



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

MCO 3502.10
C152
11 DEC 2018

MARINE CORPS ORDER 3502.10

From: Commandant of the Marine Corps
To: Distribution List

Subj: COUNTER-IMPROVISED EXPLOSIVE DEVICE TRAINING AND EDUCATION PROGRAM

Ref: (a) MCO 3502.6A
(b) MCO P3500.72A
(c) MCO 3000.13
(d) MCO 3502.9
(e) MCO 3500.11F
(f) SECNAVINST M-5210.1
(g) 5 U.S.C. 552a
(h) SECNAVINST 5211.5E
(i) MCO 1553.3B
(j) MCO 1510.121A
(k) MARADMIN 693/17
(l) NAVMC 3500.116A
(m) NAVMC 1553.1A
(n) SECNAV Notice 5210
(o) MCO 5210.11F

Encl: (1) United States Marine Corps (USMC) Counter-Improvised Explosive Device Training and Education (C-IED) Training Requirement
(2) Defeat the Device (DtD) Training Program
(3) Network Engagement (NE) Training Program

1. Situation. This Order establishes Marine Corps policy and prescribes requirements governing the Counter-Improvised Explosive Device (C-IED) Training and Education Program.

2. Cancellation. MCBUL 8000

3. Mission. This Order establishes Marine Corps policy, procedures, and evaluation requirements for C-IED training and education in order to enable commanders to effectively plan and conduct operations in environments with an IED threat in accordance with references (a) through (o).

4. Execution

a. Commander's Intent and Concept of Operations

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(1) Commander's Intent

(a) Purpose. To establish policy and training standards to retain knowledge, techniques, and best practices learned in recent conflicts in which Marines operated extensively in environments with an IED threat and prepare Marines for future operating environments with an IED threat.

(b) Method. Codify the service-level C-IED training and education program.

(c) Endstate. Marine Forces have service-level C-IED training standards and evaluation criteria to assess Core, Core Plus, and Assigned Mission Essential Tasks (METs) when operating in environments with an IED threat.

(2) Concept of Operations. This Order synchronizes C-IED training across the Training and Education continuum in support of the Force Generation Process, reference (a). It establishes enduring C-IED training requirements, per enclosure (1). The Marine Corps will establish and sustain a service-level training program to facilitate individual and collective C-IED training. In accordance with reference (b), unit commanders will utilize individual and collective C-IED Training and Readiness (T&R) standards for initial, pre-deployment, sustainment, and evaluations.

(a) Training. All Marine units will train to operate in environments with an IED threat. Training requirements, programs, and resources are set forth in enclosures (1), (2), and (3). Commanders will ensure individual Marines can accomplish core skills and their units are capable of accomplishing and sustaining METs in environments with an IED threat.

(b) Education. Leaders must be familiar with the underlying tenets of IED warfare and understand the context within which adversaries employ asymmetrical weapons, such as IEDs. Therefore, all Marines will receive progressive education on C-IED throughout their careers and across the professional military education (PME) continuum.

(c) Evaluation. Service and Marine Air-Ground Task Force (MAGTF) exercises will incorporate evaluations of the unit's ability to accomplish their Core, Core Plus, and Assigned METs when operating in environments with an IED threat. This includes Marine Expeditionary Force Exercises, Marine Corps Combat Readiness Evaluations, Marine Expeditionary Unit Certification Exercises, and Service Level Training Exercises (SLTE).

(d) Reporting. In accordance with reference (c), commanders will report C-IED training readiness via the Defense Readiness Reporting System Marine Corps (DRRS-MC).

(e) Standing Operating Procedures (SOP). Commanders will review their unit tactical SOPs annually, include C-IED best practices, and update as required.

b. Subordinate Element Missions

(1) Deputy Commandant for Combat Development and Integration (DC CD&I)

(a) Develop and manage the Inspector General Functional Area checklist for C-IED.

