

TECOM Command Brief

(Briefer)
(Organization)



POC: TBD

Phone:



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



Rifle Range Pit 1924

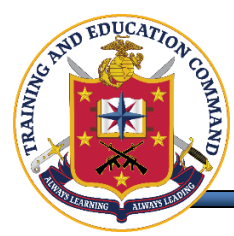


Rifle Range Pit 1950s



Rifle Range Pit Today

NextGen
T&E
Report
Preview



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

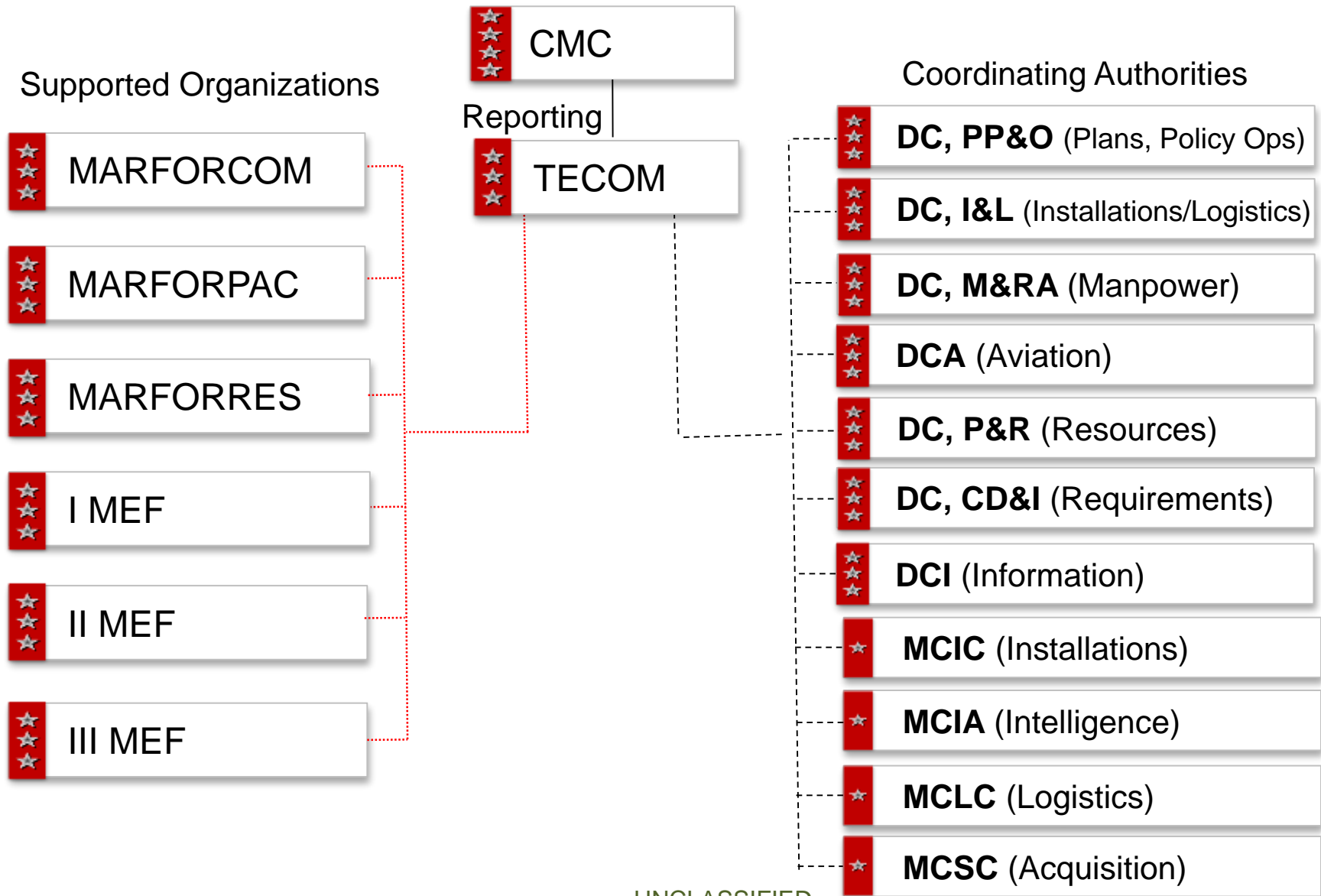
Brief Outline

- **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





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 Kevin Iiams
Commanding General,
Training and Education
Command

