**(U) References.**

a. (U) Army Regulation (AR) 145-2, Junior Reserve Officers’ Training Corps Program, Effective Date: 28 April 2023

b. (U) Cadet Command Regulation (CCR) 145-2, Junior Reserve Officers’ Training Corps Administration and Operation, 12 August 2022

c. (U) Cadet Command Regulation (CCR) 145-8-3, Junior Reserve Officers’ Training Corps Program for Accreditation, 29 September 2021

**1. (U) Situation:** USACC publishes Annual Training Guidance to assist subordinate commands in the planning and execution of training, operations, and support each Academic Year (AY). This Annex outlines guidance for AY 24-25 (1 August 2024 – 31 July 2025). The Army JROTC Annual Training Guidance is developed and implemented to provide a pathway to success for the Army JROTC program, its units, Instructors and Cadets. It supports the Army’s People Strategy, the USACC missions, and the strategic tasks outlined in the TRADOC Campaign Plan 5.0 (TCP 5.0) as follow:

1. **Change.** Implement the Commander’s One ROTC vision
2. Develop and implement a JROTC outreach plan designed to expand JROTC programs
3. Acquire the right qualified talent to lead JROTC units and mentor Cadets
4. Modernize the JROTC curriculum with the evolving STEM programs and emerging technology

**2. (U) Mission:** O/A 01AUG 24 USACC JROTC Directorate administers the Army JROTC Program to motivate young people to become better citizens by instilling character and inspiring a lifetime of commitment and service to our Nation.

**3. (U) Execution.**

**a. (U) Change.** **Director’s Intent.** The Army JROTC Directorate will enhance its’ ability to accomplish the mission implementing the Commanding General’s One ROTC vision by attracting more and better qualified applicants, remaining relevant, producing instructors who are more effective in the classroom and Cadets who are better prepared to overcome the challenges they will face after high school, and continuing to expand and enhance support to Brigades and Programs to ensure mission success, and telling the Army’s story. Additionally, we will continue to expand the program, particularly to under-subscribed areas of our nation, and modernize the curriculum through emerging technologies as STEM, Robotics, Drones, and CyberScience.

**b. (U) Endstate.** Army JROTC Programs produce high school graduates who possess character, a sense of personal and social responsibility, the desire to serve others, their communities, and the Nation, and who are better prepared to contribute to raising the quality of life for all. Communities are aware of the power of JROTC and opportunities it provides.

**c. (U) Change.** **Concept of the Operation.** We will meet the above intent through execution of the Operation Plan (OPLAN) 2030. More specifically during this AY, we will launch a robust recruitment campaign, improve and enhance JSOCC courses and JROTC curriculum, and expand program support to Brigades and JROTC Units. Below are the specific objectives (IAW OPLAN 30), the Directorate will accomplish during AY 24-25.

**d. (U) Key Tasks**

(1) (U) Continue to expand the JROTC program throughout the nation, focusing on establishing programs in undersubscribed areas of our nation.

(a) (U) Maintain, review, and update the Order of Merit List (OML) to ensure schools that have applied for JROTC and NDCC programs are identified and considered during expansion planning.

(b) (U) Ensure we are in-synch with the Army’s policies to expand into the Focus Markets and in undersubscribed areas.

(2) Market, recruit, train, and retain competent, professional instructors.

(a) (U) **Change.** Establish and execute an aggressive marketing campaign to attract high quality Army retired, non-retired Army veterans, and currently serving National Guard and Reservists to instructor vacancies utilizing the expanded eligibility instructor criteria.

(b) (U) Develop and distribute resources to Brigades and school districts to support marketing priorities.

(c) (U) Initiate Sponsorship Program implementation.

(3) (U) Maintain and enhance an internationally recognized and accredited curriculum.

(a) (U) **Change.** Expand CTE opportunities across multiple states utilizing the National Occupational Competency Testing Institute (NOCTI) Leadership and Employability Skills Credential Assessment to appeal school administrators in undersubscribed areas.

(b) (U) Review, revise, upgrade, assess, and validate the emerging academic standards associated with USACC regulatory guidelines and state and national educational policies.

(c) (U) Maintain on-line and classroom training for instructors on classroom management, curriculum delivery, media use, digital blended learning, and student assessment.

(4) (U) Sustain, guide, and execute strategies to enable the JROTC Program to remain relevant both technologically and aligned with the nation’s values.

(a) (U) Develop, publish, coordinate, and implement appropriate contracts and MIPRs to support the program with automation and technology, drill and ceremonies, Raider Challenge competitions, air rifle marksmanship and safety, logistics management, lodging/transportation, STEM events, Leadership and Academics (JLAB), and facilitated classroom instruction during 1 August 2024 – 30 September 2025 and beyond.

(b) (U) Continue work currently in progress to enhance functionality of the JROTC Web Portal, JCIMS, JUMS, and JQUIP applications for JROTC units and staffs throughout AY 24-25.

(c) (U) Execute, review, and revise the Order of Merit List (OML) as appropriate to ensure and establish JROTC and NDCC programs where they are needed. Ensure we are in-synch with the Army’s policies to expand into the Focus Market and undersubscribed areas.

