

# TECOM

# Command Brief

LtGen Lewis A. Craparotta  
Commanding General



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Website 9/24

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# Themes and Outline

## Themes

- **Overarching:** Everything starts and ends with individual Marine (Readiness)
- **Past:** Leveraging past successes and enduring tenets
- **Present:** Implementing near-term change to support the warfighter and increase readiness while setting the conditions to prevail in future operating environments
- **Future:** 21<sup>st</sup> Century Learning and 5 Critical Capabilities to fulfill 38<sup>th</sup> CPG

## Outline

### ➤ **Command and MSC Overview**

#### ➤ **Where We Have Been**

- What Has Worked
  - Foundational Activities
- Problem Framing

#### ➤ **Where We Are**

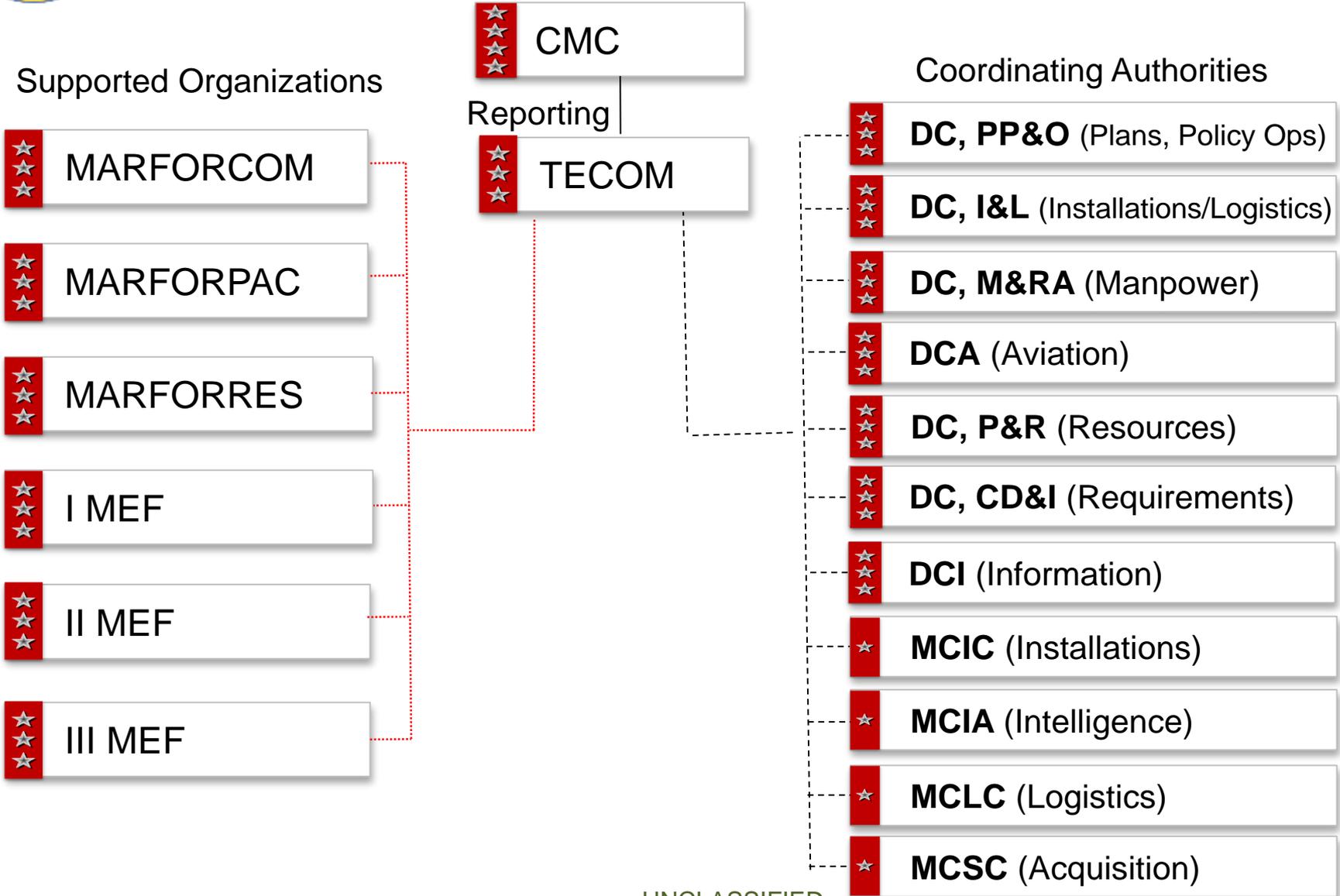
- Situation
- CPG T&E Tasks
- Building a Framework
- Priorities

