



## Foreword

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**Our focus here in I MEF – as outlined by our 36th Commandant – is straightforward:**

**“...maintaining proficiency in major operations and campaigns. Within the context of limited time and resources, I MEF will continue developing proficiency at the MEB-Level for crisis response.”**

**This order lays out how we will accomplish that task. More specifically, how we will organize, train and equip a deployable, expeditionary Marine Air Ground Task Force Command Element capable of planning and executing operations across the Range of Military Operations. We also need to be able to scale the MAGTF Command Element to meet mission requirements, from a 1-star to a full 3-star level headquarters.**

**Developing and maintaining this capability in I MEF requires a focus on both individual and collective training, and must be directly tied to published Training and Readiness (T&R) standards for a MAGTF Command Element. Assessing our readiness is an integral element of this plan, so that we have a more objective view of our warfighting proficiency and can identify areas that need improvement.**

**The endstate we’re after is a high level of expeditionary readiness. That begins with a mindset – a belief that each of us is always ready to deploy on short notice, to an austere operating environment, in uncertain circumstances. This MAGTF Development Program puts us on that path.**

**Semper Fidelis,**

A handwritten signature in black ink, appearing to read "D. H. Berger", is written over the typed name.

**D. H. BERGER  
Lieutenant General, USMC  
Commanding General  
I Marine Expeditionary Force**



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I MARINE EXPEDITIONARY FORCE  
U. S. MARINE CORPS FORCES, PACIFIC  
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I MEFO 3502.2  
G-3/FOPS  
DEC 8 2015

I MARINE EXPEDITIONARY FORCE ORDER 3502.2

From: Commanding General, I Marine Expeditionary Force  
To: Distribution List

Subj: I MARINE EXPEDITIONARY FORCE (MEF) MARINE AIR GROUND TASK FORCE  
(MAGTF) DEVELOPMENT PROGRAM

Ref: (a) 36th Commandant's Planning Guidance  
(b) Expeditionary Force 21  
(c) I MEF Capstone 2014 to 2017  
(d) I MEF FY15 Campaign Plan  
(e) IMEFO 3000.3  
(f) MCO 1500.53B  
(g) MCO 1553.3B  
(h) MCO 3000.13  
(i) MCO 3500.11F MAGTF Training Program  
(j) MEB CONOPS dtd 11 Jul 2014  
(k) NAVMC 1553.1  
(l) NAVMC 3500.116  
(m) USMC Service Campaign Plan 2014 to 2022

Encl: (1) OPR Assignments for MAGTF CE Training and Readiness Events  
(2) T&R Event Mapping  
(3) Command Element and Major Subordinate Command (MSC) Marine  
Common Task (MCT) Mapping  
(4) Exercise Descriptions  
(5) T&R Event Exercise Mapping  
(6) CY 2015 I MEF MAGTF Development Collective Training Plan  
(7) Section Training Plan Template  
(8) Internal Assessment and Evaluation Process

1. Situation. Per reference (d), this Order establishes the framework, policies, processes and tasks associated with achieving the Mature Expeditionary Warfighting Line of Operation endstate.

2. Cancellation. I MEFO 3502.1 of 8 May 15

3. Mission. Commanding General (CG), I MEF will update this order as necessary to provide current and relevant guidance to Commanders and staff principles. All questions pertaining to the I MEF MAGTF Development Program should be directed to CG, I MEF ATTN: G-3, BOX 555300, Camp Pendleton, CA 92055-5300.

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4. Execution

a. Commanders Intent and Concept of Operations

(1) Commanders Intent

(a) The policies, processes and tasks in this Order are used to guide the I MEF Command Element (CE) and MSC headquarters in the attainment of operational readiness in support of (ISO) the I MEF mission listed in reference (d) and validated in reference (a). These processes also add rigor and fidelity to readiness reporting directed by references (e) and (h). The framework of this Order is intended to integrate the emerging objectives, concepts and doctrine articulated in references (b), (c), (j) and (m). References (f), (g), (i) (k) and (l) provide amplifying information for effective planning and management of training.

(b) The focus of the I MEF MAGTF Development Program is on the MEF CE and MSC HQs. 1st MEB and I MEF (Fwd) provide scalable options to enable the introduction of I MEF or respond to a crisis or limited contingency. 1st MEB represents a recognizable, scalable MAGTF package with defined METs and T&R standards typically associated with amphibious and MPF operations or crisis response. I MEF (Fwd) is not as well-defined and will deploy as the lead echelon of I MEF. All I MEF MAGTF CEs will be formed internally from the I MEF CE; MAGTF elements will be task organized to meet mission requirements. The MAGTF Development Program will address the training of both 1<sup>st</sup> MEB and I MEF (Fwd).

(2) Concept of Operations. The CE focus of the program does not diminish the importance or priority associated with the manning, equipping, training or certification of Marine Expeditionary Units, Special Purpose MAGTFs and formations ISO Global Force Management (GFM). The I MEF MAGTF Development Program complements the programs in place to generate forces that are fully trained and able to rapidly deploy forward at time of crisis or contingency.

b. Subordinate Element Mission. Comply with the intent of the references and the content of this Order.

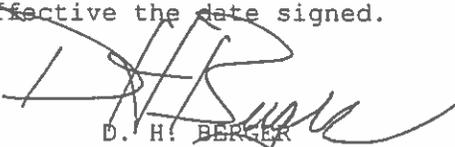
c. Coordinating Instructions. Submit all recommendations concerning this Order to I MEF CE, G-3 via the appropriate chain of command.

5. Administration and Logistics. This Order is published electronically and can be accessed online via I MEF homepage at:  
[http://www.imef.marines.mil/StaffSections/PrincipalStaff/G1\(Admin\)/IMEFOrders.aspx](http://www.imef.marines.mil/StaffSections/PrincipalStaff/G1(Admin)/IMEFOrders.aspx)

6. Command and Signal

a. Command. This Order is applicable to I MEF Total Force.

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

  
D. H. BERGER

DISTRIBUTION: I/II

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# **I. I MEF MAGTF Development Program Introduction**

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**“Biased toward action and expeditionary by charter and nature, I MEF must prepare and deploy its MAGTFs to austere environments, generate combat capabilities rapidly, and sustain combat power across the warfighting functions.”**

## ***I MEF FY 15 Campaign Plan***

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### **VISION**

***I MEF is the Marine Corps’ globally responsive, expeditionary, and fully scalable MAGTF.*** Accordingly, I MEF must develop and sustain the operational proficiency to respond to a contingency and win. To achieve this, I MEF must increase the day-to-day emphasis, efficiency and overall effectiveness of training to its wartime mission.

The Defense Readiness Reporting System-Marine Corps (DRRS-MC), OPLANS and CONPLANS, Guidance for the Employment of the Force (GEF), the 36th Commandant’s Planning Guidance (CPG), the Service Campaign Plan 2015-2022, the Marine Forces Pacific Theater Campaign Order 2015/2016, the I MEF Capstone 2015-2018 and the I MEF FY15 Campaign Plan define the components of I MEF’s identity and inform capability development.

**The I MEF MAGTF Development Program is the process by which I MEF integrates Service direction, emerging concepts, and the Commanding General’s operational objectives to systematically and efficiently improve and sustain warfighting readiness.**

The I MEF MAGTF Development Program requirements for the Command Element (CE) and Major Subordinate Command (MSC) HQs will be practically balanced with those requirements for force generation, modernization, experimentation and MSC home station responsibilities.

### **INTENT**

**Purpose.** The purpose of the I MEF MAGTF Development Program is to develop operational proficiency and increase combat readiness of:

- I MEF as a MAGTF Command Element and Joint Task Force (JTF)-capable Headquarters
- 1st MEB as an enabling force for I MEF or a discreet scalable crisis response
- I MEF (FWD) as the lead echelon for the introduction of I MEF

- I MEF Major Subordinate Commands (MSC) as operational Ground Combat Element (GCE), Aviation Combat Element (ACE), Logistics Combat Element (LCE) and MEF Headquarters Group (MHG) Headquarters.

**Method.**

- Develop operational proficiency defined in terms of planning, coordination and direction at the **command element** and **element headquarters** level for a MEF sized MAGTF.
- Maintain proficiency at the unit level (regiment/group and battalion/squadron level) through core MET training in support of GFM rotational requirements. Cohesion of tactical units will be built through participation in collective MAGTF and MSC training plans and Pre-deployment Training Programs (PTP).
- Focus capability development on MAGTF concepts and doctrine. JTF development will be incorporated into the program when appropriate and consistent with Service direction and Geographic Combatant Commander (GCC) advocacy.
- Map MEF/MEB/MSC/JTF METL standards to collective and individual Training and Readiness (T&R) events and event components to define the standards to build and assess readiness of I MEF as a Command Element and a MAGTF. Clearly articulated capability development standards complemented by a well-defined assessment process will enhance and add fidelity to DRRS-MC evaluations.
- Build MEF CE and MSC HQ training plans, consisting of staff section training plans, collective functional training (e.g. Planning Practical Application), collective staff events (e.g. Crisis Action Team Exercise), and MAGTF events (e.g. LSE), to deliver consistent, integrated, enduring and progressive capability development over an identified sustainment period.
- Develop a rationalized TEEP to provide the optimal number of exercise opportunities to efficiently, predictably and practically exercise and assess MEF/MEB/MSC core METs over a multi-year cycle. Precisely designed exercise concepts based on T&R events executed on a recurring cycle will inform and drive planning and resource allocation.
- Contribute to holistic readiness through the development and refinement of manning documents, equipment density lists, deployment and employment concepts, command post configurations, planning processes, and SOPs.

**Endstate.** NLT 1 Oct 2016, I MEF CE and MSC HQs assessed as mission capable across all core METs; 1st MEB sustaining mission capable assessments as a MAGTF CE and JTF-capable HQ. In FY17 and beyond, I MEF mission certified as an operationally capable-JTF HQ and readiness as a MAGTF CE sustained.

**CONCEPT OF OPERATIONS**

The I MEF MAGTF Development Program applies a systems approach to training (SAT), emphasizing analysis, program design, program development, implementation, and assessment across three foundational pillars: Standards and Assessments; Training Plans; and a rationalized TEEP to build Major Combat Operation (MCO) readiness. The centrally managed

program synchronizes efforts across these three interdependent pillars to ensure training is executed and assessed to readiness standards mapped to T&R and MET standards. A rationalized TEEP supported by collective MAGTF and staff Section Training Plans identifies precise training opportunities that optimize resources to achieve the desired readiness effect. Timely assessments and evaluations provide the Commanding General with the necessary information to adjust the training continuum and incorporate emerging requirements or concepts, remediate deficiencies and address resource shortfalls. Supporting efforts enable warfighting readiness through the development, refinement and maintenance of resource requirements, employment concepts and deployment considerations. Simplistically, standards define the “what” and “why”; assessments determine the “how am I doing”; and Training Plans and TEEP identify “how”, “when” and “who”.

