



73rd MORSS CD Cover Page

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Name of Principal Author: Fred Hartman, FS

Principal Author's Organization and address:

Office of the Secretary of Defense
Readiness & Training
4000 Defense Pentagon, Rm 1E537
Washington, DC 20301-4000

Phone: 703-693-4381

Fax: 703-575-3710

Email: fred.hartman@osd.mil

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Transforming DoD Training

Observations, Direction, Challenges

MORSS – WG 22
21 June 2005

Fred Hartman
Director JAEC, OUSD(P&R)

Quadrennial Defense Review

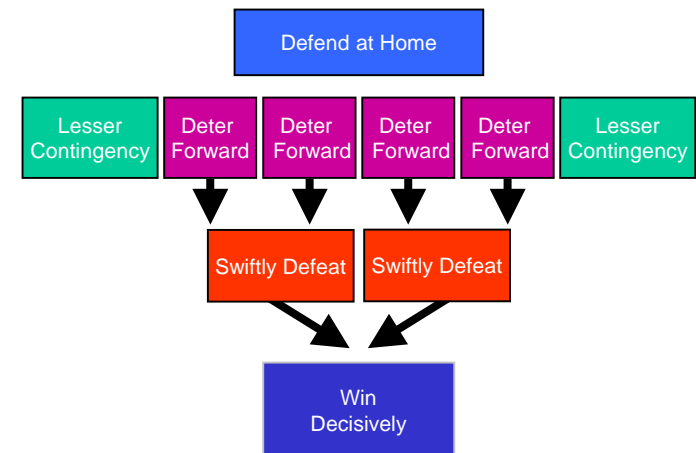
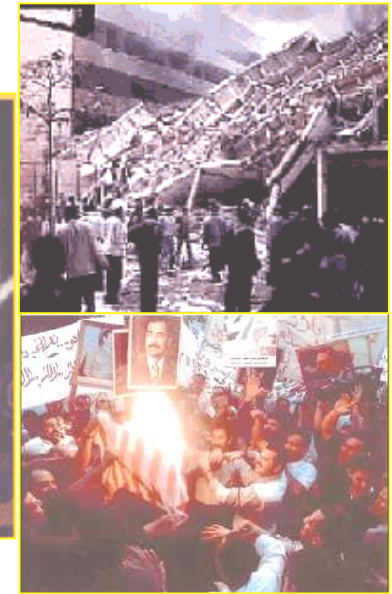
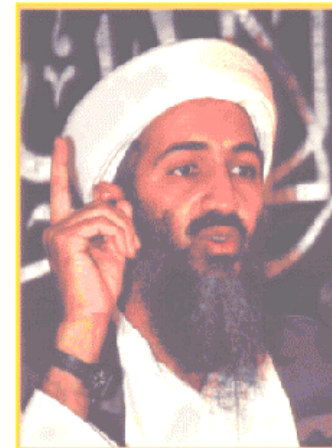




