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USMC ENLISTED MOBILIZATION TRAINING. (U)  
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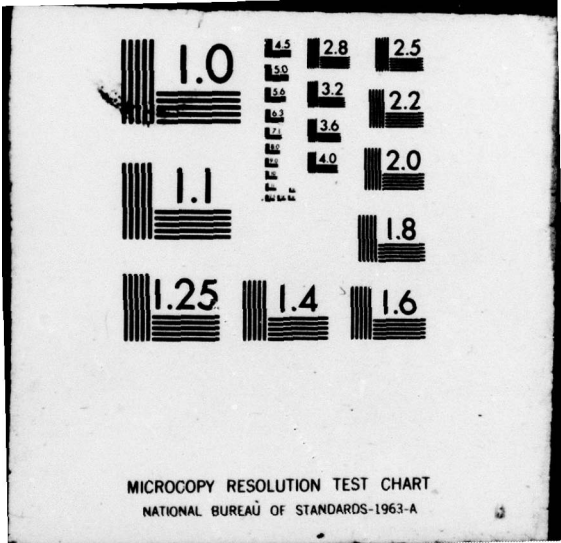
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**USMC ENLISTED MOBILIZATION TRAINING**

Edward C. Kline, Jr.

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Prepared for the  
Deputy Assistant Secretary of Defense  
(Program Management)

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## MARINE CORPS ENLISTED MOBILIZATION TRAINING

The purpose of this report is to determine if the Marine Corps (USMC) can meet its individual training requirements during mobilization. The report covers only enlisted training because mobilization assets for trained officers are sufficient.<sup>1</sup> "In gross numbers, there are sufficient Reservists and Retired personnel to meet the requirements of full mobilization. However, grade and MOS substitution will be necessary in meeting some billet requirements."<sup>2</sup>

Most of the peacetime figures are derived from the FY 80 Military Manpower Training Report (MMTR) or the Service back-up data. Mobilization figures and policy statements are taken from Table J of the FY 80 Wartime Manpower Program and the Marine Corps Capability Plan of 6 September 1978 (MCP). Some mobilization decisions are still being formulated, but these will be noted. Marine Corps Headquarters is currently working on a new mobilization plan which is due to be completed during the summer of 1979.

The Marine Corps meets their full mobilization requirements from the following assets: active forces, Selected Marine Corps Reserve (SMCR), Individual Ready Reserve (IRR), Standby Reserve, Fleet Marine Corps Reserve (FMCR), Retired personnel and training output which is primarily new accessions. All Marine Corps requirements for Chaplain, Medical and Dental Corps personnel are met from Navy assets and therefore are not counted under USMC training requirements.

1. Marine Corps Capabilities Plan (U), 6 September 1978, p. C-2-1

2. Ibid., p A-3-3

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Charts and statements in this report refer to load and workload. Load is calculated on the authorized training for a particular Service regardless of where it is conducted. Workload is calculated on all persons trained at a particular site regardless of Service or agency origin. Workload represents the average number of trainees on-board a given site each day. Therefore, workload is more representative of capacity. Assuming that attrition occurs at a constant rate during a course, the basic method of computing training workload is expressed by the following formula:

$$\frac{\text{Entrants} + \text{Graduates}}{2} \times \text{Course Length (expressed as a fraction of a year)} = \text{Load.}$$

The difference between load and workload is important because about 30% of all USMC formal school training is conducted by other Services and DOD agencies. An example of this difference can be seen in Figure M-1. In the Initial Skill Training (IST) block, you will notice that the load is 8,771 (authorized training for USMC personnel), but the workload is only 5,509 (personnel being trained at USMC sites regardless of Service origin). Since the Marine Corps trains only their own personnel in Recruit Training, Load and Workload are synonymous in this category.

