



UNITED STATES MARINE CORPS
MARINE CORPS RECRUIT DEPOT/EASTERN RECRUITING REGION
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1500
G3

31 MAR 2021

From: Commanding General
To: Distribution List

Subj: COMMANDING GENERAL'S TRAINING GUIDANCE

Ref: (a) MCO 1500.52D
(b) MCO 1500.59A
(c) MCO 1500.61
(d) MCO 1500.63
(e) MCO 1553.3B
(f) MCO 3500.27C
(g) MCO 3574.2L
(h) MCO 5100.29C
(i) MCO 6100.13A w/CH2
(j) MCO 6110.3A w/CH1
(k) MCRP 8-10A
(l) MCRP 8-10B
(m) MARADMIN 521/14
(n) MCO 5210.11e

1. Purpose. To publish overarching training guidance to drive the planning process and establish priorities, without dictating to subordinate commanders "how to train," our permanent party Marines.
2. Cancellation. Depot Order P1510.9W SOP for Training
3. Mission Statement. The Depot's primary mission to "Make Marines" is well supported, understood and governed by specific directives. However, the supporting mission of Commanders, and the subject of this guidance, is to develop and implement training plans, in accordance with the references. This guidance ensures unit readiness for the assigned missions as well as ensuring Marines are prepared for greater responsibility in the Operating Forces.
4. Commander's Training Philosophy. As Marines, we recognize that we are a part of a proud culture of warriors that emphasize patriotism, professionalism, esprit de corps, tradition, discipline, high standards and morals. As leaders we are accountable for ensuring our Marines are trained to one standard, the defined service standard. This is accomplished by developing our Marines as warfighters and leaders with the tools provided by Lejeune Leadership Institute's many resources, such as; Marine Leader Development, Marine Corps individual training requirements, and Professional Military Education (PME). I challenge every member of this Command, to take ownership in the development and success of our Marines.
5. Training Priorities. My priorities for training rest in our Corps' fundamentals outlined below:
 - a. Marine Leader Development (MLD). MLD will be the basis for developing our Marines and our overall success. The six functional areas: Fidelity, Fighter, Fitness, Family, Finance, and Future will be woven, like our Core Values, through all other priorities and requirements.

b. Combat Conditioning(CC). The total fitness and combat readiness of the individual Marine is essential our mission success and succeeding in combat. CC is a habit of action, with the goal to increase lethality on the battlefield. Commanders shall develop a deliberate CC program leveraging assets such as Certified Athletic Trainers and Force Fitness Advisors as required. Commander's will also ensure their Marines maintain current Physical Health Assessments (PHAs). As we are a Naval Service, Commanders will also include aquatic training as part of their unit's CC program. Commanders shall ensure that a minimum of 1 hours per day of CC is built into the training schedule. All Marines physically unable to participate in CC, will be at their appointed place of duty. Lastly, Commanders shall develop policy within their commands to ensure their Marines are in compliance with reference (j).

c. Annual Training. The requirements published in reference (d) will delineate the Fiscal Year (FY) and Calendar Year (CY) requirements and timelines for annual training. This will drive our Marines' readiness for mission accomplishment here and as they execute orders to their next duty station. All Marines will adhere to service-directed formal training requirements as published by the references and Marine Corps Training Information Management System (MCTIMS). These training requirements shape a more proficient Marine regardless of military occupational specialty (MOS). Commanders shall develop an annual training plan that ensures their Marines complete 100% of these requirements annually or as required by the order. With our abundant local resources, training areas and scheduled no-ship/outpost times, there is no excuse why we cannot personify the adage "Every Marine a Rifleman." For this reason, all Marines who are required by MCO will conduct annual rifle qualification with the exception of those Recruit Stations too distant from supporting military installations. Exemptions from these requirements should only be considered by the Commander on a "case by case" basis for those personnel who were unable to complete the training due to unforeseen circumstances. On the Depot, TO/TE does not constitute an exemption. Waivers must be vetted through the G3 and approved by me or CG TECOM before they are entered into MCTIMS.