#### ➤ **Where We Are Going**

- What is 21CL
- Critical Capabilities
- Summary



# TECOM Command Relationships





# Training and Education Command



**TECOM**  
Training and  
Education Command



**MCRD PI**  
Marine Corps Recruit Depot  
Parris Island



**MCRD SD**  
Marine Corps Recruit Depot  
San Diego



**TRNGCMD**  
Training Command



**EDCOM / MCU**  
Education Command /  
Marine Corps University



**MAGTFTC**  
Marine Air Ground Task Force  
Training Command



**LtGen Lewis A.  
Craparotta**  
Commanding General,  
Training and Education  
Command

**Executive Deputy:** SES  
Anthony Greco, Jr.  
**Chief of Staff:** Col James  
McArthur  
**SgtMaj:** SgtMaj Peter Siaw

**Mission:** TECOM leads the Marine Corps Training and Education continuum from individual entry-level training, professional military education and continuous professional development, through unit, collective, and service-level training in order to produce warfighters and enhance warfighting organizations that enable the FMF to build and sustain the combat readiness required to fight and win today and in the future.





# MCRD Parris Island



## MCRD PI / ERR

Marine Corps Recruit Depot Parris Island



### RTR

Recruit Training Regiment



### WFTB

Weapons and Field Training



### Recruiting Districts

1<sup>st</sup> 4<sup>th</sup> and 6<sup>th</sup> (MCRC)



### HandS BN

Installation Mgt (MCICOM)



### BGen Julie Nethercot

Commanding General, Marine Corps Recruit Depot Parris Island, Eastern Recruiting Region

**Chief of Staff:** Col Christopher Williams

**Sergeant Major:** SgtMaj William Carter

**Mission:** We make Marines by recruiting quality young men and women and transforming them through the foundations of rigorous basic training, our shared legacy, and a commitment to our core values, preparing them to win our nation's battles in service to the country.



- Recruits are housed and trained in single gender squad bays
- Maximizing opportunities for company model with platoons of both genders
- Mixed-gender leadership in Recruit Training Battalions
- COOP and infrastructure concerns: prone to hurricane evacuations



# MCRD San Diego



## MCRD SD / WRR

Marine Corps Recruit Depot San Diego



### RTR

Recruit Training Regiment



### WFTB

Weapons and Field Training



### Recruiting Districts

8<sup>th</sup> 9<sup>th</sup> 12<sup>th</sup> (MCRC)



### H&S BN

Installation Mgt (MCICOM)



### BGen Ryan Heritage

Commanding General, Marine Corps Recruit Depot San Diego, Western Recruiting Region

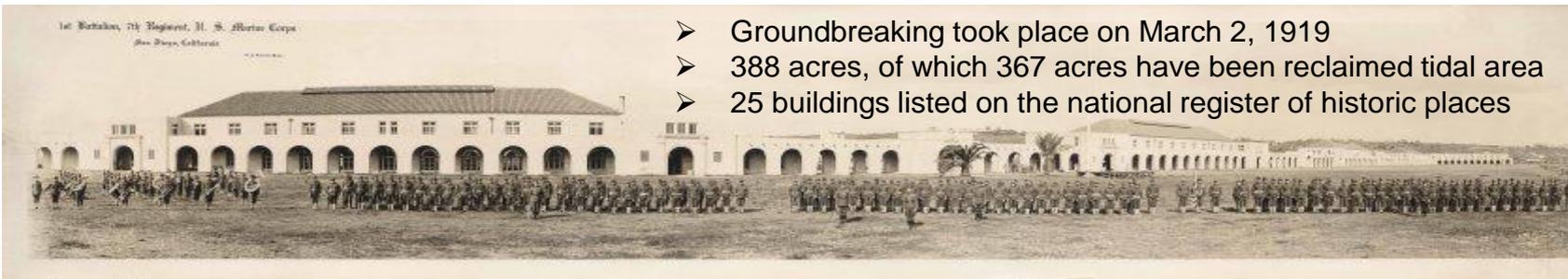
### Chief of Staff:

Col Daren Erickson

### Sergeant Major:

SgtMaj Abel Leal

**Mission:** We make Marines by recruiting quality young men and women and transforming them through the foundations of rigorous basic training, our shared legacy, and a commitment to our core values, preparing them to win our nation's battles in service to the country.



