MAGTFTC Advisor Training Group

"ATG 101" Information Brief

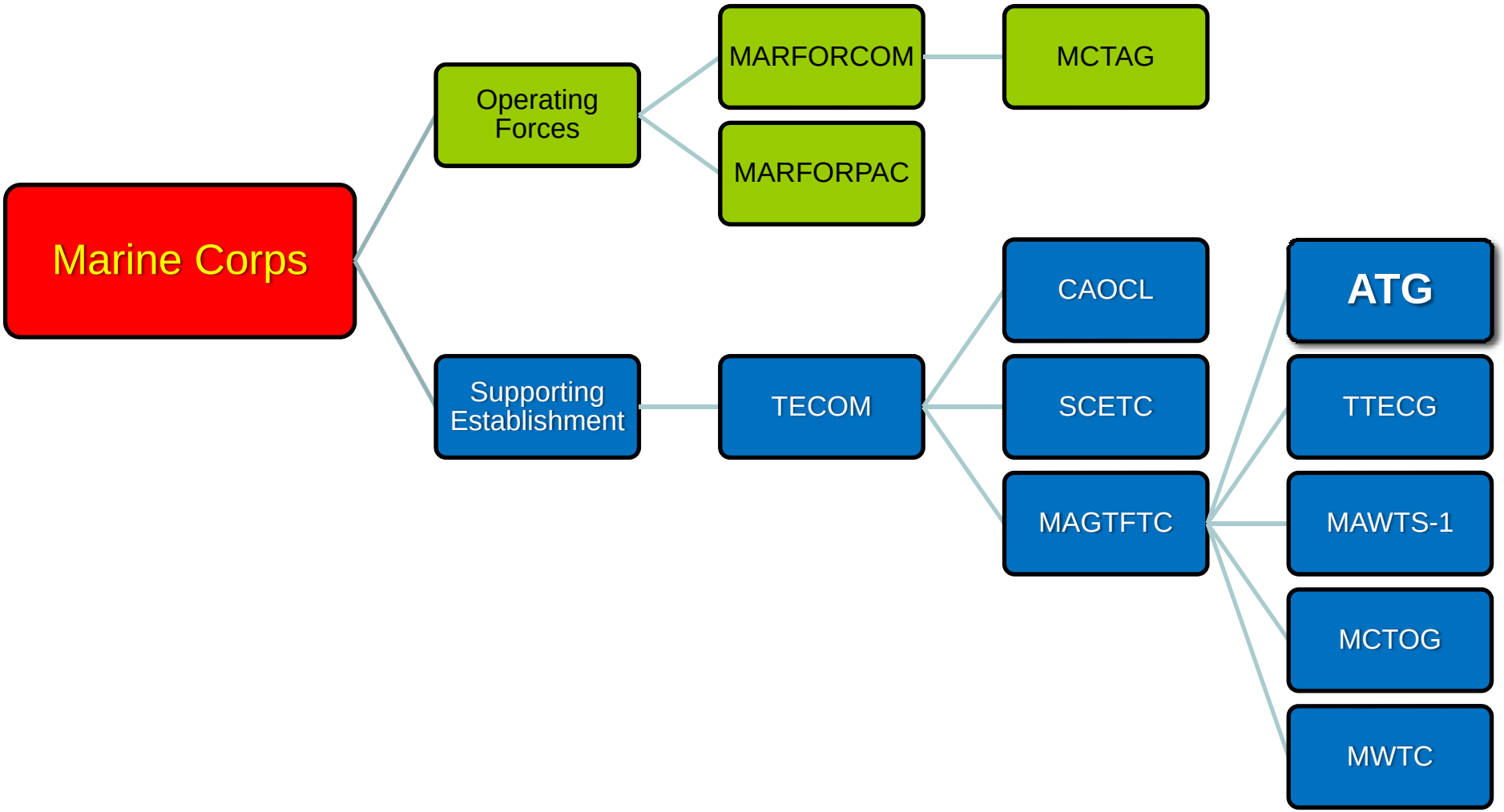
11 April, 2011

ATG Mission

"Train Marine Corps advisor teams to advise, mentor, and train foreign military, police, and border units in operational techniques and procedures to combat terrorism and counter an insurgency."

