

# 2007 - 2014

"For over 221 years our Corps has done two things for this great Nation. We make Marines, and we win battles."  
 - General Charles C. Krulak



## CHAPTER | TEN

### SUSTAINING THE TRANSFORMATION

**WANTED:  
 LEADERSHIP THAT INSPIRES  
 MARINES UNDER YOUR COMMAND,  
 AND AMERICANS EVERYWHERE.**

THERE ARE NO FEMALE MARINES. ONLY MARINES.

This strength lies not in skill but in unity. As a recruit, you'll be pushed to your physical and mental limits. Only together, can you find what it takes to complete the journey and earn your place among an elite few.

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**MARINES**  
 THE FEW THE PROUD

*In April of 2007, the Commandant of the Marine Corps, Gen. James Conway, directed the largest change in recruit training since 1996. Tactical and swim training were both reduced in the recruit training schedule in order to make room for a new Combat Conditioning Program (CCP). The CCP stresses strength training over stamina through simulated combat tasks, ensuring development of the functional muscle required to flourish in combat.*

*Also during this time, a stronger emphasis was placed on ethical decision making by the introduction of 'Values Based Training' (VBT), which reemphasizes the Marine Corps core values of Honor, Courage, and Commitment. VBT offers a system of ethical guidance to new Marines that can assist them throughout their military career and personal life.*

*More "senior drill instructor time" was added to the recruit training schedule, which allowed recruits to interact with their drill instructors and ask questions regarding moral and ethical dilemmas they might encounter in combat. The Crucible was also shifted back to week 11 of the training schedule, regaining its role as the culminating event.*





As recruit training progresses through the 21st century, more changes will occur. Equipment, tactics, techniques and procedures will constantly evolve to meet the requirements of the modern battlefield. Regardless of the coming changes, it is still the drill instructor who takes America's most valuable resource – her sons and daughters – and continues to make them into Marines, dedicated to winning our nation's battles.

*Drill instructor instills discipline 2013.*

**PARRIS  
ISLAND**  
-  
OEF/OIF

**2007**

Commandant of the Marine Corps General James T. Conway directs the largest change in recruit training since 1996, emphasizing Values Based Training.



**2010**

The Combat Fitness Test (CFT) becomes a graduation requirement.

**2010**

Drill instructors are issued Incentive Training (IT) cards.



Stairway to heaven 2009



Swim qualification circa 2012



Female recruit pullups 2013

2011

Recruits begin using the M16A4 Service Rifle with Rifle Combat Optic during marksmanship training.



2011

Brigadier General Lori E. Reynolds is appointed as the first female Commanding General of MCRD Parris Island and the Eastern Recruiting Region.

2013

12 April, the final "Parris Island Boot" is published.

2014

100 Years

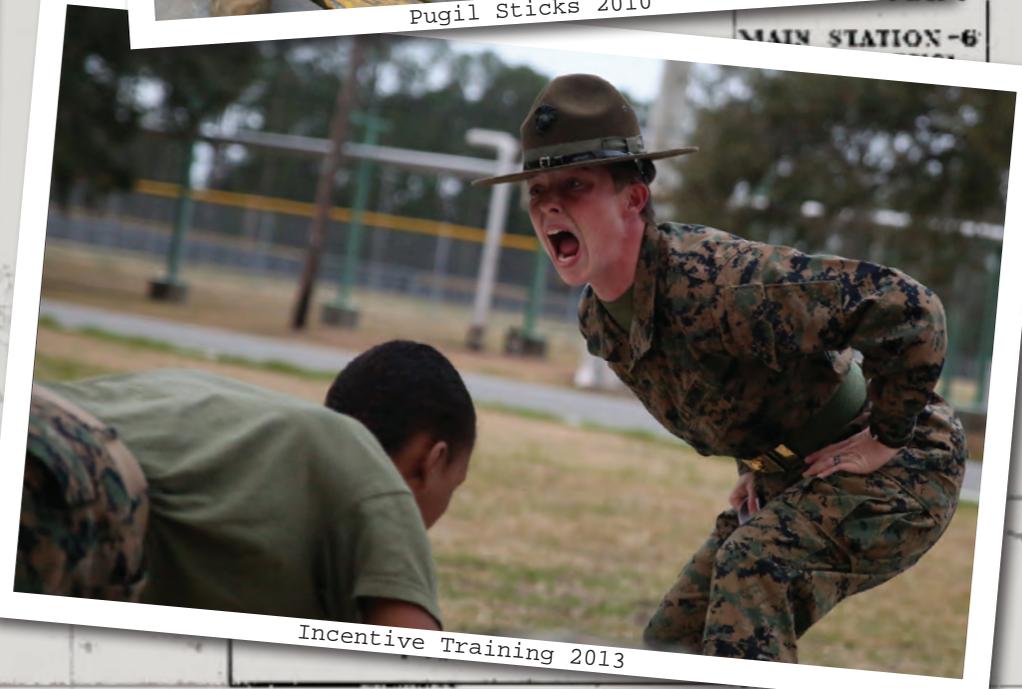
MAKING MARINES



Night Infiltration Course 2010



Pugil Sticks 2010



Incentive Training 2013



A drill instructor prepares to empty a bus of potential Marine recruits that will undergo recruit training at Parris Island.