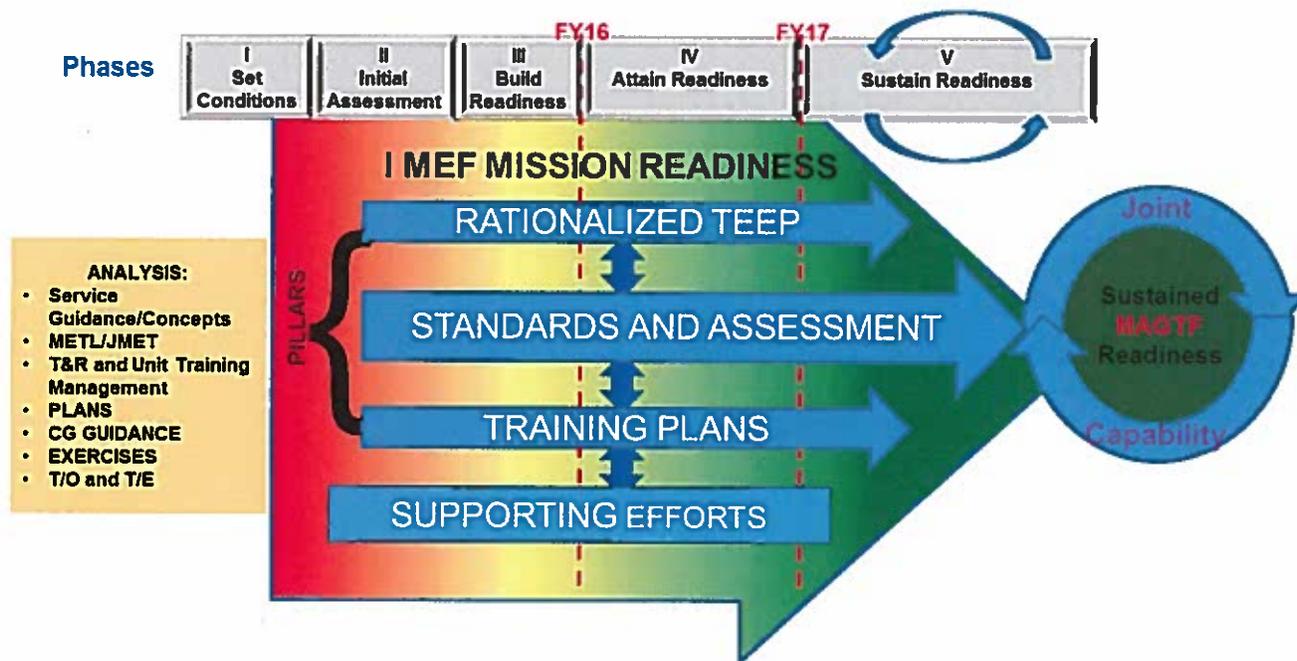


Figure 1.

Phased execution of the I MEF MAGTF Development Program, as depicted at the top of Fig.1, will be conditions based. Though depicted sequentially, Phases III, IV and V overlap and are continuous to mitigate the cyclic dips in readiness that may occur due to personnel rotations and periodicity of scheduled training events. Time horizons and conditions are continuously re-assessed to address the Commander’s guidance and ultimately meet desired endstates.

**Phase I: Set the Conditions**

Conditions/Time Horizon: Complete upon the production of the I MEF MAGTF Development Program.

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**Endstate:** Approval of the I MEF MAGTF Development Program and directed capability development and assessment processes for I MEF CE and MSC HQs.

**Phase II: Determine Baseline Readiness**

**Condition/Time Horizon:** Complete with the assessment of I MEF CE and MSC HQs readiness post-MEFEX-15.

**Endstate:** Readiness assessment of I MEF CE and MSC HQs to accomplish wartime mission defined by METL and MAGTF CE T&R Manual. Way Ahead articulated to build, attain and sustain readiness.

**Phase III: Build Readiness**

**Condition/Time Horizon:** Commences with the preparation, participation and execution of MEFEX-15 and endures throughout Program implementation, adjustment and evolution.

**Endstate:** Continuous execution of multi-level training plans, a rationalized TEEP and assessment of I MEF METL through evaluation of MAGTF CE T&R events and identification of resource impacts.

**Phase IV: Attain Readiness**

**Condition/Time Horizon:** Desired readiness attained NLT 1 Oct 2017.

**Endstate:** MEF CE and MSC HQs assessed as mission capable across MEF CE METL. I MEF CE mission certified as a JTF-capable HQs.

**Phase V: Sustain Readiness**

**Condition/Time Horizon:** Continuous process in execution to sustain and improve the readiness of I MEF CE and MSC HQs.

**Endstate:** Comprehensive training program and assessment processes in execution to maintain desired readiness and mitigate the effects of personnel turnover and emerging requirements.

The subsequent sections of this document provide a more detailed narrative of each pillar shown in Fig. 1 to further describe processes, linkage and components of each necessary to increase readiness. Supporting enclosures are cross-referenced to each pillar. Tasks to CE and MSC HQs assign responsibility, coordinate efforts, define action and mandate compliance with the tenets of the program. Coordinating Instructions are intended to synchronize efforts and resource allocation.

The I MEF MAGTF Development Program is a living document that will be adjusted to address changing operating environments, emerging concepts and relevant tasking; the document will be formally reviewed and revised by stake holders annually. Pertinent enclosures will be updated per Section V. Training is adjusted in accordance with the assessment process and the Commander's Guidance. Revised MAGTF T&R standards have been incorporated into the Program. MAGTF METL review will be coordinated in accordance with the Service Readiness Review plan/schedule.

## II. MAGTF Development Standards and Assessments

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**“The conduct of training in a professional manner consistent with Marine Corps standards cannot be over emphasized”**

*NAVMC 3500.116 MAGTF CE T&R Manual*

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Well-defined standards and a clearly articulated assessment process form a foundational pillar of the I MEF MAGTF Development Program that drive capability development and determine progress towards the required readiness to accomplish wartime missions. Within the I MEF MAGTF Development Program, standards refer to the tasks, conditions and output that define mission capabilities that are required of the I MEF CE and MAGTF, the 1st MEB CE and MAGTF, and the Major Subordinate Commands as ACE, GCE, LCE and MHG element HQs by the Service, Combatant Commanders and the I MEF Commander. Standards define the desired capabilities that inform and dictate the construct of training plans and a rationalized TEEP. Assessments enable Commanders and their staff to gauge progress towards the attainment and sustainment of these capabilities. These assessments facilitate the Commander’s decision to continue, modify or adjust the training continuum.

### STANDARDS

NAVMC 3500.116 defines the tasks that command elements and MAGTFs must execute, train to and assess readiness to execute their wartime mission (core mission). These mission essential tasks (METs) dictate the foundational capability development for the CE and MAGTF and serve as the basis for the I MEF MAGTF Development Program.

**I MEF reports readiness as CE of MEF MAGTF for the following METs:**

- MCT 1.2 Move Forces
- MCT 1.15 Conduct Civil-Military Operations (CMO)
- MCT 2.1 Plan and Direct Intelligence Operations
- MCT 3.1 Conduct Targeting (Using D3A in concert with Joint Targeting Cycle)
- MCT 4.11 Plan and Direct Logistics Operations
- MCT 5.5.1 Integrate and Operate with Joint, Interagency, Intergovernmental and Multinational (JIIM) Organizations
- MCT 5.7 Exercise Command and Control of Air and Ground Forces
- MCT 5.7.4 Plan and Direct Stability Operations

*In accordance with (IAW) Service direction and the I MEF Commander’s guidance, the following JMET is recommended for addition:*

- OP 5.5 Command and Control Joint Force Headquarters

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**I MEF reports readiness as MEF MAGTF for the following METs:**

- MCT 1.1.2 Provide Task-Organized Forces
- MCT 1.12.1 Conduct Amphibious Operations
- MCT 1.12.3 Conduct Prepositioning Operations
- MCT 1.14 Conduct Stability Operations
- MCT 1.3.1 Conduct Maneuver
- MCT 3 Employ Firepower
- MCT 5.5 Conduct Joint and Combined Operations

MEF CE readiness is evaluated by training to event standard in the MAGTF CE T&R Manual. MEF MAGTF readiness is determined by the MAGTF CE training to standard defined by a common MAGTF CE T&R and the MSCs providing defined unit capabilities associated with the MCTs comprising their METL. The common denominators for MEF readiness are the MEF CE METL and MAGTF CE T&R Manual. The relationship between MEF CE and MAGTF METLs is depicted in Figure 2.

MAGTF METL	CE METL	1.2	1.15	2.1	3.1	4.11	5.5.1	5.7	5.7.4
Provide Task Organized Forces	1.1.2	X				X		X	
Conduct Amphib Ops	1.12.1	X		X		X		X	
Conduct Prepo Ops	1.12.3	X		X		X		X	
Conduct C2 of Stability Ops	1.14		X	X	X	X	X	X	X
Conduct Maneuver	1.3.1			X		X		X	
Employ Fire Power	3			X	X	X		X	
Conduct Joint and Combined Ops	5.5			X	X	X	X	X	

Figure 2.

In accordance with CMC Planning Guidance and the I MEF Campaign Plan, 1st MEB will train, prepare and report readiness as the lead echelon of I MEF. MEB CE and MEB MAGTF METLs are derived from the same common Marine Corps Task List as the MEF; additional METs are included that address a wider spectrum of tactical tasks required at the MEB level. MEB MCTs are trained to the same common MAGTF CE T&R Manual event standards as the I MEF CE and MEF MAGTF. MEB training standards are differentiated by scope, scale and response time. **With the understanding that 1st MEB is a scalable force package within I MEF, training at the MEF-level translates to the training of 1st MEB.**

The MAGTF CE T&R Manual that defines MEF and MEB standards is not readily applicable to the MSCs. Without a specific T&R Manual that defines training standards for a

MEF ACE, GCE, LCE and MHG, I MEF's MSCs attain proficiency through compliance with the concepts of this Program, attainment of defined subordinate MCTs required by MEF MAGTF reporting, and the development of appropriate standards for MAGTF elements. Figure 3 summarizes the required supporting MSC MCTs that are assessed ISO MEF MAGTF development. Enclosure (3) provides a detailed I MEF MAGTF METL mapping to each MSC.

MSC	MEF MAGTF Mission Essential Tasks: Supporting MSC MCTs:	TIO Forces	Maneuver	Amphib	MPF	Stab	Firepower	Joint/Combined Ops
		MCT 1.1.2	MCT 1.3.1	MCT 1.12.1	MCT 1.12.3	MCT 1.14	MCT 3	MCT 5.5
1ST MAR DIV	MCT 1.1.12 Provide Task Organized Forces	X						
	MCT 1.6.1 Conduct Offensive Operations		X					
	MCT 1.6.4 Conduct Defensive Operations		X		X	X		
	MCT 1.12.1 Conduct Amphibious Operations			X				
	MCT 1.14 Conduct Stability Operations					X		
	MCT 5.5.1 Integrate with JIM Organizations					X		X
	MCT 3.2.1 Conduct Fire Support Tasks						X	
	MCT 3.2.4 Conduct Ground Delivered Fires						X	
3D MAW	MCT 1.1.12 Provide Task Organized Forces	X						
	MCT 1.3.4 Conduct Assault Support Operations		X	X	X	X		
	MCT 2.2.5.2 Conduct Air reconnaissance		X	X		X	X	
	MCT 5.3.2.7 Conduct Tactical Air Command Center Operations		X	X		X	X	X
	MCT 5.3.5 Control Aircraft and Missiles		X	X		X	X	X
	MCT 3.2.3.1 Conduct Offensive Air Support		X	X		X	X	
	MCT 3.2.3.2 Conduct Offensive Anti-air Warfare			X				
	MCT 1.3.3 Conduct Aviation Operations			X				
1ST MLG	MCT 1.1.12 Provide Task Organized Forces	X						
	MCT 4.1.2 Conduct Ground Supply Operations		X	X	X	X	X	
	MCT 4.4 Conduct General Engineering Operations		X	X	X	X		
	MCT 4.5 Provide Health Services		X	X	X	X		
	MCT 4.6.1 Provide LCE Support Services		X	X	X	X		
	MCT 4.2.2 Conduct Ground Equipment Maintenance		X	X	X	X	X	
	MCT 4.3 Conduct Transportation Operations		X	X	X	X	X	
	MCT 6.8 Conduct Explosive Ordnance Disposal Operations							
IMHG	MCT 1.1.12 Provide Task Organized Forces	X	X	X	X	X	X	X
	MCT 2.1.2 Conduct Intelligence Support							
	MCT 5.1.1 Provide and Maintain Communications							
	MCT 5.3.1.7.1 Estb Spt Arms Liaison to Joint/Combined Forces							
	MCT 6.6 Conduct Law and Order Operations							

Figure 3.

The I MEF MAGTF Development Program is therefore focused on training the MEF CE and MSC HQs to standards defined by the MAGTF CE T&R Manual and appropriate MSC element and identified subordinate unit tasks. The MEF MAGTF and MEB training and readiness standards are concurrently achieved through execution of this Program.