MAGTFTC Advisor Training Group provides Block-IV pre-deployment training and assessment, including a fully-immersive mission rehearsal exercise to partner-mentor teams deploying to Operation Enduring Freedom in accordance with Marine Corps Order 3502.6

Organization



ATG Training References

- Marine Corps Order 1553.2B, *Management of Marine Corps Formal Schools and Training Detachments*
  - MAGTF-TC ATG is a formal school
  - Personnel who complete training have data entered in MCTIMS
- Marine Corps Order 3500.59, *Advise, Train, and Assist Training and Readiness Manual*
  - Individual and collective core competencies for advisors and personnel designated to train foreign forces
  - TECOM-sponsored T&R review scheduled for January 2011
- Marine Corps Order 3502.6, *Marine Corps Force Generation Process*
- MCRP 3-33.8A, *Multi-Service Tactics, Techniques, and Procedures for Advising Foreign Forces*
- Systems Approach to Training (SAT) Manual
- *Foreign Advisor Course – Gold* – Program of Instruction
  - ATG's formal standards-based training program
  - CG TECOM signed July 29, 2009

ATG Training Audiences

- Embedded Partner-Mentor Teams deploying to OEF
  - Formed by GCE or LCE units deploying to Afghanistan
  - Corps through kandak-level Embedded Training Teams (ETTs) mentoring ANA infantry, combat support, and combat service-support units
  - District-level Police Advisor Teams (PATs) supporting the AUP
- Enabling Partner-Mentor Teams deploying to OEF
  - Globally sourced teams in support of ANP hierarchy
    - Sub-Zone Mentor Teams
    - Border Mentor Teams
    - Regional Operations Coordination Center (OCC-R) Teams
- Security Cooperation Teams
  - Sourced by units tasked with SC or SFA missions

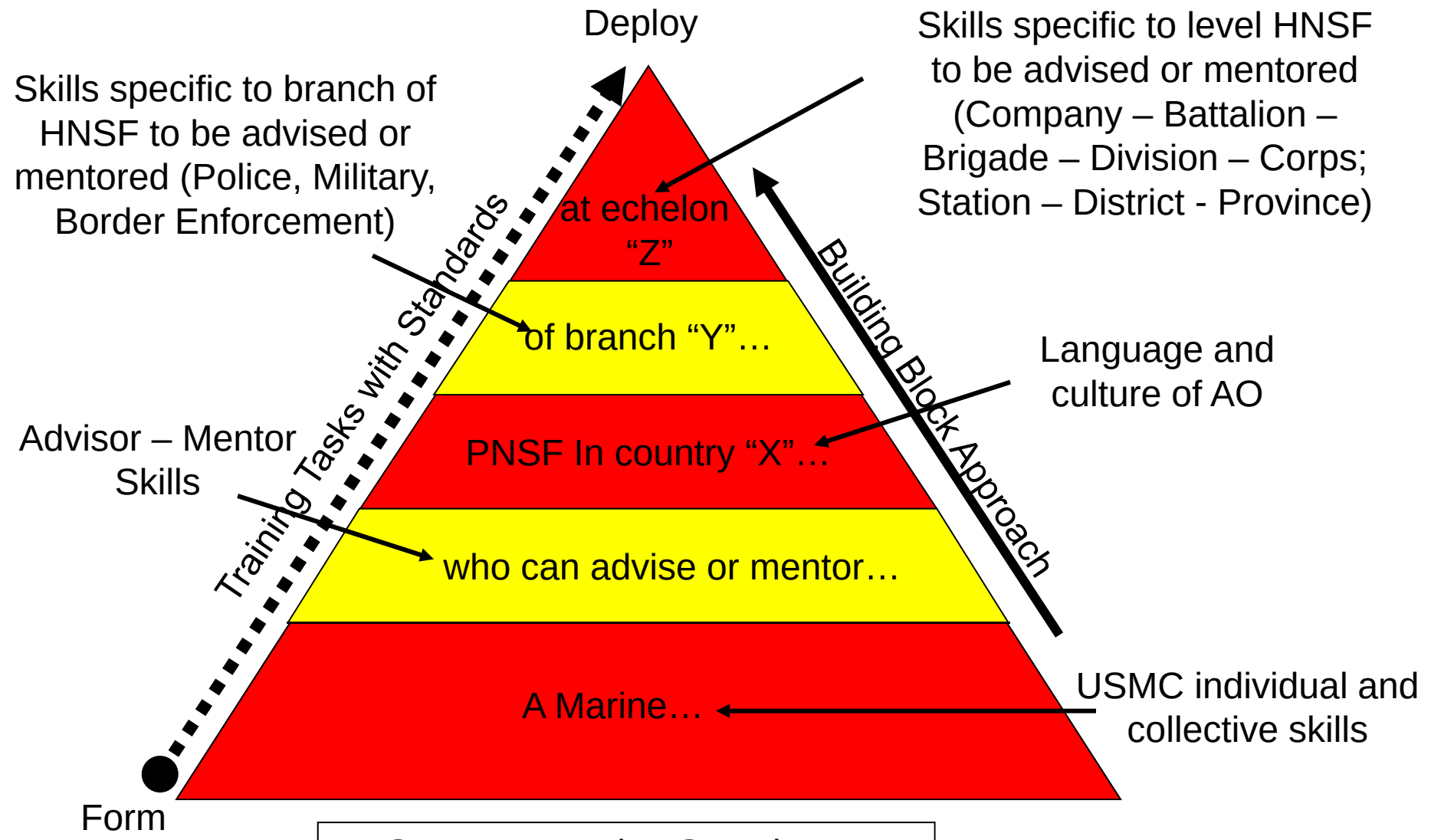
Teams deploying to conduct combat advising are the top priority.