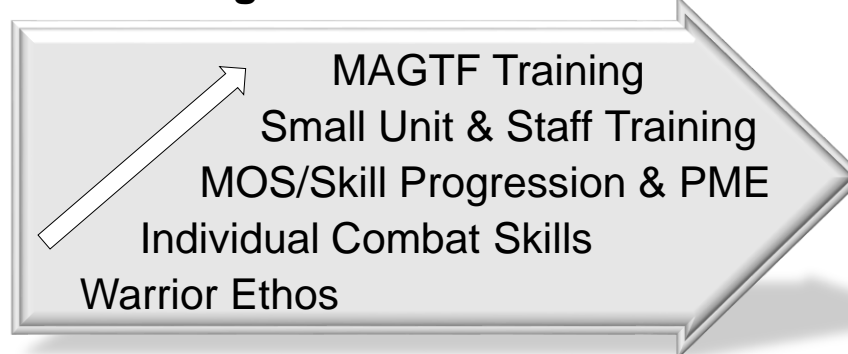
Executive Deputy: SES
Anthony Greco, Jr.

Chief of Staff: Col Matthew Reid

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.

Training and Education for the Force-in-Readiness

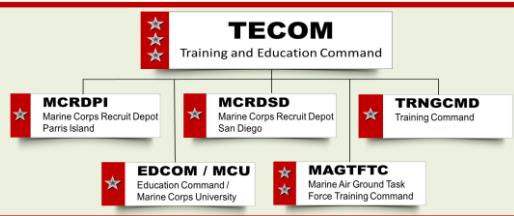


**Expeditionary
Mindset & Force
in Readiness**

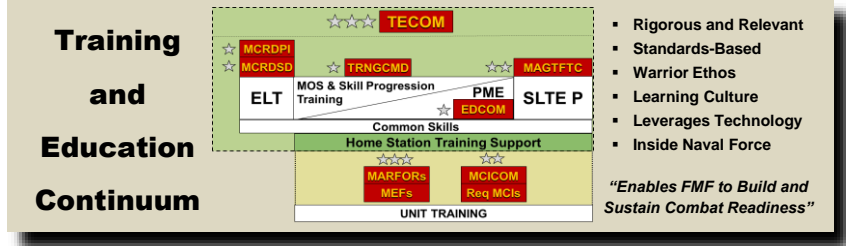
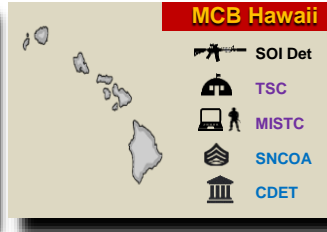
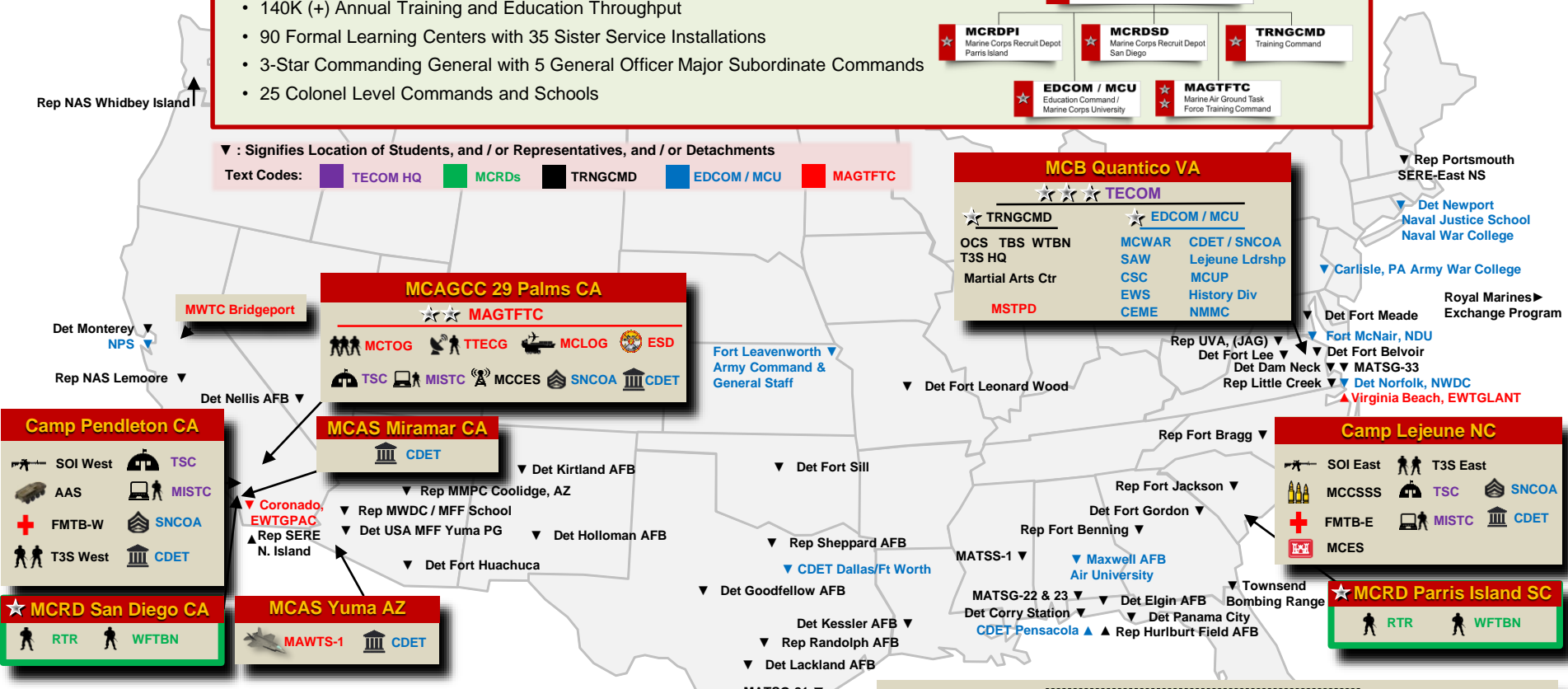