(b) Coordinate the development of an enduring frequency management plan and load set to ensure live Counter Radio-Controlled Improvised Explosive Device Electronic Warfare (CREW) systems can operate on Marine Corps ranges and training areas.

(c) Manage a repository for C-IED best practices in order to assist unit commanders in development of SOPs and training.

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

(a) Establish unit C-IED readiness criteria for commanders to report in DRRS-MC.

(b) Per reference (d), in coordination with Marine Forces Commanders, update and publish C-IED theater entry requirements annually to ensure appropriate Combatant Command C-IED requirements are service approved, resourced, and communicated to the operating forces and supporting establishment.

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

(a) Manage the service-level C-IED training program and ensure it enables initial, pre-deployment, sustainment training, and education.

(b) Establish a T&R Management Group Charter for the management of C-IED individual and collective T&R tasks.

(c) Provide formal training for C-IED training cadre down to the Battalion/Squadron-level in accordance with enclosures (1), (2), and (3).

(d) Provide guidance to T&R Working Groups in chaining and linking of C-IED T&R events and incorporating "in environments with an IED threat" under the event's condition.

(e) Incorporate C-IED scenarios in PME curricula and staff planning exercises.

(f) Include C-IED T&R events in Entry Level Training (The Basic School, Recruit Depots, and School of Infantry) in accordance with enclosure (1).

(g) Include C-IED T&R events in the Marine Corps Common Skills T&R manual.

(h) Develop C-IED distance education in order to augment sustainment training.

(i) Ensure ranges and training areas support C-IED training to include home station training lanes, electronic counter-measure systems, unmanned aerial and ground systems, and homemade explosives.

(j) Ensure integration of C-IED scenarios into all MAGTF Training Program exercises and evaluate relevant T&R standards in accordance with reference (e).

(k) Review evaluation reports, assessment reports, and trends reports in accordance with reference (a), in order to identify training related trends, issues, and develop training trend reversal and reinforcement process reports to inform force generation, via CG MCCDC.

(l) Ensure non-standard ground training simulations support C-IED training to include the Deployable Virtual Training Environment, Combat Convoy Simulator, MAGTF Tactical Warfare System, Combined Arms Command and Control Training Upgrade System, ground vehicle egress trainers, Combat Vehicle Training Systems, and the Operator Driver Simulator.

(4) Commanding General, Marine Corps Systems Command (CG MARCORSYSCOM)

(a) Provide new equipment training for emerging C-IED equipment and ensure fielding plans include allowances for training at SLTE and home station training.

(b) Coordinate with TECOM to ensure the development of Manpower and Training Plans for all C-IED programs of record.

(c) Ensure CREW systems have the capability to support live training on Contiguous United States installations.

(5) Commanding Generals, Marine Expeditionary Forces (MEF CGs)

(a) Per references (f) and (g), ensure all units can accomplish all Core, Core Plus, and Assigned METs in environments with an IED threat.

(b) Ensure all units include C-IED considerations in their tactical SOPs.

(c) Provide training guidance to subordinate units that enables effective sustainment of appropriate C-IED skills during unit training and exercises.

(d) Report C-IED training readiness in accordance with reference (c).

(e) Ensure subordinate units that conduct ground operations maintain a C-IED training cadre in accordance with the enclosures in order to accomplish all METs and provide subject matter expertise in support of sustainment training and operations in an environment with an IED threat.

c. Coordinating Instructions

(1) All operating force units that conduct ground operations will assign personnel as a C-IED Training Cadre in accordance with the enclosures in order to assist commanders with conducting sustainment training.

(2) In accordance with enclosure (1), all units will ensure that Marines receive training in C-IED skills.

(3) Occupational Fields and units conducting T&R manual reviews will chain and link C-IED T&R events as appropriate in order to ensure units can accomplish their METs in environments with an IED threat.