#### Training Flow

Figure M-1 depicts the normal peacetime training flow for non-prior service (NPS) Marine Corps enlisted personnel. The first block represents Recruit Training (RT). RT encompasses training in those subjects required to enable our male Marines to perform effectively in a combat field environment and that will enable all Marines to perform effectively in garrison and to practice those personal and professional traits that



distinguish them as Marines. Recruit graduates then get Initial Skill Training (IST), which is either a formal school or on-the-job training (OJT), upon reporting to their operational unit.

IST provides Marines with the necessary skills, technical proficiency and professional depth in a specific field in order to meet the prerequisites for a primary MOS. Some few IST graduates then proceed directly to Skill Progression Training (SPT), but most report to their assigned operational unit.

SPT provides Marines intermediate and advanced training above the MOS-qualifying level. SPT also provides the latest available technical information and managerial techniques related to the MOS. In addition, SPT qualifies individual Marines to assume increasing responsibilities appropriate to their grade.

Since the purpose of this report is to determine if the Marine Corps can meet the individual training requirements necessary for combat assignment during mobilization, only RT and IST will be discussed further.

#### Recruit Training

All NPS enlisted accessions undergo RT upon entering the Marine Corps. The Marine Corps has two Recruit Depots with the following approximate training load capacities:

	<u>Peacetime</u> <sup>1</sup>	<u>Mobilization</u> <sup>2</sup>
Parris Island, S.C.	5,400	12,000
San Diego, CA	<u>5,400</u>	<u>12,000</u>
TOTAL	10,800	24,000

1. FY 80 MMTR

2. Marine Corps Capability Plan (U), 6 September 1978

Recruit Training currently runs for 72 days. RT makes maximum use of all available time to such a degree as to preclude shortening the training period during mobilization without dropping something from the curriculum. Therefore, in this report, the length of RT used is 72 days for both peacetime and mobilization.

Figure M-2 shows that the requirement for Recruit Training for USMC new accessions, during mobilization, is within the capacity of the Marine Corps. The foregoing figure is constructed by starting with the on-board peacetime training load for FY 80 at M-Day and adding, in 10-day increments, the NPS accessions listed in Table J of the FY 80 Wartime Manpower Program. The total amount of attrition (4.4 thousand), also from Table J, is deducted at M+180. The "on-board" curve will vary depending upon when attrition is deducted.

During the past seven years, the RT load has ranged from about 10,000 to 18,000. The FY 73 training load of 18,114 is matched against the mobilization load constructed in Figure M-2. It is quite apparent from the chart that the mobilization load closely approximates that of FY 73. The Marine Corps has detailed plans, in writing, plus the personnel and equipment to reach this mobilization RT load capacity of 24,000 within the first RT cycle of 72 days.

There are individuals other than new accessions who will also receive recruit type training. These individuals will be primarily from the IRR. The MCP directs the Commanding General (CG) of Marine Corps Base (MCB), Camp Lejeune and Camp Pendleton, respectively, to be prepared to conduct three weeks refresher training for up to 1,000 IRR at each location on basic recruit subjects during the



timeframe M-Day to M+3 months. This training will then return these Reserves to the level of recruit graduates on military skills.<sup>1</sup> This requirement is well within the capability of both MCB's.

#### Initial Skill Training

Upon mobilization, almost all recruit graduates will go to formal school training. This is because the units that have been providing the OJT (Field Skill Training) will be deployed or preparing to deploy. A few recruit graduates will receive basic MOS qualification training at Camp Lejeune and Camp Pendleton. This includes specialities such as general warehouseman, cooks, bakers, transportation clerks, etc.

As previously stated, a significant portion of USMC formal school training is conducted by other Services. The MCP lists all Specialized Skill Training (SST), by MOS, required under mobilization (M to M+180). The MCP also shows which school, by Service, will accomplish this training, including that which was formerly accomplished through OJT. USMC and other Service schools are scheduled to receive the following number of entrants for IST during the period M to M+180: USMC - 11,217; Army - 6,809; Navy - 5,423; and Air Force - 149 (SST-SPT=IST). The USMC aggregate peacetime capability for this period is 12,036. In addition, OJT formerly conducted by Fleet Marine Force units for about 2,000 personnel will be conducted at various MCB's. To date, USMC Headquarters has not received written commitments from the other Services that they will conduct the requested training.