TECOM Laydown

- 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



▼ : Signifies Location of Students, and / or Representatives, and / or Detachments
 Text Codes: ■ TECOM HQ ■ MCRDs ■ TRNGCMD ■ EDCOM / MCU ■ MAGFTFC





Training and Education Continuum



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

☆☆☆ **TECOM**

☆☆☆ **MCRDPI**
MCRDSD

☆☆ **TRNGCMD**

☆☆ **MAGTF TC**



“Home Station Training Support”

☆☆☆ **MARFORs**
MEFs

☆☆ **MCICOM**
Req MCIs

UNIT 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

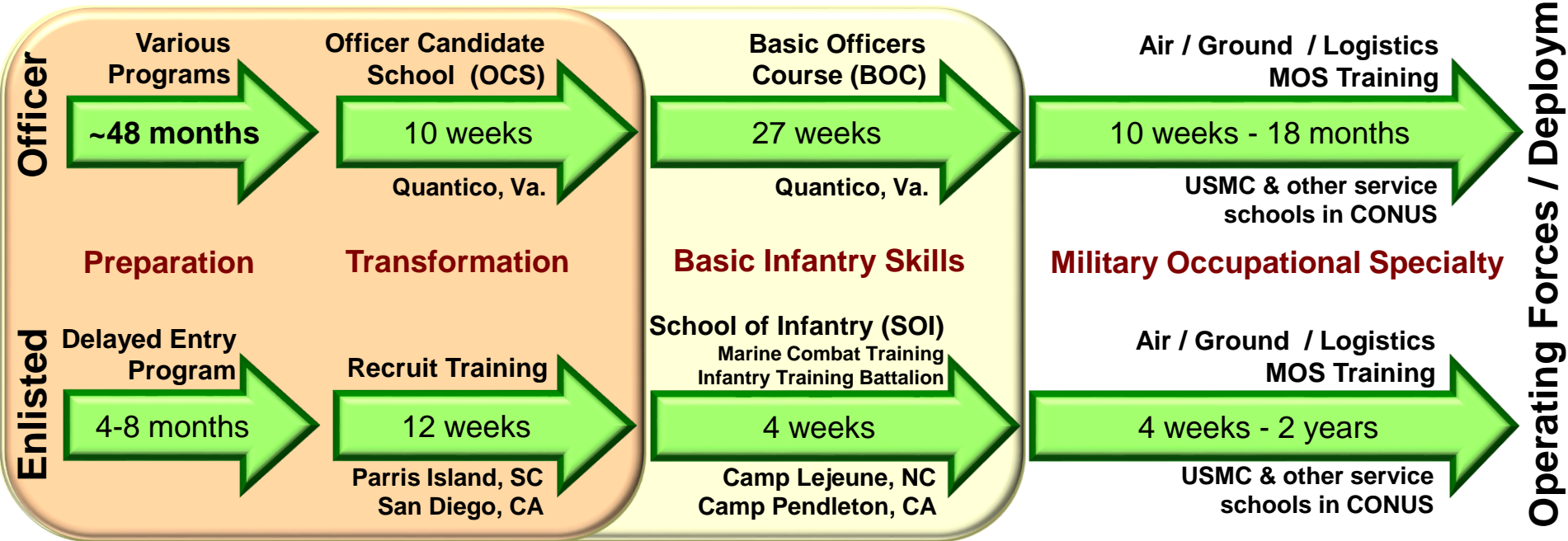