- Groundbreaking took place on March 2, 1919
- 388 acres, of which 367 acres have been reclaimed tidal area
- 25 buildings listed on the national register of historic places



# Training Command

★ **TRNGCOM**  
Training Command

 **Northeast**  
TBS, OCS, WTBN, MCIS

 **South Atlantic**  
SOI East, MCCSSS, MCES, FMTS East

 **South East**  
MATSG-21, MATSG-23

 **West**  
SOI-West, MCCES, FMTS-West, AAS

 **South West**  
Ft Sill, Ft Leonard Wood, MATSG-22



## **BGen Jason Morris**

Commanding General,  
Training Command

**Executive Deputy:** Mr. Jeffrey Conner

**Chief of Staff:** Col Wade Hasle

**Sergeant Major:** SgtMaj Anthony Easton

**Mission:** Training Command consistently produces officer and enlisted entry-level Military Occupational Specialty, career progression, and career enhancement skills trained Marines and Sailors to meet force generation and Fleet Marine Forces requirements, while reinforcing our warfighting ethos and facilitating the growth and resiliency of our permanent personnel, students, and families.

- 17 Colonel-level Commands that are Regionally Aligned
  - 87 Formal Learning Centers
- 5 CONUS Marine Corps Installations
- 1 OCONUS Marine Corps Installations
- 34 Sister Service Installations
- 1 Civilian Facility
- ~7,000 Permanent Personnel
- 100,000 (+) Annual Student Throughput
- 15,000 (+) Average Daily Student Load



# Education Command / Marine Corps University

★ **EDCOM / MCU**  
Education Command / Marine Corps University



**BGen Jay Bargeron**  
Commanding General,  
Education Command /  
President,  
Marine Corps University

**Chief of Staff:** Col Paul Melchior

**Sergeant Major:** SgtMaj Michael Hensley

-  **MCWAR**
-  **SAW**
-  **CSC**
-  **EWS**
-  **CEME**
-  **LLI**
- CIV** **CDET**
- CIV** **History**
- CIV** **Museum**

**VP** **Academic Affairs**

**VP** **Business Affairs**

**VP** **Operations and Plans**

**VP** **Distance Learning**

**+** Marine Corps University Foundation

**Mission:** EDCOM / MCU develops and delivers Professional Military Education and training through resident and distance learning programs, while also preserving and presenting the history of the Marine Corps, in order to prepare leaders to meet current and future security challenges and inform the public of the service's role in national defense.

World Class Programs, Speakers, Faculty and Facilities





# Marine Air Ground Task Force Training Command / Marine Corps Air Ground Combat Center

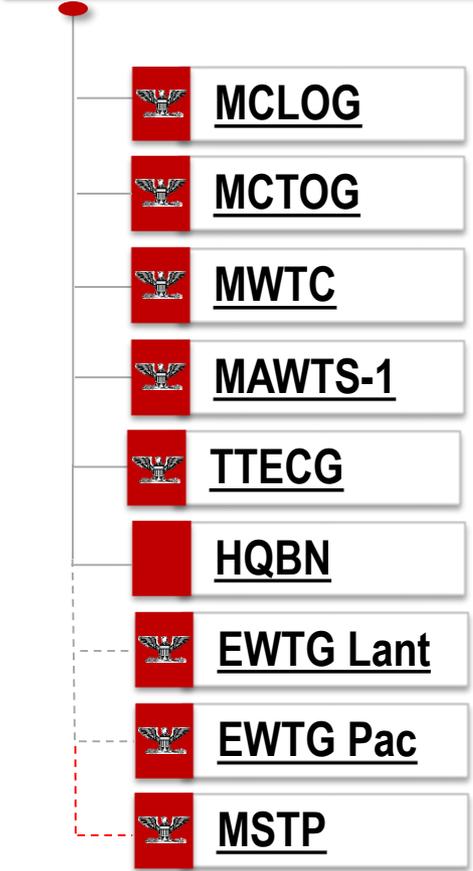
**MAGTFTC / MCAGCC**  
Marine Air Ground Training Command  
Marine Corps Air Ground Combat Ctr



**MajGen Roger Turner**  
Commanding General,  
MAGTFTC / MCAGCC

**Chief of Staff:**  
Col David Suggs

**Sergeant Major:**  
SgtMaj Steven Muller



— Reporting  
 - - - Admin Control  
 - - - - Coordination

**Dual Mission:**

**Marine Air Ground Task Force Training Command (MAGTFTC):** Manage the Marine Air Ground Task Force Training Program (MAGTFTP) and conduct service level Marine Air Ground Task Force (MAGTF) combined arms training to enhance the combat readiness of the operating forces and support the Marine Corps' responsibilities to national security.

