



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON, DC 20350-3000

MCO 1510.32E
C469TD
15 NOV 2007

MARINE CORPS ORDER 1510.32E

From: Commandant of the Marine Corps
To: Distribution List

Subj: RECRUIT TRAINING

Ref: (a) NAVMC 3500.18
(b) MCO P3500.72A
(c) MCO 1510.121A
(d) MCO 1553.1B
(e) MCO 1553.2A
(f) MCO P6100.12
(g) MCO 1500.52C
(h) MCO 3574.2J
(i) MCO 1510.122A
(j) MCO P1900.16F
(k) MCO 7220.52E

1. Situation. The purpose of this Order is to provide policy and instructions for the conduct of recruit training per references (a) thru (k). References (a) and (b) apply to all Marines and describe entry-level indoctrination and skills common to all. The specific tasks required to be taught to standard during recruit training are contained in reference (c). The most notable enhancements to recruit training are the incorporation of the revised Marine Corps Common Skills program as the foundation for the recruit training program of instruction (POI), the phased and comprehensive approach to Values Based Training (VTB), the addition of land navigation training and the revitalization of the Crucible as the culminating event of recruit training.

2. Cancellation. MCO 1510.32D.

3. Mission. Marine Corps Recruit Depots (MCRDs) Parris Island and San Diego conduct recruit training in order to transform recruits into Marines through a thorough indoctrination in our history, customs and traditions and by imbuing them with the mental, moral, and physical foundation necessary for successful service to Corps and Country.

4. Execution

a. Commanders Intent and Concept of Operations. Recruit training is the second phase of a six-phase transformation process (recruiting, recruit training, Marine Combat Training, MOS Training, unit cohesion/stability, and sustainment).

(1) Commanders Intent. To transform civilians into basically trained Marines. A basic Marine is one who has embraced our core values and is

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transformed by our Corps' shared legacy. A basic Marine represents the epitome of personal character, selflessness, and military virtue. This definition contains the primary focus of recruit training. One of the goals that are fundamental to our vision contained in *Marine Corps Strategy 21* is to make Marines to win the Nation's battles and create quality citizens. As the Nation's premier expeditionary "Total Force in Readiness" we will continue to instill stamina and toughness in each individual Marine while simultaneously reinforcing character that values selfless service, honor, integrity, and taking care of our fellow Marines; including treating each other with dignity and respect.

(2) Concept of Operations. Receiving and processing recruits is normally accomplished during a 4 day period before the first actual training day. During this time, recruits receive medical exams, vaccinations, classification tests, uniforms and equipment, and begin assimilation into a military environment after being advised of their rights, duties, and responsibilities under the Uniform Code of Military Justice (UCMJ). Actual recruit training is conducted in 12 weeks and consists of nine functional areas: Core Values, General Military Subjects, Marksmanship, Field Skills, Martial Arts, Combat Conditioning, Water Survival, First Aid, and Close Order Drill. Training culminates with a mentally and physically demanding Crucible, accentuating a comprehensive values based training program. The Crucible is followed immediately by an Emblem Ceremony which defines a recruit's transformation. The Marine Week following is designed to send a fully transformed and prepared Marine to the School of Infantry.

(a) Processing. Includes certain accession, receiving, and administrative procedures commencing with the recruits' arrival at the depot. During the processing period, recruits will function in an environment of minimal stress, and the following activities will be completed:

1. Prompt and accurate data update of the Marine Corps TECOM Integrated Management System.

2. Haircuts (male only). Females receive a class on appropriate hair styles.

3. Initial medical and dental examinations. Recruits will not be subjected to any form of physical conditioning, swimming evaluation, running, or unnecessary stress prior to receiving a medical examination.

4. Review all classification tests and enlistment contracts.

5. Provide initial indoctrination into the military way of life, appropriate instruction on Marine Corps and recruit training regulations, and personal assistance agencies available to the recruit.