Entry Level Training

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





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

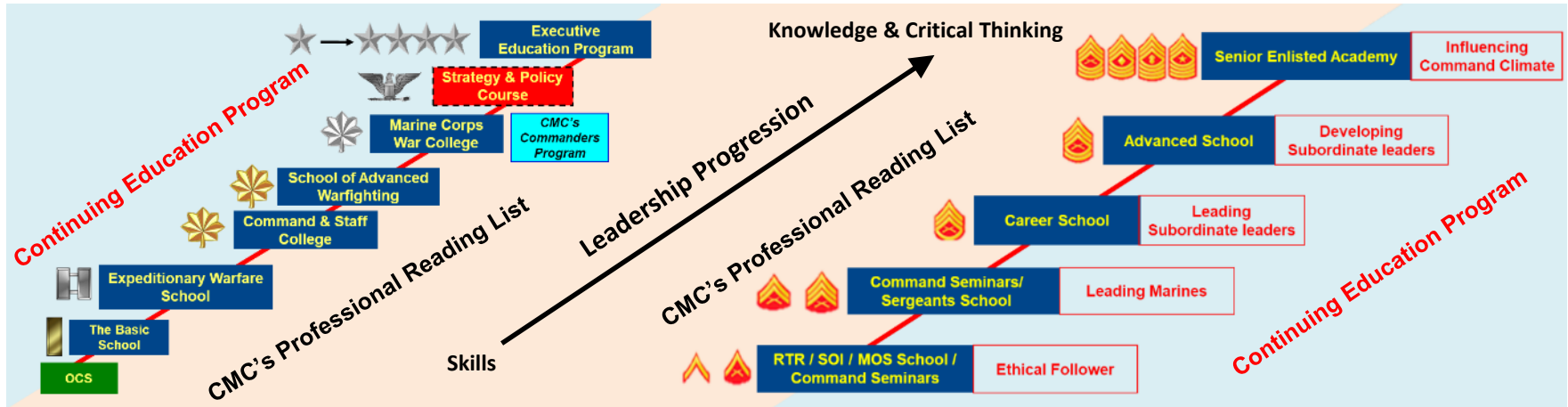
MCDP 7



Professional Military Education

Officer PME Continuum

Enlisted College Continuum

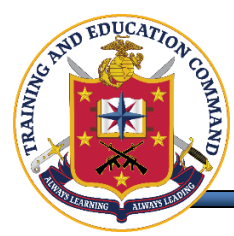


Institutional Strengths

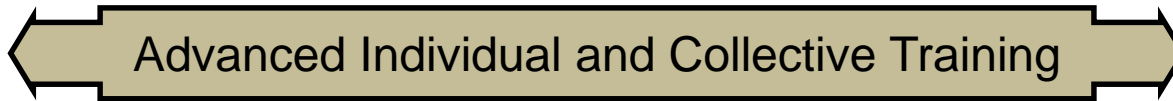
- Rigorous, Relevant, Accredited
- Vibrant, Experienced Faculty
- Strong, Diverse Student Body
- Shared, Collaborative Approach
- Technology as Facilitator
- World Class Speakers
- Continuous Learning

