



UNITED STATES MARINE CORPS
2D COMBAT ENGINEER BATTALION
2D MARINE DIVISION
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From: Commanding Officer
To: Distribution List

Subj: 2D COMBAT ENGINEER BATTALION TRAINING GUIDANCE

1. Purpose: To outline my overarching guidance for training within 2d Combat Engineer Battalion (CEB). This guidance, combined with our long range training plan, will serve as a foundation for how the battalion trains and ultimately prepares for combat operations.

2. My training philosophy:

a. Purpose: Always understand that my primary focus is preparing our Battalion to answer the call of "Engineers Up!" In order to answer that call, it requires Marines and Sailors who exercise sound moral and ethical leadership at all levels of command, who have an agile and creative mind, who are both mentally and physically prepared for the rigors of combat, and who are both technically and tactically proficient in their MOS and basic infantry skills.

b. Guidance:

(1) We have to build squads, platoons, and companies that are mission focused, tactically sound, led by aggressive small-unit leaders; skilled at ethical decision-making in chaotic, violent, and uncertain environments. They understand commander's intent, are confident in their ability to accomplish the assigned mission and execute with great skill.

(2) Brilliance in the basics - Conduct the basics with a high degree of proficiency and everything else comes much easier.

(3) Repetition is the foundation of understanding - Battle drills should be conducted hundreds of times so that it becomes muscle memory and instinctive. If you think you are good at something, do it again and look harder at what you can improve upon.

(4) Maximize range time - Classes and practical application should be completed before you ever get to the range. Rehearsals are vital to solid training and success in combat. Live fire training is a validation of what you have already trained to and a chance to further refine your abilities.

(5) METs based / Mission focused - Means understanding your mission and the primary tasks to accomplish it and weighting the majority of your training on those Core METs. It doesn't mean that we ignore other important training events but we do focus our resources and time accordingly. We have to be highly proficient at our Core METs.

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(6) Train to standard and have all training evaluated. AARs and training feedback are essential. AARs will capture training accomplishments, shortfalls and will be used to adjust future training priorities.

(7) Planning, resourcing, and executing training is a leadership responsibility. Leaders will be intimately involved in the planning and execution of all training.

(8) Combat mindset/Combat conditioning. All training should be as realistic as possible to the conditions that we will face in war. How we train in garrison has a direct impact on disciplined actions in combat. Condition the mind and body accordingly.

(9) Every squad leader and above must have the ability to coordinate casualty evacuation and adjust fires as well as effectively conduct combined arms operations (day and night).

(10) Safety - Marines and Sailors injured or killed in combat are regrettable, but a fact of life. Marines and Sailors injured or killed in training are unacceptable. Conduct thorough ORMs and follow applicable training standards, orders and range regulations.

c. The below items are the Battalion Mission Essential Tasks (METs). We will develop a long range training plan that is designed to ensure proficiency/mastery across all METs:

- | | |
|----------------|--|
| (1) MCT 1.1.2 | Provide Task-Organized Forces |
| (2) MCT 1.12.1 | Conduct Amphibious Operations |
| (3) MCT 1.4.1 | Conduct Mobility Operations |
| (4) MCT 1.4.2 | Conduct Counter-Mobility Operations |
| (5) MCT 2.2.2 | Provide And Maintain Engineering Reconnaissance Operations |
| (6) MCT 4.4.4 | Conduct Tactical Electric Supply |
| (7) MCT 6.1.4 | Conduct Survivability Operations |

d. The below items are my priorities for training. While not the only events we train to, these are areas I expect the command emphasize in training:

- (1) Mobility operations
 - (a) Breaching (mechanized and foot-mobile in any environment)
 - (b) Route clearance
 - (c) Gap crossing
 - (d) Operating in a CIED environment. CIED operations should be included into all training. The enemy has adapted this as their weapon of choice and we have to be able to conduct all operations in a CIED environment.

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(2) Amphibious Operations

(3) Military Demolitions

(4) Basic Infantry skills

(a) Platoon fire and maneuver/combined arms warfare as well as patrolling

(b) Shoot, move, communicate and medicate

(c) Integrate at all levels with the supported infantry unit

1. Companies with Regiments and Platoons with Battalions

(d) Call for fire and CAS (Squad to Company)

(e) Wheeled and track vehicle operations

(f) Land navigation

(g) Conducting operations in CBRN and limited visibility/night conditions.

e. Known deployments and requirements - When we have a known deployment or requirement that we have time to prepare for, I expect the unit to meet certain standardized training requirements, focused and tailored to the mission of that unit. Items such as MEU, SPMAGTF-CR, and CBAF rotations are known deployments and should have a standardized training requirement that is tracked by the Battalion S-3. Additionally, the Battalion will conduct a certification exercise (MCCRE) on each unit before they conduct the deployment or chop to a gaining command. Training deficiencies will be identified and addressed as required. Details will be published through separate correspondence.

