TECOM
Command Brief

(Briefer)
(Organization)

POC: TBD
Phone:

Updated Sep 8, 2021
Training and Education: Situation

- USMC: a junior force with high annual turnover
- 30k+ ELT throughput, 26k through higher-level schools
- Majority of MOS production is through other service schools
- 90k PCS/PCA annually; most require refresher / sustainment T&E
- NDS, Naval Strategy, CPG: require accelerated 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-levels
Training and Education: Problem Framing

- Lacked a senior 3-Star advocate specifically for training
- Training and Education have been bill-payers for other priorities
- Training and Education requirements increased, while instructor levels dropped 30%
- Slow / rigid doctrine and T&R manual updating impedes rapid adaptation
- Antiquated, underinvested range / training areas and infrastructure
- Insufficient force-on-force training to induce failure as a means to remediate, learn, and adapt
- Simulation 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 inadequately focused on elevating FMF readiness
TECOM Transition to 3-Star Command

- CPG and Force Design directed TECOM to a three-star command
- T&E increased importance in future fight and across DoD force development
- Provides TECOM equal status within CMC’s Title 10 pillar responsibilities
- Facilitates implementation of the CPG and NDS i.e. naval force-in-readiness
- Enables a 21st Century Learning outcomes-based information age model
- Direct ties to MEFs, MARFORs, Deputy Commandants, and HQMC boards

Brief Outline

- Command Overview
  - Laydown and T&E Continuum
  - ELT, Continuous Learning and PME
  - Unit and Service-Level Training
- Where We Are
  - CPG T&E Tasks and T&E Priorities
- Where We Are Going
  - 21CL, Critical Capabilities, LVC-TE and FoF Systems
  - Summary
TECOM Command Relationships

Supported Organizations
- MARFORCOM
- MARFORPAC
- MARFORRES
- I MEF
- II MEF
- III MEF

Coordinating Authorities
- DC, PP&O (Plans, Policy Ops)
- DC, I&L (Installations/Logistics)
- DC, M&RA (Manpower)
- DCA (Aviation)
- DC, P&R (Resources)
- DC, CD&I (Requirements)
- DCI (Information)
- MCIC (Installations)
- MCIA (Intelligence)
- MCLC (Logistics)
- MCSC (Acquisition)
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.
TECOM Laydown

- 14,000 Personnel: 7,000 Uniform and 7,000 Civilian
- 140K (+) Annual Training and Education Throughput
- 90 Formal Learning Centers with 35 Sister Service Installations
- 3-Star Commanding General with 5 General Officer Major Subordinate Commands
- 25 Colonel Level Commands and Schools

Text Codes:
- TECOM HQ
- MCRDs
- TRNGCMD
- EDCOM / MCU
- MAGFTFC

Signifies Location of Students, and / or Representatives, and / or Detachments:
- ▼

Rigorous and Relevant
- Standards-Based
- Warrior Ethos
- Learning Culture
- Leverages Technology
- Inside Naval Force

“Enables FMF to Build and Sustain Combat Readiness”
Training and Education Continuum

SERVICE-LEVEL TRAINING AND EDUCATION: TECOM & OTHER DIRECTED TRAINING

- Produce Warfighters
- Standards-Based Training
- Enhance Warfighting Org
- Naval Infantry Inside Force

IOT enable FMF to build and sustain the combat readiness required to fight and win today and in the future.