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



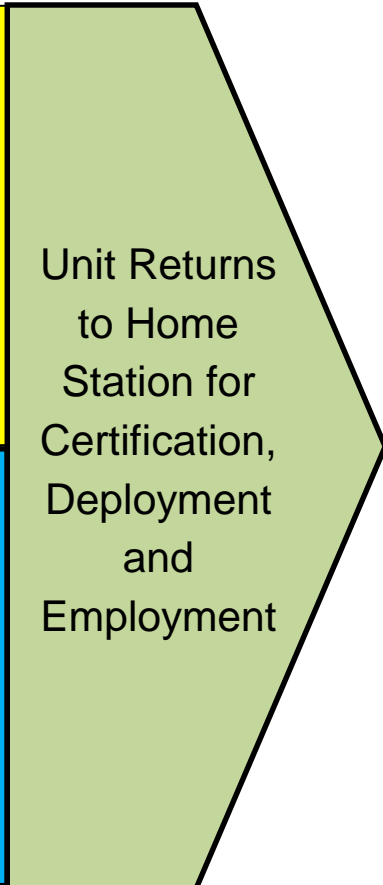
Collective and Service-Level Training



Marine Corps Tactics and Operations Group (MCTOG)	Marine Corps Logistics Operations Group (MCLOG)
Marine Corps Mountain Warfare Training Center (MCMWTC)	Marine Aviation Weapons Tactics Squadron-1 (MAWTS-1)
Tactical Training and Exercise Control Group (TTECG)	Expeditionary Warfare Training Group Atlantic (EWTGLANT)
Expeditionary Warfare Training Group Pacific (EWTGPAC)	MAGTF Staff Training Program (MSTP)

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

Assessment Provided to MEF Commander





ITX Operational Environment

- Global Competitor, Hybrid Threats
- Mid to High-Intensity Combat
- Operational Scenarios
- Combined Arms Maneuver Warfare
- Force-On-Force



F-35B





CPG T&E Tasks

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

Education

- Industrial age to information age model (21st 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)

➤ 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

➤ FOPS

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

➤ 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

➤ PLANS

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

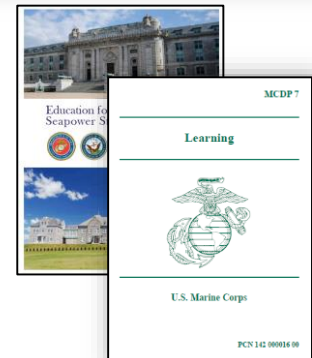


Focus on FMF Individual, Unit, Collective, and Service-Level Trends



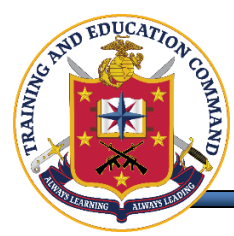
21st Century Learning

- 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.

FY20-21

FY22-26

LXP	Naval Community College – IOC Academic FitReps	VR Recruit Training Instructor Delivery Modernization
WLL	Instructor EMOSs Train the Trainer Transformation	Basic, Advanced MEF Level Training
TLA	IT Infrastructure	Full IT Enhancements Implemented
RAE	Lessons Exploitation Process	Implement MCTIMS 2.0
MCTE	Naval Experimentation at SLTE TRNG Support Ctr Standardization	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

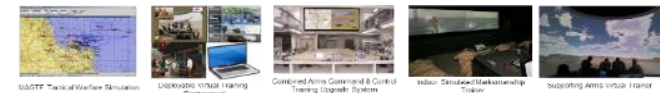
- Links air to ground simulators
- Virtual convoy with air escorts
- More realistic exercises
- Overcomes training area constraints

Marine Corps Training Environment



Simulation Portfolios

Ground



Ground Vehicle



Procedural Trainer



Instructional Design



Infantry Immersion Trainers



Force on Force Training Systems (FoFTS) High Level Operational Concept Graphic (OV-1)

- Legend**
- AAR – After Action Review
 - FoF – Force on Force
 - FoT – Force on Target
 - C2 – Command & Control
 - TVCS – Tactical Video Capture System
 - EXCON – Exercise Control
 - GPS/RF
 - GPS
 - RF
 - Helicopter pad

Live Instrumented Training Environment

FoFTS

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

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



- Instrumented – Training Engagement Simulation System (I-TESS)**
- Laser Engagements/Time Space Position Information
 - Near Real-Time adjudications
 - EXCON/AAR Feedback 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



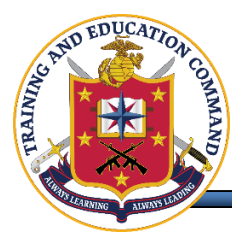


Questions





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



MCRD San Diego



MCRD SD / WRR

Marine Corps Recruit Depot San Diego



RTR

Recruit Training Regiment



WFTB

Weapons and Field Training



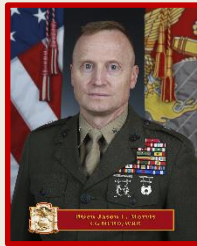
Recruiting Districts

8th 9th 12th (MCRC)



H&S BN

Installation Mgt (MCICOM)



