually and afford a voice for all stakeholders to provide positive feedback or address

concerns on current initial entry training. The feedback received shapes the focus of training to make it more relevant for enlisted Soldiers to be successful in their first unit of assignment.

(Information provided by CIMT's Research and Analysis Directorate and IET Division.)

Jackson trainees to volunteer for USARIEM calcium, vitamin D study

It is estimated that stress fractures may affect up to 5 percent of males and up to 21 percent of females during Basic Combat Training. Many of these Soldiers are lost to attrition. Additionally, it is estimated that between 80 to 90 percent of women and men entering BCT have suboptimal levels of Vitamin D when they arrive.

The rate of stress fractures has been investigated in many research studies over the years. Most studies have examined the effects of calcium and vitamin D supplementation on the prevalence of stress fractures during basic training. However, what researchers did not investigate was how the supplementation specifically impacted bone density and strength.

A recent study by the US Army Research Institute of Environmental Medicine utilized a test called peripheral quantitative computed tomography to investigate the effect of calcium and vitamin D supplementation on bone density and strength during basic training at Fort Sill. A total of 168 men and women trainees were voluntarily recruited and completed this study. The goal was to determine if a snack or dietary supplement with

(continued on page 3)



Fort Jackson Fast Facts

- ◆ Construction on the post began on June 11, 1917 and the post became operational within nine weeks.
- ◆ The post started off having an area of 20,892 acres and has grown to 52,301 acres (82 square miles) consisting of 73 ranges/training areas and 1,100 buildings.
- ◆ Fort Jackson is the largest Initial Entry Training site in the Army. It trains more than 50 percent of all Soldiers and approximately 61 percent of all female Soldiers going through Basic Combat Training.
- ◆ The post is named for Andrew Jackson, seventh President of the United States and served in both the Revolutionary War and the War of 1812. He is famous for his victory in the Battle of New Orleans in 1815 while serving as a major general.

Calcium, Vitamin D Study, continued from page 2

calcium and vitamin D could influence bone health outcomes and improve nutritional markers.

Study participants were either given the supplementation or a placebo throughout nine weeks of initial entry combat training. Data collection included measuring nutritional markers such as circulating vitamin D and calcium levels, parathyroid hormone levels, and measuring bone density and strength. Results showed that the trainees provided with the supplementation showed significant improvements in key measurements of bone health.

(Gaffney-Stomberg, E. (2014) Calcium and vitamin D supplementation maintains parathyroid and improves bone density during initial military training: A randomized, double-blind, placebo controlled trial. Bone, 68, (2014), 46-56)

An improvement in bone density may be a key factor in reducing many injuries during initial entry training. Reducing

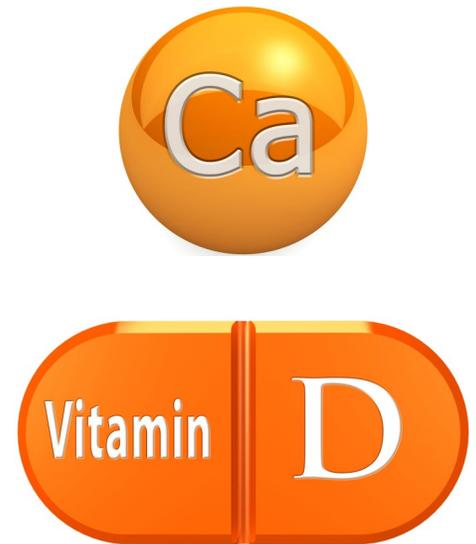
injuries is an important part of building a healthier and fit force.

As the nation undergoes a drawdown in the total Army force structure, it is imperative that those serving are fully able to meet the physical demands of mission requirements.

Injuries that occur during basic combat training are costly to the Army. It is estimated to cost over \$50 million to recruit and train each Soldier before they are fully functional at their first duty station. Reducing injury rates improves retention, productivity, and overall unit readiness.