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200 YDS =



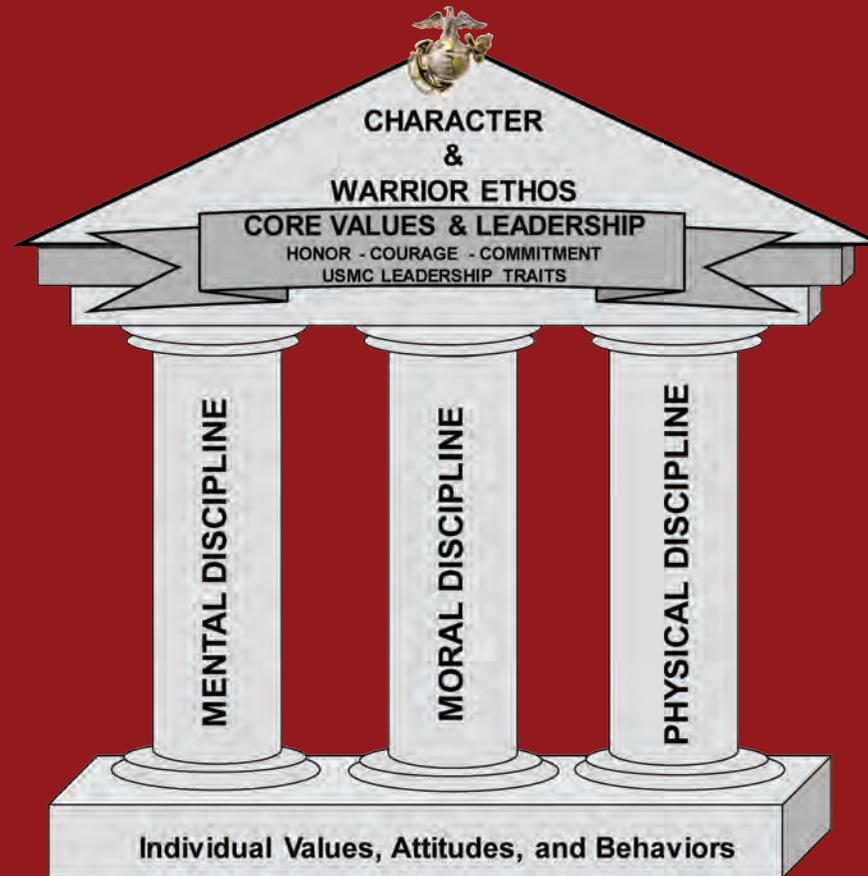
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Rifle Marksmanship training at the 200 yard line, circa 2012.

# Values Based Training

In 2006, Commandant of the Marine Corps General James T. Conway instituted the Marine Corps values program as a way to ensure our warfighters maintained the moral courage and a quick decision-making process in the modern, counterinsurgency-based battle space. In 2007, Parris Island introduced a new methodology for teaching the timeless Marine Corps values of Honor, Courage and Commitment. 'Values Based Training' (VBT) was introduced as a system for instilling these critical but intangible principles into our nation's newest Marines.

Currently VBT is threaded throughout the recruit training events at Parris Island, progressing by reinforcement and modeling and building on the mental, physical and moral discipline to create a warrior ethos. During the first two weeks of recruit training, core values and ethics are defined by an instruction-based format aimed at establishing an introductory level of learning.



In weeks three through ten, training becomes more rigorous and the concepts of tradition, ethos, teamwork and small unit leadership are taught and reinforced by a balanced instruction and mentoring method. Drill instructors use core values discussions as a way to humanize and calm the warrior mindset in training. During these discussions recruits are able to ask sensitive questions and gain a more comprehensive level of understanding.

In weeks 11 and 12, instructors transition to a complete mentoring, teacher-student relationship in order to allow the recruit to think through the complexities created by a culminating 54-hour training event known as "The Crucible." During this event, several moral and ethical discussions are interwoven by way of "Warrior Stations" that offer problematic situations and historical accounts of past Marines who acted as the complete ethical warrior.

The end state, from a recruit training perspective, is a basic Marine with the fundamental character and warrior ethos, who is committed to our core values in service to the country and has the capacity to develop enough moral courage to enact righteous action without the presence and guidance of a higher authority keeping Honor, Courage and Commitment at the core of their actions.

*In a relaxed environment, Senior Drill Instructors discuss core values and the importance of ethical decision making. Honor, courage, and commitment are instilled and reinforced throughout recruit training. (Pictured right)*