The T&R Program is the Marine Corps' primary tool for planning, conducting and evaluating training, and assessing training readiness. T&R events and event components provide the basis to formulate individual, section and collective training plans, design exercises and build a rationalized TEEP. Identified sustainment intervals define the periodicity to sustain readiness. Conditions identify the constraints that may affect event performance in a real-world environment. Performance standards indicate the basis for judging the effectiveness of training execution. The T&R Program framework requires continual review, adjustment and adaptation to ensure relevancy and application in accordance with the Commander's direction and guidance.

A revision of the MAGTF CE T&R events, event components and sustainment interval is contained within enclosure (1), Training and Readiness Standards. The revised event components aligned to staff section Office of Primary Responsibility (OPR) enable the systematic development of multi-tiered training, managed execution and assessment of

performance. Enclosure (2) provides a summarized visualization of T&R events mapped to the I MEF CE METs and binned by recommended sustainment intervals.

### ASSESSMENT

***Assessment\***: A judgment made by a commander or trainer in order to determine the training proficiency or readiness of a unit in relation to a Mission Essential Task (MET).*

***Evaluation\***: A determination by a commander or trainer regarding proficiency in the tasks, conditions, and standards articulated in the Training and Readiness (T&R) Manual.*

***Assessment/Evaluation Relationship\***: An assessment compares the unit's current level of proficiency, identified through the review of all available training evaluations (defined in the T&R Manuals), and comparing that with the desired level of warfighting proficiency (defined in the MET).*

\*Definitions IAW reference (i), MAGTF Training Program (draft)

In accordance with the MAGTF Development Training Program, assessment is the process that determines the effectiveness of training efforts to enable the Commander's decision making in regards to the readiness of I MEF to accomplish its wartime mission. The process consists of a synchronized evaluation-assessment framework to evaluate training to standard upon completion of a training event or exercise, assess combat readiness via monthly DRRS-Marine Corps reporting, and synthesize resource impacts and capacity to generate a warfighting MAGTF during the quarterly I MEF Summit. This multi-level approach provides integrated readiness perspectives that collectively address the readiness of I MEF to execute its wartime mission based on evaluated training to T&R standards and the impacts of available resources. **Ultimately the Standards and Assessment Pillar enhances current readiness reporting efforts, provides a formal mechanism to evaluate training and integrates I MEF Campaign Plan execution with MAGTF development.** A more detailed examination of the three discreet assessment/evaluation processes provides further clarification of this process.

**Event/Exercise Evaluation.** An internal MEF team, or an externally sourced team will evaluate training in accordance with the MAGTF CE T&R events and event components. The post-event evaluation will inform the Commander's MET assessment and recommend remediation, adjustment and emphasis for future training efforts and TEEP execution. The Performance Evaluation Checklist (PECL, enclosure (1)) provides the framework to observe and evaluate T&R events. Supporting remarks by a trained evaluator or subject matter expert provide depth to the evaluation and guide future training. To ensure T&R event evaluation consistency:

- If 66% or more of the event components were observed and executed to standard, the T&R event is evaluated as "Trained"
- If between 33% and 66% of event components were observed and executed to standard, the T&R event is evaluated as "Partially Trained"

- If 33% or less of event components were observed and executed to standard, the T&R event is evaluated as “Not Trained”

T&R event evaluations determine overall MET training evaluation. If 51% of associated T&R events are evaluated as “Trained” and the rest evaluated as “Partially Trained”, the MET is assessed “Trained/Yes” to standard. If one of the T&R events is evaluated as “Not Trained”, the highest overall MET evaluation that can be assessed is a “Qualified Yes”. A credible evaluation-assessment process can only be realized through the generation of an internal I MEF assessment team cadre that is not associated with the training audience. Enclosure (8) delineates a basic concept to develop and sustain this required capability.

**DRRS-MC Readiness Assessment.** DRRS-MC links resources (people and equipment) to observed training evaluation to assess readiness to accomplish wartime and assigned missions. MCO 3000.13, the Marine Corps Readiness Reporting Standard Operating Procedures, and I MEFO 3000.3, I MEF Policies and Procedures for Reporting in DRRS-MC, delineate reporting requirements and establish procedures to ensure timely, accurate and consistent reporting across I MEF. Analysis of DRRS-MC assessments over time will reveal readiness trends, training challenges and the impacts of resource shortfalls. Commander’s comments identify readiness degraders and future concerns. Revised training standards, improved T&R evaluations, a rational TEEP, CE Section Training and comprehensive collective training events will enhance the quality and value of this critical readiness assessment perspective.

**I MEF Summit.** The quarterly I MEF Summit identifies the impacts of Campaign Plan Lines of Operation and I MEF Capstone Intermediate Objective execution against MAGTF Development. A synthesized readiness assessment of wartime mission capability based on Post-Event/Exercise evaluations and DRRS-MC assessments, coupled with a predictive analysis of potential resource shortfalls and emerging requirements, will enable the Commander’s holistic understanding of the capacity and readiness of I MEF. The synthesized assessment provides a predictive analysis of operational readiness out to 180 days, impacts of GFM requirements and recommended adjustments to the training continuum to meet the Commander’s readiness endstates.

### **III. I MEF Training, Exercise and Employment Plan (TEEP)**

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**“...everything we do must contribute to our combat readiness and combat effectiveness.”**

*36th Commandant's Planning Guidance*

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#### **I MEF TEEP DESCRIPTION AND CONSIDERATIONS**

The I MEF TEEP is a comprehensive listing of all training, exercises and deployments planned for I MEF units and individuals from the team level all the way up to MEF sized MAGTFs. Events originate from a variety of sources including Regional MARFOR HQs, HQMC, and internal to I MEF. Each event supports the achievement of objectives established by Combatant Commanders, the Commandant of the Marine Corps and/or the I MEF Commanding General. The I MEF G-3 maintains the I MEF TEEP and makes every effort to identify, synchronize and schedule events as far out as possible (minimum of three years) in order to facilitate resource allocation and deliberate planning.

The present operational environment is characterized by reduced resources, continued global instability and I MEF's increased emphasis on its role as the USMC's globally deployable warfighting Command Element. In this environment, it is critical that the I MEF TEEP be built around events that efficiently and effectively exercise the I MEF CE and its MSC HQs in a way that builds and sustains operational readiness at the highest level possible while balancing the realities of the day-to-day effort associated with I MEF's garrison force provider role. Creating and maintaining a balanced, integrated, efficient and effective rationalized TEEP is one of three main pillars of the I MEF MAGTF Development Program. Simply, a rationalized TEEP reduces the total number of exercise requirements in favor of increasing the training value of exercises that I MEF chooses. Achieving a rationalized TEEP will require sustained effort, careful management and a willingness to innovate/break away from previous training and TEEP management practices.

For the purposes of the I MEF MAGTF Development Program, TEEP discussions and considerations will focus on the major MEF CE and MSC HQ level events that represent the primary venues where operational proficiency will be exercised and assessed. In simplest terms, while the I MEF METL and T&R Events define “what” I MEF will be ready for, the major TEEP events define in large part “when” and “where” I MEF readiness will be built and evaluated. There is one over-arching question, derived from the I MEF FY 15 Campaign Plan, to consider when selecting these types of major events for inclusion in the I MEF TEEP: **how will the event improve I MEF combat readiness and effectiveness?**

The I MEF MAGTF Development Program provides a methodology to answer this question founded in the training principles associated with UTM and the SAT. As described in the previous section, the I MEF MAGTF Development is based upon the I MEF CE METL, its associated MET output standards and T&R Events. These same standards, along with their respective certification and sustainment intervals, will be used by the I MEF G3 to select exercises and inform the exercise design for I MEF and MSC participation to ensure sustained proficiency and readiness. See enclosure (5) for a generic mapping of MAGTF CE T&R Events to exercises where those events are/could be evaluated. Based on current T&R Manual/Task Master sustainment/certification intervals, a baseline template of MEF CE exercises, supported by MSC HQs, necessary to maintain readiness across all MEF METs includes:

- 2 x Crisis Action Team Exercise (CATEX) per year
- 1 x Strategic Mobility Exercise (STRATMOBEX) per year
- 1 x Pre-Positioning Exercise/event per year
- 1 x Amphibious Exercise/event per year
- 1 x Major Combat Operations/Combined Arms Exercise per year
- 1 x Joint Headquarters/Joint Task Force Exercise (JTFEX) per two years

Taken at face value the template above would dictate six (6) to seven (7) exercises per year for the MEF CE (including MEB and MEF (Fwd) level participation). However, it is possible to combine two or more of the above template events into one event and reduce the TEEP to a manageable level of three (3) to four (4) major events per year while still achieving the required sustainment/certification intervals. For example, using one exercise scenario/timeframe, a CATEX, STRATMOBEX, Pre-Positioning Exercise and JTFEX can all be conducted in one event. While this is a best-case-scenario example, it does illustrate why I MEF will favor events for inclusion on the TEEP that provide an opportunity to address multiple METL requirements and avoid events that only address one (1). The number of major events can be further reduced through the careful selection of collective and MEF CE staff section level training events (not full-MAGTF exercises) dispersed throughout the year. Collective and section level training plans will be described in the next section. Besides using training at the MEF CE and staff section level to add efficiency to the TEEP, the I MEF MAGTF Development Program will also provide a method for some T&R Events to be achieved through the execution of day-to-day operational tasking. Examples of this include T&R events associated with the "Plan and Direct Intelligence Operations" MET and the "Move Forces" MET.

While combat readiness and effectiveness as defined by the I MEF METL based on T&R Events are the prime consideration for TEEP construction, it is not the only one. The ideal I MEF TEEP must also account for:

- I MEF's requirement for regional familiarity in both the PACOM and CENTCOM AOR
- Integration of new technology/equipment experimentation

- Validation of emerging operational concepts
- I MEF and MSC staff capacity
- The realities and limitations of exercise scheduling, scenarios and competing desires of other participants
- Support to MSC Exercises/Events
- Support to Joint Training Events/Requirements

These additional considerations appear to compete directly with the primary consideration of achieving/sustaining I MEF combat readiness today. However, with creativity, innovation and a willingness to do things differently, these considerations are not necessarily “either-or” propositions. The I MEF MAGTF Development Program will factor all considerations into the selection and shaping of I MEF TEEP events. It will require frequent communication and coordination with stakeholders at the Service and MARFOR level to create a TEEP that balances PACOM/CENTCOM engagement, includes opportunities for technological and conceptual experimentation, preserves I MEF and MSC staff capacity and accounts for the limitations of specific events all while addressing our warfighting training priorities. Figure 4 provides an illustration of the FY16-17 TEEP currently in development. Enclosure (4) contains descriptions of the major exercises to be executed over that two year continuum.

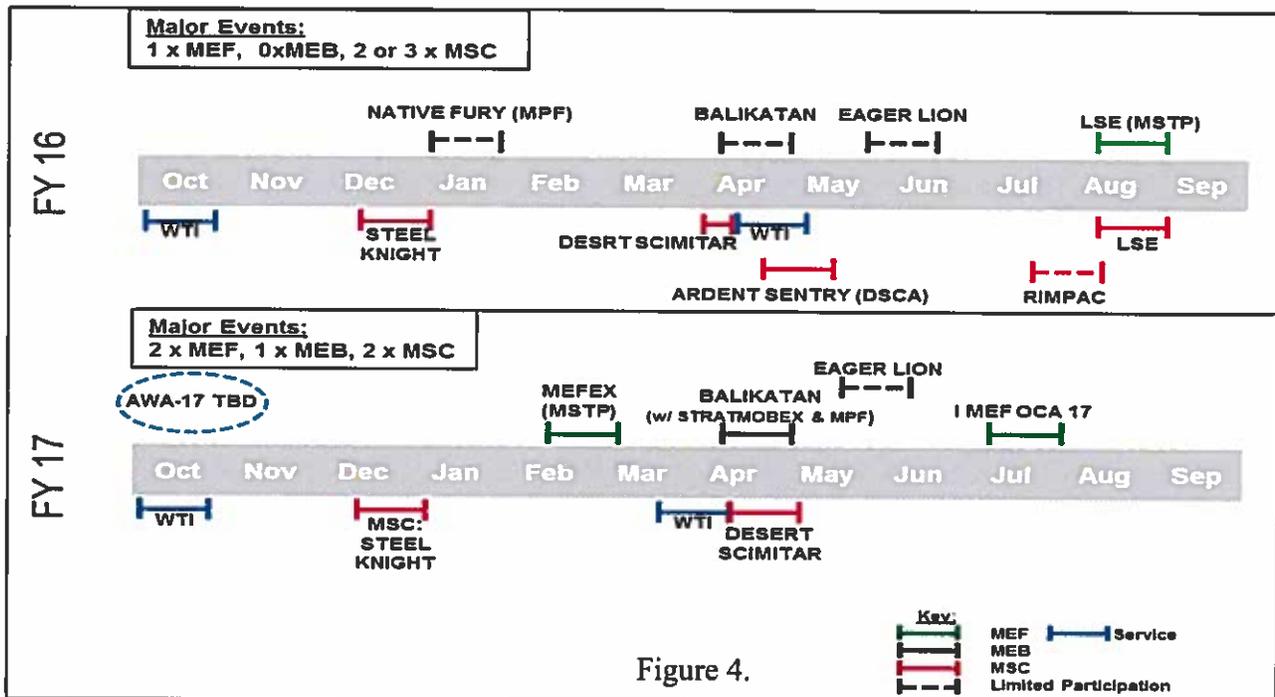


Figure 4.