A follow-up study is being planned to determine the lowest possible amount of calcium and vitamin D supplementation needed to maintain adequate bone density. This study will be performed at Fort Jackson and also by USARIEM. It will also include an improved procedure in measuring bone density.

A further determination will be made if these improvements in bone health



leads to a reduction in injury rates and is cost-effective. These efforts are part of a larger effort to improve Soldier fitness and readiness through good nutrition practices.

(Information provided by CIMT's Research and Analysis Directorate.)

Did You Know ...

Oldest Branch The oldest branch in the Army is the Infantry, founded June 14, 1775 when 10 companies of riflemen were authorized by the Continental Congress Resolve of 14 June 1775.

Branch Color The color of the Infantry has gone through many iterations. Today we know it as light or Saxony blue but the original color used for Infantry was white until about 1851.

Special Insignia Soldiers in the Infantry wear the unique blue cord upon graduation from Infantry specific initial military training (enlisted and officer). The blue cord was designed during the Korean War to enhance the morale of the fighting Infantry. This special insignia was for recognition to identify those that would be fighting on the front lines.

Turning Blue For the Infantry, enlisted graduates participate in a "Turning Blue" ceremony to receive their blue cords. All other branches participate in a "Turning Green" ceremony to welcome Soldiers to the Army but they do not receive a shoulder cord.

CIMT Best Practices

The Quick Look team for Center for Initial Military Training continues to travel and identify unit programs or initiatives that they feel help improve the training and welfare of our initial entry Soldiers or cadre. We continue to share these "best practices" within the CIMT family so others can see what others are doing and build off of other's successes.

Keep in mind that our intent for compiling best practices is to "steal shamelessly and share generously" in an effort to produce the best and brightest Soldiers.

Here are a few that stood out from our most recent visits; a complete catalog of "best practices" is available on our SharePoint site at the following link: [CIMT Best Practices](#).

Online Cadre Training Course (CTC), Support Cadre Training Course (SCTC) & Installation Staff Contractor Training Course (ISCTC): Fort Huachuca

Using the "Blackboard" system, the 111th MI Brigade Education Specialist has created on-line versions of the Cadre Training Course (CTC), Support Cadre Training Course (SCTC), and the Installation Staff Contractor Training Course (ISCTC). Although the online course has not yet been formally approved, it shows great potential to decrease costs, decrease wait times for course starts, and enable greater flexibility to update course material.

POC: Mr. John Andruszka, john.c.andruszka@mail.mil



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CIMT Best Practices, continued from page 3

Comprehensive Soldier & Family Fitness (CSF2): Fort Benning

The MCoE has a very robust CSF2 program that continues to push the envelope for new, emerging resilience training techniques and programs. They've piloted the proposed changes to resilience training in BCT, they're opening their own MRT School, and they implemented mandatory resilience training for all new cadre, and initiated several Ready & Resilient Family programs.

POC: Mr. Sam Rhoades, samuel.m.rhodes2.civ@mail.mil

SHARP Quarterly Awareness & Prevention Events: Fort Sam Houston

Each quarter, the brigade Sexual Assault Response Coordinators (SARC), battalion SARCs and Victim Advocates (VA) conduct SHARP Quarterly Awareness & Prevention events. The events are aimed at promoting SHARP awareness and prevention. During the lunchtime hours, tables are set up in

the Medical Education Training Campus (METC) areas. Soldiers stop by the tables to receive information on SHARP and are given informal quizzes to test their knowledge. Upon completion of the quiz, Soldiers are given various SHARP promotional items, such as pens, stress balls, calendars, pamphlets, etc.

These quarterly events are a best practice that continues to reinforce SHARP.

POC: Nykita Riley, nykita.l.riley.civ@mail.mil

"Welcome to AIT" handout (stress management): Fort Lee

Each Soldier receiving treatment at the Kenner Army Health Clinic is provided a "Welcome to AIT" educational pamphlet, filled with information on suicide prevention resources, surviving and thriving through AIT, and options for stress management.