5. Administration and Logistics

a. This Order does not supersede command authority. It seeks to energize commanders at all levels to include the IED in mission planning, military occupational specialty roadmaps, budgeting, and program of instruction development. The judgement of the commander is paramount in the execution of this Order.

b. The Commanding General's Inspection Program will evaluate the training standards described in this Order using the Functional Area checklist and appropriate service-level evaluations. Inspector General, Headquarters Marine Corps readiness inspections will include C-IED evaluations using the Functional Area detailed inspection checklist(s) as applicable.

c. Recommendations concerning the content of this Order may be forwarded to CG TECOM via the appropriate chain-of-command.

d. Records Management. Records created as a result of this Order shall be managed according to National Archives and Records Administration approved dispositions, per reference (f) and (n), to ensure proper maintenance, use, accessibility, and preservation, regardless of format or medium. Refer to reference (o) for Marine Corps records management policy and procedures.

e. Privacy Act. Any misuse or unauthorized disclosure of Personally Identifiable Information (PII) may result in both civil and criminal penalties. The Department of the Navy (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 will be balanced against the individuals' right to be protected against unwarranted invasion of privacy. All collection, use, maintenance, or dissemination of PII will be in accordance with the Privacy Act of 1974, as amended (reference (g)) and implemented per reference (h).

f. Exemptions/Waivers. Unit commanders may request an exemption/waiver from the appropriate MEF Commanders for the requirements in this Order based on that unit commander's training strategy as determined through the unit training management process, per reference (i). The waiver process for the Battle Skills Training requirement is governed by reference (j).

6. Command and Signal

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

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



D. H. BERGER
Deputy Commandant for
Combat Development and Integration

DISTRIBUTION: PCN 10203367200

United States Marine Corps (USMC) Counter-Improvised Explosive Device (C-IED)
Training Requirement

1. General. This enclosure further clarifies the service level requirement for C-IED training. The Marine Corps, through the Marine Corps Common Skills Program, has established a service baseline for individual C-IED training. The unit baseline is the ability to accomplish the unit's MET in environments with an IED threat. The requirement is for units to maintain this basic-level of C-IED readiness. This enclosures describe the service solution to this requirement.

2. Counter-Improvised Explosive Device (C-IED) Training Requirement

a. Entry Level Training. Entry level training (The Basic School, Recruit Depots, and Schools of Infantry) venues will provide all Marines initial training on basic C-IED concepts and tasks, using the service approved T&R standards. Additionally, The Basic School will train Marine officers on basic planning considerations for operating in an environment with an IED threat and provide familiarization with C-IED equipment.

b. Battle Skills Test. The Battle Skills Test Program (BST) designates the most important common skills for annual training and sustainment. The CMC approved C-IED skills included in the BST program will be the minimum individual training requirement for all Marines, per reference (k).

c. Unit Training. Marine units will accomplish the Service C-IED training requirement in five phases: planning, establishment of unit C-IED training cadre, individual training, collective training and evaluation, and sustainment. The service-provided defeat the device (DtD) and network engagement (NE) training programs will provide C-IED training to units in order to ensure they receive training on T&R based C-IED skills. Units will identify operators to receive C-IED equipment training based on the commander's training plan and to meet the unit's Mission Essential Task List.

(1) Planning. Marine units will consider the impact of operating in environments with an IED threat and the effects it may have on the ability to accomplish Core, Core Plus and Assigned METs in their planning cycle during unit readiness planning (URP). Units will include detailed plans to accomplish the other four phases of C-IED training in its long range training plan (or pre-deployment training plan). This will include establishing a C-IED training cadre, scheduling of individual training, integration of C-IED skills into collective training and evaluation, and sustainment of individual and collective C-IED events. Additionally, units will identify the number of C-IED equipment operators (Counter Radio-Controlled IED Electronic Warfare (CREW), biometrics, handheld detectors, etc.) required to accomplish their Core, Core Plus, and Assigned METs and schedule C-IED training to accomplish those goals as part of initial unit training. The following tiers (paragraphs 2c(1)(a)-2c(1)(c) below) are guidelines to assist a commander in matching C-IED training resources to a general characterization of the unit's mission. They are an efficient means of grouping C-IED training for URP:

(a) Tier 1. A basic level of C-IED training, equipment, and personnel readiness for individuals and units that typically operate within contingency bases and are rarely required to move throughout the battlespace. The following T&Rs are recommended for units assessed to be in tier 1.

