



31 March 2020

Marines, Sailors, Civilians, and Contractors of Training and Education Command,

Greetings to all of you on the team, most of whom are sensibly tele-working from home. As you all know, this has been a tremendously busy and important time for Training and Education Command. In the face of the Corona Virus pandemic, the need to continue the accessions training pipeline to keep Marines feeding into our operating forces has been accomplished by the hard work and determination of this team as well as our subordinate headquarters. If you have seen the news, those who do not like us around the world are not on vacation, so our forces must remain ready to respond tonight. We have been planning for any contingency we can think of in the attempt to protect our Marines and civilians while continuing this very essential mission. We have gotten kudos from the Commandant and several of his Deputy Commandant's and it is all because of the team we have here. Never has TECOM proven more valuable to the Marine Corps than in this present crisis and I thank all of you from the bottom of my heart for what you are doing every day, while still dealing with this Corona Virus nightmare scenario. Luckily, all of this has been accomplished without a single member of this headquarters catching the virus. Let us hope that this very welcome trend continues.

As always, we have some stand out performers and one retiree I would like to recognize:

Master Sergeant Basil Crumbie made his choice to move to the next chapter in his life and retired on 31 January 2020, after 22 years 11 months of honorable service to the nation. As a Marine he spent just over 2 years in TECOM where he held the standard as a leader and embraced his role as a Training Management Team Analyst. Spending most of his career with HMH-365, he worked his way up gaining qualifications and earning the trust of his command to become the Maintenance Control Chief. During his impressive career MSgt Crumbie deployed to Iraq and Afghanistan in defense of his country and was awarded the Meritorious Service Medal and the Navy Commendation Medal four times. MSgt Crumbie has left a lasting impression on the Marines around him and will undoubtedly continue to have an impact in all his future endeavors.

And now for the individual standouts:

1. G-1 – Civilian Workforce Development and Training (CWD&T). G-1/CWD&T provides TECOM civilians organizational training opportunities, tracks mandatory training, Individual Development Plans for TECOM civilians, and coordinates the new Civilian Professional Education program. Another area CWD&T manages are the Work Life Programs which TECOM supports. This includes the Telework program which has proven to be of vital importance during this COVID-19 outbreak.

Person to be recognized: Mrs. Rhonda Fortson for her support as the Telework Program Manager during this pandemic. She diligently worked with employees, supervisors and senior leaders providing program guidance and reviewing telework status. During a four day period, Mrs. Fortson processed over 62 hard copy agreements through systems and supervisor access issues along with pulling daily status reports for the TECOM workforce from the Total Workforce Management System on a daily basis.

2. G-3 – The Future Operations branch has been hard at work providing quality support to the TECOM enterprise. The highlight for the Counter Improvised Explosive Device (C-IED) section was the development of a new C-IED Basic Leader's Course, designed to provide our Fleet Marine Force Marines with the requisite knowledge and skill to defeat this threat. Meanwhile, the Training & Concepts section has remained engaged to ensure that the Marine Corps is prepared to meet the training requirements of developing Force Design initiatives, while recently adding the role of spearheading the TECOM response to the emergent

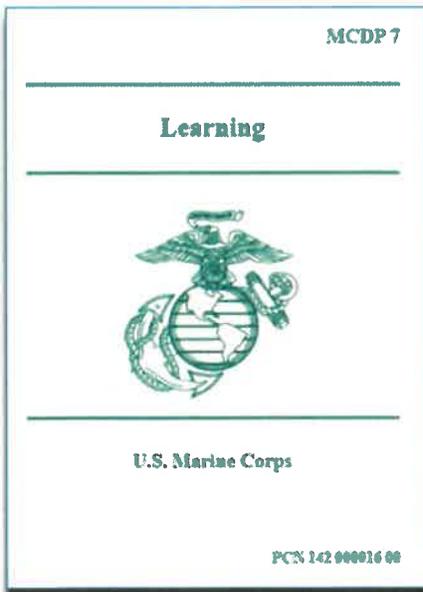
COVID-19 pandemic.