Planned FY-11 Throughput

- Embedded Partner-Mentor Teams via eight EMV rotations (1,132 personnel):
  - 12 infantry battalions
    - Two Police Advisor Teams (AUP) per battalion; 21 personnel per PT
    - One Embedded Training Team (ANA) per battalion; 19 personnel per ETT
  - Two LAR battalions
    - Two Police Advisor Teams (AUP) per battalion
  - Three artillery battalions
    - One combat support (CS) Kandak (ANA) ETT per battalion; 19 personnel per ETT
  - Five Combat Logistics Battalions (CLBs)
    - One CSS Kandak (ANA) ETT per battalion; 19 personnel per ETT
  - One Regimental Combat Team
    - One brigade-level ETT (ANA)
    - One Police Team (AUP)
  - One MAGTF (MEF-FWD) Headquarters
    - One ANA Corps ETT
- JSAS instructor staff: (60 total personnel)
- Enabling Partner-Mentor Teams: 12 Teams; 548 total personnel
- Unknown number of Security Cooperation Teams (none currently planned)

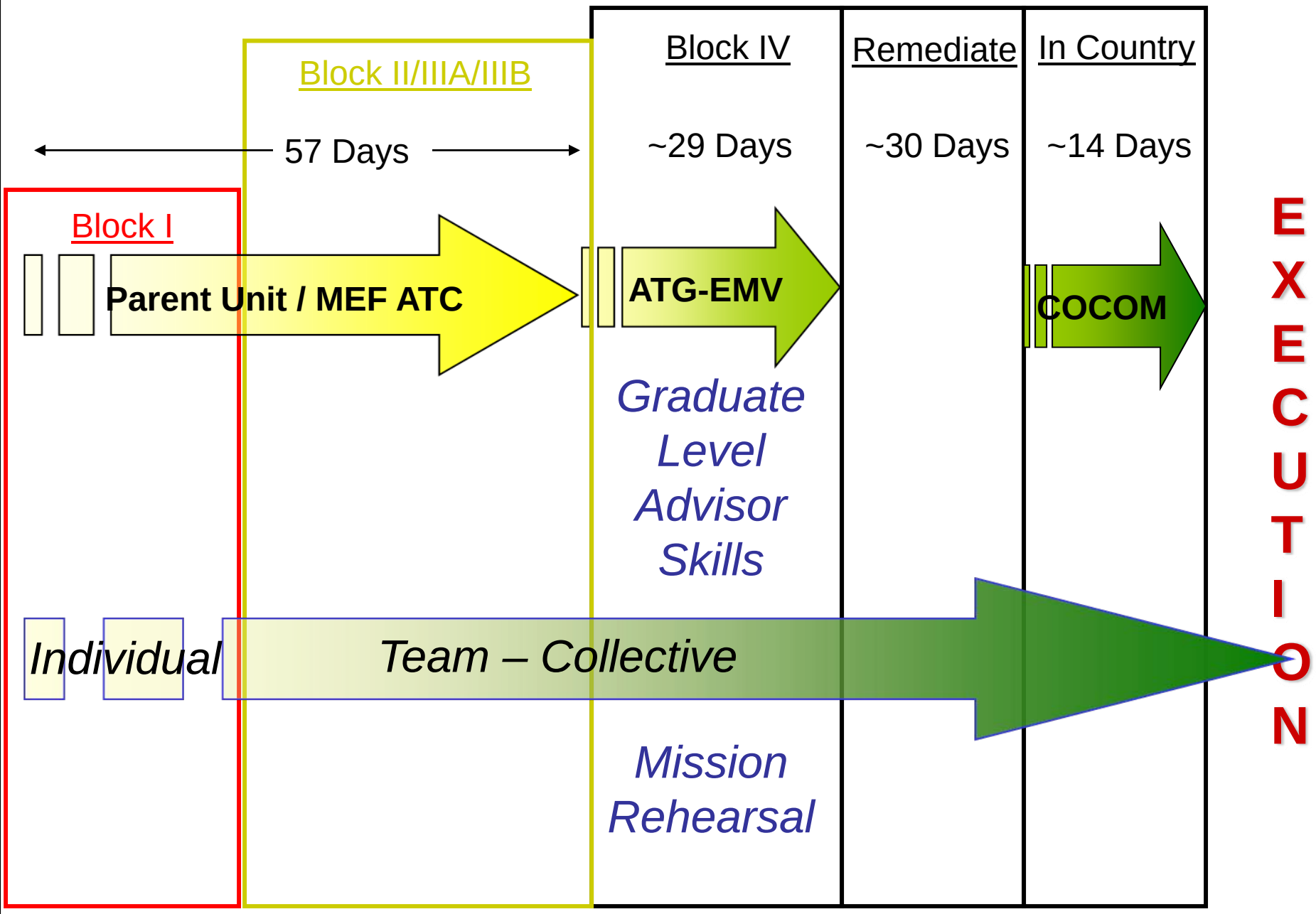
51 Embedded Teams
12 Enabling Teams
68 Teams; 1,640 Students

A Trained Marine Advisor



HNSF = Host Nation Security Force

Partner - Mentor or SC Team 120-Day PTP Continuum



Training Methods

- Immersive rehearsal of common advisor situations supported by up to 800 host-nation role players
  - Rapport building
  - Combined operations planning
  - Mounted and dismounted tactical operations
  - Counter-insurgency operations
  - Police operations, site exploitation, detainee handling