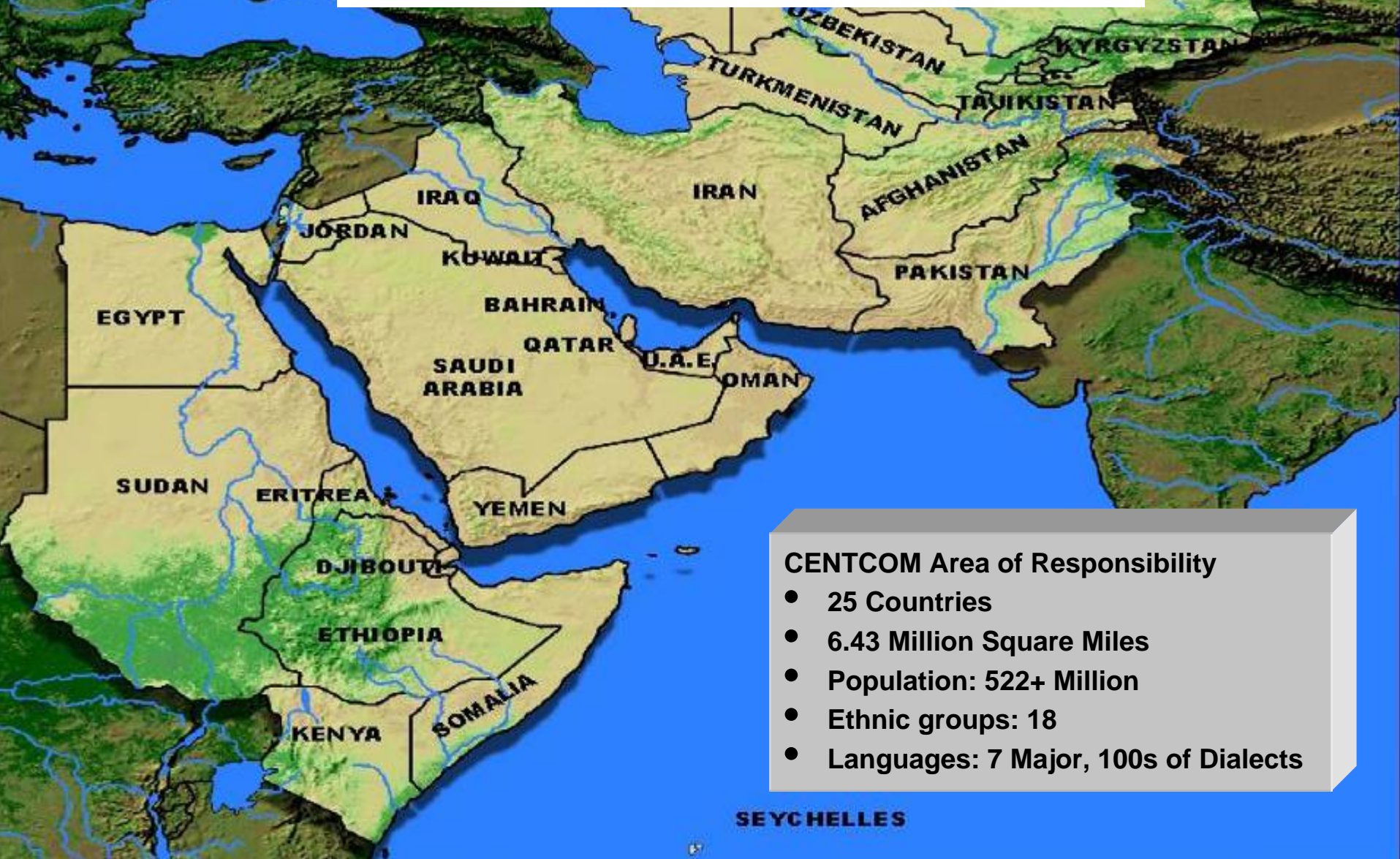
Today's Security Environment



- **Dynamic, complex security environment**
 - World of uncertainty and surprise
- **Adaptive enemies**
 - Employ asymmetric approaches
- **Non-traditional environments**
- **Skill set: war fighter - diplomat**



The Learning Challenge: Joint Distributed Operations



CENTCOM Area of Responsibility

- 25 Countries
- 6.43 Million Square Miles
- Population: 522+ Million
- Ethnic groups: 18
- Languages: 7 Major, 100s of Dialects

SEYCHELLES



Department of Defense Priorities



- **Successfully Pursue the Global War on Terrorism**
- **Strengthen Combined / Joint Warfighting Capabilities**
- **Transform the Joint Force**
- **Optimize Intelligence Capabilities**
- **Counter Proliferation of WMD**
- **Improve Force Manning**
- **New Concepts of Global Engagement**
- **Homeland Security**
- **Further Streamline DoD Processes**
- **Reorganize DoD and the USG to Deal with Pre-War Opportunities and Post-War Responsibilities**

“The centerpiece of our training transformation effort will be the Joint National Training Capability.”

**Deputy Secretary of Defense
Paul Wolfowitz, 9 April 2002**



Training Transformation Vision and Capabilities



Provide dynamic, capabilities-based training for the Department of Defense in support of national security requirements across the full spectrum of service, joint, interagency, intergovernmental, and multinational operations.