POC: CDR Julie Niven, julie.a.niven.mil@mail.mil

Military Spouse Appreciation Day: Opportunity to recognize spouses in initial military training environment

National Military Spouse Appreciation Day is May 8 and was established by U.S. Congress to recognize the contributions of spouses - the silent partners and backbone of our troops.

These strong, courageous, caring, resourceful, faithful and supportive individuals serve willingly day after day to assist in keeping the country safe. Many maintain the stability of the homefront while simultaneously caring for their offspring, pursuing careers, achieving educational goals, volunteering on and off installations, and fulfilling additional responsibilities during the absence of their servicemembers.

Characteristics above also describe Army spouses associated with initial military training brigades who give amenably of their time, efforts and talents to enhance the quality of life for Soldiers, Families and Army civilians. Many volunteer in the unit as family readiness group leaders, Master Resilience Trainers, workshop presenters, and administrative assistants, just to name a few.

According to Mrs. Alice Ridge, CIMT Family Readiness Group leader for Forts Eustis and Jackson, "Our Army family would not function without spouses who volunteer. Some have the

time, energy and enthusiasm to volunteer lots of time, in lots of activities. You see them pitching in everywhere. Others can contribute only a few hours occasionally, or spend their time behind the scenes, and no one knows they are there."

Being connected to the initial military training environment brings chal-



lenges that are uncommon in the operational forces. Spouses shared that when their Soldiers were deployed far away, they knew that they would not see them for a period of time and prepared themselves for the duration. But, according to these spouses, "the toughest part in a training brigade is realizing that the Soldier may be only a

few blocks away and still unable to come home depending on the training cycle."

Spouses have frequently mentioned that volunteerism provides opportunities for networking, professional and personal development, becoming self-reliant and resilient, and giving back to the community. Mrs. Ridge concluded that "all the volunteers' efforts contribute to the wellbeing of our Army community. We need them all, and all are appreciated."

CIMT CG, MG Ross Ridge recognizes volunteers quarterly during the CIMT Ready and Resilient video teleconference with Brigade Command Teams, their spouses and designated representatives. Although anyone in the brigade can nominate a volunteer, the brigade commander's approval is required. Volunteers will receive a personalized 2-star note signed by MG Ridge.

For more information about nominating a volunteer, contact Beverly Nicholson at beverly.a.nicholson.civ@mail.mil or (757) 501-7056.

To find out more, click here: [National Military Spouses Appreciation Day](#)

(Information provided by CIMT's Ready and Resilient Program Manager, Beverly Nicholson)

Hurricane season is coming: Are you ready?

Hurricane season begins June 1 and runs until the end of November. However, if you wait until June to prepare, you may be too late.

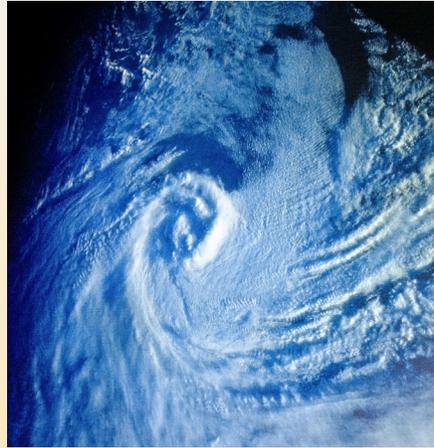
A hurricane is a severe weather phenomenon that begins as a group of thunderstorms, or tropical disturbances, which collide and send moisture and turbulence high into the atmosphere. When the cold air of the higher atmosphere mixes with the warm air from the ocean, the system develops into a tropical cyclone, then into a tropical storm.

Tropical storms require three prevailing conditions to form and grow in intensity: warm ocean waters that pump heat into the atmosphere, evaporating moisture from seawater that combines with atmospheric heat and a wind pattern near the surface of the water to mix the elements together. Once wind speeds reach 74 mph, the storm is officially a hurricane.