  - Integration of PRTs and the “whole of government” approach
  - Assessment of ANSF counterparts (DOTMLPF and CUAT)
- Live-fire foreign weapons training and motorized patrol course
- CIED training (ATN and DtD) integrated into all events
- Integrated training with parent battalions to support partnered operations during “Ground-Air Integration Training (GAIT), and “Clear, Hold, Build” exercises (CHB-1, CHB-2, CHB-4)
- ATG conducts academic instruction on partnered operations and ANSF development during regimental and battalion staff training (Spartan Resolve), as well as during the MCTOG COIN Course

Training Standards

- ATG applies the Systems Approach to Training (SAT) methods to all aspects of training
  - Analyze, design, develop, implement, evaluate
- COCOM, MARFOR, and Service directives determine what tasks ATG trains and assesses
  - ATG has worked with HQMC PP&O, TECOM, MARCENT, and all three Marine Expeditionary Forces to achieve consensus on what PTP tasks must be trained and assessed
  - MCO 3502.6, *Marine Corps Force Generation Process* breaks defines pre-deployment training and assessment responsibilities by “block”
- Marine Corps Training and Readiness (T&R) Manuals define the conditions and standards for training
  - NAVMC 3500.59, *Advise, Train, and Assist T&R Manual*
  - NAVMC 3500.87, *Infantry T&R Manual*
  - NAVMC 3500.10, *Military Police and Corrections T&R Manual*