Person to be recognized: Mr. Peter Fodor has re-energized TECOM's entire Security Cooperation effort. He re-connected lines of operation and communication between the strategic and tactical levels, and led Marine Corps Service-level efforts to improve allied and partner nation training integration into TECOM schools and participation at Service-level Training Events. Peter reinvigorated International Military Student (IMS) Officer networking, streamlined IMS student tracking, and expanded International-Professional Military Education growth by 50% across the Fiscal Year 21- 25 Future Years Defense Plan. His diligence and tireless work ethic will be missed around Daly Hall. We wish him the best of luck in his home turf in Europe, back to the "old Country." Take care Peter, easy on the pubs out there...fair winds and following seas!

3. G-4 – In addition to routine tasks, G-4 is focused on supporting the Campaign Synchronization Working Group by providing answers to logistics and facility requests for information. G-4 is also working closely with the two recruit depots and the Defense Logistics Agency to ensure the timely delivery of clothing items for recruits. The G-4 also established a working group to address an increase in the number of Rifle Combat Optics that are being deadlined. The working group will begin meeting in March via a weekly teleconference and will address attrition reduction and sustainment. The G-4 is also working with other stakeholders to establish accountability for Ground Training Systems which include ground training simulators, force on force training systems, and range training devices.

Person to be recognized: Mr. Levy Klinger for his initiative and efforts in working with the Base to reduce the number of existing work requests from 127 down to 40. Through his hard work and diligence, the command is experiencing shorter response times from the Base to our work requests.

4. G-5 – The Commandant's Planning Guidance, released 17 July 2019, established learning - a combination of education and training - as a priority focus area to develop an "intellectual" edge to capitalize on the unique ethos of the Corps and its maneuver warfare mindset. MCDP 7 states that "The Marine Corps' learning philosophy seeks to create a culture of continuous learning and professional competence that yields adaptive leaders capable of successfully conducting maneuver warfare in complex, uncertain, and chaotic environments." MCDP 7, Learning, formalizes the philosophy, principles, concepts and expectations of learning and emphasizes that continuous learning is an institutional priority and professional expectation of all Marines.



Person to be recognized: MCDP 7, Learning, was researched and written by a small group now within the TECOM G-5 Plans and Strategy Division. Dr. Kendy Vierling (editor and lead), Major Rich Farnsworth (Education Officer), Major Scotty Black (Modeling and Simulation Officer), Mr. Chase Collins (Training Analyst), and Mr. Dwight Lyons (Senior Analyst) used the "sprint" agile development process typically used to create innovative technologies to quickly provide CG TECOM with the first draft by six months, and to provide a finalized document in less than a year – light speed for developing doctrine. The Commandant of the Marine Corps signed MCDP 7 on 20 Feb 20. On March 19, the Commandant announced its release, making MCDP 7 the first

entirely new doctrinal publication released by the Marine Corps since the late 1990's. A copy of MCDP 7 can be downloaded at <https://homeport.usmc.mil/sites/mcdoctrine/SitePages/Home.aspx>.

5. G-6 – Since the 1st Quarter of Fiscal Year 2020, TECOM G-6 Cybersecurity Branch Network Defense Team coordinated and provided responses to 150 cyber related orders, investigations, and incidents. The Network Defense team monitors and reports on vulnerability compliance for all TECOM Information

Systems (IS), including Commercial Internet Service Provider (C-ISP) networks supporting the schoolhouses at our Major Subordinate Commands (MSC) and the Virtual Collaboration Environment (VCE) SharePoint environment. In addition to Vulnerability management, the Network Defense team reports compliance with all JFHQ-DODIN and MARFORCYBER Task Orders and General Admins.

Person to be recognized: SSgt Reynaldo Susulin, continues to be an exemplary member of the G-6. Serving as the Operations Chief, there is no task too daunting or complex for SSgt Susulin. He has taken on the additional responsibilities associated with the financial analyst billet, currently vacant, and is responsible for submitting more than a dozen purchase requests for essential G-6 services. He also serves as the Telephone Control officer for the command, directly facilitating every telephone or network oriented move, add or change with in TECOM. SSgt Susulin is also the lead Token Authority for TECOM, facilitating the issuing of 26 tokens to key personnel. SSgt Susulin is a valuable member of the G-6 and TECOM at large.

6. G-8 - During the 2nd Quarter of Fiscal Year 2020, in addition to the division's routine tasks, G-8 has focused on supporting the TECOM Campaign Plan by establishing working groups: Mid-Year Review, Service Requirement Review, and Enterprise Risk Management/Managers' Internal Control Program. The Resource Evaluation, Analysis and Operations Branch conducted a financial inspection of Marine Corps Junior Reserve Officer Training Corps and found them to be mission capable. The branch also submitted the results of the Mid-Year Service Requirements Review Board to Headquarters Marine Corps, Programs and Resources, attesting to the Commands internal controls for service requirements validation prior to submission to the contracting offices.