CIED-DTD-1001 Recognize indicators of IEDs
CIED-DTD-2001 React to a HME threat
CIED-DTD-2002 Confirm the presence of an IED
CIED-DTD-2003 Employ confirmation equipment
CIED-DTD-2008 React to an IED attack
CIED-OPS-3001/4001/5001 Operate in environments with an IED threat

(b) Tier 2. A moderate level of C-IED training, equipment, and personnel readiness for individuals and units that typically move independently throughout the battlespace (not battlespace owners). The following T&Rs are recommended for units assessed to be in tier 2.

TIER 1 events plus:

CIED-DTD-2004 Employ handheld detectors
CIED-DTD-2005 Employ robotic platforms
CIED-DTD-2006 Negotiate IED danger area
CIED-DTD-2007 React to an unexploded IED
CIED-DTD-2009 Operate CREW systems
CIED-OPS-2001 Plan for movement in environments with an IED threat
CIED-OPS-6001/7001/8001 Operate in environments with an IED threat

(c) Tier 3. A higher level of C-IED training, equipment, and personnel readiness for battlespace owners and units conducting NE and/or site exploitation. The following T&Rs are recommended for units assessed to be in tier 3.

TIER 1 and 2 events plus:

CIED-OPS-2002 Manage CREW programs
CIED-NE-2001 Conduct search
CIED-NE-2002 Operate biometric equipment
CIED-NE-2003 Analyze networks
CIED-NE-2004 Support the development of a plan to engage networks
CIED-NE-2005 Support the assessment process
CE-CIED-9001 Plan and direct operations in environments with an IED threat

(2) Establishment of Counter-Improvised Explosive Devise (C-IED) Training Cadre. Operating force unit commanders who conduct ground operations will establish a C-IED training cadre they deem sufficient to enable sustainment of basic C-IED skills and allows the unit to accomplish its METs in environments with an IED threat. The following personnel make up the C-IED training cadre (numbers of personnel are recommended for battalion/squadron-size units):

(a) Counter-Improvised Explosive Devise (C-IED) Basic Leader (CBL): Non-commissioned Officer (NCO) or above who attended the Marine Corps

Engineer School (MCES) provided CBL program of instruction (POI). Possesses the knowledge and skills to sustain individual C-IED skills learned from the service-provided DtD training program and assist commanders with incorporating C-IED scenarios into training events in order to enable unit/collective C-IED training. The CBL is not intended to replace the service-provided DtD training program, rather enhance and complement it by providing a commander with an organic sustainment capability.

-1 NCO or above per company

-1 Staff Non-commissioned Officer (SNCO) or above per battalion/squadron

(b) CREW Officer (CREWO): SNCO or above who attended the MCES provided CREWO POI, or other training course that meets the T&R events detailed in enclosure (2). Possesses the knowledge and skills to manage their unit's CREW program and is responsible for advising commanders, maintaining system readiness, training Marines, and ensuring effective employment of CREW systems.

-1 SNCO or above per battalion/squadron

(c) Network Engagement Trainer (NET): A Sergeant or above who attended the Network Engagement Train the Trainer Course (NET3C) provided by Marine Corps Tactics and Operations Group. The NET possesses the knowledge and skills to successfully train other members of their unit to incorporate NE principles into their staff processes. The NET augments the unit operations staff in integrating NE activities into planning, operations, and assessment.

-1 Operations Gunnery Sergeant or above per battalion/squadron

-1 Intelligence Sergeant or above per battalion/squadron

-1 Fires Staff Sergeant or above per battalion/squadron

(3) Individual Training. The minimum individual training requirement for all USMC personnel is the C-IED training event contained in the BST Program. Additionally, units will identify individual training required to enable the unit to accomplish the unit's METs in an environment with an IED threat. Units will schedule individual C-IED training with the service-provided DtD/NE training programs identified in enclosure (2) and (3). Units will also identify operators for C-IED equipment training based on the commander's training plan.

