**(U) References.**

 a. (U) Army Regulation (AR) 145-2, Junior Reserve Officers’ Training Corps Program

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

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

**1. (U) SITUATION:** USACC publishes Annual Training Guidance to assist subordinate commands in the execution of training, operations, and support each Academic Year (AY). This Annex outlines guidance for AY 25-26 (1 August 2025 – 31 July 2026). 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 mission, and the strategic tasks outlined in the TRADOC Campaign Plan 5.0 (TCP 5.0) as follows:

1. (U) Continue to implement the Commander’s One ROTC vision
2. (U) Develop and implement a JROTC outreach plan designed to expand JROTC programs
3. (U) Acquire the right qualified talent to lead JROTC units and mentor Cadets
4. (U) Continue to modernization of the JROTC curriculum with the evolving STEM programs and emerging technology

 **2. (U) MISSION:**  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) Director’s Intent. The Army JROTC Directorate will enhance the command’s capability to accomplish the JROTC program’s mission as follows:

 (1) (U) Continue to implement the Commanding General’s One ROTC vision.

 (2) (U) Attract more highly qualified applicants to serve as Instructors/mentors for JROTC units.

 (3) (U) Expand the JROTC program by establishing more programs where the Nation needs them.

 (4) (U) **Change.** ~~Modernize the curriculum through emerging technologies including Robotics, Drones, and CyberScience.~~ Enhance the curriculum by integrating cutting-edge technologies such as robotics, drones, and cyber to ensure a modern and forward-thinking educational experience.

 (5) (U) Provide more opportunities to today’s youth to see what the JROTC, Senior ROTC, the Military Services, and the collegial environment have to offer them.

 (6) (U) Continue to enhance JROTC Instructor training and experience to mitigate Instructor misconduct and improve their teaching proficiency.

 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) Concept of the Operation. Meet the above intent and accomplish the mission by executing the Command’s Operations Plan (OPLAN 2030). We have realigned our Strategic Plan and our associated goals and objectives with that of the command. We will continue to establish new JROTC programs via Congressional authorization and replace existing programs within each brigade’s area of operations. Additionally, we are continuing to enhance recruitment of highly qualified Instructors through a more efficient marketing plan, widening the aperture of Instructor availability through participation in career fair-like opportunities, and providing information to “blended retirement and other Instructor candidates, and mitigating distractors to becoming instructors.

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

(a) (U) 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) Expand Career and Technical Education (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 2025 – 30 September 2026 and beyond.

(b) (U) Continue work currently in progress to enhance functionality of the JROTC Web Portal, JROTC Cadet Information Management System (JCIMS), JROTC Unit management System (JUMS), and JROTC Qualification of Instructor Program (JQUIP) applications for JROTC units and staffs throughout AY 25-26.

(c) (U) Execute, review, and revise the Order of Merit List (OML) as appropriate to ensure and establish JROTC and National Defense Cadet Corps (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) Continue to execute the 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) **Change.** Other areas of emphasis: In AY24-25, the Army JROTC Directorate made significant strides in the Cyber~~Science~~ 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 Cyber~~Science~~ and other co-curricular activities in AY25-26 via the following actions:

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

 (b) (U) **Change.** 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 their BDE POCs. BDEs should contact Fort Knox POC, Mr. Daniel Pfaff, ~~(502) 624-2415~~ (502) 378-2956, daniel.l.pfaff.civ@army.mil.

 (c) (U) **Change.** ~~Assess the nine (9) JROTC Cyber Pilot units in AY 25-26 and facilitate the research and project work regarding the sustainability of future program growth and viability.~~ Leverage insights gained from the Cyber Pilot initiative to design and implement specialized cyber elective courses within traditional programs. These courses will integrate key lessons, best practices, and emerging trends in cybersecurity, ensuring students receive a comprehensive and forward-looking education in digital security, cyber defense, and ethical hacking. By incorporating real-world applications and hands-on experiences, these electives will equip students with the skills needed to navigate the evolving cyber landscape with confidence.

 (d) (U) **Change.** ~~Research additional CcyberScience opportunities for JROTC Cadets through partnerships with universities, industry, scientific foundations, and government organizations.~~ Investigate and develop expanded cyber opportunities for JROTC instructors and cadets by forging strategic partnerships with universities, leading industries, scientific foundations, and government organizations. These collaborations will open avenues for professional development, advanced training, and hands-on experience in cybersecurity, equipping both instructors and cadets with critical skills for the digital age. Through university partnerships, cadets and instructors can access specialized coursework, research initiatives, and mentorship programs that enhance their understanding of cyber defense, digital security, and emerging technologies. Industry collaborations can provide internships, workshops, and certifications that align with real-world applications, ensuring cadets gain practical experience and career readiness. Scientific foundations can offer grant opportunities,

research projects, and participation in cutting-edge cyber advancements, fostering a deeper engagement with innovation. Meanwhile, government organizations can facilitate security briefings, policy discussions, and immersive learning experiences that strengthen leadership in cyber operations and national defense. By actively pursuing these partnerships, JROTC can create a dynamic framework for cyber education, ensuring instructors remain at the forefront of industry developments while cadets build a strong foundation for future careers in cybersecurity.

 (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/>.

 (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): The JROTC Directorate is always available for assistance visits prior to Initial Command Inspections (ICIs).

 (i) (U) Career and Technical Education (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 25-26, 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.

 (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 25-26 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 of this Annex.

 (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.

 (n) (U) Develop and establish training facilities to expand training opportunities for JROTC Instructors.

 (o) (U) Develop and publish training and informational materials to continue to improve coordination and connectivity throughout the Command.

 (p) (U) Revise Instructor Interviewer’s Course and to implement during FY25.

 e. (U) Tasks to Subordinate Units (brigades).

 (1) (U) Submit JCLC/STEM camps and Brigade Summer Training Workshop dates to POCs listed in paragraph 5.b. below NLT 151700FEB26.

 (2) (U) Submit requests for specific USACC Staff support desired for BDE Summer Training Workshop to POCs listed in para 5.b. below NLT 151700APR26.

 (3) (U) Submit list of key Brigade JROTC events to POCs listed in para 5.b. below NLT 151700APR26.

 f. (U) Coordinating Instructions:

 (1) (U) 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

TOTALS 34 50

 (2) (U) 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

TOTALS 18

(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 workshops.

(5) (U) Brigades are encouraged to coordinate for JROTC Directorate support during the summer training workshops to resolve lifecycle and ITEPS issues.

(6) (U) Brigade summer training workshop funding is dependent upon the FY26 budget approval.

(7) (U) All training conducted during brigade 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.

(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 summer training workshops, brigades will ensure:

(a) (U) Instructors at a minimum wear ASUs/AGSUs 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 AY25-26 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 and Mr. Nick Flowers, JROTC Training and Operations, (502) 624-1812, nickolas.i.flowers.civ@army.mil.

(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.

**Appendices:**

**Change.** Change 1 toAppendix 1 (USACC JROTC Consolidated Events)

**Change.** Change 1 toAppendix 2 (USACC JROTC Instructor Certification Requirements)

**Delete.** ~~Appendix 3 -~~ ~~FY25 JROTC Training Schedule~~

**Add.** Appendix 3 - JROTC School of Cadet Command (JSOCC) Training Schedule for FY26