d. PME. PME is important and the responsibility of each Marine to ensure they are trained and seeking self-improvement within their profession and MOS. The PME Program consists of resident instruction, distance education, professional self-study, and the Commandants Professional Reading List. Commanders shall endeavor to afford the opportunity and encourage Marines to participate in their respective PME courses. Wherever operationally possible, Marines will complete their required PME for grade within one year of promotion. If afforded the opportunity to attend PME and a Marine refuses to attend, a Page 11 entry documenting that decision shall be made. Attending PME is especially important to those Marines serving outside of their primary MOS while at the Depot and who must maintain MOS proficiency for when they return to the FMF. The Depot G3 is the coordination point for all PME school seats. Commanders shall ensure that personnel needing PME/schools seats are identified and submitted to the G3 well before the 30-day TECOM requirement. Additionally, as we move through our training in a newfound age of austerity, leaders at all levels should ensure that our training is conducted economically and with a focus on minimizing waste and excess expense. We must simultaneously strive to be good stewards of the American taxpayers dollar while also refusing to sacrifice the training and readiness of our Marines. Therefore, Commanders shall ensure that a primary and alternate are properly screened and identified to the G3 for all PME courses.

e. Marine Corps Martial Arts Program (MCMAP). MCMAP is fundamental to being Marines. We are warfighters and this program ensures we are physically, mentally and spiritually ready for the rigors of combat. Commanders shall ensure Marines participate in a deliberate MCMAP sustainment/progression program. The progression of individual Marines will be tracked and properly recorded in the requirement log books as well as in MCTIMS. Commanders shall ensure that when conducting MCMAP they shall not exceed four hours per day. We must build mental and physical toughness in our Marines while maintaining Marine Corps height and weight standards.

f. Leadership Training and Education. Leadership training is an inherent task to Marines and Sailors. Leaders, at all levels, shall exhibit decisive and engaged leadership as a habit of action. All leaders will seek to cultivate and develop subordinate unit leaders. Servant leadership is the model our future leaders will recognize as the expectation. Commanders shall ensure leadership/mentoring training is conducted for their Commands in order to help prepare their junior Marines, NCOs, SNCOs and officers to assume greater responsibilities both here and in the Operating Forces. We will also encourage our Marines to seek both personal and professional development through enrolling in non-military/civilian education. The most important and lasting leadership lessons are passed on through interaction. I expect all SNCOs and officers to be fully engaged with their Marines and Sailors to leverage their knowledge and experience as we guide them through all aspects of leadership development and career progression. To aide in leadership education the Depot G3 shall develop a semi-annual leadership PME program that will target junior Marines, noncommissioned officers (NCOs), staff noncommissioned officers (SNCOs) and company grade officers. Unit commanders will establish policies within their unit.

6. Training Evaluation. Evaluation and feedback are important to effective and efficient training and education. In order to maximize the value of training, Commanders will ensure we provide feedback to the Marines and Sailors conducting training in accordance with Formal School Management guidance. Evaluations and feedback will reinforce those things we are doing well and identify those areas where we need improvement. Feedback is provided via Performance Evaluation Check Lists resident in MCTIMS, Instructor Rating Forms (IRFs), End of Course Critiques (ECC) and After Action Reports (AARs) as well as CGIP Core / Non-Core functional area checklists (FACs).

7. Training Records. Documentation of training is an essential part of training management. Units have to be able to show to whom, how, when, and where any training standard is taught and tested, including the results of those tests. Commanders will ensure every training event receives a timely and honest assessment and that all training rosters and certifications are updated in MCTIMS upon completion of training. Hardcopy records shall be maintained for 2 years and in accordance with reference (n). The Depot G3 as the MCTIMS administrator shall monitor training and provide periodic updates to me on the status of training quarterly.

8. Risk Management. Risk management is a process that enables commanders to plan for and minimize risk while still accomplishing the mission, it is not a 'check in the box'. Risk Management is a habit of action for all training and operations and must be honed. An effective risk management program, at all levels, ensures maximum readiness without assuming unnecessary risk to our most valuable resource, our Marines and Sailors. Commanders will be personally involved in the risk management process, provide guidance for safe and effective training, and empower NCO level leadership to ensure safety as a continuing action. Training events which require a Risk Management

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Worksheet will have one completed per reference (f) prior to the conduct of the event and filed with the S-3 as well as complete the appropriate after action reviews for required events. Completed RAMs will be uploaded into MCTIMS calendar training events created and to assist with maintaining historical records.

9. End-state. My desired end-state is for all Depot/ERR personnel to be effectively and efficiently trained in order to conduct our mission of 'Making Marines.' In addition to ensuring each unit complies with directives, training programs must ensure our Marines maintain their edge as warfighters and leaders so they may be best prepared to execute the mission.



J. L. NETHERCOT

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