(4) Collective Training and Evaluation. After individual C-IED training, units will integrate C-IED collective training events into unit training for sustainment in accordance with the commander's training guidance and mission analysis for the long range training plan. Commanders will determine the appropriate methods for formal evaluation of C-IED tasks as part of their unit readiness assessment and certification prior to deployment. Unit commanders should leverage service level training exercise, service-funded/home-station C-IED training resources, and C-IED training cadre to support their sustainment and evaluation needs. C-IED skills will be tracked and reported in a manner consistent with unit readiness reporting for all METs. Enclosures (2) and (3) contain a list of collective C-IED T&R events for training and evaluation. These events are also populated into Marine Corps Training Information Management System and reference (1).

(5) Sustainment. Commanders will ensure that units can accomplish their Core, Core Plus, and Assigned METs in an environment with an IED threat. Enclosures (2) and (3) describe the training standard for the service-provided C-IED training cadre. The C-IED training cadre will assist commanders with sustainment of individual C-IED skills, collective training, and evaluation during unit exercises. According to doctrine, the unit commander is responsible for sustainment of training. Nothing in this Order prevents commanders from seeking assistance from the DtD/NE training providers to sustain C-IED skills.

3. Training Frequency

a. All Marines will conduct basic C-IED preparedness training in accordance with sustainment intervals outlined in each of the C-IED T&R events. Units will accomplish this training as part of unit or pre-deployment training. Commanders will report individual and unit C-IED readiness via the appropriate automated training tracking system.

b. The commander will determine the frequency of C-IED training based upon METs at the unit level or as required to maintain proficiency.

Defeat the Device Training Program

1. Purpose. The service-level program, managed and delivered by MCES, provides training to Marines and Marine units on DtD tactics, techniques, and procedures in order to prepare units to operate in environments with an improvised explosive device (IED) threat.

2. Benefits. Training conducted with a common C-IED methodology and doctrine is essential to standardization and combat readiness. The individual training provided by the MCES trainers assists commanders in ensuring that standardized T&R manual based training is conducted in accordance with reference (m).

3. Training Goals

a. This program provides individual training in support of a unit's long range training plan in order to meet the requirements for C-IED training delineated in enclosure (1). The program will provide training on the following DtD individual T&R events found in Marine Corps Training Information Management System:

CIED-DTD-1001	Recognize indicators of an IED
CIED-DTD-2001	React to a HME threat
CIED-DTD-2002	Confirm the presence of an IED
CIED-DTD-2003	Employ confirmation equipment
CIED-DTD-2004	Employ handheld detectors
CIED-DTD-2005	Employ robotic platforms
CIED-DTD-2006	Negotiate IED danger area
CIED-DTD-2007	React to an unexploded IED
CIED-DTD-2008	React to an IED attack
CIED-DTD-2009	Operate CREW systems
CIED-NE-2001	Conduct search
CIED-NE-2002	Operate biometric equipment
CIED-OPS-2001	Plan for movement in environments with an IED threat
CIED-OPS-2002	Manage CREW programs

MCES has organized the delivery of these individual T&R events into courses listed in the TECOM Pre-deployment Training Plan toolkit, and can tailor the training to the requesting unit's needs.

b. This program includes MCES-provided trainers to assist elements of TECOM and MEFs in evaluating units on the following collective tasks:

CIED-OPS-3001	Conduct movement in environments with an IED threat
CIED-OPS-4001	Conduct movement in environments with an IED threat
CIED-OPS-5001	Conduct operations in environments with an IED threat
CIED-OPS-6001	Operate in environments with an IED threat
CIED-OPS-7001	Operate in all environments with an IED threat
CIED-OPS-8001	Operate in environments with an IED threat
CE-CIED-9001	Plan and direct operations in environments with an IED threat

c. This program, through the MCES-provided trainers, provides a program of instruction (POI) for C-IED Basic Leaders (CBL). CBLs will support unit commanders in sustaining C-IED skills and maintaining C-IED readiness as part of the unit's long range training plan. CBLs will be trained on the following T&R events:

CIED-DTD-1001 Recognize indicators of an IED
CIED-DTD-2001 React to a HME threat
CIED-DTD-2002 Confirm the presence of an IED
CIED-DTD-2003 Employ confirmation equipment
CIED-DTD-2004 Employ handheld detectors
CIED-DTD-2005 Employ robotic platforms
CIED-DTD-2006 Negotiate IED danger area
CIED-DTD-2007 React to an unexploded IED
CIED-DTD-2008 React to an IED attack
CIED-DTD-2009 Operate CREW systems
CIED-OPS-2001 Plan for movement in environments with an IED threat

d. This program, through the MCES-provided trainers, provides a POI for a Counter Radio-Controlled Improvised Explosive Device Electronic Warfare Officer (CREWO). The CREWO will support unit commanders in the employment of CREW systems for training and operations. These personnel will assist in unit training of CREW operators. CREWOs will be trained on the following T&R events:

CIED-DTD-2009 Operate Counter-Radio Controlled IED (RCIED) Electronic Warfare (CREW) systems
CIED-OPS-2002 Manage CREW programs

Network Engagement Training Program

1. Purpose. The service-level program, managed by Marine Corps Tactics and Operations Group (MCTOG), provides training to Marines on network engagement (NE) activities and associated tactics, techniques, and procedures in order to prepare units to engage networks that employ and support IED threat activities. The Marine Corps recognizes these skills are applicable beyond the scope of networks employing IEDs.

2. Benefits. The NE Trainer will augment their unit's operations staff in the integration of NE by implementing NE principles into intelligence preparation of the battlespace, planning, targeting, and assessments. These trainers will have an elevated understanding of how to best integrate NE enabler capabilities to accomplish the commander's intent and will also support exercise staff in development of NE related scenarios.

3. Training Goals

a. This program provides a train-the-trainer capability that covers the following NE individual T&R events found in MCTIMS:

CIED-NE-2003 Analyze networks
CIED-NE-2004 Support the development of a plan to engage networks
CIED-NE-2005 Support the assessment process

The recommended target population is listed below:

Operations: Gunnery Sergeant - Major
Intelligence: Sergeant - Captain
Fires: Staff Sergeant - Major

b. This program assists elements of TECOM and MEFs in evaluating deploying units on the following collective tasks:

CIED-OPS-5001 Conduct operations in environments with an IED threat
CIED-OPS-6001 Operate in environments with an IED threat
CIED-OPS-7001 Operate in all environments with an IED threat
CIED-OPS-8001 Operate in environments with an IED threat
CE-CIED-9001 Plan and direct operations in environments with an IED threat

c. The Command and Control Training and Education Center of Excellence (C2TECOE) provides training on CIED-NE-2002 Operate biometric equipment. This is not formally considered part of the MCTOG-managed NE training program.

4. Network Engagement Train the Trainer Course (NET3C). This course is comprised of five modules designed to introduce, teach, and apply the NE principles and techniques that enhance existing staff processes (Intelligence Preparation of the Battlespace, Marine Corps Planning Process, the Targeting Cycle, and Assessments). The advanced techniques taught during the course have been formed around the initial construct of NE and are expanded to address any type of threat posed by a network regardless of the type of operation. The POI is intended for students to receive all inter-related modules that build throughout the course. The course presents emerging NE techniques, implementation of the techniques by students using a practice exercise scenario and an evaluated practical examination scenario conducted using student operational planning teams (OPT). Student OPTs create staff products that are used sequentially throughout the practical examination

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week. The practical examination scenario has been designed to reinforce collaborative staff processes. Graduates of the NET3C are capable of augmenting operations staffs to train unit members on NE.