(d) (U) Continue to utilize a JROTC Program Advisory Committee (PAC) to assist enhancement and viability of the Army JROTC Program.

(e) (U) Reestablish a JROTC Curriculum Advisory Panel (CAP) to assist enhancement and viability of the Army JROTC Curriculum.

(5)(U) Develop and implement the new DOD-supported pay system for JROTC Instructors (JSIPS) and ensure all school districts with Army JROTC units are integrated with the new pay system.

(6)(U) Other areas of emphasis: In AY23-24, the Army JROTC Directorate made significant strides in the CyberScience arena. Specifically, we impacted our progress in the areas of the CyberPatriot program, Cyber Start project, and the JROTC Cyber Pilot units. We plan to expand our investment in CyberScience and other co-curricular activities in AY24-25 via the following actions:

(a) (U) Increase the number of teams participating in the CyberPatriot program

(b) (U) Continue to offer opportunities to participate in the Cyber Start project through the Cyber Start Foundations Program. JROTC Instructors and Cadets can access the site via our web portal or by contacting our JROTC POC at Fort Knox, Mr. Daniel Pfaff, (502) 624-2415, [daniel.l.pfaff.civ@army.mil](mailto:daniel.l.pfaff.civ@army.mil).

(c) (U) Assess the nine (9) JROTC Cyber Pilot units in AY 24-25, and facilitate the research and project work regarding the sustainability of future program growth and viability.

(d) (U) Research additional CyberScience opportunities for JROTC Cadets through partnerships with universities, industry, scientific foundations, and government organizations.

(e) (U) VEX Robotics: Open to all Brigades and funding is available to purchase VEX Robotics kits and materials. Work to complete development of a Memorandum of Understanding with the VEX Robotics organization. We’re well underway with a JROTC Division of VEX World Championships. The 7th Brigade Robotics White Paper is posted on our JROTC website at <https://www.usarmyjrotc.com/robotics/>. – This is a good starting point for units wanting to explore how to begin a Robotics program.

(f) (U) STEM: Encourage Brigades to expand and seek out STEM opportunities to work with industry, state departments of education and universities/colleges. Continue to increase opportunities for JROTC units to participate in STEM events as the National Flight Academy and to research Drone acquisition and technology.

(g) (U) Archery: Continue to develop and enhance the JROTC Archery Program and improve availability for all Brigades; certify instructors and strengthen the relationship with National Archery in the Schools Program (NASP) where possible.

(h) (U) Organizational Inspection Program (OIP): JROTC Directorate is always available for Assist Visits prior to Initial Command Inspections (ICIs).

(i) (U) CTE: Continue assisting programs to achieve state CTE pathway access and to guide programs to the National Occupational Competency Testing Institute (NOCTI) Leadership and Employability Skills Credential Assessment as a pathway for graduation.

(j) (U) Lifecycle Replacement Program: During AY 24-25, we will continue to provide our units with some of the most updated educational “help tools” available. Brigades are now empowered to lifecycle selected computers, printers, projection equipment, etc and to develop and submit AMO packets to equip their new JROTC programs that result from our Brigade Commanders’ one-for-one swap “targeted reinvestment” programs. Our HQ JROTC team will continue to conduct lifecycle operations for both drill and air rifles in concert with our Brigades and lead the redesign of our units’ Curriculum Managers and Classroom Performance Systems (CPS) as we finalize our transition to the Radio Frequency (RF) version of QT2 student response devices (clickers) in conjunction with our new curriculum.

(k) (U) Partnerships: Collaborate with the Army National Guard to attend their events. Encourage Brigades to collaborate with SROTC units for assistance on events and selected projects. Encourage Brigades to add, view, and apply Best Practices sections on the JROTC website located at [www.usarmyjrotc.com](http://www.usarmyjrotc.com). PAC and CAP meeting notes will be posted on the JROTC website and CAC enabled. USACC JROTC Directorate will coordinate with appropriate allied representatives to enable interchange of attendance of JROTC Cadets and other personnel to attend approved events of other allied countries, when possible, e.g. Canadian JROTC Cadets at JLAB, Raider Challenge, STEM events, etc.

(l) (U) JROTC Co-Curricular Events: In addition to focusing on citizenship and academic achievement, the Army JROTC Program also provides a team-based environment which promotes self-awareness and a sense of accomplishment with a purpose. All schools will be afforded the opportunity to compete in various competitions. The funding for co-curricular events may be limited, and Brigades will provide most of the funding for participation in co-curricular events as AY 24-25 JROTC funding levels permit. Programs must be prepared to execute Unit Report events with the possibility of no, or limited, government funding. We highly encourage all units participate in any of the events in Appendix 1 (Consolidated Events List) and/or Appendix 5 (AY 24-25 JROTC Events).

(m) (U) March2Success: **March2Success is a must recommend program.** It is an outstanding, **free web-based platform** which offers online study materials to assist students in improving their scores on standardized tests including state exit exams, college entrance exams and the ASVAB. It includes self-paced study programs in Math, English, and Science with a focus on materials for grades 8-12. USACC promotes March2Success in the JROTC curriculum, and Instructors should recommend March2Success to Cadets and other students that plan to apply for an ROTC Scholarship. Applicants can use the program’s resources to improve their SAT/ACT test scores and be more competitive for ROTC scholarship boards. It also includes information on college admissions, financial aid, and on how to navigate the entire college application and acceptance process.

