

Chapter 4

Training Standards

Overview

The Marine Corps' training system is a standards-based system. This means that the entire training system and all training programs are built around established individual and unit performance standards for specific tasks. These standards are published as ITSs or MPSs. All training standards derive from specific mission requirements and are based on current doctrine to ensure that Marines are trained for combat. A training standard measures collective or individual performance based on task accomplishment. It does this for each of the tasks that a unit or an individual Marine is expected to perform. A training standard also defines the level of proficiency required to satisfy the task. It is used to determine if Marines satisfactorily perform the assigned task to the standard. If the task is not performed to the standard, then a training deficiency exists. Once training deficiencies are identified, the commander can plan future training to address the deficiency. A training standard consists of three components: the task to be accomplished, the condition under which the task is performed, and the evaluation criteria used to determine if the task was performed at a satisfactory level. MPSs, ITSs, aviation syllabus sorties, and aviation maintenance tasks are all examples of training standards and all provide performance measures that are used as the basis for Marine Corp training.

"Untutored courage is useless in the face of educated bullets." ⁴

Major George S. Patton, Jr.

Figure 4-1 illustrates the hierarchical breakdown of training standards and the relationship of mission requirements, training standards, training requirements, and unit training programs.

Unit Training and School Training

To be successful in combat, Marines must develop proficiency in a wide range of combat skills. Not everything required of Marines in combat can be taught in a formal school. Many of the skills depend on the cumulative effect of training within the units in which they will fight. Marine Corps Combat Development Command has developed a list of the various tasks that make up each military specialty. All of the tasks an individual needs to know to perform successfully are published

in the MCO 1510 series by MOS. Unit tasks are reflected as MPSs and are found within the appropriate MCCRES manual by MOS. The MCCRES is published in the MCO 3501 series and is composed of an introductory order and 13 volumes covering all elements of the MAGTF.

The formal schools and the unit commander share the responsibility for ensuring that Marines learn how to accomplish individual tasks. ITSs identify tasks that will be used by unit commanders to establish individual training programs that complement formal school training. Additionally, MPSs identify unit tasks that commanders use to build their unit training programs.

Individual Training Standards System

ITSs are developed and published within the ITSS. This system ensures that all Marines within a given grade for a particular MOS are trained to perform the same tasks to a standard level of proficiency. ITSs are derived from the MCCRES MPSs and prescribe individual tasks that a Marine of a particular MOS and grade must be able to perform for the unit to successfully execute the MPS. The ITSS is a tool used by the unit commander to develop individual training programs. It should also be available to Marines that plan or conduct training since it outlines what they are expected to teach.

Figure 4-1. Training Standards System.

Individual Training Standards

ITSs prescribe the individual tasks that a Marine of a particular MOS and grade must be able to perform in order for the unit to successfully execute the MPS. Each ITS contains six essential elements that assist both the training planner and the trainer. These elements provide detailed information on the conditions, performance indicators, and references used by the planner and executor. The six elements of an ITS are as follows:

The Task

A unit of work usually performed over a short period of time. A task has a specific beginning and ending, can be measured, and is a logical and necessary unit of performance.

Conditions

Equipment, manuals, assistance/supervision, special physical demands, environmental conditions, and locations that describe the situation/en- vironment under which Marines perform the task.

Standards

Accuracy, time limits, sequencing, quality, product, process, restrictions, etc., that indicate how well a task should be performed. Simply stated, a measure of performance.

Performance Steps

Steps that must be performed in order to accomplish the training ob- jective.

Administrative Instructions

Describe the relative amount of simulation involved with the behavior, conditions, and standards in the training environment. If there is no simulation, only pertinent administrative instructions will appear in this component.

References

Marine Corps doctrinal publications, manuals, job aids, etc., not listed in the condition, that guides trainers, instructors, or performers.

Figure 4-2 contains an example of a ITS.

Collective Training Standards

Collective training standards are measures of unit mission performance. They are published in the MCCRES as MPSs. MPSs prescribe the specific tasks that a unit must be capable of performing in order to successfully execute a particular mission. Whereas ITSs measure individual performance, MPSs serve as a means to evaluate the current training status of the unit. They assist the commander in identifying the unit's strengths and deficiencies, which provides an outline for corrective action if mission area weaknesses are noted. They also help the commander determine the relative efficiency and effectiveness of the selected training by reviewing the evaluated performance against the training. Figure 4-3, located on pages 4-6 through 4-9, contains an example of an MPS.

How to Use Training Standards in Units

Training standards are used to guide the unit's training program. At the unit level, both collective (MPS) and individual (ITS) training standards are used to:

Determine Individual and/or Team Proficiencies and Deficiencies

The proficiency of an individual Marine is determined by administering a pretest on each task he/she is expected to perform; e.g., ITSs. Assessing team proficiencies is accomplished by conducting battle drills, training exercises, or battle simulator exercises using MPSs. Information on team proficiency can also be gathered by conducting inspections and reviewing information from previous training reports, including Marine Corps Combat Readiness Exercise (MCCRE) reports.

Determine Training Methods

Once training deficiencies are identified, a method to correct the deficiency can be selected. Training can include use of instruction, practical application, correspondence courses, training aids/devices, etc., to provide the desired results.

MOS 0311, RIFLEMAN

DUTY AREA 1: The M16A2 Service Rifle

TASK: 0311.1.1 Engage Targets with the M16A2 During a Daylight Attack

CONDITION(S): As a rifleman or assistant automatic rifleman in a fire team or larger unit attack, given a zeroed M16A2, all individual combat equipment, field protective mask and MOPP gear (as needed), stationary and moving targets at ranges between 50 and 500 meters, 40 rounds of ammunition and fire commands.

STANDARD: The Marine must hit seventy percent of the targets engaged (designated or opportunity). His fires must not endanger or injure friendly personnel. The Marine must maintain interval and communication with fire team members during fire and movement. During movement, the Marine must keep the weapon pointed in a safe direction and in **condition 1**.

PERFORMANCE STEPS:

1. Assume a firing position.
2. Place the weapon in **condition 1**.
3. Respond to firing commands.
4. Engage designated targets or targets of opportunity.
5. Select next firing position.
6. Move to next firing position as commanded, or by SOP.
7. Perform immediate action (as required).

REFERENCE(S):

1. FMFM 6-5, Marine Rifle Squad
2. TM 05538C-10/1A, Rifle, 5.56MM M16A2 W/E
3. FMFM 0-9, Field Firing Manual

Figure 4-2. Example of an Individual Training Standard.

Specify Training Funding/Resources

Commanders must determine the training funding/resources required to train individuals and units to master deficient skills. Planning must be done to ensure that instructors, ammunition, equipment, ranges, and classroom space are available as necessary.

Evaluate Proficiencies as a Result of Training

After training is completed, the training standards are again used to ensure that individuals and teams can successfully perform all the required tasks. Individuals can be retested to determine if they have mastered the skills on which their performance was evaluated as

unsatisfactory. Teams can be evaluated through exercises, drills, and inspections.

Indirect Fire. While many of the fires contained in the plan for supporting fires may be scheduled based on planned rates of movement, adjustments must be made to reflect the actual rate of movement on the ground. The battalion commander and his FSC must identify alterations needed to planned fires and make them known to the SACC.

Logistics Support. As material is delivered ashore, means must be established to make emergency resupply immediately available to front-line units. This capability must be sustained throughout the buildup of combat power.

Figure 4-3. Example of a Mission Performance Standard—Continued.