



# DSCS FOC UPDATES



# PAST – ESTABLISH THE DEFENSE SECURITY COOPERATION SERVICE

2024 NDAA directed “Establishment of a defense security cooperation service, ...to ensure that security cooperation organizations of the United States located at overseas missions possess the requisite personnel, and that such personnel possess the skills needed to properly perform their missions, which shall include members of the armed forces and civilians assigned to security cooperation organizations of United States missions overseas who are performing security cooperation functions, regardless of funding source ...”

- Does NOT change the Foreign Assistance Act T22 Authorities of the Chiefs of Mission or Department of State.



Deputy Secretary Hicks, DSCA Director Miller, and DSCS Director Bracero at the DSCS Launch, 1 October 2024, at the Pentagon Hall of Heroes

## Defense Security Cooperation Service Key Tasks and Timelines

- ✓ Execute a global manpower assessment in FY24 for all DoS/DoD billets to right-size workforce (66 of 118)
- ✓ Establish Initial Operating Capacity by FY25 – the ability to support T22 civilian personnel
- ✓ Develop and deploy DoD civilian employees at SCOs to reduce the burden on Service FAO programs
- Establish Full Operating Capacity in FY26 (1 Oct 25) – the ability to support all SCO personnel

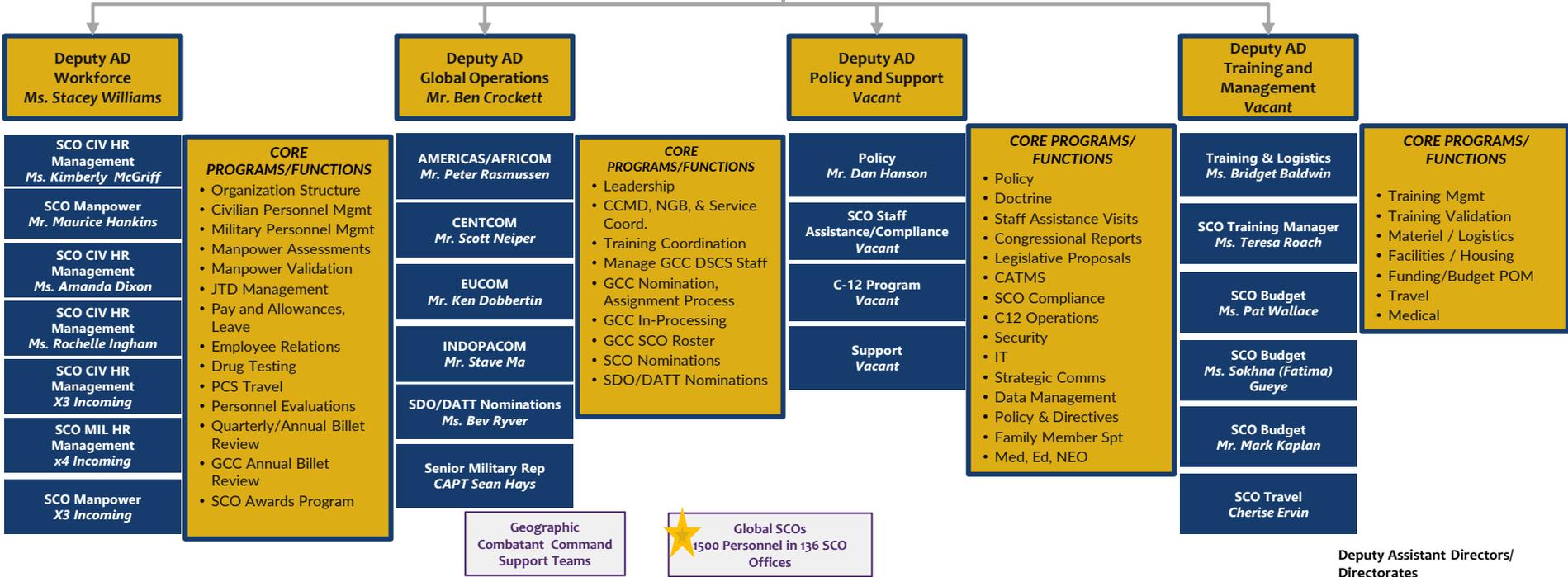


# DEFENSE SECURITY COOPERATION SERVICE (DSCS)

**Assistant Director**  
Mr. Saul Bracero

**Deputy Director**  
Mr. Eric Larson

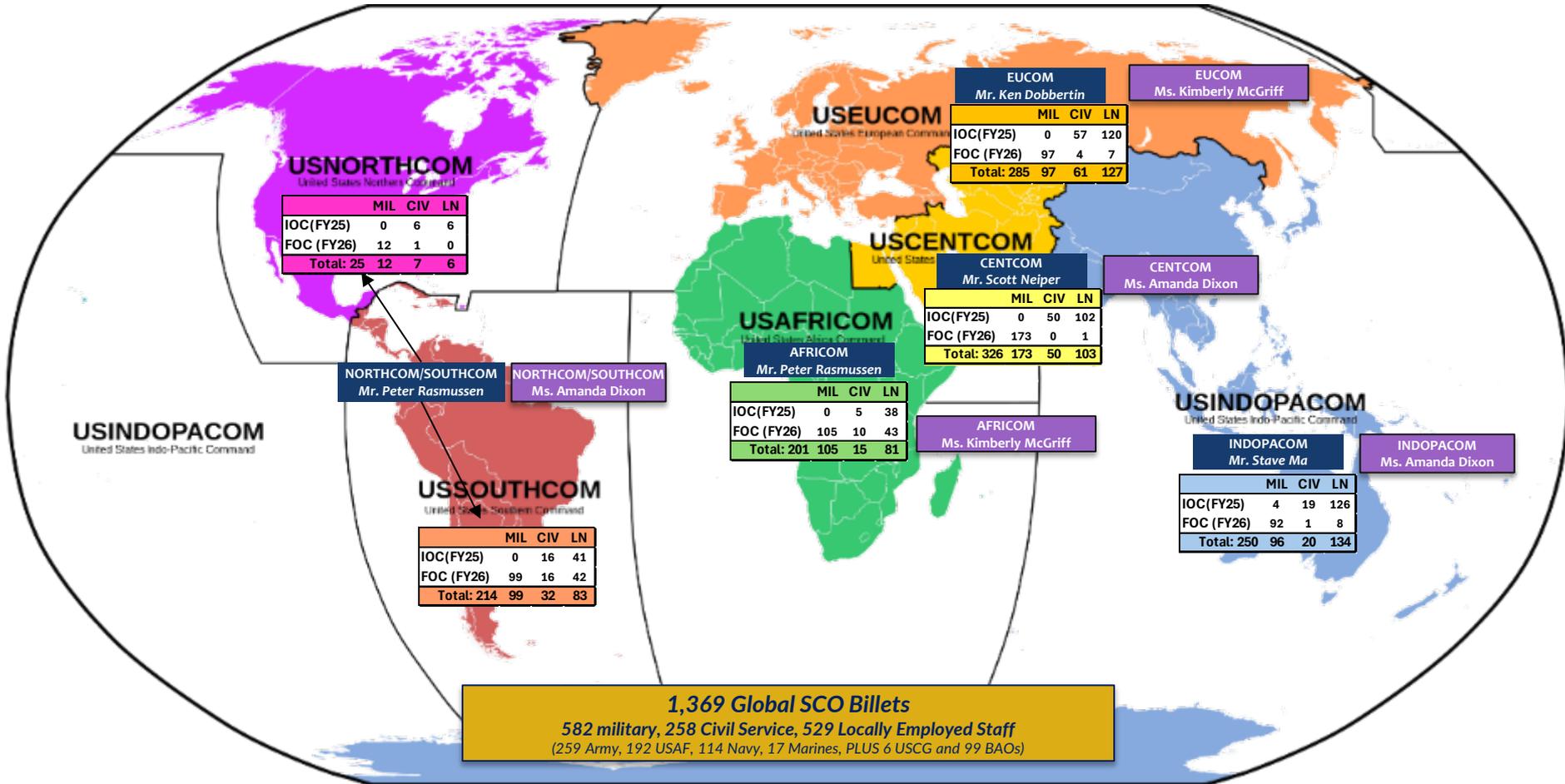
■ Assistant Directors (ADs)  
■ Deputy Assistant Directors (Dep ADs)  
■ Divisions  
 Global Presence



Deputy Assistant Directors/  
Directorates



# DEFENSE SECURITY COOPERATION SERVICE (DSCS)

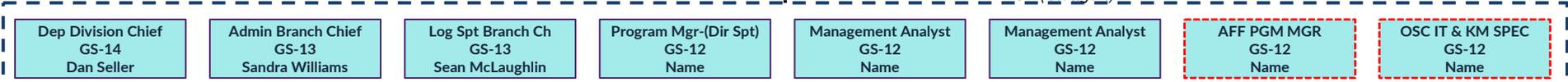




# DEFENSE SECURITY COOPERATION SERVICE (DSCS)

## DSCS GO – AFRICOM

- CORE PROGRAMS/FUNCTIONS**
- Leadership
  - CCMD, NGB, & Service Coord.
  - Quarterly/Annual Billet Review
  - Training Coordination
  - SCO Awards Program
  - Manage GCC DSCS Staff
  - GCC Nomination, Assignment Process
  - GCC In-Processing
  - GCC SCO Roster
  - GCC Annual Billet Review



MIL**	CIV	LES	TOTAL
115	5	81	211

\*\* Includes Bilateral Affairs Officers (BAOs)



\* OSC covers more than one country



# DEFENSE SECURITY COOPERATION SERVICE (DSCS)

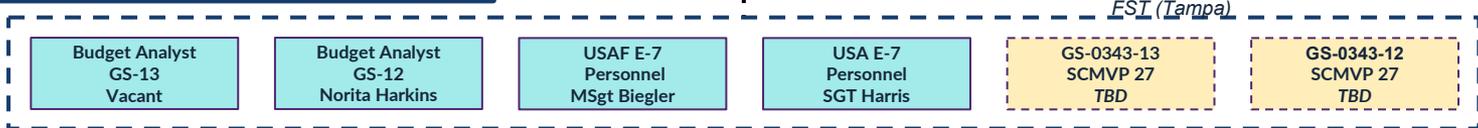
## DSCS GO – CENTCOM

- CORE PROGRAMS/FUNCTIONS**
- Leadership
  - CCMD, NGB, & Service Coord.
  - Quarterly/Annual Billet Review
  - Training Coordination
  - SCO Awards Program
  - Manage GCC DSCS Staff
  - GCC Nomination, Assignment Process
  - GCC In-Processing
  - GCC SCO Roster
  - GCC Annual Billet Review

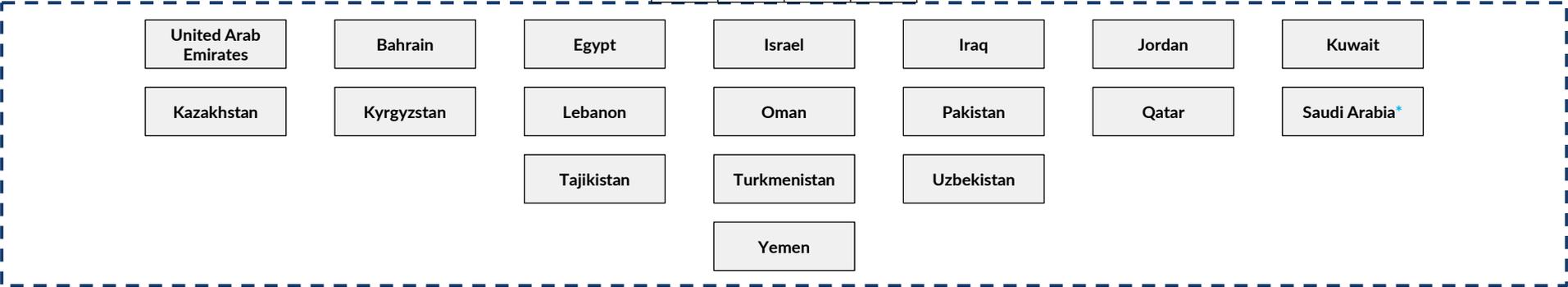
**REGIONAL LEAD**  
Scott Neiper

GS-13 Name

<span style="background-color: #003366; color: white; padding: 2px;">DSCS GO</span>	<span style="background-color: #FFD700; border: 1px dashed black; padding: 2px;">SCMVP</span>
<span style="background-color: #ADD8E6; border: 1px dashed black; padding: 2px;">CCMD</span>	<span style="background-color: #D3D3D3; border: 1px dashed black; padding: 2px;">SCO</span>



MIL**	CIV	LES	TOTAL
173	58	128	359



\* New SCO established 2025; does not include 70+ USMTM members doing Security Cooperation activities



# DEFENSE SECURITY COOPERATION SERVICE (DSCS)

## DSCS GO – EUCOM

**CORE PROGRAMS/FUNCTIONS**

- Leadership
- CCMD, NGB, & Service Coord.
- Quarterly/Annual Billet Review
- Training Coordination
- SCO Awards Program

- Manage GCC DSCS Staff
- GCC Nomination, Assignment Process
- GCC In-Processing
- GCC SCO Roster
- GCC Annual Billet Review

**REGIONAL LEAD**  
Ken Dobbertin

GS-13 Name      GS-13 Name

DSCS GO      SCMVP  
CCMD      SCO  
T10 "overhire"

*Fwd SCO Spt (Stuttgart)*

Security Assistant Analyst GS-14 Brett Reading	Supervisory Budget Analyst GS-13 Ken Lorentz	IT Specialist GS-13 Chris Rynearson	Program Manager (Financial) GS-13 VACANT	Budget Analyst GS-12 VACANT	Sr. IT Specialist GS-12 Rubin Espinal	Security Cooperation Management Analyst GS-12 VACANT	2x Supply Specialist GS-12 Steve Brumm Nathan Maultsby
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MIL*	CIV	LES	TOTAL
100	30	143	283

*\* Includes Bilateral Affairs Officers (BAOs)*

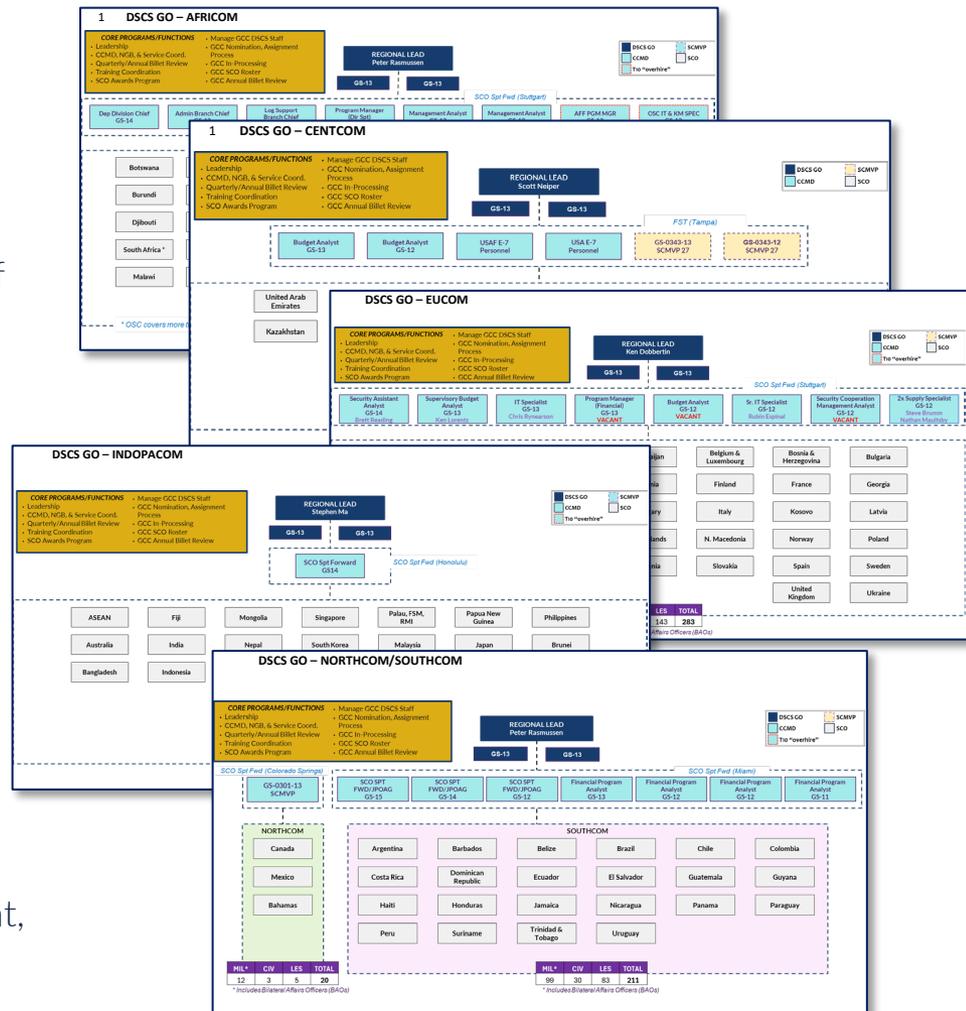
Albania	Armenia	Austria	Azerbaijan	Belgium & Luxembourg	Bosnia & Herzegovina	Bulgaria
Croatia	Czech Republic	Denmark	Estonia	Finland	France	Georgia
Germany	Greece	Greenland	Hungary	Italy	Kosovo	Latvia
Lithuania	Moldova	Montenegro	Netherlands	N. Macedonia	Norway	Poland
Portugal	Romania	Serbia	Slovenia	Slovakia	Spain	Sweden
Switzerland	Turkey				United Kingdom	Ukraine



# SCO FORWARD SUPPORT TEAMS (FST)

Current organizations taking care of SCOs in CCMDS are shifting to DSCS. They become SCO Forward Support Teams (FSTs)

- Assigned to DSCA, duty at the Geographic CCMD. DIRLAUTH with the CCMD staff for management of SC organizations, plans, budgeting, and activities.
- Initial and primary point of contact for administrative functions to all DSCS personnel located in a SCO within the CCMD AOR
- Supporting SCOs with logistics and property accountability functions.
- Submitting annual request for SCO budgets through SAPBR process to DSCA.
- Perform program management and analysis for personnel manpower assessment, staff personnel support, and SC staffing requirements.
- Assist with DSCA oversight for financial management, program oversight, performance measurement, information management, staff assistance visits, and process improvement.





# FUTURE – WHAT DOES THIS MEAN FOR SCO’S?

## SCO COMMAND RELATIONSHIPS

- Combatant Command retains operational direction – direct, supervise, utilize, integrate, and operate
- DSCA/DSCS gains administrative support – organize (analyze, re-org), train, equip (sustain, support), \$

## DISPELLING THE RUMORS

- DSCS will perform FAO career management - **NO**
  - Talent management for DSCS positions remains with the Service and Career Field. DSCS gets a qualified person to fill request
  - DSCS will process the personnel acquisition and staff concurrence with GCC/Embassy where appropriate
- DSCS Civilians will replace FAOs - **NO**
  - No loss in FAO positions. Movement of FAO positions with Service Proponent concurrence
  - Civilian positions are additive or free up FAO positions to move
  - Civilian SCO personnel are inevitable. It is the only COA for significant SCO growth
- DSCS will build single track SCOs - **NO**
  - No change to the well-rounded FAO development model. Most positions are developmental for SDO/DATTs. Expertise in all 10 SC Competencies requires assignments consistent with existing Joint FAO development
- DSCS will move billets across CCMDs - **YES**
  - Yes, with GCC/Service concurrence
  - Many current billets are incorrectly funded, sourced, or are part of legacy structures
  - SDO/DATTs +SCO Chiefs are the first line in structural reform



# SCO SELECTION PROCESS

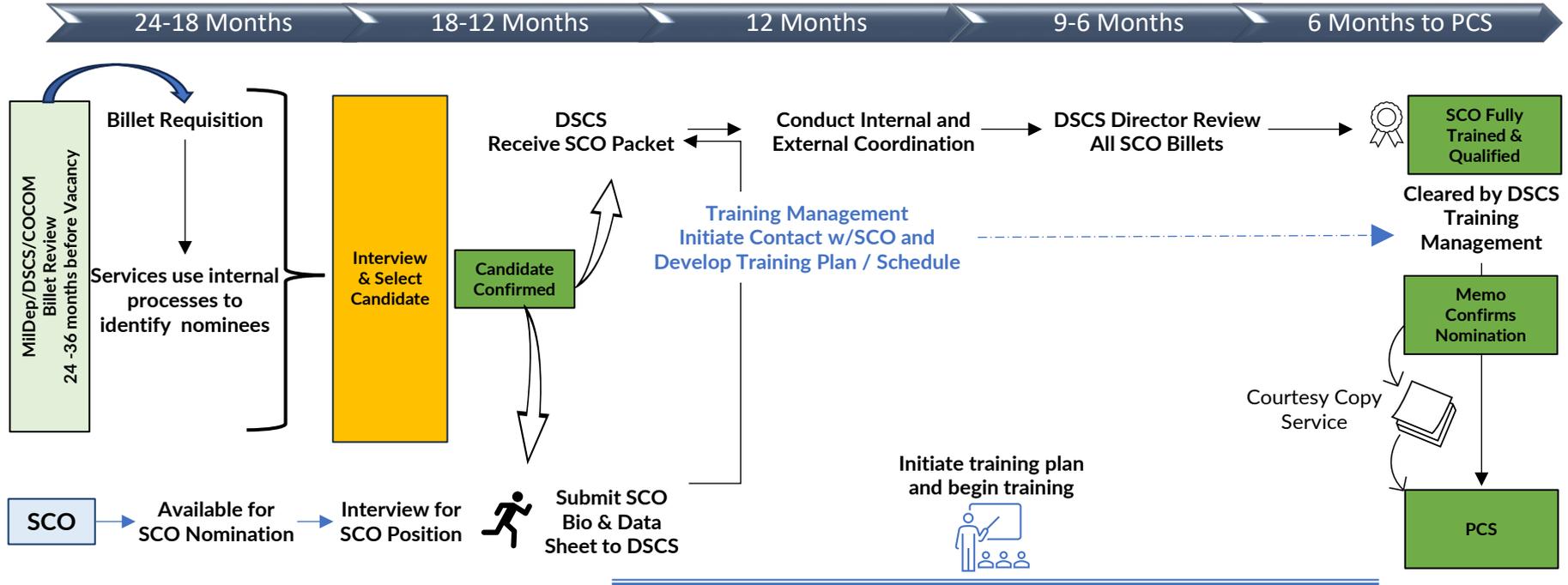


# SCO SELECTION AND VALIDATION PROCESS

- Military Department makes a SCO Selection
- Student self-registers at [www.DSCU.edu](http://www.DSCU.edu)
- Registrar requests from student the following to DSCS training management
  - SCO Training Enrollment Form
  - Biography
  - Military Service Summary (STP, SURF, OSR)
  - FACT Certificate (if completed within 6 years)
- Student returns requested documents NLT 2 weeks to Registrar and DSCS SCO Training Management
- Enrollment package is used by DSCS STM to assess the candidate for the appropriate SCO Course



# NOTIONAL SCO SELECTION AND VALIDATION PROCESS



## Each SCO and SCO-related billet assessed for training requirements

- Required resident training must be completed prior to PCS
- Online training requirements are enforced



# DSCS TRAINING



# SECURITY COOPERATION CERTIFICATION 2.0

## SC PROFICIENCY LEVELS

- Foundational - Military (SC3C1)
  - Comptroller/Budget, Force Protection, Administration, Logistics, Operations NCOs
- Practitioner – Military (SC3C2)
  - SDO/DATT, SCO Chief/Deputy, FMS/FMF Case Managers, Bilateral Affairs Officers
- Expert - Military (SC3C3)
  - SDO/DATT, SCO Chief/Deputy

## HOW TO ACHIEVE AND MAINTAIN SC CERTIFICATION 2.0

- Complete SCW Core Education and Training (Virtual)
- Complete Primary Functional Area Training (Resident and Virtual)
  - Full resident courses achieve certification
  - **Partial or alternate training plans to meet the mission will not qualify**
- Complete Secondary Functional Area Training (Virtual)
- Complete Leadership Training (SC Leadership Exemption Request)
- Complete Experience/Performance Requirement (One year of SCO Functional Area in proficiency billet or satisfactory performance rating)



# SCO COURSES

## COURSES

SC-102 Foundation of SC

## DURATION

Virtual - 2 Hours

## ELIGIBILITY

Foundational course designed for those that are new to the SC field

## STATUS

Available online at [www.DSCU.edu](http://www.DSCU.edu)

SC-103 Foundations of SCO

Virtual - 4 Hours

Designed for Security Cooperation Workforce members not serving within SCOs and those who are coded as SCO secondary functional area

Available online at [www.DSCU.edu](http://www.DSCU.edu)

SC-120 SCO Basic Operations Course

Virtual - 50 Hours

Limited option used in rare exceptions in lieu of SCO Qualification course (i.e. TSgt going to USMTM to be Tech Support)

Available online at [www.DSCU.edu](http://www.DSCU.edu)

SCO-245 Operational Support Course

2 Weeks

Personnel assigned to a SCO, but are not in a primary SC role and Non-Commissioned Officers (i.e. Operations NCOs, Comptroller/Budget, Force Protection, Logistics)

Available In-Residence at Defense SCO Institute (DSI), Arlington, VA

SCO-250/300 Qualification Course

7 Weeks

Personnel assigned to a SCO with a primary SC function who has never attended inresidence SCO training (i.e. SDO/DATT, SCO Chief/Deputy, FMS/FMF Case Managers, Bilateral Affairs Officers)

Available In-Residence at Defense SCO Institute (DSI), Arlington, VA

SCO-350 Refresher Course

8 Days

Personnel who have completed a legacy SCO Course but fall outside of the 5-year compliance window and require refresher training.

Available In-Residence at Defense SCO Institute (DSI), Arlington, VA

SCO-350+ Refresher Course (+)

2 Weeks

Personnel who have not attended a legacy SCO Course, but have served in embassy assignments, at the COCOM or Joint Staff level. Students will attend SCO-350 Refresher + additional days of specific/tailored training. (Individual competency review conducted by DSCS/DSI)

Available In-Residence at Defense SCO Institute (DSI), Arlington, VA

SCO-411 Sr Orientation Course

3-5 Days

Promotable O-6 or General/Flag Officers. Tailored 1v1 refresher/orientation for General/Flag Officers with SDO/DATT assignments. Scheduled individually for 3-4 days with GO to meet assignment timeline.

Available In-residence at the Defense SCO Institute (DSI), Arlington, VA

SCO-215 LES Course

1 Week

Locally Employed Staff

Available In-residence at the Defense SCO Institute (DSI), Arlington, VA

SCO-235 Spouse Course

Hybrid – 3 Weeks  
Virtual/1 Week  
Resident

Spouses of anyone assigned to a SCO (military or civilian sponsors) DSCA funded travel for inresidence; funded FACT also available for spouses with participation in SCO Spouse Course

Available In-residence at the Defense SCO Institute (DSI), Arlington, VA



# SCO TRAINING DATES – FY26

## FY26 SCO-250/300 Qualification Course

N-00	No Q1 Qualification Course
N-01	12 Jan-27 Feb 2026
N-02	16 Mar-1 May 2026
N-03	1 Jun-17 Jul 2026
N-04	10 Aug-25 Sep 2026

## FY26 SCO-235 Spouse Course

SP-00	No Spouse Q1 Course Offered	
SP-01	20 Jan -6 Feb 2026 (VILT)	9-13 Feb 2026 (in-person)
SP-02	23 Mar - 10 Apr 2026 (VILT)	13-17 Apr 2026 (in-person)
SP-03	8 Jun - 26 Jun 2026 (VILT)	29 Jun - 2 Jul 2026 (in-person)
SP-04	17 Aug - 4 Sep 2026 (VILT)	8-11 Sep (in-person)

## FY26 SCO-350 Refresher Course

R-01	22-31 Oct 2026
R-02	18-27 Mar 2026
R-03	12-21 Aug 2026

## FY26 SCO-245 Ops Support Course

OS-01	20-31 Oct 2025
OS-02	20-30 Jan 2026 (9-day course: Monday <u>19 Jan MLK Federal Holiday</u> )
OS-03	04-15 May 2026
OS-04	08-18 Jun 2026 (9-day course: Friday <u>19 June Juneteenth Federal Holiday</u> )
OS-05	14-25 Sep 2026

## SCO-411 Senior Orientation Course

Promotable O-6 or General/Flag Officers. Tailored 1v1 refresher/orientation for General/Flag Officers with SDO/DATT assignments. Scheduled individually for 3-4 days with GO to meet assignment timeline.

## FY26 SCO-215 Locally Employed Staff Course

L-01	7-15 May 2026
L-02	22-30 Oct 2026



# TRAINING UPDATE

- **SCO-245, SCO-250/300 and SCO 350**
  - Course Registration closes at 60 Days – only manual entry with a very compelling justification for late adds
  - All SCO Courses in the NCR including LES course
  - 1225 S. Clark Street, Arlington, VA 22205
- **MS Teams Channel for each MilDep** - **\*\*LIVE: 05 September 2025\*\***
- **SCO Course Enrollment** – Student self enrollment, no earlier than 6 months, preferably within 3 months
  - Document request return from Registrar 2 weeks from student enrollment
- **SCO Deferred Training Request** – Initiated and approved prior to arrival to new SCO assignment
  - Exception not the rule!



# FACT FUNDING

FACT Tuition: **\$5545**

TDY Cost estimate from the NCR: \$900-\$1000

- Tuition and TDY costs are funded by the SCO Student's Service. Tuition payment is due **NLT the Monday prior to the FACT Course starting, 1200EST**. FSI will drop a student if tuition is not paid in time.
- DSCS will assist with facilitating FACT admission and enrollment, but a student will not receive confirmation of their registration or a Welcome Letter from FSI until the tuition cost has been paid.
- Tuition can be paid using Government Purchase Card (GPC), Government Training Card (GTC), or Purchase Order
- Tuition **CANNOT** be paid with your Government Travel Credit Card (GTCC)!
- This is a DoS course and not an Army course and will not be in ATRRS.
- Students **WILL NOT** receive a Welcome Letter until payment is received, and registration is confirmed.
- FACT LOA and SCO Course LOA are different.



# FACT FUNDING POC

- **Army** – Funding is administered by the *losing organization* (Army HRC POC who can help NCOs convey this to losing organization: Jesse Bailey, HRC at [jesse.l.bailey2.civ@army.mil](mailto:jesse.l.bailey2.civ@army.mil) or Lisa Padello, HQDA DCS G-3-5-7 at [lisa.k.padello.civ@army.mil](mailto:lisa.k.padello.civ@army.mil))
  - Army FAO Proponent (LTC Brian Vega [brian.n.vega.mil@army.mil](mailto:brian.n.vega.mil@army.mil) or LTC Todd Dahmann [todd.e.dahmann.mil@army.mil](mailto:todd.e.dahmann.mil@army.mil)) is starting to direct FAO Officers to attend SATMO's FACT equivalent course at Ft. Bragg POC's: MSG Perry runs SATMO Course [griffin.k.perry.mil@army.mil](mailto:griffin.k.perry.mil@army.mil) or SFC Kane Victory, [kane.victory.mil@army.mil](mailto:kane.victory.mil@army.mil)
- **Navy** – Contact your Service detailers (or CDR Frederick Rombouts at [frederick.w.rombouts.mil@us.navy.mil](mailto:frederick.w.rombouts.mil@us.navy.mil) or CDR Christopher Wallace at [christopher.l.wallace30.mil@us.navy.mil](mailto:christopher.l.wallace30.mil@us.navy.mil))
- **Air Force** – Contact your Service detailer (or John Downey [john.downey.5@us.af.mil](mailto:john.downey.5@us.af.mil)) or DSCS Training Manager can administer on your behalf. Submit SF-182 to [dsca.ncr.dscs.mbx.stm-training-management@mail.mil](mailto:dsca.ncr.dscs.mbx.stm-training-management@mail.mil)
- **Coast Guard** – Contact your Service detailer (or LCDR Stephanie Figgins at [Stephanie.A.Figgins@uscg.mil](mailto:Stephanie.A.Figgins@uscg.mil) or LT Zach Thomas at [zach.d.thomas@uscg.mil](mailto:zach.d.thomas@uscg.mil))
- **Marines** – Contact your Service detailer (or LtCol Brett McCormick at [brett.mccormick@usmc.mil](mailto:brett.mccormick@usmc.mil) or [IAPmarine@usmc.mil](mailto:IAPmarine@usmc.mil))
- **BAOs** – NGB transferred funds to your State to administer funds (CPT Anna Zamora at [anna.a.zamora.mil@army.mil](mailto:anna.a.zamora.mil@army.mil) or 2d Lt Danishia Houston at [danishia.b.houston.mil@army.mil](mailto:danishia.b.houston.mil@army.mil) and [ng.ncr.ngb-arng.mbx.bao@army.mil](mailto:ng.ncr.ngb-arng.mbx.bao@army.mil))