**e. (U) Tasks to Subordinate Units. Brigades.**

1. (U) Submit FY25 Unit Enrollment Reports to HQ JROTC NLT 151700OCT24 and update Enrollment Reports by 151700FEB25.
2. (U) Submit JCLC/STEM camps and Brigade Summer Training Workshop dates to POCs listed in paragraph 5.b. below NLT 151700FEB25.
3. (U) Submit requests for specific USACC Staff support desired for BDE Summer Training Workshop to POCs listed in para 5.b. below NLT 151700APR25.
4. (U) Submit list of key Brigade JROTC events to POCs listed in para 5.b. below NLT 151700APR25.

**f. (U) Coordinating Instructions**:

(1) (U) **Add.** **USACC Brigade Allocations of Training Seats for JSOCC Classes**

**Brigade Basic/Advanced/Logistics (In Person) Advanced & Basic (Online)**

**2nd Bde 3 4**

**3rd Bde 3 5**

**4th Bde 6 9**

**5th Bde 6 9**

**6th Bde 8 11**

**7th Bde 4 6**

**8th Bde 4 6**

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(2) (U) **Add.** **For in person training classes, Brigades are now authorized rental vehicles for their instructors as follows (there are no buses available to transport participants):**

**Brigade Rental Vehicle Allocations for In Person Classes**

**2nd Bde 2**

**3rd Bde 2**

**4th Bde 3**

**5th Bde 3**

**6th Bde 4**

**7th Bde 2**

**8th Bde 2**

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(3) (U) The agenda and schedule for Brigade Summer Training Workshops will be developed by the Brigade JROTC Staff and reviewed/approved by the Brigade Commander. All Brigades are highly encouraged to conduct Summer Training Workshops either in-person or virtually, or via a combination of each medium to enhance Instructor training proficiency (the preferred method of instruction is in-person when possible). Brigades are highly encouraged to invite and partner with USAREC at every opportunity.

(4) (U) Brigades are encouraged to include a discussion of ways to expand the curriculum to incorporate more STEM and Cyber topics during Summer Training Workshop.

(5) (U) Brigades are encouraged to coordinate for JROTC Directorate support during the Summer Training Workshops to resolve lifecycle and ITEPS issues.

(6) (U) BDE Summer Training Workshop funding is dependent upon the FY25 Budget approval.

(7) (U) All training conducted during BDE Summer Training Workshops will be hands-on oriented, practical, and conducted by qualified trainers who have completed the applicable resident train-the-trainer course.

(8) (U) Where possible, Brigade Summer Training Workshops should be conducted on military installations. Workshops not conducted on a military installation will require a conference packet submitted to the USACC G3 for approval. Final approval authority for these training packets is at GO level at TRADOC HQ.

(9) (U) Brigades are encouraged to increase planning time for Summer Training Workshops, to identify and mitigate issues of training time, space, facilities and connectivity.

(10) (U) During Brigade JROTC Summer Training Workshops, Brigades will ensure:

(a) (U) Instructors at a minimum wear ASUs the first two (2) or three (3) days of the Workshop (dependent on the length of the workshop)

(b) (U) Awards are presented to deserving instructors

(c) (U) Brigade leadership is present and USACC Staff support is coordinated to support the workshops

(d) (U) No vendor briefings are conducted. Vendors may be on-hand to man displays and answer questions about products, but not give formalized briefings.

(e) (U) Time is allocated for the USACC JROTC Director and/or his/her representative and staff to provide informational updates to those in attendance.

**4. (U) Sustainment:** This training guidance is in effect for AY24-25 and will be assessed for effectiveness via Teams calls, unit visits, and continuous events AARs.

**5. (U) Command and Signal:**

**a. (U) Command.** USACC JROTC Directorate is the lead for this annex.

**b.** **(U) Signal.**

(1) (U) Primary points-of-contact for this annex are Mr. Blaine Routt, JROTC Training and Operations, (502) 624-1260, [blaine.h.routt.civ@army.mil](mailto:blaine.h.routt.civ@army.mil) and Mr. Nick Flowers, [nickolas.i.flowers.civ@army.mil](mailto:nickolas.i.flowers.civ@army.mil), (502) 624-1812.

(2) (U) Alternate point-of-contact for this annex is Mr. Jim Wood, Chief, Training & Operations, (502) 624-1793, [james.e.wood20.civ@army.mil](mailto:james.e.wood20.civ@army.mil).

**Appendices:**

Appendix 1 (USACC JROTC Consolidated Events)

Appendix 2 (USACC JROTC Instructor Certification Requirements)

Appendix 3 (USACC JROTC Safety and Risk Management)

**Add.** Appendix 4 (JROTC Water Safety and Risk Management)

Appendix 5 (AY 24-25 JROTC Training Schedule)

Appendix 6 (DoD Skill Bridge/Career Skills Program)