**Marine Corps Air Ground Combat Center (MCAGCC):** Provide a standard of excellence in managing facilities, services and support to the operating forces, and families in order to ensure readiness of the tenant and resident commands aboard the Combat Center.

- Focus Areas:**
- Responsible for advanced individual and MAGTF collective training
  - Provide training for the Command Element (CE), Ground Combat Element (GCE)
  - Logistics Combat Element (LCE), and Aviation Combat Element (ACE)
  - ICW CSG 4/15, provide advanced individual and collective training via EWTG (L/P)



# Where We Have Been: What Has Worked

**Everything Starts and Ends with the Individual Marine** ○ Asymmetric Advantage

- Strong Character
- Discipline
- Core Values
- Intelligent

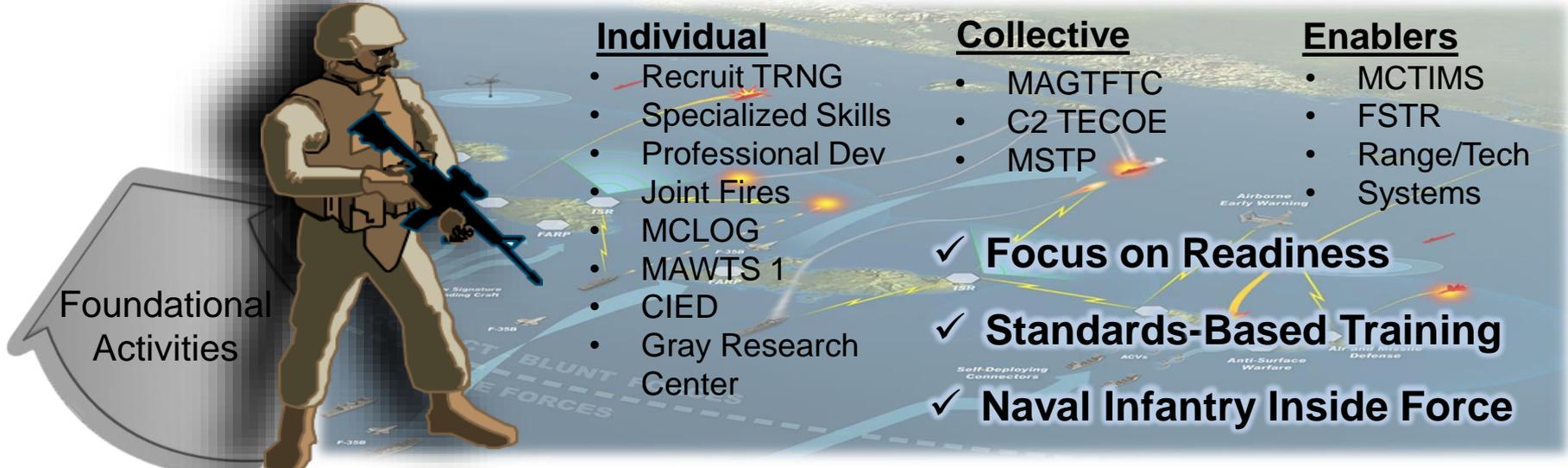
**Making Marines:** ○ Arduous Training ○ High Standards ○ Warfighting Ethos

- Strategic Corporal
- Accountable
- Physical Fitness
- Carry Legacy

**Every Marine a Rifleman:** ○ Lethal ○ Austere ○ Expeditionary ○ Ethical

- Centralized Planning, Decentralized Execution
- Innovative
- Always Faithful

## Foundational Activities We Will Leverage:





# Where We Have Been: Problem Framing

- Lacked a senior 3-Star advocate specifically for Training
- T&E has been bill-payer for other priorities
- T&E Requirements increased, while instructor levels dropped 30%
- Slow/rigid doctrinal updating and T&R manuals impedes rapid adaptation
- Antiquated, underinvested range / training areas and infrastructure
- Insufficient force-on-force, to induce failure as a means to remediate, learn, and adapt
- Synthetic training capabilities were underdeveloped and marginally resourced
- Insufficient manning and time-to-train are key detractors to combat readiness
- Instructor duty is undervalued and no enterprise effort to teach Marines how to train
- TECOM not well tied with the FMF