3. Leader Development: The heart of leadership development starts with professional military education. PME is an investment in the development of our Marines. Every Marine who recently gets promoted should have a roadmap laid out for their future PME requirements and when they will attend.

a. Formal PME Required Courses -Attending formal PME should not be a check-in the block that is done at the last minute before promotion eligibility to the next grade, it should be completed as soon as possible after getting promoted so the Marine gains the necessary skills to be successful at his current grade. SSGts and GySgts are not considered deployable until they complete the Staff Academy/SNCO Advance Course. All waivers must be approved by the Battalion CO.

b. Grade/MOS/ Billet professional development courses - Every Marine and Sailor needs to be prepared to go to school in order to grow in their MOS/billet. No one is irreplaceable and a subordinate stepping up to fill leadership gaps is good training. Cpls and Sgts should be assigned to an appropriate journeyman's course in a reasonable amount of time after getting promoted and after attending their formal PME. Engineer Platoon Sergeant's Course is required for all 1371 SNCOs prior to deployment. All waivers must be approved by the Battalion CO.

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c. Battalion PME program - The Battalion will maintain a formal PME program that is intended to cultivate a learning environment in which the goal is to develop leaders who are adaptive, creative, and can make sound-ethical decisions in the most complex of situations. The PME program will consist of the Commandant's Professional Reading Program, formal and informal lectures/presentations on values based training and leadership, as well as alternative venues for career broadening (off-site PMEs/trips, Distance learning products such as Marine Net etc).

(1) The Battalion XO will coordinate and prioritize monthly officer PME.

(2) The Battalion Sergeant Major will coordinate and prioritize separate monthly SNCO and NCO PME.

4. Individual Training Requirements: The completion of annual training is required of all Marines and will be conducted in accordance with applicable Marine Corps Orders and directives. Accomplishment of individual training is a command responsibility that is tracked and coordinated by the Battalion S-3. Accurate and timely reporting is essential to accurately reflect battalion readiness. Specific guidance for conducting annual and semi-annual training is below:

a. Attempt to front load training and plan it around periods of time that are less busy.

b. Individual training requirements, to the greatest extent possible, should be conducted as platoons and companies (PFT/CFT, Rifle, Pistol, CBRN, Swim etc). Conducting annual training as a unit builds camaraderie and is a visible sign of leadership.

c. Utilize distance learning classes such as Marine Net as appropriate and when other forms of training are not available to conduct standard Fiscal Year (FY) and Calendar Year (CY) training requirements.

d. The Battalion will maintain a special recognition program for those who exceed Marine Corps standards (285 PFT/300 CFT as well as the Marine who has the highest combined rifle, PFT, CFT scores). Companies are also encouraged to have a recognition program as well for those in the company that maintain the highest standards.

5. Combat Conditioning - Physical fitness is fundamental to everything we do. Combat conditioning events need to occur on a daily basis, even in the field. Whether it is hiking, MCMAP, combat endurance runs, etc. The goal is to build and maintain both mental and physical toughness.

a. Everyone in the Battalion will hike no less than 20 miles per month

b. Everyone in the Battalion will run or hike no less than 12 miles per week.

c. Functional fitness is integral to combat conditioning. Ensure everyone maintains a mixture of strength, endurance, and speed as part of the unit combat conditioning program.

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d. Organized sporting events are appropriate on an occasion but are for the purpose of building unit cohesion and esprit de corps. They should not be a regular part of the unit physical condition program.

e. The Marine Corps Martial Arts Program should be an integrated event into unit training where appropriate.

6. Safety - We all understand that our profession as Marines and Combat Engineers is inherently dangerous; however, that does not mean that we should accept unnecessary risks. Proper planning, a thorough Operational Risk Assessment, adherence to applicable orders and standards as well as proper supervision is the key to conducting safe, effective training.

a. All live fire events require a confirmation brief to the Battalion CO.

b. All company level training events will require a confirmation brief to the CO.

7. Readiness - Maintenance, embarkation and logistics training is integral to unit readiness and is an area of training that cannot be overlooked or ignored. We will conduct focused maintenance, embarkation, supply and logistics training on a monthly basis at a minimum. