



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
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TECOM PSD
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MARINE CORPS ORDER 1553.1C

From: Commandant of the Marine Corps
To: Distribution List

Subj: THE MARINE CORPS TRAINING AND EDUCATION SYSTEM

Ref: See Enclosure (1)

Encl: (1) References
(2) TECOM Command Relationships
(3) Marine Corps Training and Education System Policy Hierarchy

1. Situation

a. The Marine Corps training and education (T&E) system develops adaptive and decisive Marines imbued with a maneuver warfare philosophy and oriented on competition in dynamic naval environments. While redesigning the force for naval expeditionary warfare in actively contested spaces against a peer pacing threat, we must be capable of decisively conducting and enabling responsive distributed maritime operations within contested littoral, expeditionary advanced base, and blue water contexts. Concurrently, the Marine Corps must sustain a responsive global expeditionary focus, honing its short-notice expeditionary capabilities to deter, mitigate, or defeat a range of diverse littoral challenges. Ultimately, the Corps' ability to fight and win in conventional environments as part of a naval, joint, or combined force deters malign activity, creates critical decision space for national leaders, and reassures partners and allies in key regions. Our ability to establish and maintain situational awareness and capably leverage superior decision tempo, combat readiness, and measured lethality in any operating environment when required is paramount.

b. The Commandant of the Marine Corps (CMC) has charged the Commanding General (CG), Training and Education Command (TECOM) to provide the Fleet Marine Force (FMF) with a more mature, cognitively agile Marine who can consistently solve problems and make decisions in maneuver contexts—and to improve the speed and effectiveness with which TECOM accomplishes this over time. Through a modernized approach to both instructor and faculty development and interactive, student-centered learning, CG, TECOM will enable FMF commanders to train to rigorous standards and develop the individual and unit-level lethality necessary to compete with, deter, and defeat any opponent while conducting core and assigned missions. CG, TECOM establishes T&E doctrine, policies, programs, initiatives, processes, assessments and evaluations that promote progressive and rigorous standards-based performance across all military occupational specialties (MOS) at every stage of a Marine's career. Further, CG, TECOM supports the development of individual learning roadmaps and enhances individual and collective performance to continually hone the cognitive abilities, technical and tactical skills, and

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warfighting proficiency expected of each Marine at grade-appropriate levels. When aggregated across the force at the unit level, these efforts and activities provide FMF commanders with a basis for sustaining and enhancing a collective intellectual, tactical, technical, ethical, and physical edge honed for resilience, adaptiveness, and decisive warfighting advantage over any opponent to address evolving conventional, maritime, and littoral threats.

c. To achieve this broader service-level outcome, CG, TECOM acts in concert with the Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA) and the DC, Combat Development and Integration (CD&I) to ensure CMC's Title 10 "organize, train, and equip" responsibilities are fulfilled efficiently and effectively. Per enclosure (2), CG, TECOM acts as the principal advisor to CMC for all T&E matters, reporting directly to the Commandant as a supporting activity commander within the Supporting Establishment (SE). Accordingly, CG, TECOM has a direct coordinating role with adjacent Headquarters Marine Corps (HQMC) agencies and associated SE activities and provides T&E support and guidance to the FMF and SE.

d. CG, TECOM develops service T&E doctrine and policies; manages and allocates T&E programmatic resources; contributes principally to the doctrinal and T&E equities associated with all phases of the capabilities-based assessment (CBA) process and the human resources development (HRDP) process; and provides subject matter expertise and technical support to advise and enable the FMF / SE in matters related to Marine Corps T&E. Collectively, these efforts reinforce and enable the development, facilitation, and implementation of rigorous, repeatable, and progressively challenging T&E standards across the force.

e. A well-integrated T&E approach supports a range of complementary activities focused on the professional development of the total force. These include, but are not limited to: the development of individual and collective training standards that support the design of curriculum-based formal school outcomes manifested through Marines capable of meeting or exceeding grade-specific FMF requirements; the establishment and sustainment of Marine Corps formal schools, training detachments, and PME organizations and capabilities that support service and joint force development; the oversight and management of worldwide Marine Corps T&E support resources; the organization, management, and execution of T&E related planning, execution, and support organizations; and, the reinvigoration of more effective feedback processes to assess and evaluate individual, unit, and force readiness. An effective T&E system establishes and sustains the cohesive framework necessary to reinforce talent management and force design initiatives through 2030 and beyond.

2. Cancellation. MCO 1553.1B

3. Mission. TECOM leads the Marine Corps' standards-based T&E continuum to make Marines, conduct officer and enlisted entry-level and advanced individual training, provide support to unit-level training, execute service-level training exercises, and provide professional military education in order to develop skilled, cognitively agile, and lethal Marines who are prepared to fight at all echelons of the total force. This Order is in accordance with references (a) through (an).

4. Execution

a. Commander's Intent

(1) Purpose. The integrated and effective application of training and education enhances FMF warfighting capability and enables resilient Marines to compete from a position of cognitive, physical, technical, and tactical advantage to adapt and win against any opponent. Everything TECOM does to conceptualize, develop, coordinate, enable, and execute T&E must optimize and sustain the cognitive and professional development of Marines across a career learning continuum. TECOM further supports commanders in enhancing the warfighting skills and lethality of our Marines and FMF units. Marines must continuously and aggressively prepare for non-kinetic activities and / or kinetic warfare against capable, technologically-enabled adversaries and competitors in all domains. The Nation expects our Corps to fight and win against any opponent in dynamic operational environments as a capable and ready naval force. This mandate reinforces an institutional responsibility to hone all Marines as highly capable leaders and warfighters, and to return quality citizens to the Nation.

(2) Method. TECOM establishes a T&E system that develops highly adaptive, critically thinking Marines and interoperable units capable of achieving decisive effect across all warfighting domains. This system will incorporate a complementary approach for providing standards-based training and education in both formal and informal learning settings across a Marine's career, while reinforcing our naval ethos and naval enabling roles. This approach will require all leaders to reinforce an engaged culture of learning that fosters highly proficient and knowledgeable Marines at all levels throughout the FMF and SE. Leaders will mentor, model, and encourage high standards of individual and collective performance, maximize the competitive spirit and desire of their Marines to excel, and establish a positive climate for developing independent initiative and action. They will ensure consistency in learning event preparation, the conduct of professional briefs and debriefs, emphasis on quality, standardized execution, and the intentional design of opportunities for reflection, routine assessment, and standardized evaluation. Leaders will develop a climate of professional excellence within their units by adhering to and enforcing standards while developing an intellectual, physical, and ethical edge in their Marines. This approach will energize and sustain subordinate leader development, well-integrated staff planning, sound tactical execution, instructor / faculty professionalization, and dynamic risk mitigation.

(3) End state. Resilient Marines who intuitively apply maneuver warfare concepts and possess a bias for learning and ethical, intelligent action; who are knowledgeable and decisive in applying their technical and tactical skills and experience at the appropriate level; who can readily adapt at the team or unit-level across emerging core or assigned mission sets within rapidly changing naval contexts and across all warfighting domains; and who enable Marine Corps units and supported warfighting organizations to fight cohesively and win in constantly evolving threat environments.

b. Concept of Operations

(1) Publish this order to provide an overarching framework within which current and future T&E policies align. Collectively, these policies establish and describe the baseline Marine Corps Training and Education System.

(2) Through the command relationships in enclosure (2), CG, TECOM facilitates implementation of Department of Defense (DoD), Department of the Navy (DON), and CMC guidance to accomplish its mission of developing highly proficient Marines and units capable of decisive action. Our Marines and units will be well prepared to fight and win in demanding naval, joint, interagency, and coalition operating environments across all warfighting domains.

(3) CG, TECOM directs, leads, manages, resources, and coordinates T&E activities through the actions of the TECOM headquarters (HQ) staff and TECOM's five major subordinate commands (MSC): Marine Corps Recruit Depots Parris Island and San Diego (MCRDPI / MCRDSD); Training Command (TRNGCMD); Marine Air Ground Task Force Training Command (MAGTFTC); and Education Command (EDCOM).

(4) The TECOM HQ staff supports TECOM MSCs in achieving command T&E responsibilities through the execution of essential roles that underpin the service-level T&E continuum:

(a) Transform civilians into Marines, both enlisted and officer.

1. The enlisted transformation process occurs at MCRDPI or MCRDSD and continues through follow-on infantry skills development within TRNGCMD's School of Infantry (SOI) at either the Infantry Marine Course (IMC) or through Marine Combat Training (MCT). Beyond MCT, non-infantry Marines complete an additional primary MOS school prior to their arrival in the FMF.

2. Officer candidate evaluation and transformation occurs at Officer Candidates School (OCS) and at The Basic School (TBS) in Quantico, VA. Officers complete both courses prior to moving onto follow-on primary MOS training courses. CG, TRNGCMD is responsible for entry-level officer training at OCS and TBS.

(b) Provide initial and advanced military occupational specialty (MOS) training. Initial and advanced-level MOS training prepares Marines mentally, physically, ethically, technically, and tactically to function at grade-appropriate skill levels upon their arrival in the FMF or SE. Initial and advanced MOS training focuses primarily on the skills and knowledge required of Marines as they enter or return to the FMF or SE to accomplish grade-appropriate responsibilities. TRNGCMD formal schools conduct most initial and advanced MOS training, with additional specialized staff and MAGTF individual and collective training provided through MAGTFTC, FMF and sister-service schools, and the MAGTF Staff Training Program (MSTP). References (d), (h) through (r), and (aa) are applicable.

(c) Provide PME. CG, TECOM is responsible for the execution of resident and non-resident PME programs of instruction that support the professional growth of Marines, joint and other nation service members, and U.S. government civilians per references (a), (b), (f), and (g). Marine Corps PME consists of grade-specific career, intermediate, top-level, and capstone educational opportunities for students that provide context for and enhance career-length professional warfighting acumen and leadership development. PME sustains each Marine's mental, moral, ethical, technical, and professional development and provides context for achieving greater understanding in both the art and science of the conduct of war within naval,

joint, and coalition contexts. EDCOM leads, plans, designs, and executes both enlisted and officer PME.

(d) Provide support to unit-level training. CG, TECOM supports FMF unit-level training initiatives and home-station training requirements through programs that provide and sustain ranges and training areas, simulation support capabilities, and training support centers (TSC) located at centralized FMF training locations. CG, TECOM's staff leverages the capabilities of specific enabling organizations and SE capabilities to support advanced individual, staff, and collective training & readiness (T&R) events that include MAGTF battle staff training, advanced individual training, and home-station Marine Corps combat readiness evaluations (MCCRE) per reference (m). Further, MAGTFTC subordinate organizations (e.g., Marine Aviation Weapons and Tactics Squadron (MAWTS), Marine Corps Logistics Operations Group (MCLOG), Marine Corps Tactics Operations Group (MCTOG), Expeditionary Warfare Training Groups (EWTG), etc.) train unit leaders and staff subject matter experts to facilitate tactical unit leader training and assessment and provide staff support during service level training exercises.

(e) Execute service-level training exercises (SLTE). CG, TECOM develops, resources, executes, and maintains a mission essential task (MET) focused, T&R standards-based exercise program to enable FMF units to achieve operational readiness and interoperability. Oriented on activities that prepare FMF units to operate against peer and other adversaries, the SLTE program (SLTE-P) integrates and synchronizes a range of supporting exercises in space and time to support FMF unit-level readiness and MAGTF deployment certification. MAGTFTC is CG, TECOM's designated lead for designing, developing, and executing the SLTE-P per reference (i).

(f) Ensure standardization of training across the Marine Corps. CG, TECOM is responsible for the oversight of the development, maintenance, and standardization of all T&R events that support individual and collective Marine training. This includes incorporating joint standards, as required, to enhance joint interoperability. TECOM HQ works closely with key training stakeholders to ensure T&R events are thoroughly developed, periodically reviewed, maintained, and safely executable. TECOM Policy and Standards Division plays a lead role in training standardization.

(g) Continually assess the operational and strategic environment for emerging T&E risks and opportunities. TECOM and its subordinate commands remain responsive to emerging operational changes and opportunities within the T&E arena to support dynamic CMC priority initiatives or taskings.

(5) CG, TECOM underpins Marine Corps T&E through the development of timely and relevant doctrine, policy, and guidance while ensuring continuous engagement with the FMF and other stakeholders to effectively assess and resource evolving requirements. Working closely with FMF leadership, CG, TECOM further supports programs and initiatives that provide and sustain ranges and training areas, TSCs located at centralized FMF training locations, and live, virtual, and constructive (LVC) capabilities per references (o) and (p).

c. Subordinate Element Tasks

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

(a) Act as the principal advisor to CMC for all training and education matters.

(b) Pending appropriate legislative and service-level authorizations, be prepared to assume the roles, responsibilities, and authorities of DC, T&E.

(c) Exercise full command authority over TECOM HQ and its MSCs.

(d) Develop, coordinate, promulgate, monitor, implement, and evaluate training and education policy, plans, concepts, and programs for the regular and reserve establishments.

(e) Develop, publish, and maintain policies and procedures for the application of the systems approach to training and education (SATE) in all Marine Corps formal schools and in FMF and SE units.

(f) Develop, coordinate, promulgate, evaluate, and revise T&R standards and MOS training event requirements to support knowledge and skills-based T&E within Marine Corps formal schools and FMF / SE units. Coordinate with DC, CD&I to align T&R development processes with Mission Essential Task List development reviews and updates per references (h) through (l).

(g) Develop, coordinate, promulgate, and revise Marine Corps doctrine to support service-level training and education.

(h) Act as the signatory stakeholder for doctrine and T&E pillar equities within all phases of the service-level CBA / Program Objective Memorandum (POM) Capability Planning processes to ensure complete and well-coordinated assessment, staffing, validation, and prioritization of doctrine and T&E-related solutions to changes introduced by validated concepts per reference (s).

(i) Act as the principal stakeholder for doctrine and T&E pillar equities to support the service-level total force structure process per reference (x).

(j) Act as a principal stakeholder for T&E pillar equities within the service-level HRDP process through participation in training input plan (TIP) development, formal school quota management, and staff engagement in the Manpower Advisory Board (MAB) and Manpower Working Group (MPWG) per references (v) and (w).

(k) Act as a principal stakeholder for T&E pillar equities associated with the manpower personnel training (MPT) analysis process per reference (x).

(l) Establish and manage a training and education requirements management system (TERMS) process to standardize how TECOM receives, assesses, validates, and prioritizes nominated T&E requirements / requests for resources and ensures disciplined staffing for solution development and execution.

(m) Act as an alternate show cause authority for Marines assigned within the National Capital Region per reference (ab).

(n) Act as the program lead for military construction (MILCON) projects in support of TECOM HQ and MSC's and participate as a voting member in the annual Capital Investment Working Group.

(o) Act as the service lead for tracking all ground training ammunition allocations and expenditures for the total force per reference (ac).

(p) Act as the service lead for the Marine Corps range and training area management (RTAM) program per references (o), (r), and (ai).

(q) Act as the service lead, accreditation authority, and resource and requirements sponsor for TECOM-sponsored synthetic ground training systems within the Marine Corps per references (r) and (ai).

(r) Act as a standing member of the Marine Requirements Oversight Council per references (x) and (ai).

(s) Act as an ex-officio member of the Education for Seapower Advisory Board (E4SAB), providing advice on naval education matters relating to or having a nexus with Marine Corps T&E per references (af) and (aj).

(t) Act as program of instruction (POI) and high-risk training (HRT) approval authority for TECOM-managed formal school curricula.

(u) Review, designate, assess, and approve courses meeting HRT criteria and ensure HQMC / TECOM Safety Divisions receive an annual update of all HRT courses.

(v) Manage the process to coordinate, develop, publish, and maintain the annual TIP per references (v) through (x).

(w) Manage the process to create and update MOSs and develop and integrate a schedule to publish and distribute the MOS manual.

(x) Develop, coordinate, promulgate, evaluate, and revise doctrine and policies to standardize the conduct of assessment and evaluation activities across the force.

(y) Manage the Service-level ability to collect, analyze, archive, share, and report lessons learned, conduct analysis and evaluations of training and education performed in FMF units, and receive, analyze, and coordinate the resolution of emergent T&E issues from the FMF / SE through existing processes and/or working groups.

(z) Support the Inspector General of the Marine Corps and TECOM Commanding General's inspection programs by conducting unit training management and formal school inspections.

(aa) Identify and provide resources required to execute approved POIs.

(ab) Sustain the evolution of Marine Corps training and education to an outcomes-based model that develops adaptive, resilient leaders with an intelligent bias for action and the judgment, ability, and moral courage to

execute commander's intent or deviate from it effectively under rapidly changing circumstances.

(ac) Resource, sustain, and enhance service-level training information management and learning management systems that support the development of a modernized total learning architecture, enable unit- and service-level T&R reporting per references (h) and (ah), support training assessment and evaluation per reference (m), and reinforce enterprise talent management and the HRDP per references (v) and (w).

(ad) Provide a dynamic, all-domain SLTE venue that enables units to conduct force-on-force training against a range of thinking, technologically-enabled adversary forces.

(ae) Provide a high-level staff training capability that exercises the planning, communication, and warfighting skills of senior MAGTF commanders and staffs in joint, naval, and combined task force environments.

(af) Coordinate with Marine Corps Warfighting Laboratory (MCWL) regarding the status of concept development and validation to inform TECOM doctrine and T&E activities in advance of concept implementation.

(ag) Modernize and sustain LVC training capabilities to enhance home station and disaggregated training activities across the force to better align with LVC vision and training strategies.

(2) Commanders, Marine Corps Forces (MARFOR); Commanders, Marine Expeditionary Forces (MEF); and Commanders, Major Subordinate Commands (MSC)

(a) Report emerging trends and issues concerning doctrinal or T&E-related issues to TECOM G-3 / Policy and Standards Division (PSD) for coordinated resolution through established processes and/or working groups.

(b) Identify T&E capability gaps and provide program effectiveness feedback on training and education matters affecting sponsored Occupational Fields to TECOM G-3 / PSD via the TERMS submission process, the TECOM Assessment Working Group (AWG), or direct engagement with the appropriate TECOM T&R task analyst as appropriate.

(c) Provide subject matter expertise to participate in TECOM Training and Readiness Working Groups (TRWG) and Course Content Review Boards (CCRB) for designated MOS and non-MOS producing schools and in coordinating the annual publication of a MET / METL review schedule.

(d) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD via the annual TIP development process.

(e) Ensure FMF units within your cognizance document, track, and update training completion data to support MCCRE and unit-level readiness reporting within applicable training information systems of record per references (m) and (q).

(f) Assist CG, TECOM by ensuring the standardized development, conduct, and coordinated review of T&E activities performed to support FMF unit home station or pre-deployment training.

(3) Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA)

(a) Report manpower-related issues that are impacted by or may impact training and education equities to TECOM G-1 / G-3 / PSD for awareness and coordinated resolution through established processes and/or working groups.

(b) Screen and assign well-qualified instructor candidates to Marine Corps formal schools / training detachments per reference (c).

(c) Coordinate cloud-based talent management open architecture systems development to align with service-level training information management systems and relevant learning management systems to facilitate an efficient exchange of information for managing and developing human talent.

(d) As HRDP owner, closely coordinate MPWG process actions with CG, TECOM to optimize force management and force development per reference (v).

(e) Support TECOM-sponsored TRWGs by articulating training requirements by primary MOS.

(f) Solicit, develop, validate, prioritize, and submit relevant MOS TIP requirements to TECOM PSD.

(g) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(h) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(4) Deputy Commandant, Combat Development and Integration (DC CD&I)

(a) Support the integration of TECOM participation during all phases of the CBA / POM Capability Planning processes to ensure complete and well-coordinated strategic planning, assessment, staffing, validation, and prioritization of deliberate, urgent, and joint universal needs statements.

(b) Coordinate actions with TECOM G-3 in the development of materiel and non-materiel capability solutions resulting from concept development that affect or have the potential to affect training and education equities or resources.

(c) Coordinate actions with TECOM PSD to synchronize MET / METL workshops with TRWGs to align MET / METL revisions with training output standards (E-coded T&R events).

(d) Coordinate actions with TECOM G-3 / PSD to establish a recurring mechanism or forum for developing a coordinated approach for integrating and aligning service-level wargaming efforts to better inform tactical-level and FMF training and education wargaming initiatives.

(e) Coordinate with TECOM G-3 regarding the status of concepts in generation and development to inform TECOM doctrine and T&E activities in advance of concept implementation.

(f) Support TECOM-sponsored TRWGs by articulating requirements and standards of performance for T&R events.

(g) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD.

(h) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(i) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(5) Deputy Commandant, Programs and Resources (DC, P&R)

(a) Identify T&E requirements pertaining to financial management.

(b) Support TECOM-sponsored TRWGs by articulating requirements and standards of performance for T&R events.

(c) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD.

(d) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(e) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(6) Deputy Commandant, Plans, Policies, and Operations (DC, PP&O)

(a) Coordinate the automation and use of training data to calculate and depict training readiness levels in service-level readiness reporting with TECOM PSD.

(b) Coordinate T&E requirements for Joint Tactical Air Controller / Joint Fires Observer training with TECOM PSD. Identify and update additional related T&R requirements within your purview as required.

(c) Reinforce the documentation, tracking, and updating of training completion data to support MCCRE and unit-level readiness reporting within applicable training information systems of record.

(d) Coordinate the development of policies relating to MCCRE and the SLTE-P with TECOM G-3 / PSD.

(e) Coordinate with CG, TECOM the development and maintenance of a Marine Corps Training, Exercise, and Employment Plan (TEEP) that includes service-level training / exercise events.

(f) Support TECOM-sponsored TRWGs by articulating requirements and standards of performance for T&R events.

(g) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD.

(h) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(i) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(7) Deputy Commandant, Installations and Logistics (DC, I&L)

(a) Support TECOM-sponsored TRWGs by articulating requirements and standards of performance for all logistics, combat support, and combat service support T&R events.

(b) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD.

(c) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(d) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(8) Deputy Commandant, Aviation (DC, A)

(a) In coordination with CG, TECOM, continue to leverage the Marine Aviation Training Support Site model to support standardized, outcomes-based aviation training and education activities per reference (ak).

(b) Develop and coordinate policies, practices, and logistics resources within the Naval Aviation Enterprise (NAE) that support or impact CG, TECOM aviation-related training standards or other equities.

(c) During the T&R revision / review process, DC, A, as the resource sponsor for aviation programs, reviews aviation T&R manuals prior to CG, TECOM approval.

(d) In partnership with Commander Naval Air Forces and Commander Naval Air Systems Command, provide for the material readiness and safety of aviation platforms through the development of training-related materials and manuals per reference (al).

(e) Coordinate the development, integration, and establishment of plans and policies to manage the total life cycle of Marine Corps aviation programs with TECOM G-3 / RTPD, to include associated aviation training simulators and devices.

(f) In close coordination with TECOM PSD, sustain development of a cloud-based aviation training system that is compatible with other T&E systems of record and supports M&RA talent management requirements within a cloud-based total learning architecture.

(g) Support TECOM-sponsored TRWGs by articulating requirements and standards of performance for aviation-related T&R events.

(h) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD.

(i) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(j) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(9) Deputy Commandant, Information (DC, I)

(a) Develop and coordinate T&E aspects of plans, policies, and strategy for conducting the information warfighting function with TECOM G-3 / PSD.

(b) Identify evolving or emerging doctrinal, training, or education requirements associated with conducting the information warfighting function with TECOM G-3 / PSD.

(c) In close coordination with CG, TECOM, support the development and sustainment of LVC training systems compatible with Marine Corps and joint command and control systems and networks.

(d) Support TECOM-sponsored TRWGs by articulating requirements and standards of performance for information-related T&R events.

(e) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD.

(f) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(g) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(10) Director, Safety Division (SD), HQMC

(a) Conduct a CG, TECOM Safety Division HRT program assessment at least triennially and provide HRT assessment assistance to TECOM Safety Division upon request.

(b) Coordinate with TECOM G-3 / PSD on T&E-related risk management (RM) and HRT opportunities that enhance safety awareness and professional training execution in support of the FMF and SE.

(c) Support TECOM-sponsored TRWGs by providing HRT subject matter expertise upon request or as required.

(d) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to PSD.

(e) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating MOS-related updates and changes.

(f) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

(11) Other HQMC Special Staff Divisions with Occupational Field Manager Oversight

(a) Report emerging trends and issues concerning doctrinal or T&E-related issues to TECOM PSD for coordinated resolution.

(b) Identify validated T&E capability gaps and provide program effectiveness feedback on training and education matters affecting sponsored OccFlds to TECOM G-3 / PSD. Include CG, TECOM RTPD for gaps or feedback involving synthetic training matters.

(c) In close coordination with TECOM G-3 / PSD, conduct resource assessment, allocation, and implementation plans to support TECOM, FMF, and SE training and education requirements via trend reversal and reinforcement or the TERMS process.

(d) Support TECOM-sponsored TRWGs by articulating requirements and standards of performance for appropriate T&R events.

(e) Solicit, develop, validate, prioritize, and submit relevant TIP requirements to TECOM PSD.

(f) Support TECOM-sponsored MOS manual working groups and the MOS manual change process by articulating appropriate MOS-related updates and changes.

(g) In coordination with TECOM PSD, review, update, staff, and publish doctrinal publications within your purview.

d. Coordinating Instructions

(1) Forward change recommendations for this order to TECOM PSD.

(2) This order applies to tasks, actions, activities, initiatives, and investments that support the Marine Corps T&E system, to include all inter-service and joint formal school, unit-level, and PME learning environments.

(3) The SATE process, currently described in detail in NAVMC 1553.1, is the enterprise-approved process to support the analyze, design, develop, implement, and evaluate (ADDIE) methodology for T&E-related activities conducted in the FMF and within Marine Corps formal schools.

(4) CG, TECOM is the Marine Corps resource sponsor for TECOM HQ and its MSCs. All TECOM HQ and MSC sponsored programs, initiatives, or projects will be identified, validated, prioritized, and periodically revalidated through the TECOM internal and service-level POM activities and supporting TERMS processes as appropriate.

(5) Any potential for funding of TECOM HQ or MSC programs, initiatives, or projects through non-Marine Corps sources that support T&E capabilities shall be established, reported, tracked, and validated as appropriate through the POM and TERMS processes.

(6) Delegation of POI authority to TECOM MSCs does not infer authority to allow for unrestricted POI resource growth. TECOM MSCs shall report anticipated POI growth that cannot be reconciled within their existing POI resource allocation to TECOM G-1, G-4, G-5, G-6, G-8, and PSD via the TECOM G-3 as soon as possible. Unanticipated resource growth within a single TECOM MSC can adversely impact other MSCs and TECOM's overall ability to optimize force readiness.

(7) Relevant information regarding installation training matters, to include service level training installations, is contained in reference (aa).

(8) Safety and occupational health guidelines contained in references (t), (u), and (ag) are germane to the execution of this order.

4. Administration and Logistics

a. Records Management. Records created as a result of this directive shall be managed according to National Archives and Records Administration (NARA)-approved dispositions per reference (y) to ensure proper maintenance, use, accessibility, and preservation, regardless of format or medium. Records disposition schedules are located on the Department of the Navy/Assistant for Administration (DON/AA), Directives and Records Management Division (DRMD) portal page at: <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>. Refer to reference (z) for Marine Corps records management policy and procedures.

b. Privacy Act. Any misuse or unauthorized disclosure of personally identifiable information (PII) may result in both civil and criminal penalties. The DON recognizes that the privacy of an individual is a personal and fundamental right that shall be respected and protected. The DON's need to collect, use, maintain, or disseminate PII about individuals for purposes of discharging its statutory responsibilities shall be balanced against the individual's right to be protected against unwarranted invasion of privacy. All collection, use, maintenance, or dissemination of PII shall be in accordance with the Privacy Act of 1974, as amended per reference (ad) and implemented per references (ae) and (an).

c. Forms. No forms are used in this directive.

d. Records Dispositions

(1) This directive is assigned record schedule 5000-8.

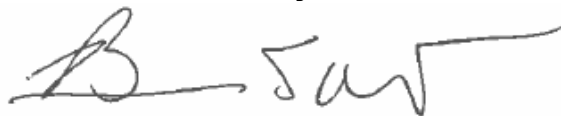
(2) No records schedules are used within this directive.

e. Updates. Updates to this directive shall be made in accordance with the current iteration of reference (am).

5. Command and Signal

a. Command. This Order is applicable to the Marine Corps Total Force.

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



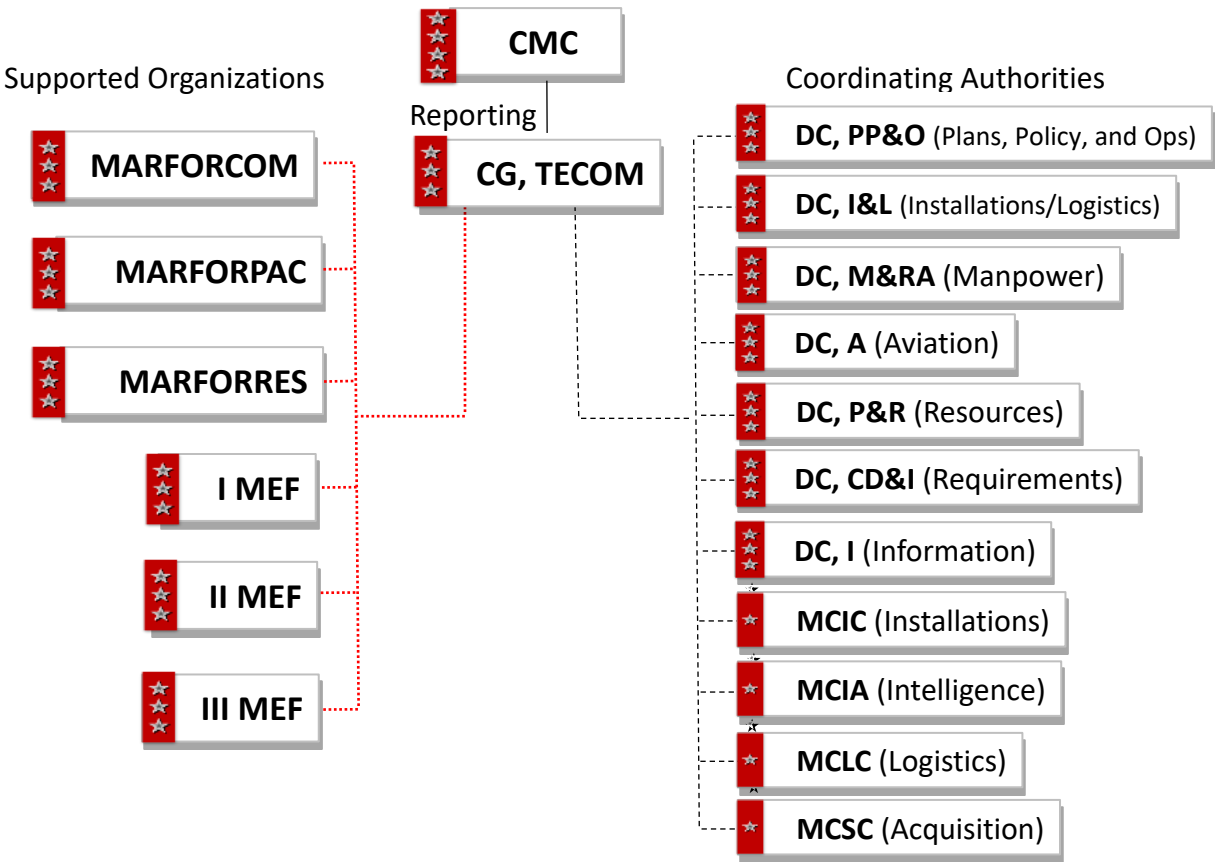
BENJAMIN T. WATSON
Commanding General
Training and Education Command
By direction

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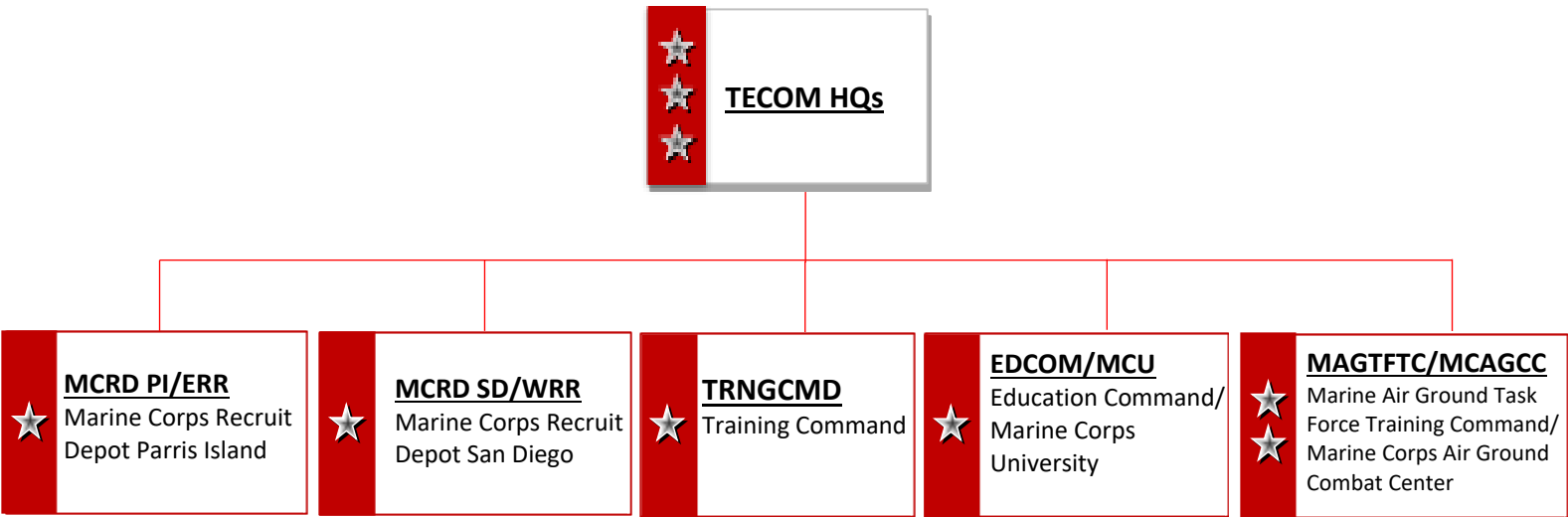
References

- (a) DoDI 1300.19 w/ CH-1, "DoD Joint Officer Management Program," May 18, 2023
- (b) DoDI 1322.35 Vol 1, "Military Education: Program Management and Administration," April 26, 2022
- (c) MCO 1326.6
- (d) MCO 1500.53B
- (e) MCO 1580.7E
- (f) CJCSI 1800.01G (OPME Policy)
- (g) CJCSI 1805.01C (EPME Policy)
- (h) MCO 3000.13B
- (i) MCO 3500.11G
- (j) MCO 3500.110
- (k) MCO 3500.26A
- (l) CJCSI 3500.04G (Universal Joint Task Manual)
- (m) MCO 3501.1E
- (n) MCO 3502.3C
- (o) MCO 3550.10
- (p) MCO 3550.14
- (q) CJCSI 3401.02B (Force Readiness Reporting)
- (r) MCO 3570.1C
- (s) MCO 3900.20
- (t) MCO 5100.29C
- (u) NAVMC 5100.8
- (v) MCO 5250.1
- (w) MCO 5300.19
- (x) MCO 5311.1
- (y) SECNAV M-5210.1
- (z) MCO 5210.11F
- (aa) MCO 5400.54
- (ab) MCO 5800.16-V15
- (ac) MCO 8011.5B
- (ad) 5 U.S.C. 552a
- (ae) SECNAVINST 5211.5F
- (af) DoDI 5105.04, "DoD Federal Advisory Committee Management Program," Aug 6, 2007
- (ag) DoDI 6055.1 w/ CH-3, "DoD Safety and Occupational Health (SOH) Program," Apr 21, 2021
- (ah) DoDD 7730.65, "DoD Readiness Reporting System," May 31, 2023
- (ai) MCBUL 5400
- (aj) Education for Seapower Advisory Board Charter (24 Jun 2024)
- (ak) MCO 3710.6A
- (al) COMNAVFORINST 4790.2D w/ CH-1
- (am) MCO 5215.1K
- (an) MCO 5211.5

TECOM Command Relationships



TECOM Internal Command Relationships



MARINE CORPS TRAINING AND EDUCATION SYSTEM POLICY HIERARCHY