6. Initial clothing and equipment issue.

7. Urinalysis testing.

8. Confirm prior testing for the Human Immunodeficiency Virus (HIV) antibody or administer the required tests.

9. Complete the Initial Strength Test. Males must complete the 1.5 mile run in 13 minutes 30 seconds or less, at least 2 dead hang pull-ups, and do 44 crunches in 2 minutes. Females must complete the 1.5 mile run in 15 minutes or less, flexed arm hang time of a minimum of 12 seconds, and do 44 crunches in 2 minutes.

(b) Forming. Occurs between the completion of the processing period and the start of the regular training schedule as processed recruits are formed into platoons. Forming varies in duration, depending upon the time required to amass a full recruit series or company to begin training. Initial housekeeping tasks, elementary training, and the actions listed in the processing phase will be accomplished. Every effort will be made to expedite commencement of the training period. The combined period for processing and forming should not exceed six days.

(c) Training. Recruit Training is comprised of 70 training days. Initial training focuses on building discipline, physical fitness, drill, water survival, and mastery of Marine Corps Common Skills. Additional training weeks include: Rifle Marksmanship Tables 1 and 2 training and qualification; field training; and the Crucible. The Crucible is a 54-hour field event that tests the mettle of every recruit, focusing on core values, the importance of teamwork, and adaptive problem solving in overcoming adversity. The Crucible is designed around Core Values stations, Warrior Stations, the Confidence Course, Leadership Reaction Course (an evaluated event focusing on core values), and movement course, as well as other mentally and physically challenging events. A final foot march will conclude with a "Warrior's" meal.

b. Tasks

(1) Commanding General, Training and Education Command (CG, TECOM)

(a) Approve the recruit training POI and Course Descriptive Data (CDD) that reflect the policy established in this Order.

(b) Sponsor a Course Content Review Board (CCRB) at least every two years, or as required, in order to solicit data and recommendations for course improvement per references (c) and (d).

(c) Host an Entry Level Training (ELT) Continuum Conference annually, or as required, in order to address related policy issues.

(2) Commanding General MCRD/Eastern Recruit Region, Parris Island (CG, MCRD PI) and Commanding General MCRD/Western Recruit Region, San Diego (CG, MCRD SD)

(a) Conduct recruit training per this Order and the recruit training POI.

(b) Produce a recruit training POI and submit to CG, TECOM (C461 and C469) for signature. Submit requested revisions of the recruit training POI to the CG, TECOM (C461 and C469) for approval.

(c) Conduct a CCRB at least every two years, or as required.

(d) Conduct periodic commanders' conferences to ensure close consultation and coordination exist between the depots.

(e) Maintain regular program of exchange visits between Subject Matter Experts (SMEs) to ensure continuing standardization of recruit training.

c. Coordinating Instructions

(1) Graduation Criteria. Successful completion of recruit training is dependent on seven graduation requirements:

(a) Pass the Physical Fitness Test and meet established height and weight standards per reference (e).

(b) Qualify at the Combat Water Survival 4 level per reference (f).

(c) Qualify with the service rifle per reference (g).

(d) Pass the battalion commander's inspection.

(e) Achieve mastery of 80% of assigned 1000 events (tasks) from the Marine Corps Common Skills Program per Enclosure (1).

(f) Pass the MCMAP tan belt examination per reference (h).

(g) Successfully complete the crucible per the recruit training POI.

(2) Recycles. When recruits fail to master a graduation requirement, they must either be recycled or undergo additional instruction in order to correct the deficiency. The objective is to provide the recruit an opportunity to achieve the standards necessary for graduation. Every attempt will be made to allow recruits to master required subjects/skills in order to graduate. Depot CGs will establish procedures to ensure the most efficient remedial training system.

(3) Waivers. CGs of the recruit depots is granted waiver authority for those unique cases in which an otherwise fully qualified recruit could be technically barred from graduation.

(4) Separation. When attempts to bring deficient recruits to satisfactory levels of knowledge, conditioning, discipline, or skill have failed, separation of the recruit will be accomplished per reference (i).

(5) Training Execution

(a) General. All who are associated with recruit training must ensure this vital process is conducted in a professional manner. Hazing, maltreatment, abuse of authority, or other illegal alternatives to leadership are counter-productive practices and are expressly forbidden. Marines in supervisory positions are strictly charged to treat all recruits firmly, fairly, and with dignity; they will be held accountable for their actions.

(b) Training Day. A training day is one on which formal training per the approved POI takes place. The training days will be numbered consecutively from the first training day, and will not include processing days,

forming days, Sundays, or holidays. The length of a training day is defined as the period of time beginning with the first period of instruction and ending with the conclusion of the last period of instruction. In this regard, the training day can include nonacademic hours as well as academic hours. The length of the training day will not normally exceed 10 hours with the exception of weapons and field/combat training and the Crucible Event. The training day includes time scheduled for the noon meal, but does not include Basic Daily Routine (BDR), other meals, barracks cleanup, and devotional services.

(c) Academic Hours. These are the hours used to master knowledge and skills identified in the POI. The number of hours devoted to the mastery of learning objectives within each subject area will be determined by the Depot CGs.

(d) Nonacademic Hours. These are the hours in the training day that are not used for academic instruction.

1. Administrative Time is the time required to accomplish nonacademic administrative requirements such as: haircuts, exchange calls, storage of personal effects, yearbook/photos, blood donations, inoculations, preparation of military identification cards, rifle and equipment issue, clothing appointments, movement time, dental recall, preparation of hometown news releases, pay, issuance of orders, and making travel arrangements.

2. Morning, noon, and evening meals.

3. Senior Drill Instructor (SDI) Time is periodically scheduled during the training day to accomplish ancillary tasks such as weapons maintenance, training review, extra instruction, and inspection preparations.

(e) Basic Daily Routine (BDR). This term is used to account for the period of time in the morning between reveille and the first training activity of the day, and in the evening between the last training activity of the day and taps. Basic Daily Routine does not include meals or free time.

(f) Sleep. Recruits will normally be permitted eight hours of uninterrupted sleep per night. However, Depot CGs is authorized to reduce sleep to seven hours. The only exceptions to the aforementioned policy can occur when a recruit is required to perform guard duty, fire/security watch, or when the series/company is engaged in night events as set forth in the POI. Under such circumstances, the hours of sleep may be reduced to a minimum of six hours. When such a deviation is authorized, the eight-hour sleep regimen will be restored as soon as possible after the event/circumstances no longer exist. During the Crucible Event, recruits will receive four hours of sleep per night.

(g) Free Time

1. The purpose of free time is to allow recruits to read and write letters, watch instructional television (ITV), and to take care of other personal needs and hygiene. It is a period when recruits do not receive training and the drill instructor (DI) conducts no instruction. It is intended to be a relief period from close, constant association for both recruits and DIs. Each recruit will be afforded one hour of uninterrupted free time each evening, beginning on the first training day, while in garrison, Monday through Saturday, and four hours on Sundays and holidays while in garrison, as set forth

in the basic daily routine. Company commanders may authorize two hours of free time on Saturdays. Company commanders may suspend free time for recruits as a result of punishment imposed by administrative or legal proceedings. Mail will be distributed by the DIs prior to free time.

2. During this period, the duty DI will normally be in the duty hut and available to provide any assistance that might be requested. DIs will neither solicit recruits to come forward to the quarterdeck nor will they carry out any duties other than those normally associated with preservation of good order within the unit.

(h) Sunday/Holiday Routines. Between reveille and the noon meal, the time not actually used by recruits for religious services, morning police, or morning meal will be considered as free time. MCRD San Diego may use Sundays/holidays for transportation to Edson Range. Limited, low impact or remedial training is authorized on Sunday/holidays.

(i) Recruits Rights. The following rights are fundamental to the welfare of all recruits and will not be denied:

1. Eight hours of uninterrupted sleep, except under the conditions described in paragraph 4c(5)(f).

2. One hour of free time daily, except under the conditions described in paragraph 4c(5)(g), and during processing, forming, and weapons and field/combat training, and the Crucible Event.

3. Twenty minutes to consume each meal.

4. Attend sick call.

5. Attend scheduled religious services.

6. Request mast via the chain-of-command.

7. Make and receive emergency phone calls.

8. Receive mail on the day it is received by the parent company except for Sundays, holidays, and during the Crucible Event.

9. Send mail.

10. Make head calls.

11. Use medication prescribed by a certified military medical officer.

12. Receive visitors in accordance with Depot Standard Operating Procedures (SOPs). The Depot Commanding Generals (CGs) will establish when, where, and under what circumstances recruits may receive visitors. The SOP will give special consideration for recruits in Medical Rehabilitation Platoon who have demonstrated the appropriate level of maturity to have visitors on Sunday. The right to receive visitors as specified in the Depot SOPs will not be subject to additional limitations by the Drill Instructors.

5. Administration and Logistics

a. Personnel Qualification

(1) The Depot CGs will establish a training course for officers assigned to recruit training duties. This course will serve as indoctrination to the recruit training process and the depot's facilities and will include, at a minimum, the following items:

- (a) Cardio-Pulmonary Resuscitation.
- (b) Detecting the onset of medical problems; i.e. heat casualty, cellulites, and lower extremity injuries.
- (c) Knowledge of the depot recruits training SOP and POI.
- (d) Individual counseling techniques.
- (e) Stress management.
- (f) Drill and ceremonies.
- (g) Physical training.
- (h) Suicide awareness.
- (i) Operational Risk Management.
- (j) Equal Opportunity.
- (k) Personnel involved with the conduct of training must complete the Operational Risk Management (ORM) and Systems Approach to Training (SAT) courses on line through Marine Net.

(2) DIs must successfully complete the POI at Drill Instructor School. DIs assigned to subsequent tours aboard the MCRDs must, at a minimum, successfully complete the DI School Refresher Course.

(3) The Depot CGs will establish, conduct, and certify annually all non-DI recruit supervisors to include both enlisted and civilian personnel. Non-DI recruit supervisors are generally defined as field and weapons training, maintenance, and those other personnel as designated by MCRDs in respective SOPs.

(4) All instructors at formal schools should be conversant with the Systems Approach to Training (SAT) process through their attendance at an appropriate Instructional Management School (IMS) course. At MCRDs, permanently assigned platform instructors and all formal school academic staff must satisfactorily complete this requirement. DIs and Primary Marksmanship Instructors (PMIs) receive this training as part of their formal school training and are not required to attend IMS. They will, however, complete the online ORM and SAT courseware on Marine Net prior to training recruits. Key billets requiring this training will be identified in respective MCRD SOPs.

b. Supervision

(1) Strict attention must be paid to supervisory requirements necessitated by the uniqueness of recruit training. Supervision is the key to proper execution and safe conduct of training. Depot SOPs will address, in detail, responsibilities and expectations of supervisors for all required recruit activities.

(2) Recruit supervisors, at all levels, will be constantly alert for recruits with physical, mental, or other difficulties. Recruits who make suicidal ideations or gestures will remain in the presence of a DI or officer until the proper counseling has been completed and documented. The recruit will then be escorted to the Mental Health Unit and delivered to the appropriate personnel. Supervisors who respond to suicide attempts will activate the appropriate level medical personnel, provide first aid until medical personnel arrive, and then notify the chain-of-command. Recruits demonstrating injury, illness, or other maladies will be queried regarding the nature of their problem and afforded counseling or direction regarding its proper resolution. Additionally, a formal hygiene inspection will be conducted each evening prior to taps. A company duty officer will supervise the conduct of the hygiene inspection.

(3) Each recruit will receive an individual interview from an officer in his/her company, at least once during the training cycle. This interview will provide the recruit the opportunity to discuss personal problems, performance levels, and to voice grievances without fear of reprimand, intimidation, or repercussions.

c. Meritorious Recognition. The Depot CGs are encouraged to meritoriously promote up to 10% of those recruits who are non-contract privates first class (PFCs) who have consistently demonstrated superior performance throughout recruit training. Additionally, Depot CGs may meritoriously promote those contract PFCs who are honor graduates of the platoon, series, or company to the rank of lance corporal.

d. Marine Corps Foreign Language Program (MCFLP). The objective of the MCFLP is to ensure that thoroughly trained, competent linguists are available to meet Marine Corps requirements. Foreign language capabilities and skills contribute to successful Marine Air-Ground Task Force (MAGTF) operations. Therefore, it is imperative that all recruits be screened for foreign language capability so that the Marine Corps can maintain an accurate and sufficient pool of operational linguists. In order to accurately identify, screen, and test those recruits with a foreign language capability, the following procedures will be adhered to:

(1) All recruits will receive a period of instruction on the MCFLP per the Recruit Training POI and reference (k).

(2) Upon completion of the period of instruction, all recruits will be screened for foreign language capability.

(3) Those recruits who profess to speak a foreign language will have the appropriate "self professed" entry made in the Marine Corps Total Force System (MCTFS).

(4) Those recruits identified as having a self professed foreign language capability will be administered the appropriate Defense Language Proficiency Test (DLPT) per reference (j).

(5) For those recruits whose self-professed foreign language has no corresponding DLPT, an entry will still be made in the MCTFS in order to facilitate the identification and further testing via Oral Proficiency Interview (OPI) by HQMC (I/IOP). This testing will be arranged by the Marine Corps Foreign Language Officer and conducted upon completion of the entry-level training pipeline.

(6) The MCRDs are responsible for forwarding the completed DLPTs to CMC (MPP-50) for grading.

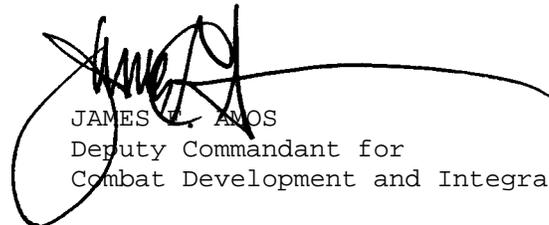
(7) Rosters identifying recruits with self professed foreign language capabilities will be forwarded to the Marine Corps Foreign Language Officer at HQMC (I/IOP) for tracking and further testing, if necessary. Rosters will include each recruit's full name, social security number, and corresponding foreign language.

(8) Those recruits who are not available for initial screening will have the opportunity to receive remedial instruction. The goal is 100% screening and subsequent testing for those recruits with a self-professed foreign language capability.

6. Command and Signal

a. Command. This Order is applicable to the Marine Corps Reserve. The CGs of MCRD Parris Island and San Diego are responsible to the Commandant of the Marine Corps (CMC) for the overall accomplishment of recruit training. The recruit training curriculum and processes will be a "mirror image" between the two depots, excluding differences justified by variations in facilities, climate, or geography. Differences are approved by the CG, TECOM (C 461). To ensure standardization of entry-level training, compatibility with the Marine Corps Common Skills Training, and adherence to the Systems Approach to Training (SAT) process, CG, TECOM exercises, technical direction and coordination over the recruit training POI based upon input from the CGs, MCRD, Parris Island and San Diego. In turn, the Depot CGs executes the POI per formal school and standard operating procedures, and conduct periodic CCRBs in order to provide feedback to the CG, TECOM for improvement of the courses.

b. Signal. This Order is effective the date signed.


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