Create Dynamic,
Global
Knowledge
Network

Build Live, Virtual,
Constructive (LVC)
Training
Environment

Establish
Performance
Assessment
Architecture





Joint Knowledge Development & Distribution Capability (JKDDC)



Mission Statement: Preparing Warriors Individually through Development and Distribution of Joint Knowledge

Customers: COCOMs; Military (Active and Reserve Components); Civilian DoD Personnel, and DoD Agencies; Interagency, Intergovernmental, and Multinational Organizations

Priorities:

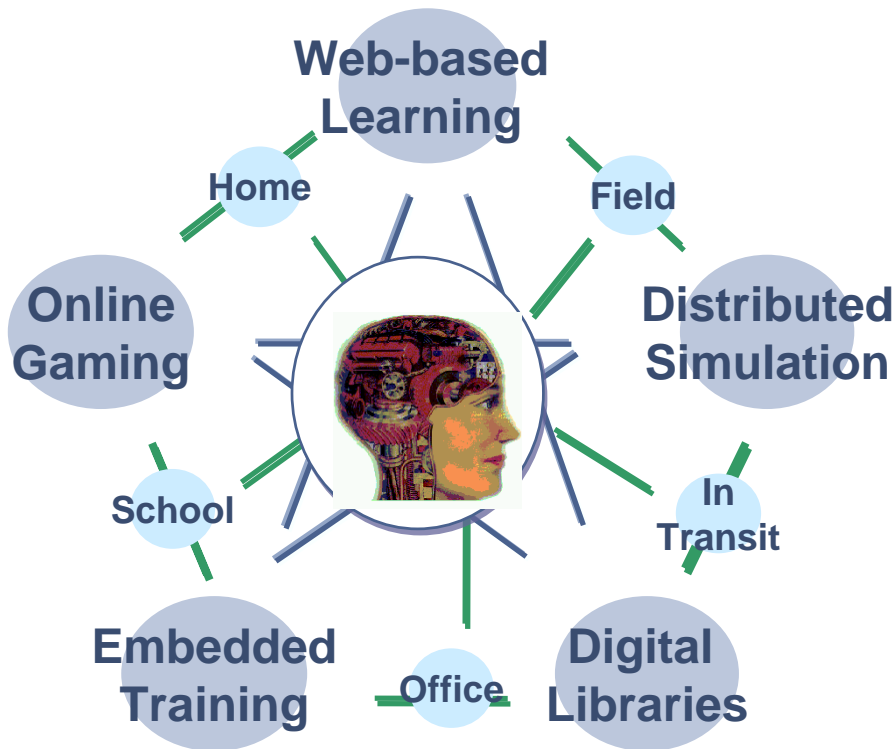
- Courseware—Web-based Training, Computer Based Training
- Services—Digital Libraries, Courseware Repositories
- Global distribution environment
- Advanced Concepts—JKDDC Technology Lab, Knowledge Reachback, Online Gaming
- Tools—Job Performance Aids; Decision Aids



ADL Vision



Provide access to the highest quality education and training, tailored to individual needs, delivered cost effectively, anywhere and anytime.



A Digital Learning World

- Learning Technologies, plus . . .
- Distributed Simulation
- Job Performance Aids
- Massive Multiplayer Online Games
- Integrated Learning Environments
- Content Object Repository
- Discovery & Registration Architecture

Performance Enhancement



Build on Success

1st Training Transformation Major Training Centers

Realistic Combat Training



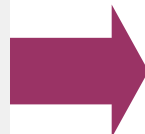
Credible Opposing Forces



Common Ground Truth



High Quality Feedback



2nd Training Transformation Joint National Training Capability

- Joint context - horizontal/vertical
- Employs joint doctrine/tactics/techniques
- Live training with simulation/stimulation
- Mission rehearsal implications
- Realistic information ops and C4ISR
- Potentially deployable/distributable

- Multi-dimensional peer adversary
- Asymmetric challenges
- Diverse targets/threats

- Integrated range instrumentation
- Joint Observer/Trainers
- Certified, accredited

- Focus on joint performance outcomes
- Ability to assess concepts and doctrine
- Feeds joint lessons learned
- Promotes Joint Training System use

We Fight as a Joint Team - We Should Train in a Joint Context



Joint National Training Capability (JNTC)



Mission: The Joint National Training Capability will continuously improve the ability of U.S. military, federal agencies, and multinational forces to fight effectively as a Joint and combined team.