Based on Strategy, Guidance, Threat, OPFOR, and MET Informed T&R

Enabling Combat Readiness Through Individual, Leader, and Collective T&E
Entry Level Training

Key Points

- Recruit Training Philosophy
  - Physically Mentally Tough
- Standardized Process
- Gender Integration

- Leadership Training
- Every Marine Rifleman
- Maneuver Warfare
- Naval Inside Force

- Billet Specific (MOS)
- Combined Arms (Naval)
- Expeditionary
- Warm FMF Hand-Off

Focus on Readiness

<table>
<thead>
<tr>
<th>Officer</th>
<th>Enlisted</th>
<th>Operating Forces / Deployment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Various Programs</td>
<td>Officer Candidate School (OCS)</td>
<td>Air / Ground / Logistics MOS Training</td>
</tr>
<tr>
<td>~48 months</td>
<td>10 weeks Quantico, Va.</td>
<td>10 weeks - 18 months USMC &amp; other service schools in CONUS</td>
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<tr>
<td>Preparation</td>
<td>Transformation</td>
<td>Military Occupational Specialty</td>
</tr>
<tr>
<td>Delayed Entry Program</td>
<td>Recruit Training</td>
<td>Air / Ground / Logistics MOS Training</td>
</tr>
<tr>
<td>4-8 months</td>
<td>12 weeks Parris Island, SC San Diego, CA</td>
<td>4 weeks - 2 years USMC &amp; other service schools in CONUS</td>
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<tr>
<td>Basic Infantry Skills</td>
<td>Basic Officers Course (BOC)</td>
<td></td>
</tr>
<tr>
<td>School of Infantry (SOI) Marine Combat Training Infantry Training Battalion</td>
<td>27 weeks Quantico, Va.</td>
<td></td>
</tr>
<tr>
<td>Officer</td>
<td>Enlisted</td>
<td></td>
</tr>
<tr>
<td>USMC &amp; other service schools in CONUS</td>
<td>4 weeks Camp Lejeune, NC Camp Pendleton, CA</td>
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Focus on Readiness
Continuous Professional Development

MAGTF Staff Training Program
- MEF / MEB EX
- C2TECOE

Training Command
- Advanced MOS
- Unit and Service-Level

Marine Corps University
- Continuous Education Pgm
- Culture of Learning

Contribution to Operational Capability
- MOS Billet Specific
- Leadership
- Amphibious / Naval
- Combined Arms
- All-Domain
- Maneuver Warfare
- C2 Systems

MCDP 7
Professional Military Education

Institutional Strengths
- Rigorous, Relevant, Accredited
- Vibrant, Experienced Faculty
- Strong, Diverse Student Body
- Shared, Collaborative Approach
- Technology as Facilitator
- World Class Speakers
- Continuous Learning

Contribution to FMF
- Maneuver Warfare Mindset
- Critical Thinking and Creative Problem Solving
- Leadership & Ethics Education
- Joint, Interagency, and Multinational Operations
- Combined Arms Maneuver Warfare
- Naval Operations Professionals
**Collective and Service-Level Training**

<table>
<thead>
<tr>
<th>Unit</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>Marine Corps Tactics and Operations Group (MCTOG)</td>
<td>Marine Corps Logistics Operations Group (MCLOG)</td>
</tr>
<tr>
<td>Marine Corps Mountain Warfare Training Center (MCMWTC)</td>
<td>Marine Aviation Weapons Tactics Squadron-1 (MAWTS-1)</td>
</tr>
<tr>
<td>Tactical Training and Exercise Control Group (TTECG)</td>
<td>Expeditionary Warfare Training Group Atlantic (EWTGLANT)</td>
</tr>
<tr>
<td>Expeditionary Warfare Training Group Pacific (EWTGPAC)</td>
<td>MAGTF Staff Training Program (MSTP)</td>
</tr>
</tbody>
</table>

**Assessment Provided to MEF Commander**

**Unit Returns to Home Station for Certification, Deployment and Employment**

OTI, ITI, ELI, WTI (MTX) Mountain (ITX) Integrated (AFX) Adversary (MWX) Force-on-Force / Warfighting
ITX Operational Environment

- Global Competitor, Hybrid Threats
- Mid to High-Intensity Combat
- Operational Scenarios
- Combined Arms Maneuver Warfare
- Force–On–Force
“Characteristics and capabilities within the force that must change.”