Rifle Range Pit 1924



Rifle Range Pit 1950s



Rifle Range Pit Today





# Where We Are: CPG T&E Tasks

*“Characteristics and capabilities within the force **that must change.**”*

## Education

- Industrial age to information age model (21<sup>st</sup> Century)
- Educate with complementary well-conceived training
- PME more rigorous/accountable
- Expand naval and expeditionary knowledge base
- Naval orientation; Integration in Joint Force Maritime Component Command (JFMCC)
- Better transition across idea generation, concepts, wargaming, experimentation, and modeling and sims

## Training

- Standards necessary to operate in a contested information environment
- Operate in distributed naval and expeditionary formations in contested maritime spaces
- Seize and defend key naval terrain and persist inside an advanced adversary's WEZ

## T&E Wargaming

- MCU Wargaming Center, centerpiece of our efforts to generate analytical rigor
- Use of wargaming at all levels of training and education with realistic combat decision-making





# Where We Are: Situation

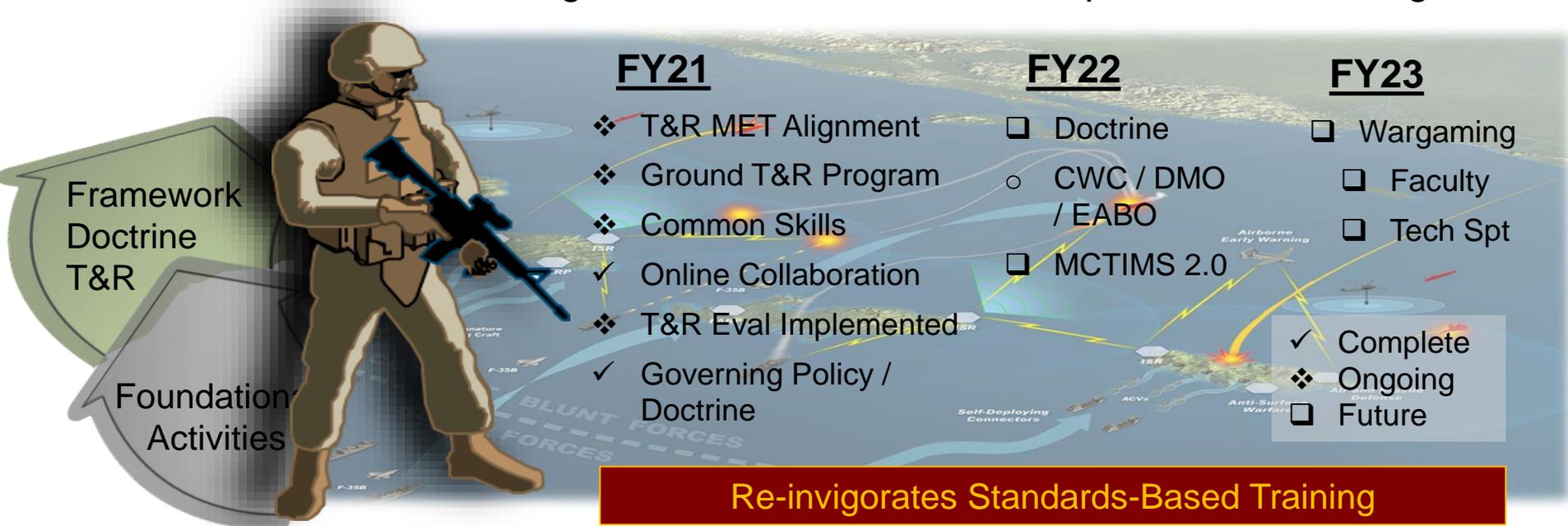
- A junior force with high annual turnover
- 30+k pass through ELT, 26k pass higher level schools
- Majority of MOS production is through other service schools
- 90k PCS/PCA annually; most require refresher T&E
- Junior force with high turnover creates unique training demands
- NDS, Naval Strategy, CPG: require us to accelerate institutional change
- Must make major reform to T&E to improve readiness for current and future fight
- Must commit to T&E for a wider range of force options required for advantage
- Must assess FMF training trends and implement near-term changes to support the warfighters at the individual, unit, collective, and service-level