BGen Jason Morris

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

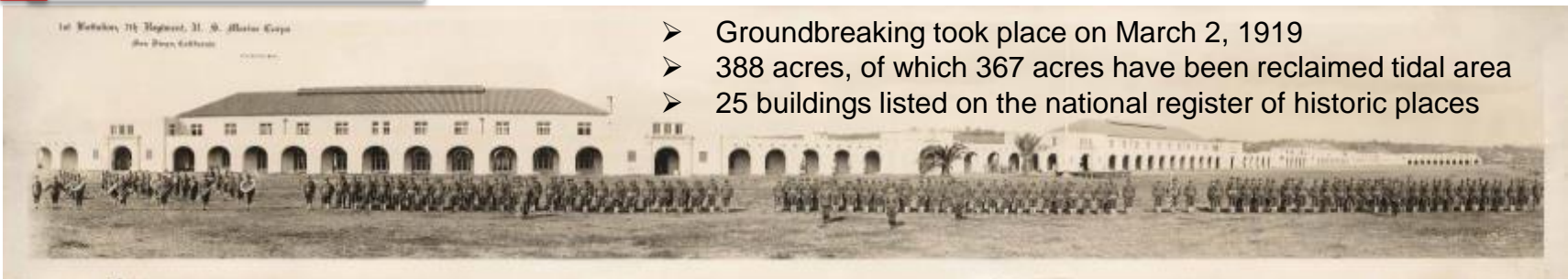
Chief of Staff:

Col Edward Sullivan

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.



1st Battalion, 11th Regiment, 31. 8. Marine Corps
San Diego, California

- 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 Julian Alford

Commanding General,
Training Command

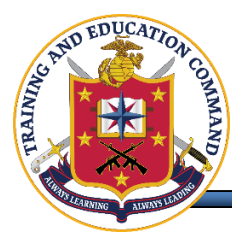
Executive Deputy: Mr. Jeffrey Conner

Chief of Staff: Col Roger Smith

Sergeant Major: SgtMaj Anthony Easton

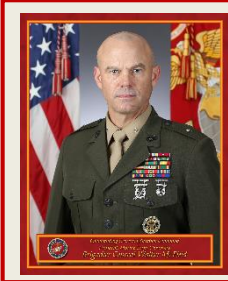
Mission: Training Command consistently produces officer and enlisted entry-level Military Occupational Specialty, career progression, and career enhancement skills trained Marines and Sailors to meet force generation and Fleet Marine Forces requirements, while reinforcing our warfighting ethos and facilitating 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 Walker Field
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.

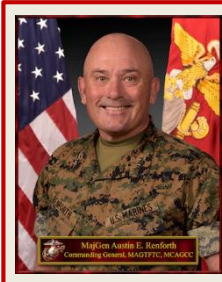
World Class Programs, Speakers, Faculty and Facilities





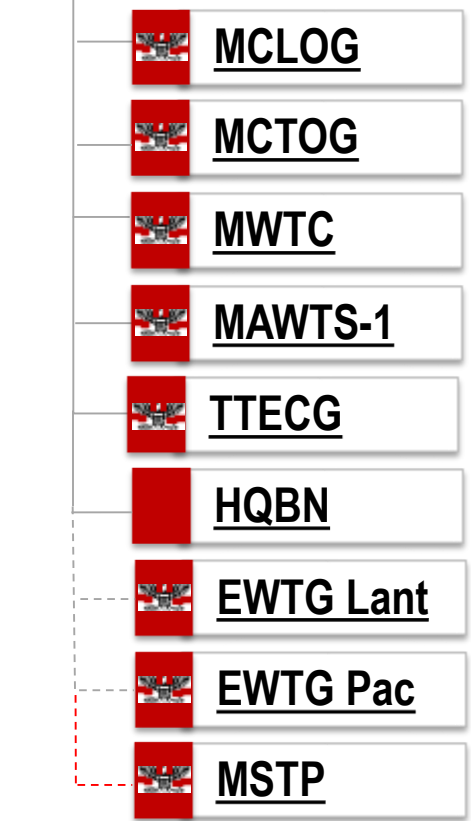
Marine Air Ground Task Force Training Command / Marine Corps Air Ground Combat Center

MAGTFTC / MCAGCC
Marine Air Ground Training Command
Marine Corps Air Ground Combat Center



MajGen Austin Renforth
Commanding General,
MAGTFTC / MCAGCC

Chief of Staff:
Col David Suggs
Sergeant Major:
SgtMaj Jason Gillespie



— 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)