Customers: Combatant Commands (COCOMs); Military (Active and Reserve); Civilian DoD Personnel and DoD Agencies; Interagency, Intergovernmental and Multinational Organizations

Priorities:

- Improve management and coordination of joint training resources;
- Fully implement the Joint Training System Applications and provide means to develop improvements in DoD warfighting capabilities;
- Embed the proper joint context into Service training tasks;
- Provide opposition forces and realistic threat systems;
- Create persistent global joint training infrastructure;
- Provide live, virtual, and constructive (LVC) environment for joint training events;
- Lead development of advanced training technologies providing joint functionality interfaces and interoperability; and
- Coordinate and integrate activities with other capabilities of training transformation.



Joint Assessment and Enabling Capability (JAEC)



Mission: Ensure the systematic assessment of joint training and the effect from Training Transformation; provide enabling tools and procedures to JKDDC and JNTC to enhance joint force readiness

Customers: COCOMs; OSD; Joint Staff; JMOs; Military Services; Interagency; Coalition Partners

Priorities:

- Dynamic Joint Training System — next Generation Assessment Tools and Metrics
- Robust Joint Lessons Learned Capability
- System that Tracks Joint Qualifications and Experience
- Linkage of Joint Training Outcomes to Readiness
- New Joint Mission Essential Tasks for Interagency and Coalition
- New Training Assessment Guidelines / Policies
- Joint Training System Enterprise Architecture
- T2 Block Assessments and Recommendations



Training Transformation Interagency, Intergovernmental, and Multinational Mission Essential Tasks (TIM2)



TIM2 End State

Individuals, organizations, and staffs are educated and trained for broader, more inclusive joint operations with all of the TIM2 community and are prepared to execute capabilities/tasks before required to do so in an actual situation.





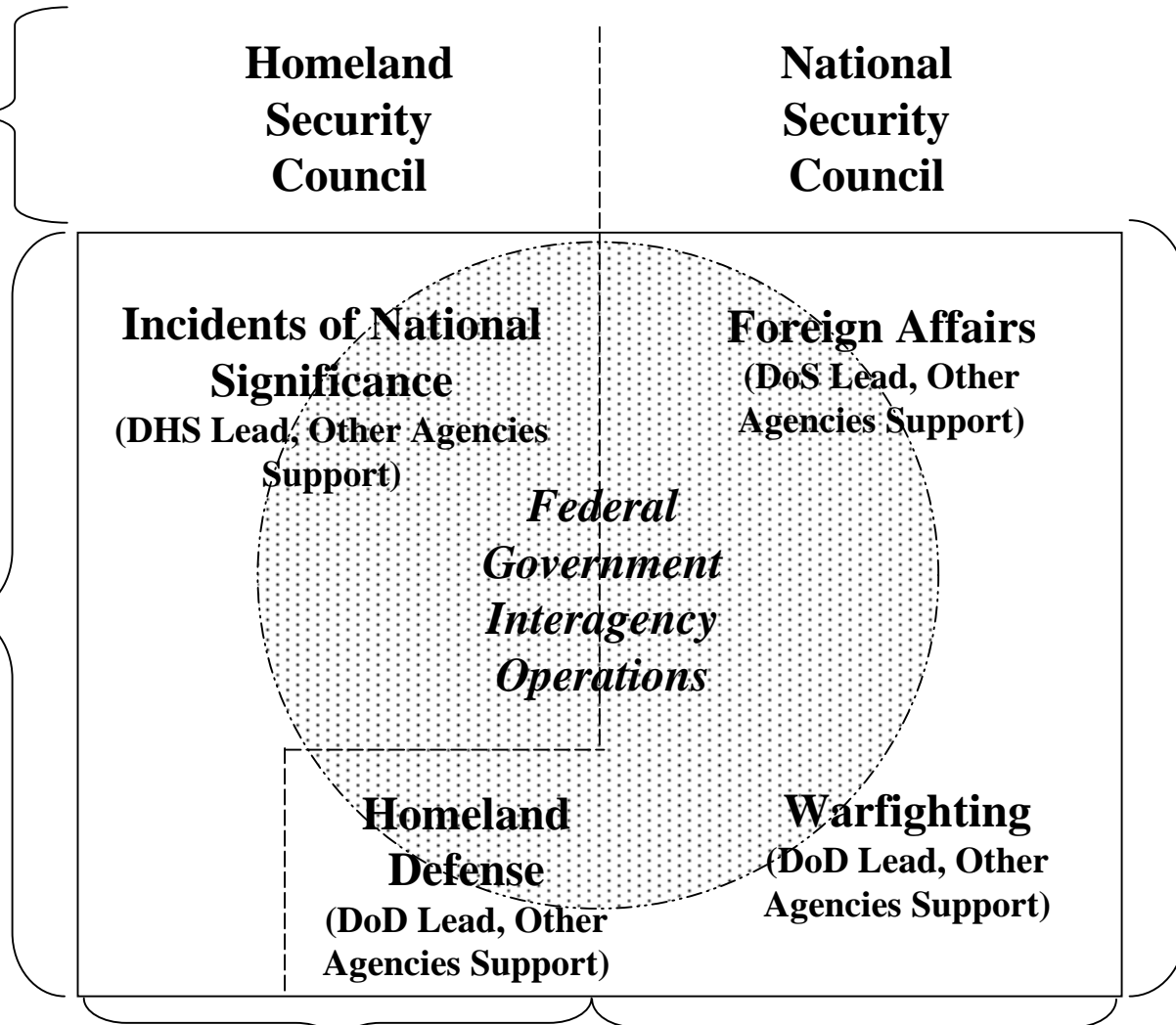
Federal Government Interagency Operations (Cabinet-level Interagency View)