Hurricanes don't need to make landfall to cause significant damage. The low pressure center, or "eye" of the storm, is a relatively calm area that can be up to 30 miles wide. However, the destructive power of the hurricane comes from intense winds that rotate counter-clockwise and can reach dimensions of 400 - 600 miles in diameter.

If hurricanes make landfall, significant damage can take place hundreds of miles inland.

Destruction can also come in the form of heavy rain, flooding, storm surge, and flying debris.



Hurricanes are classified into five categories based on maximum sustained wind speeds and their potential to cause damage:

- Category 1: Winds 74-95 mph
- Category 2: Winds 96-110 mph
- Category 3: Winds 111-129 mph
- Category 4: Winds 130-156 mph
- Category 5: Winds 157 mph plus

Unlike tornados, alerts for a pending hurricane will most likely come well in advance of the storm. However, this additional time can lull residents into a false sense of security.

According to the National Oceanic and Atmospheric Association (NOAA),

a hurricane watch means hurricane conditions are *possible*, and is issued 48 hours in advance of the anticipated onset of tropical-storm-force winds. During a hurricane watch, prepare your home and review your plan for evacuation in case a hurricane or tropical storm warning is issued.

Hurricane warnings indicate that hurricane conditions are *expected* somewhere within the specified area. Because hurricane preparedness activities become difficult once winds reach tropical storm force, the hurricane warning is issued 36 hours in advance of the anticipated onset of tropical-storm-force winds. Requests or orders to evacuate should be taken seriously.

If you do not already have one, you should prepare an emergency kit with essential items such as food, water, flashlights, batteries, and a written emergency plan. Additionally, you should secure your home and property and ensure your vehicles are fueled and serviced in the event of an evacuation.

For more information on how to prepare for hurricane season, please refer to the NOAA resource at the following link: <http://www.nws.noaa.gov/os/hurricane/resources/TropicalCyclones11.pdf>.

(Information provided by CIMT's Safety Manager, CW4 Richard Clark)

TRIVIA

1. In what year was the Blue Star Banner created?
2. What is the official motto of the U.S. Army?
3. What is the most highly decorated combat unit?
4. When was the Women's Army Corps (WAC) dissolved?
5. What is the oldest continuously serving Division in the active Army?

(See bottom of next page for answers)

Building tomorrow's leaders ... today



Upcoming

- MScOE Change of Command (7)
- IMT Overview: German Army Training Command (13)
- CAC Global Human Dimension Conference (15-16)
- CIMT Ready & Resilient VTC (17)
- IET Co. Cdr. & 1st Sgt. Course, Fort Jackson (20-24)
- Irish Defense Forces visit, Drill Sergeant School (27-30)
- School of Music Accreditation, JEBCFS (27-1 May)

April 2015

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
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26	27	28	29	30		

May 2015

SUN	MON	TUE	WED	THU	FRI	SAT
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31						

- Cadre Training Course, Fort Jackson (4-8)
- IET Co. Cdr. & 1st Sgt. Course, Fort Jackson (4-8)
- ACoE Accreditation, Fort Rucker (11-15)
- IET Brigade/Battalion Pre-Command Course, Fort Jackson (11-22)
- Memorial Day Holiday (22-25)
- ATC Fort Jackson Change of Command (29)

June 2015

SUN	MON	TUE	WED	THU	FRI	SAT
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- Cadre Training Course, Fort Jackson (1-5)
- IET Co. Cdr. & 1st Sgt. Course, Fort Jackson (8-12)
- IET Brigade/Battalion Pre-Command Course, Fort Jackson (15-19)
- SHARP Conference (24-25)
- TRADOC Organization Day (26)

SAVE THE DATE ~ CIMT Change of Command, July 2, 10 a.m.

Trivia answers:

1) 1917; 2) This We'll Defend; 3) 442nd Regimental Combat Team; 4) 1978; 5) 1st Infantry Division