Person to be recognized: Capt Ryan Blank has been a tremendous asset to the G-8. He was instrumental in the planning, coordinating and the successful execution of the Fiscal Year 2020 TECOM Mid-Year Review. The Mid-Year Review results produced a prioritized requirements listing, which will inform TECOM leadership on future funding decisions throughout the fiscal year. He also skillfully led the budget execution team during a very fluid Continuing Resolution period, in which TECOM did not have its full funding authorization, for almost two full quarters; ensuring TECOM MSC's and Budget Execution Activities had the necessary funding resources to accomplish their mission. Also, Capt Blank took the lead to learn and train others on how to use the new Programs and Resources Phasing Plan Tool Module, by which all future funding allocation and fiscal adjustments will be made across the Marine Corps. Capt Blank is a valued member of the G-8 and TECOM.

7. PSD – During the past quarter, PSD's focus continued to be those tasks necessary for execution of the Commandant's Planning Guidance and the TECOM Campaign Plan. PSD executed a new agile/responsive Training and Readiness (T&R) manual process with multiple Fleet Marine Force communities, leading to significant and positive changes to Ground T&R manuals. In addition, PSD coordinated a proof of concept with the Infantry community to validate the new T&R construct, a standard evaluation framework, and a new Infantry squad leader syllabus. Integral to this new evaluation framework is the development and validation of a new 5-point scoring scale, called Scaled Performance Evaluation Measurement System, to be used during MAGTF-TC evaluations of Service Level Training Events, as well as Marine Corps Combat Readiness Evaluations. To further the efforts for a more relevant doctrine process we conducted an initial "Requirements Workshop" with NAVAIR for the design of a doctrine and training publication collaborative tool that will be hosted on MarineNet, and drafted authority letters for O-6 commanders to develop, approve, and sustain doctrinally-based training publications. PSD has conducted planning/discussions to determine future MCTIMS 2.0 joint and external requirements with enterprise stakeholders. In addition, there were a large number of regular sustainment actions completed, among which were: completion of the Training Input Plan Working Group, resulting in uploading training requirements from 79 occupational field managers and entry level planners for approximately 200,000 school seats; Military Occupational Specialty manual for Fiscal Year (FY) 21 was updated with 1,200 changes from the FY-20 version; converted the Navy Core Introduction Training Phase into a Marine Syllabus for use in the Marine FA-18 Fleet Replacement Squadron; and PSD transitioned from the unclassified Marine Corps Campaign of Learning Information System to the Joint Lessons Learned Information System. Finally, in response to the COVID-19 pandemic PSD adjusted hundreds

of class schedules.

Person to be recognized: Mr. Vickers served 20 years as a tank officer and presently serves as the Service and Multi-Service Doctrine Coordinator in Doctrine Branch of PSD. He currently has management responsibilities for over 271 doctrine publications. During this quarter he has developed the plan to re-assign training publications to TECOM “managers” and “authors” where possible. Rather than a longer deliberate doctrinal process, Mr. Vickers has developed a plan to authorize 0-6 level commands to develop, adjudicate, and approve training publications. In addition, he has done intensive collaboration with MarineNet personnel in designing a Cloud based tool that is designed specifically to develop, staff, adjudicate, and approve training publications in real time. This collaborative tool will be BETA tested this summer.

8. RTPD - is currently in the process of gaining accountability of all Ground Training Systems (GTS) fielded broadly throughout the Marine Corps. GTS comprehensively include all ground training simulators, Force on Force Training Systems, and Range Training Devices. As these systems were fielded, property management and accountability presented unique challenges as they were fielded broadly across the Marine Corps installations, centrally managed by TECOM, but generally accounted for by the Program Manager at Marine Corps Systems Command. While they were fielded throughout the Fleet Marine Force, they were intended to be centrally located to provide training resources to all tenant commands. Working with all stakeholders, TECOM is currently conducting equipment inventories aboard MCB Quantico to serve as a pilot effort. Next, we'll address GTS located aboard Marine Corps Air Ground Combat Center, before moving to broader Fleet Marine Force locations. This transition of accountability will enable the necessary visibility to proactively manage training systems and inform resource decisions through utilization tracking. Further, TECOM accountability of GTS will further result in Return-On-Investment data leading toward divestment/investment criteria. The transition of accountability of all GTS is expected to be complete across all installations no later than December 2021.