Evaluation Methods

- Initial assessment of war-fighting and advisor skills
  - Communications, weapons, and medical hands-on testing and remediation
  - Language and culture oral and written testing
- ATG works through role players to drive particular learning objectives
  - Purposeful approbation or rebuke from the role players typically makes more of a lasting impression than debrief points alone
  - Marine Advisor Rapport Assessment Program also employed
- ATG personnel observe all training and assess designated tasks according to SAT manual and applicable references
  - Mastery or non-mastery of sub tasks yields assessment of collective tasks
- Final assessment of team and unit performance reported to parent MEF via MAGTFTC

ATG-EMV PMT BASE SCHEDULE

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			TD-Minus 2 -Team Lead OPS Meeting -TTECG Integration Brief -Team Pictures	TD-Minus 1 -Welcome Aboard -Directors Team Lead Meeting -Team Breakouts -Gear Issue	TD-1 -HN Culture Test -Advisor COIN -Culture Lab -Cultural IPB -Med & Comm Assessment	TD-2 -Advisor 201 -Advisor 301 / Staff Planning -Med & Comm Assessment
TD-3 -CHB-1 -Commanders Time	TD-4 -GAIT Planning -CHB-1 -Metal Detector -JIEDDO Brief -CREW / BFT -BFT Prac App	TD-5 -Motorized Ops Live Fire Recon -R-800 IED Lane Training -MOE Brief -Staff Round Table	TD-6 -Motorized Ops Live Fire -Battle Sim Center (DVTE, MET, CCS, CCS Planning)	TD-7 -Motorized Ops Live Fire -Battle Sim Center (DVTE, MET, CCS, CCS Planning)	TD-8 -Motorized Ops Live Fire -Battle Sim Center (DVTE, MET, CCS, CCS Planning)	TD-9 -FW Class -FW Live Fire Brief -Intel Brief / AO Fam
TD-10 -FW Shoot -FW Maint	TD-11 -HNSF / Intel II -Cultural Immersion with HNSF -Advisor 201 Prac App	TD-12 -Combined Patrol -Adv Log / RO Supply -Motor Stables -Med Advisor	TD-13 -Combined Patrol -Commanders Time	TD-14 -Combined Patrol -CHB-2	TD-15 -Combined Patrol -Adv Log / RO Supply -Motor Stables -Med Advisor	TD-16 -CHB-2 -Commanders Time
TD-17 -FINEX	TD-18 -FINEX -CHB-2	TD-19 -FINEX	TD-20 -FINEX	TD-21 -Equipment Accountability -CG's Out-brief -S-2 Debrief -Hotwash -Re-Integration with Parent Battalion	TD-22 -EMV CHB-4 Planning	TD-23 -Battalion-Level Combined Planning and KLE
TD-24 -CHB-4 Planning	TD-25 -Clear-Hold-Build 4	TD-26 -Clear-Hold-Build 4	TD-27 -Clear-Hold-Build 4	TD-28 -Equipment Maintenance	TD-29 -EMV Debrief	

Training Enablers

- All training is supported by a sizeable cadre of host nation role players
  - Contract provides role players who are fluent in the partner-nation's language and understand the culture
  - Over 190 role players in direct support of ATG during OEF PMT training; over 800 in support of EMV
  - ATG conducts role player academy to indoctrinate role players on training objectives and expected behavior
- CAOCL instructor support
  - Additional language and culture classes as part of POI
  - CAOCL culture SMEs observe training and provide feedback
- MAGTFTC PRT and interagency subject matter experts
  - Provide "in-character" education and training as PRT role players
- Equipment sets that replicate OEF EDL

Training Challenges

- Language training
  - Need for assessment methods that are
    - Measurable
    - Simple
    - Economical
  - Determining the most effective learning modalities
    - Live instructors
    - Computer-based
      - Avatars
      - Games
      - Rosetta Stone
  - Adaptability for different languages & cultures
    - Supports steady-state SFA operations

Training Challenges

- Law enforcement training
  - Training Marines to train police
    - Marines are not police
    - Police are not lightly-armed soldiers
  - “Protect and serve”
  - Ability to quickly learn about the host-nation’s criminal justice system
  - Building experience base quickly
    - Myriad scenarios and challenges for police that over a career, build an officer’s overall competence
- Counterinsurgency training
  - Understanding second- and third-order effects