### TEEP PROCESS

I MEF will use the following basic process to develop and refine its TEEP annually:

- During the first quarter (e.g. during Oct 2015 for the FY 17 & 18 TEEP), the G-3 FOPS MAGTF Development Cell reviews the current status of MEF operational readiness

- using the preceding year's assessment/evaluation data and the assumptions associated with the current year's TEEP IOT identify and/or validate MEF CE training priorities for the following two FYs and any needed adjustments to the current FY TEEP.
- Also during the first quarter, the G-3 FOPS MAGTF Development Cell will coordinate a I MEF TEEP Conference with MSC, adjacent headquarters, Service and MARFOR representatives to identify opportunities, match opportunities to requirements and develop initial COAs for the following two FYs. The developed COAs will then be refined via feedback and discussion at the MARFORPAC TEEP Conference, the MARFORPAC G-3/5/8 Summit and the USMC Force Synchronization Conference.
  - NLT the end of the first quarter, the refined COAs for the following two FYs are presented to the CG, I MEF for decision/approval. This timing facilitates the development of specific exercise objectives and guidance in time for exercise life cycle events starting the following quarter.
  - During the third quarter of each year, the MAGTF Development Cell will coordinate a mid-year review TEEP conference with all the same organizations represented to validate or modify the current FY and following two FY TEEPs based on new training requirements/priorities, emerging opportunities, changes in resource allocation, etc.
  - Throughout the year, the MAGTF Development Cell will provide input to the new Service-level TEEP as directed via the various coordination venues and tools in use. Additionally, the MAGTF Development Cell will ensure that service guidance regarding MEF MAGTF training and exercise requirements is incorporated into all TEEP COAs.

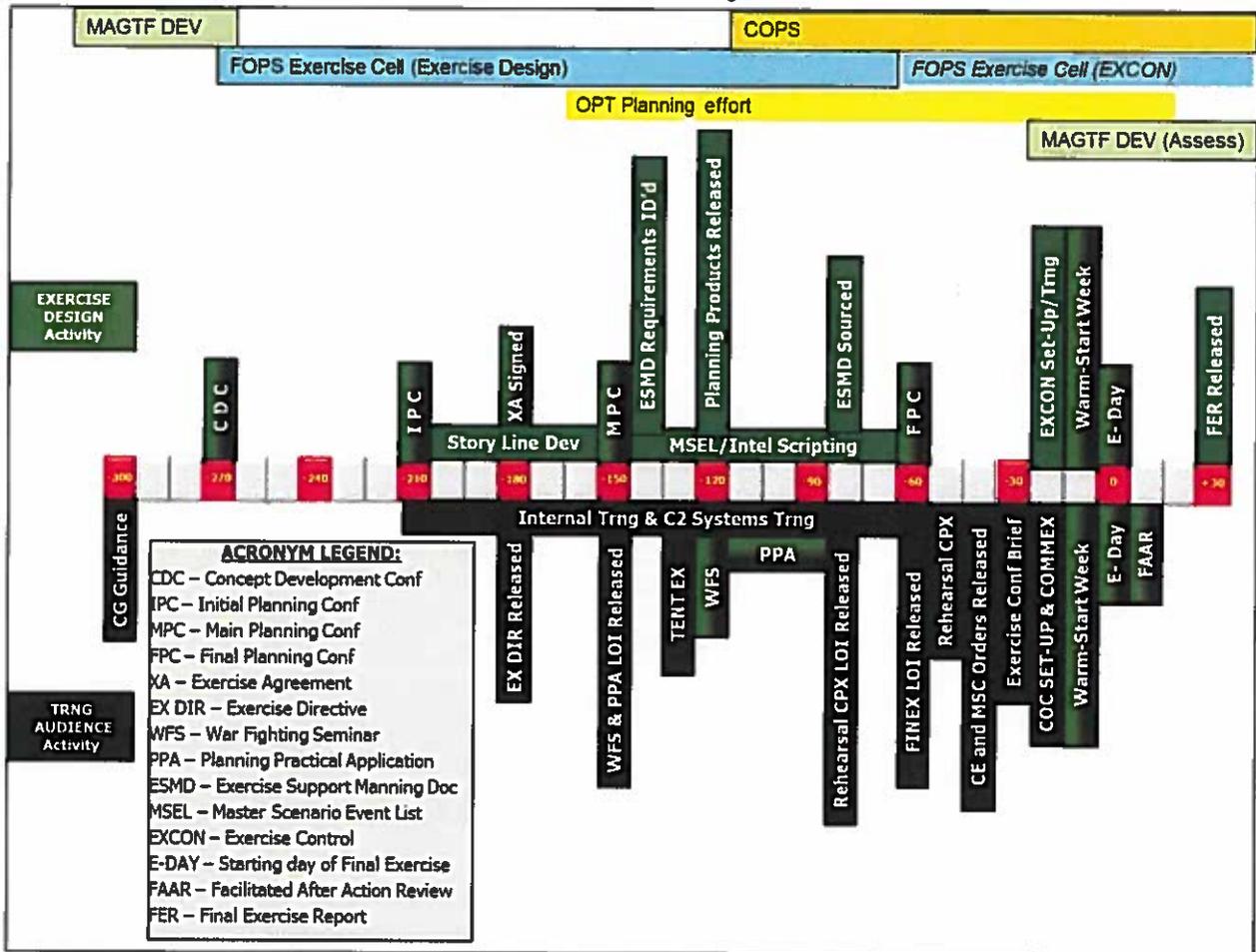
### **EXERCISE DESIGN**

The decision on what events will comprise the I MEF TEEP is the start, not the end, of the I MEF MAGTF Development Program TEEP process. Once that decision is made by the I MEF Commanding General, each event must be carefully engineered through the Exercise Life Cycle (ELC), or Joint Exercise Life Cycle (JELC) for joint events, to ensure the exercise is conducted in a manner that achieves the vision and objectives established by the I MEF MAGTF Development Program. The ELC for an exercise includes events occurring up to a year before the exercise is executed and typically one month after the exercise concludes. Figure 5 depicts a basic template that will be customized depending on the exercise scope and level of autonomy I MEF has in the exercise design. A large exercise with multiple objectives and supported by the MAGTF Staff Training Program (MSTP), a MARFOR, or a GCC (e.g. BALIKATAN or LSE) will typically have a longer ELC with less flexibility than an exercise with a single focus conducted internally (e.g. PACIFIC HORIZON).

Regardless of scope or I MEF autonomy, the first step in the Exercise Design process is for the I MEF G-3 to present recommended exercise objectives to the I MEF CG based on a refined analysis of the T&R Event/Exercise Map, enclosure (5). This analysis, conducted by the MAGTF Development Cell in coordination with (ICW) staff and MSC stakeholders, factors in all the TEEP considerations listed above applied to the selected events to identify the necessary

components of each event required to build and/or sustain I MEF warfighting readiness. Once the exercise objectives for each event are approved, the MAGTF Development Cell transitions the exercise planning/design over to the I MEF G-3 Exercise Cell to carry out the specific exercise design requirements for each event. The transition from the MAGTF Development Cell to the Exercise Cell is the second step in the process and centers around the Concept Development Conference (CDC) attended by representatives from both cells to ensure that the I MEF CG's vision and intent are understood. Concurrent with the transition of exercise planning/design to the Exercise Cell is the initial build of the exercise manning document.

### Exercise Event Template



↓space

Figure 5.

Normally, CDCs occur 10-12 months prior to the exercise execution, requiring early engagement with the I MEF CG and approved initial exercise objectives, on average, one (1) year out. Following the transition to the I MEF G-3 Exercise Cell, the remaining exercise design requirements (shown in green boxes above the time line in fig. 5) are executed. If a specific exercise is supported by MAGTF Staff Training Program (MSTP) or a similar organization, the Exercise Cell coordinates with those organizations on the execution of the remaining Exercise Design requirements. One of the initial tasks that must be finalized as soon as possible, following the CDC, is the scheduling of those exercise design activities in a manner that is

synchronized with the training audience (MEF CE and MSC HQs) activities shown in black boxes/below the timeline in Fig. 5. Training audience activities will be discussed in more detail in the next section.

### EXERCISE ENVIRONMENTS

The MAGTF CE T&R Manual stipulates the exercise environment for evaluating E-coded events (all 9000 level T&R events are E-coded). All MAGTF CE T&R events can be conducted either in live environments, simulated environments or a combination of live and simulated environments. The flexibility afforded by the use of simulated exercise environments, which includes the use of friendly and enemy constructive forces, supported by simulation systems such as the Marine Tactical Warfare Simulation (MTWS), as well as virtual forces, utilizing tactical ground and aviation platform simulators, is of great benefit to the MEF CE and MSC HQs. Exercise designers will integrate Live-Virtual-Constructive (LVC) exercise environments into major TEEP event where appropriate in order to efficiently expand the exercise force list (and add stress to the training audience span of control) through the use of virtual and constructive forces while retaining the real-world friction (which tests the training audience processes and operational flexibility) that comes through the exercise of live forces.

A well-known challenge of the current I MEF operating environment is the shortage of amphibious shipping which limits amphibious training opportunities for MAGTF CEs above the MEU level. When developing the I MEF TEEP and selecting the timing of amphibious exercises such as DAWN BLITZ, the availability of amphibious shipping is a key consideration, as there is no substitute for the experience gained through exercising C2 of amphibious forces from underway L-Class ships. However, it will often be the case where THIRD Fleet's ability to reliably provide sufficient L-Class ships underway to support a MEB or higher level amphibious MAGTF exercise is challenged, conflicts with other events or disrupts MEU PTP. Again, creative application of the LVC exercise construct is the best way to mitigate the challenge of amphibious shipping availability. Coordinating the use of L-Class ships' C2 spaces pier-side and/or using shore-based simulation facilities linked to live and constructive forces can be a suitable and more reliable alternative to the sole use of live underway shipping. Additionally, the use of and experimentation with alternative amphibious platforms such as LCS, LMSR, TAK-E and CVs to augment L-Class shipping as sea based C2 venues will be pursued and included in amphibious exercises whenever practical. **The I MEF MAGTF Development Program must integrate our THIRD Fleet and Expeditionary Strike Group (ESG)-3 partners into our training through proactive platform scheduling two years out and exercises/collective training that emphasizes Naval Integration.**

## **IV. Training Plans**

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**“...in all that we do, we should seek to reduce the dissimilarity between how we conduct ourselves in combat and garrison.”**

### ***36th Commandant's Planning Guidance***

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#### **I MEF TRAINING APPROACH**

The third pillar of the I MEF MAGTF Development Program is collective and staff section training, which is the method by which the I MEF staff will build and sustain warfighting readiness and operational proficiency at the individual, team and staff-section level. While garrison/force-management tasks are important and will be executed, the I MEF operational mission requires that **every Marine and Sailor assigned to the I MEF staff will maintain proficiency in the warfighting skills commensurate with their billet, grade and MOS.**

Training plans will be linked to the major TEEP events described in the previous section providing logical, progressive and relevant periods of instruction building individual skills and process proficiency needed to succeed during the next exercise or deployment. The I MEF METL and MAGTF CE T&R standards form the foundation of training plans while the tenets of UTM and SAT directly apply. These plans will be developed and managed at two levels. First, the I MEF G-3 will develop an annual collective staff training plan primarily influenced by the TEEP. Second, each I MEF staff section will develop more detailed training plans describing the individual and section specific training requirements. Both levels/types of training plans are described in more detail below.