# Where We Are: Building a Framework

- Framework completed by FY23 to achieve CPG directive to transform T&E
  - Builds on foundational activities through Doctrine and T&R Program
  - Doctrine / T&R to reflect CWC, DMO, LOCE, EABO, and SIF wargaming output
  - Provides evaluation implementation into T&R (V2/2 Proof of Concept / SPEMS)
  - Hires Syllabus Coordinators and updates Common Skills Manual
  - Online Collaboration e.g. MCU's Krulak Center PME portal "The Landing"





# Where We Are: Current Priorities and Actions

## ➤ Current Operations

- AAV OPT – T&R / Training Continuum / SVET
- MCRD PI COOP
- Enhanced Infantry ELT Pipeline
- MAT Mitigation Gender Integrated Training Requirements Refinement
- TECOM Enterprise Network Modernization
- FoF instrumentation @ MWX TACAIR / Strike IP Manning
- Collecting MEF Top 10 Trends
- 21CL IP Development

## ➤ Future Operations

- TRNGCMD Divest / Re-Invest (Manpower and Resources)
- Talent Management Problem Framing
- SLTE Refinement
- Naval Integration

## ➤ Plans

- POM 23 Planning / Programming Review
- Force Design 2030 Implementation Plan

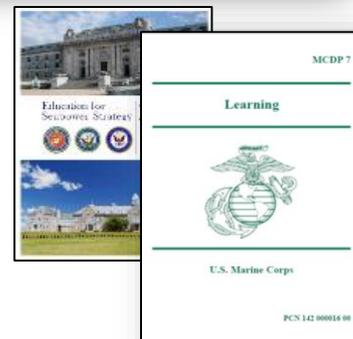


**Adapt to FMF Individual, Unit, Collective, and Service-Level Trends**



# Where We Are Going: 21<sup>st</sup> Century Learning

- CMC Directed
- Outcomes-Based Model
- Adaptive to the needs of Marine / Unit
- Adaptive to demands of the future operating environment
- Service's method to educate and train a naval expeditionary force in readiness in order to operate inside actively contested maritime spaces in support of fleet operations



## ***21st Century Learning (21CL)***

“21CL is a continuum of dynamic, cognitive training and education experiences centered on the learner to continuously hone an ***intellectual edge***, that will enable our Marines to rapidly adapt, and achieve a decisive maneuver advantage in any domain through ***intelligent initiative***.”



# Where We Are Going: 21CL Critical Capabilities

*What 21<sup>st</sup> Century Learning Critical Capabilities Provide and Key Programs:*

**Learner-Centric Experience:** Traceable, outcomes-based learning environment adaptable to the learner.

**World-Class Learning Leaders:** Professionalizes all who contribute to individual and unit learning via latest innovations, best practices and technologies.

**Total Learning Architecture:** Enables IT interoperability, 24/7 access, and rapid assessments and tracking.

**Rigorous Assessments and Evaluation:** Embedded real-time analytics accelerating trend reversal.

**Marine Corps Training Environment:** Ability to plan, prepare, execute, and assess MET driven advanced tech and learning methodologies, federation of all LVC aspects expanding scope, fidelity and realism across T&E.

		FY20-21	FY22-26
<p><b>Critical Capabilities</b></p> <p>Framework Doctrine T&amp;R</p> <p>Foundational Activities</p>	<b>LXP</b>	Naval Community College – IOC Academic FitReps	VR Recruit Training Instructor Delivery Modernization
	<b>WLL</b>	Instructor EMOSs Train the Trainer Transformation	Basic, Advanced MEF Level Training
	<b>TLA</b>	IT Infrastructure	Full IT Enhancements Implemented
	<b>RAE</b>	Lessons Exploitation Process	Implement MCTIMS 2.0
	<b>MCTE</b>	Naval Experimentation at SLTE TRNG Support Ctr Standardization	Force on Force Training Systems All Domain Ranges



# Where We Are Going: Summary

- Conduct Program Reviews
  - Ensure synergy between Baseline funding and 21<sup>st</sup> CL Initiatives
  - Validate current programs and identify potential risk
- Utilize implementation plans to guide execution of 21<sup>st</sup> CL actions
- Implement methodology to assess Campaign Plan execution and support assessment battle rhythm





# Questions