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1. Marine Corps Capabilities Plan (U), 6 September 1978, p. C-6

The above does not imply that no changes are required in the formal school structure during mobilization. The Marine Corps Formal Schools Catalog (MCO P1500.12) lists all USMC formal schools with a synopsis of training conducted. It also shows the course length for both peacetime and mobilization. In most cases, course lengths for peacetime training and mobilization are approximately the same. USMC Headquarters also has on file the curriculum for each course under each condition. The Headquarters does not now have the mobilization capability for each school, but will incorporate the individual school training capacities in their new mobilization plan.

Using peacetime capability figures, a few schools fall short of meeting all of the mobilization requirements. It appears that the shortfalls could be overcome by adding a second training shift. USMC Headquarters is currently working to solve this problem and to determine the mobilization capacity for all formal schools. Time is available during mobilization for USMC schools to make any needed adjustments due to the fact that the impact of increased formal school training will occur after M+2 months.

Conclusions: The Marine Corps:

- (1) Has the capacity to meet Recruit Training requirements stated in Table J of the FY 80 Wartime Manpower Program.
- (2) Has the aggregate capacity to meet the Initial Skill Training requirements based on the output of item (1) and the refresher training required in the MCP.
- (3) Has their mobilization individual training requirements defined by MOS.
- (4) Will include the mobilization training capacity by individual school, in the Mobilization Plan due Summer of 1979.



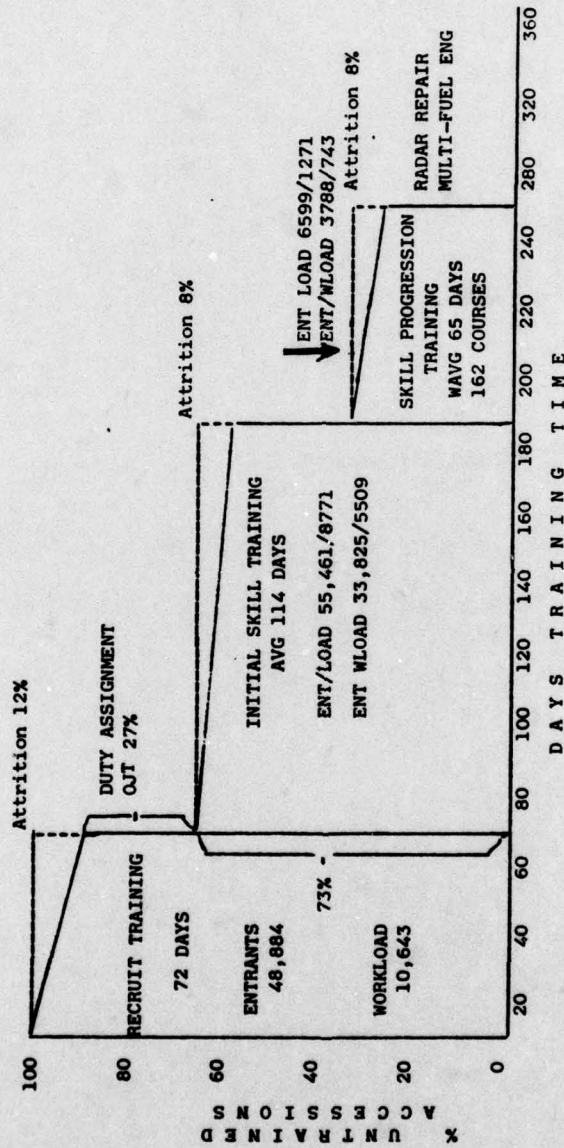
(5) Needs to get a firm commitment in writing from the other Services that they will conduct requested training.