Interagency Strategic Security Coordination, Policy, and Advice to POTUS

Intergovernmental Operations

Federal, State, and Local Agencies, and Nongovernmental Organizations



Multinational Operations

US Government Agencies, Allies, Coalition Partners, and International, Regional, and Nongovernmental Organizations

CONUS

OCONUS




Need Your Continued Contributions



- **WG 22 Stood up in Mid 90's to pull together Training and Analysis communities**
- **Initially had much more uniformed involvement from Joint Staff and Services**
- **Not just about Joint Training, but about Training**
- **Really about Learning Continuum**
- **It is important for the Analytic community to continue to support T2....**




For additional information on
Transforming DoD Training
www.T2net.org



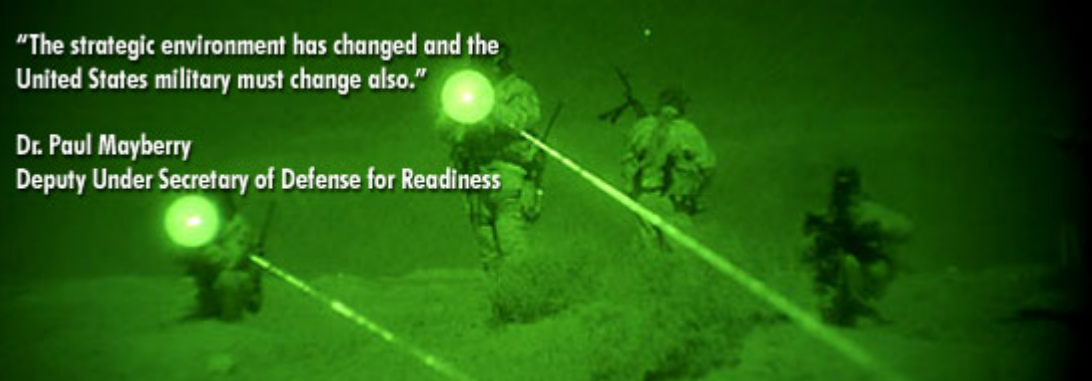
"Transforming is about more than developing new strategies and structures -- it is about changing culture, about encouraging new ways of thinking so that we can develop new ways of fighting and provide our armed forces the tools they need to defend our way of life."

Donald H. Rumsfeld
Secretary of Defense



"Transformation is not an easy business. It takes time, it takes a lot of partnering...and it requires a lot of work and coordination among the Services, agencies, combatant commands, and civilian organizations, inside and outside the Department of Defense."

Admiral Edmund P. Giambastiani, Jr.
Supreme Allied Commander for Transformation



"The strategic environment has changed and the United States military must change also."

Dr. Paul Mayberry
Deputy Under Secretary of Defense for Readiness