#### **COLLECTIVE TRAINING**

**The I MEF G-3, primarily via the FOPS MAGTF Development Cell, is responsible for developing and managing the execution of the I MEF collective training plan.** See enclosure (6) for the FY15 collective training plan. This plan is derived from the I MEF METL, associated T&R Events, ongoing assessments/evaluations, doctrine, emerging concepts/technology, I MEF Tactical SOP (TACSOP) and the approved TEEP. Each exercise on the TEEP has an associated set of training audience events (see Fig. 5). From a collective training perspective, there are three (3) pre-exercise training audience events that will be incorporated into the collective training plan:

- Warfighting Seminar/Academic Week (focused/tailored academic instruction specific to an upcoming exercise)
- Planning Practical Application (PPA – deliberate operational planning process ISO exercise scenario)

- “TENTEX”/CPX (validates command post configuration & processes)

Additional elements of the collective training plan include:

- Professional Military Education (PME)
- CATEXs
- Table Top Exercises (TTX)
- Battle Simulation Center (BSC) Practical Application (MTWS supported)
- STRATMOBEXs/Force Deployment Planning and Execution Events
- Visits/Staff Rides
- Other cross-functional events identified by staff sections (e.g. FST-J, MPF EX BRILLIANT SCEPTER)

In general, the collective training plan events include all types of training, education and practical application that are cross-functional in nature, five (5) days or less in length and support the staff readiness for a major TEEP event. The intended audiences for collective training plan events, if not specifically designated, are SNCOs and Officers assigned to the I MEF staff and MSC HQs. **In all cases the intent is to enhance/sustain the collective proficiency of the MAGTF through the execution of professionally constructed and delivered training or education.** The training audience has a critical role in achieving this intent, which is to come to the training prepared to engage at the level associated with a MEF staff officer. At a minimum, this means that all “homework” is completed before the event occurs. While the I MEF G-3 manages the execution of the plan through the MAGTF Development Cell, most events will have a designated action officer from the most logical staff section to oversee the detailed coordination and planning. Again, see enclosure (6) for staff section OPR assignments for FY 15 collective training events. The frequency of collective training will vary from month to month. For FY 15 there are 36 total events, averaging two (2) to four (4) events per month; seventeen (17) of these are PME sessions intended to refresh the staff’s understanding of warfighting doctrine and/or expose the staff to emerging concepts and technology.

### **STAFF SECTION TRAINING PLANS**

Staff Section training plans are the key to establishing I MEF CE’s operational proficiency. **It is at the staff section level where the warfighting mindset and readiness of the individual Marines and Sailors assigned to the I MEF staff is nurtured and grown.** Enclosure (7) is a representative template that each I MEF staff section will use to develop their section training plans to build and sustain their combat readiness. Additional reference materials used in the development of section training plans include I MEF Performance Evaluation Checklists (enclosure (1)), T&R Mapping (enclosure (2)), the FY 15 Collective Training Plan (enclosure (6)), other function specific T&R Manuals, Section T/O, I MEF TACSOP and Section

SOPs. IAW enclosure (7), section training plans are divided into five (5) parts described in more detail below.

**Part 1 of the section training plan documents the METs, T&R Events, Operational Functions, Battle Rhythm events/drills falling under the cognizance of the staff section.** In other words, “what” the section is training itself to do. See enclosure (2) for a breakdown of MET and T&R OPR assignments by staff section. Section (A) of part 1 lists METs and associated output standards which serve as a macro-level guide to what staff sections need to be able to perform in an operational context. Section (B) of part 1 lists, at a minimum, the 9000 level T&R events associated with the METs the staff section is responsible for. Enclosure (1) has grouped T&R events and event components with the METs they support. In addition to the 9000 level events staff sections are encouraged to pull 1000-8000 level T&R tasks from functional T&R manuals related to their staff section’s operational roles. Sections (C) and (D) are where staff sections list their operational functions and battle rhythm events/battle drills respectively pulled from SOPs. In building part 1 of the section training plans, it is very possible that a section will identify gaps in output standards and/or T&R events and their associated components. If such gaps or inaccuracies are identified, sections will document them and have the latitude to develop internal standards, etc that better reflect their operational output or processes.

**Once a staff section has identified what skill proficiencies and standards it is training towards, the next step is to document “who” is required to be trained.** This documentation is carried out in Part 2 of the section training plan. This section lists EVERY billet individually that collectively would comprise the staff section in support of a full MEF-level CE conducting a major combat operation by rank and MOS. Additionally, individual training requirements associated with each billet, the name/rank/MOS of the actual billet holder, the date the billet holder’s tour began, the expected rotation date and whether or not the billet description and turnover folder exist are also listed. Frequent personnel turnover is a fact of life on the I MEF staff and a major driver of degraded operational readiness across the CE. **The negative effects of personnel turnover will be mitigated at the section level by having an updated operational billet description, turnover folder for operational tasks and pre-determined individual operational training requirements for EVERY billet on the section’s operational T/O.** The expectation is that as the incumbent billet holder’s replacement is identified, his qualifications are determined and training is scheduled to eliminate any gaps. Upon arrival to the I MEF staff section, the replacement is able to reference their billet description and turnover folder, attend required training (scheduled before their arrival) and assume their operational role rapidly and with minimal drop-off in terms of overall staff section proficiency and capacity.

**Parts 3 and 4 of section training plans document the “how” and “when” the training requirements identified in parts 1 and 2.** Part 3 is focused on identifying external training resources typically associated with individual training requirement gaps listed in part 2. These include formal TECOM or other service sponsored courses (e.g. ATFP Lvl II), local training venues (e.g. MISTC, EOTG) and on-line/distributed learning courses (e.g. MarineNet, JKO). It is important to link the desired resource to a MET, T&R Event or identified section function from part 1 and the billet line number requiring the training from part 2 in order to justify the course seat. The I MEF G-3 Training Cell will consolidate formal school requirements and coordinate with TECOM via the Training Input Plan (TIP) process to acquire the necessary school quotas. Part 4 documents the staff section’s plan to conduct internal training and education events. It is basically a standard training schedule format, which sequentially lists classes or practical application events conducted internal to staff section, also linking the training to requirements in part 1.

**Part 5 of the section training plan is a calendar depiction of all the events from parts 3 and 4.** Staff sections can access a calendar template on the MAGTF Development SharePoint site at the following URL:

<https://eis.usmc.mil/sites/imef/G3/FOPS/MAGTFDP/SitePages/Home.aspx>

Section training plans are living documents with the flexibility to adjust to new priorities and emerging requirements. The basic battle rhythm for section training plans is an annual submission to the I MEF G-3 MAGTF Development Cell in September for the following FY with a mid-year review in March. For FY 15, sections will develop and submit plans NLT 1 June for the remainder of the year.

## **V. Tasks and Coordinating Instructions**

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**“Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity.”**

*- General George S. Patton, Jr*

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### **TASKS**

#### **I MEF CE (General and Special Staff)**

1. Attain wartime readiness as the Command Element of I MEF IAW MEF CE METL (reference (1)) through the execution of the tasking, requirements and concepts of the I MEF MAGTF Development Program. Apply rigor to monthly DRRS-MC readiness assessment through the utilization of I MEF PECL (enclosure (1)).
2. Support the attainment of I MEF MSC readiness to accomplish wartime mission as MAGTF element (ACE, GCE, LCE and MHG) HQs IAW MEF MAGTF METL (reference (1)).
3. Assume responsibilities as MAGTF T&R event managers per enclosure (2) designation. Responsibilities include T&R event, event component, standards and conditions revisions and integration into TEEP design, collective training, section training Plans, and TEEP events.
4. Develop, execute and assess FY 15 Section Training Plans IAW Section IV guidance and the template in enclosure (7), and submit to the G-3 FOPS MAGTF Development Cell NLT 1 July 2015. Thereafter, Section Training Plans will be submitted annually NLT 1 Oct for the year in execution.
5. Actively participate and support I MEF collective training plan IAW enclosure (6).
6. Develop and BPT support I MEF internal exercise/event assessment capability IAW Section II, enclosure (1), and enclosure (8).
7. Refine and update I MEF TACSOP as appropriate.

#### **G-1**

1. Develop event components, standards and conditions for CE-PERS-9001 NLT 1 May 2015. Coordinate with the G-3 MAGTF Development Cell in executing this task.

2. Maintain and resource the I MEF CE manning document.
3. ICW G-3 and MSCs, identify manpower management shortfalls and impacts to warfighting readiness

#### **G-2**

1. Assume responsibility for management, assessment, training and review of MCT 2.1, Plan and Direct Intelligence Operations.

#### **G-3**

1. Serve as the OPR for management and execution of the I MEF MAGTF Development Program. Form a MAGTF Development Cell to provide a consistent and enduring management of the Program.
2. Assume responsibility for the management, assessment, training and review of MCT 1.15, Conduct Military Operations (CMO); MCT 3.1, Conduct Targeting (Using D3A in concert with the Joint Targeting Cycle); MCT 5.5.1, Integrate & Operate with Joint, Interagency, Intergovernmental & Multinational (JIIM) Organizations; MCT 5.7, Exercise Command and Control of Air and Ground Forces; and OP 5.5, Command and Control of Joint Force Headquarters (recommended addition requiring Service approval).
3. ICW the G-5, Assume responsibility for management, assessment, training and review of MCT 5.7.4, Plan and Direct Stability Operations.
4. Develop and manage a rationalized two year TEEP IAW Section III, figure 4 and enclosure (4) NLT 1 May 2015.
5. Coordinate a semi-annual I MEF TEEP Conference to refine input and support synchronization of the I MEF and Service TEEP.
6. Develop exercise concepts aligned to T&R events IAW Section III and enclosure (5), and manage exercise life cycles for MEF level exercises IAW Section III and figure 4.
7. Plan, coordinate and integrate CATEXs and STRATMOBEXs into the collective training plan IAW Section IV to validate I MEF force generation and deployment.
8. ICW each staff section, collate and maintain visibility of I MEF CE section training plans IAW Section IV.
9. ICW I MEF IG, incorporate section plan reviews into the command inspection schedule.
10. Develop, coordinate and manage the I MEF Collective Training Plan to include an annual PME plan IAW Section IV and enclosure (6).

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11. Develop an internal MEF assessment capability to evaluate T&R event component execution during exercises and collective training IAW Section II and enclosure (8). Apply T&R event evaluation to METL assessment and the adjustment of future training efforts.
12. Coordinate DRRS-MC reporting and provide monthly summary to CG, I MEF highlighting process compliance and readiness trends IAW Section II and reference (e).
13. Conduct a quarterly synthesized readiness assessment linked to campaign plan execution during the I MEF Summit IAW Section II.
14. Maintain the staff lead to identify inconsistencies, discrepancies and required revisions to the I MEF METL (CE and MAGTF) and MAGTF CE T&R Manual IOT influence Service readiness standards and posture. Coordinate appropriate attendance at Service Readiness Conferences.
15. ICW the staff, coordinate MAGTF development supporting efforts to develop and or refine the I MEF CE manning document, table of equipment, deployment echelons, command post configuration and operations, tactical SOP (TACSOP), and crisis action planning SOP.
16. ICW the G-4 and MSCs, identify equipment shortfalls and impacts to warfighting readiness.
17. ICW G-4 and G-5, develop force deployment data for the I MEF CE and a notional MEF.
18. ICW the I MEF IMO, develop a I MEF MAGTF Development SharePoint site NLT 1 April 2015 consisting of MAGTF Development products, assessments, and exercise and collective training AARs.
19. Develop an electronic pubs library consisting of warfighting and doctrine Service and Joint publications, articles and periodicals.
20. Assume CE lead for amphibious and prepositioning capability development.
21. Develop and incorporate Live-Virtual-Constructive concepts into collective training and exercises. Develop discrete training packages that focus on the exercise of specific warfighting functions and are readily accessible to support near-immediate training requirements.

