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FM COMDT COGARD WASHINGTON DC  
TO ALCOAST  
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ALCOAST 284/24

SSIC 1500

SUBJ: FY24/25 CHIEFS ACADEMY AND LEADERSHIP AND MANAGEMENT SCHOOL  
(LAMS) ATTENDANCE PRIORITIZATION UPDATE

- A. Enlistments, Evaluations, and Advancements, COMDTINST M1000.2C
- B. COMDT COGARD WASHINGTON DC 021610Z NOV 23/ALCOAST 429/23
- C. COMCOGARD PSC WASHINGTON DC 121659Z JAN 24/ALCGENL 011/24
- D. COMCOGARD PSC WASHINGTON DC 171613Z MAY 24/ALCGENL 212/24

1. This ALCOAST notifies and updates the fleet on the changes to the timing and prioritization for both Chiefs Academy and Leadership and Management School (LAMS) set forth in REFs (A), (B), & (C).

2. LAMS. Per REF (C), members above the cutoff for E-6 must attend LAMS prior to advancing. Given the new Service Wide Exam (SWE) timeline in REF (D), ETQC will not have enough time to send members to LAMS without potentially impacting advancements. ETQC will prioritize Electronic Training Requests (ETR) based on 2.a. of this ALCOAST through the end of FY24 and into FY25. Any member who does not complete LAMS prior to the date of their advancement will have their advancement withheld, unless they have a DPR-5 issued waiver. Waivers will be decided on a case by case basis, based on attempts to attend LAMS and any extenuating information. Members must route their waiver through their command to the DPR-5 POC in paragraph 4 below.

a. Priority. Members will be slated for a seat at LAMS in Fiscal Year 2025 (FY25) with the following priority.

- (1) E-5 above the cut from the 2024 SWE.
- (2) E-5 eligible to compete on the 2024 SWE before cuts.
- (3) E-6 who has not completed LAMS.
- (4) E-5
- (5) E-4 above the cut for E-5, or command recommended.
- (6) All others eligible via current business rules.

b. Airman Leader School (ALS) 502104, Air Force Non-Commissioned Officer Academy (AFNCOA) 501358, and Army Basic Leader Course (BLC) 600652 are approved substitutes for LAMS and meet the requirement for advancement.

3. Chiefs Academy. This ALCOAST continues the suspension of the E-7 advancement requirement per REF (B) For FY25. Additionally, those above the cut and those most recently advanced to E-7 will be direct slated to attend Chiefs Academy. For the OCT/NOV & JAN convenings, beginning with the August EPAA, all seats will be filled with the most recently advanced Chiefs who have not attended Chiefs Academy or an approved DoD Senior Service Academy. As each new EPAA is published, it will be included in this priority. Once the cuts are published in November, those above the cut will be prioritized. Due the SWE cuts late publishing, most members above the cut on the 2024 SWE will be advanced to E-7 prior to attending Chiefs Academy. Waivers to advance to E-7 will not be needed, but Chiefs Academy is still considered necessary training for all members serving in an

E-7 or above enlisted billet. Cancellation requests must still go through the first Flag and Gold Badge in a members chain of command.

a. Priority. Members will be slated for a seat at Chiefs Academy in FY25 with the following priority.

- (1) E-7 above the cut for E-8 from the 2023 SWE.
- (2) E-7 advanced off most recent EPAA.
- (3) E-6/7 above the cut for E-7/8 from the 2024 SWE.
- (4) E-7 by date of ETR.

b. The requirement to complete Chiefs Academy to be eligible for advancement to E-8 remains unchanged. ETRs for those above the cut for E-8 will still be accepted and priority given throughout this process.

c. Air Force Senior Non-Commissioned Academy (AFSNCOA) 400301 and US Navy Senior Enlisted Academy (USNSEA) 400302 are approved substitutes for Chiefs Academy and meet the requirement for advancement.

4. Additional information. The following links are updated with course information and specifics:

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<https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Civilian-Human-Resources-Diversity-and-Leadership-Directorate-CG-12/Office-of-Leadership-DCMS-DPR-5/Courses/>

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<https://uscg.sharepoint-mil.us/sites/leadership-development/LAMS/SitePages/Home.aspx>

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[https://uscg.sharepoint-mil.us/sites/forcecom\\_spo/ETQC/SitePages/Education-%26-Training-Quota-Management-Command.aspx](https://uscg.sharepoint-mil.us/sites/forcecom_spo/ETQC/SitePages/Education-%26-Training-Quota-Management-Command.aspx)

5. This message will be cancelled on 24 JUL 2025.

6. Point of contact: Office of Leadership (DCMS-DPR-5):

ETCS Joseph Hoff at [joseph.r.hoff@uscg.mil](mailto:joseph.r.hoff@uscg.mil).

7. Dr. D. M. Navarro, Executive Director for Personnel Readiness (CG-DCMS-DPR-XD), sends.

8. Internet release is authorized.