(6) Needs to better document assumptions and decisions with respect to mobilization planning. These should be included in the mobilization plan due in the summer of 1979.



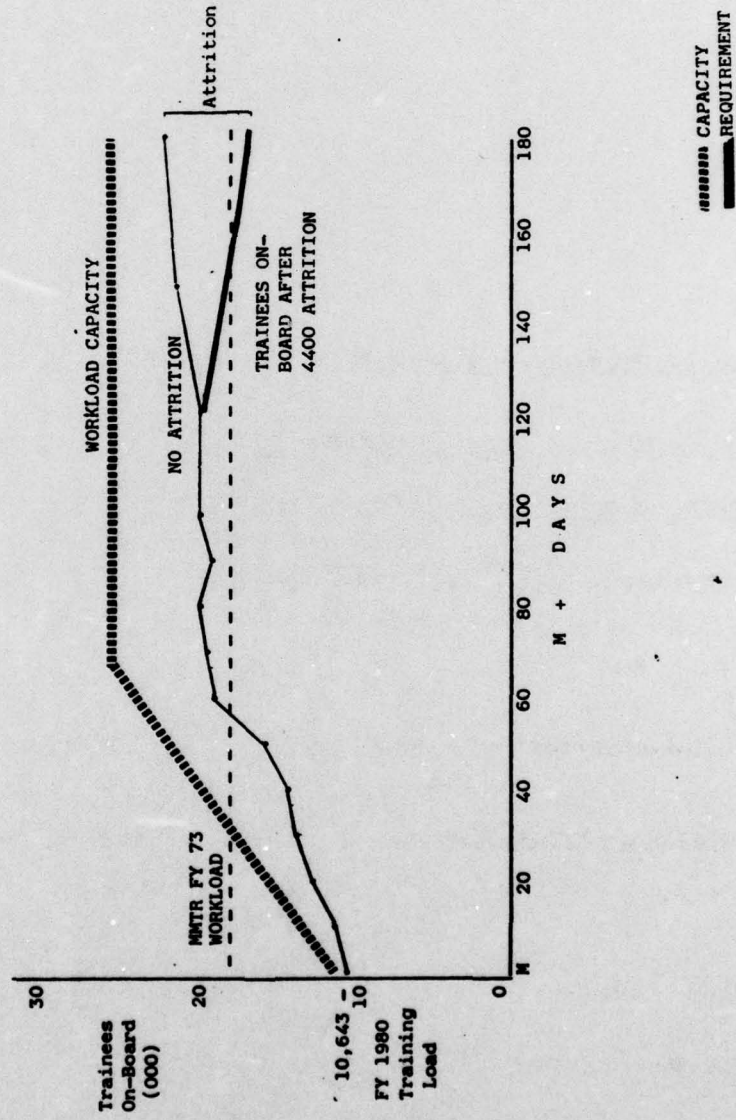
[NOTE: Does not include Functional Training-SCUBA, Airborne, Drill Instr., etc. - 75 Courses, Avg Length 49 days]

FIGURE M-1  
MARINE CORPS ENLISTED TRAINING FLOW  
Source: MMTR FY 1980



[NOTE: Classes convene daily  
Course length 72 days]

FIGURE M-2  
MARINE CORPS RECRUIT TRAINING  
MOBILIZATION CAPACITY VS. REQUIREMENTS



WARTIME MANPOWER PROGRAM  
MARINE NON-PRIOR SERVICE ACCESSIONS

TABLE J

	<u>INPUT (00)</u>	<u>CUMULATIVE (000)</u>
M		
M+10	33	3.3
M+20	33	6.6
M+30	33	9.9
M+40	33	13.2
M+50	33	16.5
M+60	33	19.8
M+70	27	22.5
M+80	27	25.2
M+90	27	27.9
M+100	27	30.6
M+120	53	35.9
M+150	80	43.9
M+180	75	51.4