#### **G-4**

1. Assume responsibility for management, assessment, training and review of MCT 1.2 Move Forces and MCT 4.11 Plan and Direct Logistic Operations.
2. Resource and maintain the I MEF table of equipment.

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3. ICW G-3 and MSC, identify equipment shortfalls and impacts to warfighting readiness.
4. ICW G-3 and G-5, develop force deployment data for the I MEF CE and notional MEF.

#### **G-5**

1. Develop, coordinate and incorporate experimentation and emerging concepts into MAGTF development efforts through inclusion in collective training and exercises.
2. Integrate and evaluate Science and Technology (S&T) opportunities.
3. ICW G-3 and G-4 develop force deployment data for the I MEF CE and a notional MEF.
4. ICW G-3, identify, assess and incorporate OPLAN/CONPLAN tactical tasks and operational concepts into the I MEF MAGTF Development Program. ICW the I MEF MSCs, identify OPLAN/CONPLAN contingency sourcing in support of the Force Synchronization Conference sourcing efforts.
5. Identify, develop and coordinate Phase 0 engagements that support OPLAN/CONPLAN requirements and MAGTF development efforts.
6. Per the Commander's guidance and ICW G-3, develop a long term vision for MAGTF development that informs future capability development through the I MEF Capstone 2015-2018 revision.
7. ICW G-3, shape future Service Campaign Plan development to reflect I MEF MAGTF development.

#### **G-6**

1. Identify critical C4I equipment shortfalls and develop a mitigation strategy to alleviate the impacts to I MEF CE readiness.

#### **G-8**

1. Acquire funding streams through Program Objective Memorandum (POM) development and annual budgeting to support the I MEF MAGTF Development Program.
2. Incorporate I MEF MAGTF Development Program requirements into the Cost to Run a MEF (C2RAM) efforts and analysis.

**SJA**

1. Develop event components, standards and conditions for CE-LAW-9001 NLT 1 May 2015. Coordinate with the G-3 MAGTF Development Cell in executing this task.

**Major Subordinate Commands (1st MARDIV, 3d MAW, 1st MLG, I MHG)**

1. Attain desired readiness as I MEF MAGTF GCE, ACE, MLG and MHG HQs IAW the prescribed guidance, concepts of the I MEF MAGTF Development Program and requirements listed in enclosure (3).
2. Develop recommended MSC HQs METs and internal 8000-level T&R events, event components, conditions and standards for a MEF GCE, ACE, LCE and MHG HQs NLT 1 Aug 2015.
3. Develop subordinate training plans and sustain proficiency through participation in MAGTF collective training plans and TEEP exercises.
4. Assess readiness as MAGTF elements through DRRS-MC reporting and an MSC internal assessment of identified MCTs summarized in Figure 3 of Section II.
5. Comply with DRRS-MC reporting IAW reference (e) (I MEFO for Readiness)
6. Actively participate in I MEF synthesized assessment with specific emphasis on MSC existing and projected capabilities, capability gaps, shortfalls and impacts, and requested assistance from I MEF

**COORDINATING INSTRUCTIONS**

1. Enclosures provide further guidance and information, templates, and process descriptions to facilitate execution of the I MEF MAGTF Development Program.
2. TEEP Conference, I MEF Summit and USMC Force Synchronization Conference processes and agendas will be provided under separate cover.
3. The I MEF MAGTF Development Program will be formally reviewed and revised annually. In-stride program adjustments and process deviation must be approved by G-3, I MEF.
4. The I MEF MAGTF Development Program points of contact:
  - I MEF G-3: Col Matt Jones/760-725-9141/ [matthew.l.jones@usmc.mil](mailto:matthew.l.jones@usmc.mil)
  - I MEF G-3 Future Operations Officer: Col Doug MacIntyre/760-725-9191/ [douglas.macintyre@usmc.mil](mailto:douglas.macintyre@usmc.mil)

- I MEF G-3 Deputy Future Operations Officer: LtCol Woody Page/760-763-6725/  
[durward.page@gbr@usmc.mil](mailto:dwurward.page@gbr@usmc.mil)
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[baron.harrison.ctr@usmc.mil](mailto:baron.harrison.ctr@usmc.mil)
- I MEF Readiness Analyst: Mr Reggie Williams/760-763-4769/  
[reginald.williams3@usmc.mil](mailto:reginald.williams3@usmc.mil)



**OPR ASSIGNMENTS FOR MAGTF CE TRAINING AND READINESS EVENTS**

**G2**

CE-INTEL-9001 Plan and coordinate for collection management  
CE-INTEL-9002 Analyze and Synthesize Information  
CE-INTEL-9003 Coordinate full spectrum Intelligence operations

CE-INTEL-9004 Evaluate the threat

CE-INTEL-9005 Prepare intelligence products

CE-INTEL-9006 Integrate Joint, National, and Foreign Intelligence Support

**COPS**

CE-CBRN-9001 Plan and direct CBRN operations

CE-OPS-9001 Establish and conduct Combat Operations Center (COC) Ops

CE-OPS-9006 Plan and direct force protection

CE-EXPO-9001 Plan and Direct Amphibious Operations

**FOPS**

CE-OPS-9008 Plan and Direct Humanitarian Assistance and Disaster Relief

CE-OPS-9009 Plan and Direct helicopter/tiltrotor-borne operations

CE-OPS-9010 Plan and direct a raid

CE-PLAN-9004 Composite MAGTF from Forward Deployed Forces

**FECC**

CE-FIRE-9001 Plan and Direct Non-lethal and Lethal Attacks

CE-FIRE-9002 Develop targeting objectives, guidance and Intent

CE-FIRE-9003 Develop, Validate, Nominate, and Prioritize Targets

CE-FIRE-9004 Conduct targeting capabilities analysis

CE-FIRE-9005 Plan and Direct Time Sensitive Target Engagement

CE-FIRE-9006 Apportion firepower resources

CE-IO-9001 Plan and Direct Information Operations

CE-OPS-9007 Plan and Direct Defense Support to Civil Activities

CE-STAB-9001 Plan and direct Civil Military Operations

**G4**

CE-LOG-9002 Plan and direct transportation operations

CE-LOG-9003 Plan and Direct Supply Operations

CE-LOG-9004 Plan and direct general engineering operations

CE-LOG-9005 Provide and Direct Maintenance Operations

CE-LOG-9006 Provide and direct health services

CE-LOG-9007 Plan and direct services

CE-LOG-9008 Prepare forces for movement

CE-LOG-9009 Plan and direct Reception, Staging, Onward movement, and Integration (RSO&I)

CE-LOG-9010 Identify lift requirements

CE-LOG-9011 Plan and direct embarkation/debarkation operations

CE-LOG-9012 Develop logistics plans and orders

**G5**

CE-PLAN-9003 Plan and direct force deployment/redeployment using JOPES

CE-OPS-9005 Plan and direct theater security cooperation activities

**G6**

CE-COMM-9001 Plan and direct communications Information systems operations

**G8**

CE-BUOG-9001 Plan and direct budgeting and accounting

**CROSS FUNCTIONAL**

CE-JOPS-9001 Integrate with Joint Forces and Interagency Organizations

CE-JOPS-9002 Integrate with Multinational Forces and/or

CE-JOPS-9003 Integrate with Special Operations Forces

CE-JOPS-9004 Plan and Direct Support to Security Force Assistance (SFA)

/Foreign Internal Defense (FID)

CE-LOG-9001 Plan and Direct Maritime Prepositioning Force (MPF) Operations

CE-OPS-9002 Conduct Assessment

CE-OPS-9003 Direct the execution of the operational plans

CE-OPS-9004 Plan and coordinate *GROUND CONVOY OPERATIONS*

CE-PLAN-9001 Prepare plans and orders

CE-PLAN-9002 Plan and direct force reconstitution/*redeployment*

CE-STAB-9002 Plan and direct Stability Operations

**G1**

T&R event to be developed

**SJA**

T&R event to be developed

BLUE FONT indicates a T&R Event that has been refined within I MEF

Performance Evaluation Checklists (PECL) associated with each MET/ T&R Event can be located at the following URL:  
<https://els.usmc.mil/sites/imef/G3/FOPS/MAGTFDP/SitePages/Home.aspx?RootFolder=%2Fsites%2Fimef%2FG3%2FFOPS%2FMAGTFDP%2FShared%20Documents%2FFECL&FolderCTID=0x01200061613671E95C644A8378342CEBE3CA35&View={1BB9483D-D82E-48DB-ACB3-3C6F701DB899}>

T&R Event Mapping

**MEF Summary**  
 MCT 1.2 Move Forces  
 MCT 1.15 Conduct Civil-Military Operations (CMO)  
 MCT 2.1 Plan and Direct Intelligence Operations  
 MCT 3.1 Conduct Targeting (Using ICA in Concert with the  
 MCT 4.11 Plan and Direct Logistics Operations  
 OP-15 Command and Control Joint Force HQ  
 MCT 5.5.1 Integrate & Operate with (JIM) Organizations  
 MCT 5.7 Enhance Command and Control of Air and Ground Forces  
 MCT 5.7.4 Plan and Direct Stability Operations

<sup>1</sup>'S' in T&R is actually 'I' Mo

Event is derived from internal MEF analysis, not in T&R manual

Supplement	Mission Essential Tasks	OPR	Move	CMO	Intd	Target	Log	JTF HQ	JIM	C2	Sub
6 Months	CE-OPS-2002 Plan and Direct (E)COT (RTT) Bases Operations	G-3									
	CE-OPS-2010 Plan and Direct a Base	G-3									
	CE-OPS-2004 Plan and Coordinate Ground Convoy Operations	G-3	X								
	CE-OPS-2001 Plan and Direct Base, Afloat and (Light) Assets	G-3									
	CE-OPS-2003 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2004 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2005 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2006 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2007 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2008 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2009 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2011 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2012 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2013 Develop, Plan, Coordinate, Coordinate and Report	G-3									
	CE-OPS-2014 Develop, Plan, Coordinate, Coordinate and Report	G-3									
12 Months	CE-OPS-2001 Plan and Direct (CBRN) Operations	G-3									
	CE-OPS-2002 Integrate Joint, National, and Foreign Intelligence Support	G-3									
	CE-OPS-2003 Integrate with Joint Forces and Intelligence Organizations	G-3									
	CE-OPS-2004 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2005 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2006 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2007 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2008 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2009 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2010 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2011 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2012 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2013 Integrate with Multinational Forces (MO) Interoperability	G-3									
	CE-OPS-2014 Integrate with Multinational Forces (MO) Interoperability	G-3									
	18 Months	CE-OPS-2001 Plan and Direct Support to Security Force Assistance (SFA)	G-3								
CE-OPS-2002 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2003 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2004 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2005 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2006 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2007 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2008 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2009 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2010 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2011 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2012 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2013 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
CE-OPS-2014 Plan and Direct Support to Security Force Assistance (SFA)		G-3									
24 Months		CE-OPS-2001 Plan and Direct Civil Military Operations (CMO)	G-3								
	CE-OPS-2002 Integrate with Special Operations Forces	G-3									
	CE-OPS-2003 Integrate with Special Operations Forces	G-3									
	CE-OPS-2004 Integrate with Special Operations Forces	G-3									
	CE-OPS-2005 Integrate with Special Operations Forces	G-3									
	CE-OPS-2006 Integrate with Special Operations Forces	G-3									
	CE-OPS-2007 Integrate with Special Operations Forces	G-3									
	CE-OPS-2008 Integrate with Special Operations Forces	G-3									
	CE-OPS-2009 Integrate with Special Operations Forces	G-3									
	CE-OPS-2010 Integrate with Special Operations Forces	G-3									
	CE-OPS-2011 Integrate with Special Operations Forces	G-3									
	CE-OPS-2012 Integrate with Special Operations Forces	G-3									
	CE-OPS-2013 Integrate with Special Operations Forces	G-3									
	CE-OPS-2014 Integrate with Special Operations Forces	G-3									

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Command Element and Major Subordinate Command (MSC) Marine  
Common Task (MCT) Mapping

Enclosure (3) can be found at the following URL:

<https://eis.usmc.mil/sites/imef/G3/FOPS/MAGTFDP/SitePages/Home.aspx>

## Exercise Descriptions

ARDENT SENTRY (AS) - Ardent Sentry is one of USNORTHCOM's "Tier 1" exercises, designed to train the command headquarters and its components for their mission of providing defense support of civil authorities (DSCA). The scenarios challenge the NORTHCOM commander, and his staff to monitor disasters or potential disasters and anticipate/respond to requests for defense support that could augment civilian first responders. Robust DOD and Inter-agency participation include the National Guard, U.S. Strategic Command, the Defense Threat Reduction Agency, Federal Emergency Management Agency (FEMA), FBI, Coast Guard, and Energy Department among others. The exercise incorporates a command post exercise at the NORAD and NORTHCOM headquarters at Peterson Air Force Base, Colo., and at its service component headquarters: AFNORTH at Tyndall Air Force Base, Fla.; ARNORTH at Fort Sam Houston, Texas; MarForNorth in New Orleans; and the newly established NavNorth, part of U.S. Fleet Forces Command. Ardent Sentry can include field training exercises that extend from the waters south of Alaska to the southern tip of Florida.