**Education**
- Industrial age to information age model (21\textsuperscript{st} Century)
- Active, student-centered learning
- PME more rigorous and accountable
- Expand naval, joint, and expeditionary knowledge base
- Naval orientation; Integration in Joint Force Maritime Component Command (JFMCC)
- Stronger linkage between performance in PME and talent management (promotion, assignments)

**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
TECOM Priorities
(Sep 2, 2021)

ENDURING PRIORITIES
- Force Design Implementation
- 21st Century Learning Implementation
- Enhance FMF Readiness
- Range and Training Program Modernization
- Gender Integrated Recruit Training
- Resource management
- Facilities Sustainment and Modernization
- Enterprise IT and Network Modernization

COPS
- TECOM Dashboard Development
- TECOM Assessments
- MCO 1553 Re-write
- COVID Impacts and Mitigations
- Enhanced Infantry Training
- AAV – Return to Ops
- MOS Production
- 21st Century Learning Implementation Plan
- MCRD PI COOP
- MAT Mitigation
- MCRD ROM Augmentation
- Facilities Sustainment and Modernization
- FY21 Budget Execution
- Protected Transportation Funding

PLANS
- POM 23 Planning / Programming Review
- POM 24 Problem Framing

FOPS
- Monitor FY22 Budget / plan for adjustments
- LVC-TE
- Talent Management
- Naval / Joint Integration
- NextGen Training and Education Study: Phase III

Focus on FMF Individual, Unit, Collective, and Service-Level Trends
21st 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.”
**21st Century Learning: Critical Capabilities**

*What 21st 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.

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**FY20-21**

- Naval Community College – IOC
  - Academic FitReps
- Instructor EMOSs
  - Train the Trainer Transformation
- IT Infrastructure
- Lessons Exploitation Process
- Naval Experimentation at SLTE
  - TRNG Support Ctr Standardization

**FY22-26**

- VR Recruit Training
  - Instructor Delivery Modernization
- Basic, Advanced MEF Level Training
- Full IT Enhancements Implemented
- Implement MCTIMS 2.0
- Force on Force Training Systems
  - All Domain Ranges
Live Virtual Constructive Training Environment

Service Benefits:
- Cost savings/cost avoidance
- Less wear and tear on equipment and wpns
- Expands number of T&R tasks that can be partially trained or trained-to-standard

MAGTF Benefits:
- Expands distributed collective training
- Exercise design & control tools
- Builds Habitual Relationships

Warfighter Benefits
- Links air to ground simulators
- Virtual convoy with air escorts
- More realistic exercises
- Overcomes training area constraints

Marine Corps Training Environment

Simulation Portfolios
- Ground
- Ground Vehicle
- Procedural Trainer
- Instructional Design

Infantry Immersion Trainers
- Lejeune
- Pendleton
- Hawaii

UNCLASSIFIED
FoFTS Increment I (Inside Dotted Line): This effort includes the instrumentation of Marines, Combat Vehicles and the mobile Network.

FoFTS Increment II (Outside Dotted Line): Requirements generation pending. Intended to include naval integration, air to ground, ground to air, air to air capability.
Summary

- The TECOM Training and Education Continuum:
  - Transforms young men and women into agile, decisive, critical thinking, and resilient Marines
  - Provides continuous skill progression and PME to form units capable of winning in uncertain operating environments
  - Leverages technology and 21CL capabilities to integrate Naval, Joint, and Interagency concepts for full-spectrum operations
  - Elevates skills through realistic Force-on-Force and LVC-TE
  - Enables FMF Combat Readiness
Questions
MSC Organization Overview Slides Provided for Discretionary Use
MCRD Parris Island

MCRD PI / ERR
Marine Corps Recruit Depot Parris Island

RTR
Recruit Training Regiment

WFTB
Weapons and Field Training

Recruiting Districts
1st, 4th, and 6th (MCRC)

H&S 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
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.
Training Command

**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
**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
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)