



A MESSAGE FROM THE COMMANDING GENERAL OF TRAINING AND EDUCATION COMMAND

Both the Secretary of Defense's National Security Priorities and the recently released *Interim National Security Strategic Guidance* articulate the urgent need to divest legacy systems in order to invest in advanced capabilities. The *38th Commandant's Planning Guidance* increased the speed of modernizing the force by strengthening our resolve to integrate with the fleets as the world's premier naval force. Gen Berger reiterated his priorities last December, breaking it down into three very specific areas: Force Design, Talent Management, and reforming Training and Education (T&E). The goal remains a naval force that can operate and compete in the gray zone, deter, and if required fight and win.

Stronger naval relationships, refinement of integrated concepts, and development of advanced capabilities combined with expanded efforts to experiment and train together as a Naval Force will bear fruit in the next few years. Our goal is to achieve a T&E Initial Operating Capability for the Commandant's *Force Design 2030 (FD2030)* by 2023 with T&E capabilities that support sea control, sea denial, and survival in the Weapons Engagement Zone as part of the joint force. This will enable the naval force to continue to play the vital role in the Pacific and around the globe just as it has throughout our history.

Although budgetary pressures that create competitive and uncertain funding streams will affect how quickly and completely we progress, we will continue our efforts to achieve the change necessary to develop the capabilities and capacities required for the future force. It is imperative that we show tangible return on investment to key decision makers throughout the Program Objective Memorandum and National Defense Authorization Act processes.

Reforming T&E first requires shifting our mindset to aggressively assess, adjust, and adapt our methods to better support naval integration, FMF readiness, and *FD2030*. It involves identifying and developing the unique talents of individual Marines, adjusting how we train and educate in our schools, and improving individual, unit and service-level training. We must clearly focus on how Marines learn, how we teach, how we incorporate wargaming, and how we train using 21st century tools and methods. Concurrently, it is absolutely critical we modernize our range and training areas to build a live virtual constructive training environment plugged into the global Marine Corps Training Environment which then must be integrated into Navy and joint training environments.

Based on my observations here at TECOM combined with previous experiences at I MEF and MARFORPAC, I have seen how our relationship with the Navy is effectively expanding as we collaborate with naval counterparts at every level and all domains. The recent Naval Services Game in Quantico demonstrated the manner in which our wargaming efforts are enabling a deeper common understanding of both concepts and capabilities, which leads to stronger integration of our warfighting capabilities. Each exercise and wargame provides valuable lessons learned to be analyzed, refined, and adapted to the next iterations, codified in doctrine, and applied in future operations.

At TECOM, our intent is to build a robust wargaming capability across T&E by institutionalizing and integrating joint, naval, and FMF conceptually aligned wargaming portfolios. This year we will integrate cloud based digital games at all MCU schools with the expansion of gaming opportunities to the FMF by FY23. We also will break ground this year for a purpose-built wargaming center with advanced wargaming architecture, models, adjudication methodologies, visualization, and assessment tools. The center will have the capability of conducting 20 war games each year, including two large scale games that can host 250 participants.

We owe the Joint Force Maritime Component Commander, the FMF, and the Nation the best-trained and educated Marines we can deliver with individual and collective capabilities tailored to operational needs and based in updated Mission Essential Tasks (MET) and Training and Readiness (T&R) standards. With this in mind, we revised the T&R process to allow Mission Essential Task Lists (METL) to drive T&R manual updates for units across the FMF to train to naval tasks in peer threat environments. Currently, we are working with our Navy counterparts on the MET/METL and T&R manual for Marine Littoral Regiments, future MEUs, and MEF Information Groups.

Our MET and T&R manual foundational efforts set the conditions for developing an enhanced Infantry Marine Course (IMC) focused on the skills and lethality required to prevail on modern battlefields against adversaries armed with high-end capabilities. In April, we concluded a fourteen-week IMC pilot course at School of Infantry (SOI)–West and will apply lessons learned for a pilot course at SOI-East this month. In addition to our focus on increasing the lethality of our entry-level infantry Marines at IMC, we have developed an updated Marine Corps Annual Rifle Sustainment training and Qualification course of fire for Marines across the Total Force. The Annual Rifle Qualification (ARQ) is designed to provide commanders a more accurate assessment of a Marine’s combat lethality, regardless of MOS, that also provides feedback for specific and focused marksmanship training. This assessment and focused training returns valuable time back to commanders and unit training managers.

Data collection and analysis are essential for building flexible and relevant T&E that rapidly adjusts to peer threat changes while implementing *FD2030*. The Marine Corps Training Environment, live virtual constructive training environment, our Wargaming Program, and many other nodes within the T&E continuum require federated Service-level training networks to leverage information-age technologies that enable parity with available joint and naval environments. Therefore, we are establishing the information technology and network baseline required for *FD2030* and the learning blueprint identified in *MCDP 7*. Once this baseline is established, TECOM and its Major Subordinate Commands will aggressively pursue and implement emerging technologies that will directly contribute to the lethality of the FMF and the pervasiveness of an information age learning throughout the Service.

At the far-end of the T&E continuum, we continue to refine our Service-Level Training Exercises (SLTE) to include a wide array of force-on-force opportunities. Our SLTE must push individual Marines and units to become proficient and resilient in facing challenges posed by peer adversaries in multi-domain combat with rigorous assessments, rapid qualitative feedback, and opportunities to adapt and apply lessons learned. Our goal is a SLTE Program (SLTE-P) that provides commanders a service-sponsored training exercise that increases readiness from a baseline to an advanced level against peer adversaries in a dynamic environment.

The articles in this issue of the *Marine Corps Gazette* examine how we are implementing the *Commandant’s Planning Guidance* and *FD2030* within the T&E continuum. Budget and resource realities will determine the speed at which change can occur. We are committed to progress and will adjust our plans to modernize accordingly, accounting for the reality of available funding.

I encourage Marines to consider a tour at TECOM to take an active role in transforming our Corps’ T&E to meet the Commandant’s vision and *FD2030* initiatives. Since assuming command of TECOM, I have been impressed with the quality, motivation, and talent of our team and it is important that we maintain our talent pool to accomplish what the Commandant has laid out for us. Beyond the TECOM Headquarters, we need our best Marines on the platform at our MOS-producing schools and across the PME continuum. These are challenging and exciting times with significant change in the seas ahead. With your help, Marine Corps T&E will be better positioned to do what it has always done—support the FMF to be ready and relevant when the Nation calls.



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