BALIKATAN (BK) – Annual exercise conducted with the Armed Forces of the Philippines (AFP). BK has three lines of effort, Command Post Exercise (CPX) or Staff Exercise (STAFFEX), Field Training Exercise (FTX), and Humanitarian Civic Assistance (HCA) activities. The primary focus for BK is a combined and joint CPX or STAFFEX designed to increase AFP capabilities in operating in a humanitarian assistance disaster relief situation or defense of the Philippines scenario. The CPX/STAFFEX scenario focus alternates between these two options.

BRIGHT STAR (BS) – BS, held in Egypt, has historically been one of the largest biennial joint/combined exercise in the world with diverse multinational participation and presence. The exercise scope will continue to be refined as U.S./Egypt (EGY) resume their exercise program. Many priorities and objectives of the CENTCOM Theater Campaign Plan will be supported within the exercise's combined events.

BRILLIANT SCEPTER – BRILLIANT SCEPTER is a ESG-3 sponsored event held IVO San Diego, CA designed to provide tactical level training to Naval Beach Group 1 in the conduct of MPF off-load techniques and procedures. I MEF participation is typically limited to G-4 and 1st MLG MPF enabling organizations such as AAOG, OPP and MAGTF Drivers. BRILLIANT SCEPTER is considered a collective training/practical application event for the purposes of I MEF MAGTF Development.

DAWN BLITZ (DB) – DB is a Commander 3d Fleet/Commanding General I MEF amphibious exercise held in Southern California. The training audience is normally ESG-3 and 1st MEB (I MEF (Fwd)). The exercise may have a CPX and/or FTX. L Class ships and MPF ships are normal participants but availability varies. Future DB may be expanded to facilitate increased joint participation and the exercise of I MEF as a JTF HQ.

**EAGER LION (EL)** – EL is a CJCS sponsored, USCENTCOM executed multi-lateral exercise in support of Jordanian Armed Forces transformation. EL is a 21<sup>st</sup> century, operationally focused Hashimite Kingdom of Jordan hosted event maximizing existing exercises and engagements. EL provides an opportunity for the exercise of a one-star JTF HQ and can be a venue for the execution of MPF offload ISO of a MAGTF composited from a forward deployed MEU, SPMAGTF and/or CONUS based crisis response forces.

**FLEET SYNTHETIC TRAINING – JOINT (FST-J)** – FST-J is a C3F event held multiple times per year to certify CSGs prior to deployment. FST-J provides a platform for the exercise of MAGTF fires processes (targeting, deconfliction, apportionment, etc) in a combined/joint littoral environment. I MEF participation is typically limited to the FECC but can expand to include other staff sections/warfighting functions. FST-J is considered a collective training/practical application event for the purposes of I MEF MAGTF Development.

**LARGE SCALE EXERCISE (LSE)** – LSE is an annual TECOM sponsored combined arms live fire and maneuver exercise conducted in the Southwestern United States, primarily aboard the Marine Air-Ground Combat Center (MAGCC) in Twentynine Palms, California. The exercise is focused at the MEB MAGTF level but expansion to the MEF level is under consideration. Normally held in the August time frame ICW one of the ITX rotations, this exercise is the premiere USMC live fire and maneuver event for large MAGTFs.

**MEF EXERCISE (MEFEX)** – MEFEX is a CG I MEF conducted annual CPX with a focus on exercising the I MEF Command Element's ability plan and direct MAGTF execution of a major combat operation against a near-peer enemy in a JIIM environment. MEFEX may or may not be supported by MAGTF Staff Training Program (MSTP). The primary training audience is the MEF staff and secondary training audiences include MEF MSC HQ elements (1<sup>st</sup> MarDiv HQ, 3d MAW, 1<sup>st</sup> MLG, I MHG). Typical exercise environment centers around live command posts down to the MSC level providing C2 over constructive forces simulated through the use of Marine Tactical Warfare Simulator (MTWS) and/or virtual forces using tactical simulators federated into a common L-V-C environment.

**NATIVE FURY (NF)** – NF is a CENTCOM directed biennial MPF exercise using CJCS MPF STRATLIFT funds to offload MPF shipping in different countries within the CENTCOM AOR, maximizing the use of ashore based pre-positioning and Sea Based Enabled platforms.

**PACIFIC SENTRY (PS)** – PS is a U.S.-only Table Top Exercise (TTX) that prepares USPACOM for contingencies in the PACOM AOR to include major theater warfare and accurate portrayal of the real-world operational environment. The exercise is conducted in Hawaii and occurs in the November timeframe. This warfighting readiness exercise integrates subject matter experts from other COCOMs, USG agencies and departments to assist in managing the vast complexities of the environment. In addition to the TTX, sub-exercises

(FIRESEX, COCEX, etc) are held regularly to add depth and maintain functional proficiency within the exercise scenario.

**PACIFIC HORIZON (PH)** – PH is an annual C3F/CG I MEF pre-positioning exercise held in the SOCAL operating area. The training audience is normally ESG-3 and 1<sup>st</sup> MEB (I MEF (Fwd)) with a focus on the deployment and employment of MPF enablers in the conduct of an in-stream off-load/backload ISO of a short-notice, low-intensity conflict. The exercise may have a CPX and/or FTX. MPF ships are normal participants. MPF shipping availability varies and will dictate the timing of each evolution. PH provides an additional opportunity to experiment with use of alternative amphibious platforms in a C2 or other sea-based support role.

**RIM OF THE PACIFIC (RIMPAC)** – RIMPAC is a COMPACFLT multi-national exercise that occurs on even years in the Hawaiian Islands. Traditionally a Naval exercise, RIMPAC has evolved to incorporate a significant partner nation land component. As a result, RIMPAC provides the opportunity for numerous partner nations to participate in amphibious operations on a scale that they cannot achieve unilaterally. The significance of RIMPAC in the current strategic environment cannot be overstated as it provides an excellent platform for strategic messaging and is a critical benchmark for nations developing indigenous amphibious capabilities. Future RIMPAC exercise locations may expand in the future to include the SOCAL operating area permitting more robust I MEF participation and integration with SOUTHCOM and NORTHCOM partner nation exercise forces to include amphibious shipping and Naval infantry components.

**STEEL KNIGHT (SK)** – SK is an annual 1<sup>st</sup> Marine Division executed combined arms live fire and maneuver exercise conducted in Southern California, primarily aboard Camp Pendleton and MAGCC. Normally supported by 3d MAW and 1st MLG and held in the December timeframe, SK is the primary training event for 1<sup>st</sup> Marine Division HQ and staff to maintain proficiency in the C2 of multiple maneuver elements in a conventional warfighting scenario.

**TALISMAN SABER (TS)** – A June/July biennial (odd years) U.S./Australia exercise located in multiple Australian and U.S. locations. Exercise consists of a CPX/FTX with force-on-force and live fire training. TS is the primary Australia/U.S. bilateral training evolution exercising rotating commands (C7F and ADF) as a Combined Task Force (CTF) in a short warning, power projection, and forcible entry scenario. Focus is on high-end combat operations transitioning into peacekeeping or other post-conflict operations. Primary Training Audience is the CTF staff. Secondary Training Audiences include the CTF Functional Components (CFMCC/CFLCC/CFACC/CJSOTF).



**CY 2015 | MEF MAGTF DEVELOPMENT COLLECTIVE TRAINING PLAN**

SECTION: ALL

PERIOD COVERED: 1 May - 31 Dec 2015

Date	Course/Class Title	Location	Time	POC	Linkage to MEF CE Training Requirement
1-May-15	DSCA PME	MOC Auditorium	TBD	G-3 FECC	CE-OPS-9007, MCT5.7
11-May-15	ARDENT SENTRY CATEX*	MOC	All Day	G-3 FOPS	CE-OPS-9007, CE-LOG-9008, CE-PLAN-9001
7-May-15	Support to Amphib Ops*	EWTGPAC (T)	All Day	G-3 FOPS	CE-EXPO-9001, MCT 5.7
11 May-26 Jun-15	DAWN BLITZ Planning*	MOC	Mult Days	G-3 FOPS	CE-PLAN-9001
11-15 May-15	SACC Training (T)*	EWTGPAC	All Day	G-3 FECC	CE-FIRE-9001-9006
29-May-15	Joint & Organic ISR PME	MOC Auditorium	TBD	G-2	CE-INTL-9001, 9003, & 9006
1-5 Jun-15	FST-I 15.1*	EWTGPAC	All Day	G-3 FECC	CE-FIRE-9001-9006
12-Jun-15	Information Operations Integration	MOC Auditorium	TBD	G-3 FECC	CE-IO-9001, MCT5.7
19-Jun-15	COC Watch Prac Ap*	BSC	All Day	G-3 COPS	CE-OPS-9001
26-Jun-15	PENINSULA EXPRESS CATEX*	MOC	All Day	G-3 COPS	CE-LOG-9008, CE-PLAN-9003, CE-PLAN-9001
17-Jul-15	AZAD PME/Ship Tour	NBSD	All Day	G-3 COPS	CE-EXPO-9001, MCT 5.7
20-24 Jul-15	ESG/MEBEX*	BSC	All Day	G-3 FOPS	CE-EXPO-9001, CE-OPS-9001 & 9003, CE-FIRE-9001-9006, CE-PLAN-9004
31-Jul-15	C2 of Marine Aviation/F-35B	TBD	TBD	G-3 FECC/3DMAW	CE-OPS-9001 & 9003
14-Aug-15	MAGTF Communications (T)	MOC Auditorium	TBD	G-6	CE-COMM-9001
14-Aug-15	1st MarDiv Orientation	TBD	TBD	G-3 FOPS/1stMarDiv	CE-OPS-9003, CE-PLAN-9001
25-Sep-15	Operational Logistics/MLG Orientation	TBD	TBD	G-4/1stMLG	CE-LOG-9012
2-Oct-15	MPF Operations/Sea Baseing PME	MOC Auditorium	TBD	G-3 FOPS	CE-LOG-9001
16-Oct-15	Operational Assessment PME	MOC Auditorium	TBD	G-5	CE-OPS-9002
6-Nov-15	SOF Integration PME	MOC Auditorium	TBD	G-3 FOPS	CE-IOPS-9003
12-13 Nov-15	CATEX*	MOC	All Day	G-3 COPS	CE-PLAN-9001
20-Nov-15	OPLAN/CONPLAN Orientation	MOC Auditorium	TBD	G-5	CE-PLAN-9001
4-Dec-15	Force Deployment/C2 Echelons PME	MOC Auditorium	TBD	G-3 FOPS	CE-LOG-9008, CE-PLAN-9003
18-Dec-15	MAGTF Ops in CENTCOM PME	MOC Auditorium	TBD	G-3 COPS	CE-EXPO-9001, CE-PLAN-9004