Person to be recognized: Mr. Timothy Blake was recently recognized by the I MEF G-3/7 Staff for providing outstanding support to the I MEF MAGTF Command Post Exercise (CPX) during participation in MEFEX-20. As the Training Resource Integrator for Training Support Center (TSC), Camp Pendleton, Mr. Blake assisted I MEF Exercise Planners with design, development and execution support. His initiative was demonstrated repeatedly as he identified and quickly resolved exercise gaps during the planning and design phase and provided expertise to align various scenario documents to the MEF training objectives. His work as the Master Scenario Event List (MSEL) Co-Manager during execution highlighted his in-depth knowledge of MEF level operations across 26 different staff boards and planning cells, as well as his practical expertise to replicate relevant training challenges for the MEF staff. Mr. Blake is recognized locally as one the top performers on the TSC Camp Pendleton team.

9. FFD – CG TECOM authorized Force Fitness Division to be renamed the Human Performance Division (HPD). This change is due to the division’s expanding mission to include holistic human performance and resiliency initiatives. A major part of this effort was the creation of a Resiliency Branch that specifically addresses mental, social, and spiritual aspects of Marine Fitness. Within the last quarter the HPD hosted an obstacle course (O-course) working group to discuss and explore the option of modifying the current O-Course format and/or standardizing the existing structures for uniformity. In the past quarter there have been several developments with HPD’s FitForce application. Most notably, in early March FitForce’s developer Aptima and HPD attended a future development planning meeting, to identify the next six months of development milestones. The most notable update for FitForce users recently is newly developed “one-repetition max” feature that allows Marines to specify their maximum weight lifted for any exercise, which is then automatically reflected throughout their workouts to the prescribed training load. Since the initial release of the FitForce application there are 12400 + users on the application for planning and executing workouts. Lastly, HPD posted the Pregnancy Post-Partum Physical Training Guidebook to their webpage for reference in an effort to assist in the pregnant/post-partum population and FFIs to develop appropriate training programs for this small but important population during this stage of her career/life.

Person to be recognized: Colonel Armes, Director of HPD plans to retire from the Marine Corps on 22 May 2020. After 28 years of service his leadership will be truly missed. We thank him and his family for their support, dedication and impact they have had on the Marine Corps. Fair winds and following seas.

10. MCJROTC - MCJROTC provides its first rate Leadership Development and Personal Accountability to over 32,500 students in 261 High Schools around the globe. MCJROTC, in concert with our host High Schools work together to lay the foundation for developing adaptive, decisive leaders with a strong moral compass, better developed to serve our nation in whatever capacity they choose. In support of that effort, the MCJROTC Program Support Branch (PSB) works tirelessly providing, financial, logistics, supply, and transportation support to our Unit Programs. Without their diligence and dedication those activities that draw our Nation's Youth into the Program and keeps them in the classroom and off the street would not exist and MCJROTC would just be another elective. Due, in part, to PSB's efforts, MCJROTC remains relevant and vibrant in support of developing the future leaders of our Nation.

Person to be recognized: MCJROTC is truly a team effort and within the PSB teamwork is the key pillar to their success. Until recently this branch was operating with reduced manning, but since the last quarterly newsletter, they have received their full complement of team members and we would like to formally welcome them aboard at this time. Welcome to the MCJROTC Family: Logistic Management Specialists; Kinzie Jerome, Ron Sendaj, Paulette Howard, and Brenda Brown; Financial Management Analyst, Sharon Smith; and Transportation Management Specialist, Michele Hicks. So, next time you are in Little Hall or see them out and about please welcome them aboard.

What continues to enable us to accomplish our mission, no matter what, are the fantastic people that make up our ranks. Those listed above are just a few of the many who "make it happen" every day. Always remember that each of you are a valued member of this team and we cannot do what we need to do for the Marine Corps without you. Thanks for what you do every day and I hope all of you are able to stay Corona Virus free and healthy. Together, let's hope for a quick end to the pandemic and keep those most affected by it in our thoughts and prayers.



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