\*Designated Personnel Only

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## SECTION TRAINING PLAN TEMPLATE

SECTION: G3 COPS (EXAMPLE)PERIOD COVERED: 1 Apr - 30 Sep 2015

Part 1: METS/T&R Events/Operational Functions/Battle Rhythm Events/Drills

*(overall this portion of the section training plan defines WHAT the section trains for)*

A. METS:

MCT 5.7 Exercise Command and Control of Air Ground Forces

- Output standard #1: MEF CE capable of planning MEF Operations
- Output standard #2: MEF CE capable of directing MEF Operations
- Output standard #3: MEF CE capable of exercising command and control over a Marine Air Wing
- Output standard #4: MEF CE capable of exercising command and control over MEF ground forces (Div/MLG)
- Output standard #5: MEF CE capable of exercising command and control over attached forces

*(add other METS w/ output standards as appropriate. See Encl (2) of I MEF MAGTF Dev Guidance for MET OPR Assignments)*

B. T&R Events

CE-CBRN-9001 Plan and direct CBRN Operations

CE-OPS-9001 Establish and Conduct Combat Operations Center (COC) Ops

CE-OPS-9006 Plan and direct force protection

CE-OPS-9003 Direct the execution of operational plans

*(add other T&R Events as appropriate. See Encl (2) of I MEF MAGTF Dev Guidance for T&R OPR assignments)*

*(Ref associated MET and T&R PECL to view standards and components associated with METs and T&R Events)*

*(Sections are encouraged to add 1000-8000 level T&R events associated with their collective, team and individual war fighting functions IOT fully describe the total task proficiency necessary to achieve fully trained status)*

C. Functions

Communicate with HASS units

Direct responses to battlefield events

*(add other functions as appropriate. Reference Section SOP)*

D. Battle Rhythm Events and Drills

Prepare CUB

Coordinate MEDEVAC

Facilitate PR

*(add other BR Events and drills as appropriate. Reference Section SOP)*

**SECTION TRAINING PLAN TEMPLATE**

SECTION: G3 COPS (EXAMPLE) PERIOD COVERED: 1 Apr - 30 Sep 2015

Part 2: Operational T/O  
 (overall this portion of the section training plan defines WHO the section trains)  
 (T/O should list all structure required to support MEF level MCO warfighting)

LNRR/BIC	BILLET RANK	MOS	LNRR/BILLET	Trng Reqmts	HOLDER RANK /MOS	HOLDER LAST NAME	HOLDER FI & MI	DCTB	ERD	TURNOVER FOLDER?	BILLET DESC IN SOP?
1	LCPL	0311	WATCH/PLANS CLERK	WAC (0303) CPL (MISTIC)	CPL	SMITH	H.M.	yyymmdd	yyymmdd	yyymmdd	N
2	SGT	0861	JOURNAL CLK/PLOTTER	MSGT CRAT (03CAU) SEATOPS OPERATOR TRNCS OPERATOR MARGO CRAT (03CAU)	CPL	JONES	T.S.	yyymmdd	yyymmdd	yyymmdd	Y
3	MSGT		ATFP CHIEF	ATFP W II (ECCOM)	MSGT	LN	F.MI	yyymmdd	yyymmdd	yyymmdd	N

**SECTION TRAINING PLAN TEMPLATE**

SECTION: G3 COPS (EXAMPLE) PERIOD COVERED: 1 Apr - 30 Sep 2015

Part 3: Course Requirement Summary  
*(this portion of the section training plan summarizes external training venues and resources required by the section)*

Date	Course/Class Title	Location	Quotas Req'd	Est Cost	Linkage to section Training Requirement
5-9 Apr 15	Amphib Planner Crse	EWTGPAC	3	\$1,500	Supports CE-OPS-9003; LNNR 1,4,6
3-4 May 15	C2PC Operator	CAMPEN MISTIC	2	n/a	Supports CE-OPS-9001; LNNR 3, 15, 17
Various	MAKO Chat	Online/MarineNet	15	n/a	Supports CE-OPS-9001; all LNNRs
Various	JTF CCIRs	Online/IKO	2	n/a	Supports COPS OPT rep; LNNR 5,7
14-19 July 15	JOPP Crse	Ft Polk, LA	1	\$2,000	Supports OP 5.5; LNNR 2
(ddmmmyy)	(Plain language title)	(where the course occurs)	(# of seats)	(Cost in \$)	(tie course to reqmt from Part 1; list LNNRs from Part 2)

**SECTION TRAINING PLAN TEMPLATE**

SECTION: G3 COPS (EXAMPLE) PERIOD COVERED: 1 Apr - 30 Sep 2015

Part 4: Section Level Training Summary  
*(this portion of the section training plan summarizes internal training conducted by the section)*

Date	Course/Class Title	Location	Time	POC	Linkage to section Training Requirement
3-Apr-15	Transition of Orders	MOC Auditorium	2 hrs	Maj Calicoat	Supports CE-OPS-9003
10-Apr-15	Personnel Recovery	MOC Watch Floor	1 hr	Sgt Jones	Supports CE-OPS-9001
17-Apr-15	Building the CUB	MOC OPT Rm	1 Hr	LtCol DeLaRosa	Supports CE-OPS-9001
24-Apr-15	FRAGOs and You	MOC Auditorium	1 Hr	GySgt Daily	Supports COPS OPT rep
1-May-15	Operational Graphics	MOC Auditorium	1 Hr	Maj Clutzman	Supports OP 5.5
8-May-15	Battle Drill: Boundary Snap	MOC Watch Floor	3 Hrs	LtCol North	Supports CE-OPS-9001
9-10 May 15	MTWS Prac Ap	BSC	4 Hrs/day	LtCol Christmas	MCT 5.7
(ddmmmyy)	(Plain language title)	(where the course occurs)	(Length in hrs)	(Instructor)	(tie course to reqmt from Part 1)

**SECTION TRAINING PLAN TEMPLATE**

SECTION: G3 COPS (EXAMPLE)

PERIOD COVERED: 1 Apr - 30 Sep 2015

Part 5: Training Calendar

*(this portion of the section training plan graphically displays data from part 3 and 4 in a calendar format)*

*(Sections access PPT Calendar Format from MAGTF Dev SharePoint site)*

## Internal Assessment and Evaluation Process

**Intent.** Develop an enduring, self-sustaining and practical process to evaluate training to defined standards. Ideally, I MEF builds a methodology that can be readily adapted by an assessment team of functional experts to conduct a consistent and accurate evaluation of training.

Observations and formal collections are collated into a recommended readiness assessment for the commander.

**Application.** The process template contained herein applies to a I MEF internal assessment process designed as a standalone capability to evaluate T&R events and assess readiness of associated METs during a MEF-derived exercise or collective training event. The process can be adjusted to support or incorporate Service, Joint or Component supported events.

**Step 1.** Determine guidance for exercise and event evaluation and assessment. Involvement of the exercise or event leadership in the assessment process is a critical first step to ensure that the process accomplishes and emphasizes what is most important as defined by the Commanding General, G-3 or Exercise Director. The initial decision is the assessment methodology; options include a stand-alone process built around a team, not a part of the training audience or a self-assessment process that is conducted by a team that is part of the training audience. Further guidance should include the identification of the Assessment Team Leader. Early identification of an assessment methodology will enable integration of the assessment process throughout the exercise/event design and development. Ideally, a decision on event evaluation and assessment is determined prior to the event/exercise concept development conference (CDC).

**Step 2.** Identify T&R events and METs that will be evaluated during the exercise or event. Proper exercise and collective training event design IAW Section II, III and IV of the MAGTF Development Program will facilitate this critical step. Determination of T&R events to be evaluated will ultimately determine the assessment team composition.

**Step 3.** Modify the Performance Evaluation Checklist (PECL) included in enclosure (1) to reflect guidance from Step 1 and identification of the T&R events and METs from Step 2. The PECL provides the primary tool to evaluate training to standard, and contributes to a readiness assessment to accomplish I MEF's wartime mission.

**Step 4.** Determine the assessment team composition. An assessment team will consist of an Assessment Team Leader, MET Leads, and functional subject matter experts that assist the MET Leads with functional expertise and data collection. Based on the MEF CE MET and MAGTF CE T&R manual, the following template is the suggested basic team composition for a MEFEX/Phase III type exercise:

- 1 x Assessor Tm Ldr (8041/42/Col)
- 1 x Intel MET Mngr (0202/LtCol)
- 1 x Targeting MET Mngr (0802/LtCol)\*

1 x Log MET Mngr (0402/LtCol)\*  
1 x Joint MET Mngr (JQO/LtCol)\*  
1 x C2 MET Mngr (Cmbt Arms/LtCol)\*  
1 x Stab MET Mngr (0502/LtCol)  
1 x CMO MET Mngr (0530/LtCol)  
1 x Comm SME (0602/Maj)  
1 x IO SME (0510/Maj)  
1 x Eng SME (1302/Maj)  
1 x Med SME (210x/LCDR)  
1 x FP SME (5802/Maj)

13 Total

\*Contractor solution available (lowers total active component personnel to be sourced to 8)

Note: Team composition will ultimately be determined by scope, scale and relative priority of the event and T&R events that will be exercised.

Team composition template remains consistent regardless of methodology (stand-alone vs self-assessment); the differentiating factor is the sourcing of the team. A stand-alone capability provides a dedicated and more objective evaluation; a self-assessment does not require a distinct sourcing solution, but is potentially less objective and is a distraction to the training audience.

**Step 5. Establish and Implement an assessment plan.**

E-90: Assessment Team identified and assessment plan is developed. PECLs are adjusted for exercise/event. Assessment Team training plan is developed and executed as appropriate.

E-60: Collections begin during PPA, MSC Plan development and FOPS-to-COPS transition.

E-30: Orders book, I MEF OpOrder, MSC orders, TACSOP and customized PECLs delivered as read-aheads to the assessment team.

E-15: Collections continue during STRATMOBEX, ROC drill and other warm start events.

Event Execution: Daily observations, collections and discussions in accordance with a daily battle rhythm.

0700-1900. Collections of observed execution, processes, decision making and adherence to SOPs

0900. Assessment Team Leader meeting with assessment team (MET Leads and Functional SMEs – time may shift depending on training audience BR)

1630. MET Leads discuss daily collections with the Assessment Team Leader; trends, exercise discrepancies and recommended adjustments are identified

Daily (Time TBD). PECL collections entered into a collection tool by assessment team. MAGTF Development Cell reviews data compilation and discusses with Assessment Team Leader.

E+1: Facilitated After Action Review (FAAR) delivered to the training audience. FAAR is a PowerPoint presentation that provides an exercise summary, training observations and both positive and negative trends binned by MET. OPR is the MAGTF Development Cell.

E+30. Final Exercise Report (FER) is delivered to the Commanding General, Chief of Staff and G-3. FER is a formal narrative report of the event, exercise objectives, exercise design, trend analysis, and assessment of readiness. Finalized I MEF PECL is attached to substantiate collections and observations. Based on collections, observed T&R event evaluations and recommended MET readiness, proposed adjustments to the I MEF collective training plan and I MEF TEEP events are provided.

**Conclusion.** The assessment process provides a template to build an internal team to observe, formally collect and evaluate training to standard for the I MEF CE and MSC HQs and provide a recommended readiness assessment to CG, I MEF. The process is flexible and readily adaptable to accommodate scope and scale of the event. Critical to successful implementation is the early integration of the team into the event design and the identification of the commander's emphasis for collections and evaluation. Use of the I MEF PECL in enclosure (1) ensures a consistent observation and collection process IAW the commander's guidance and event design. Team qualifications, thorough preparation, and timely discussions during an established assessment battle rhythm further contributes to the thoroughness, relevancy and accuracy of the assessment process.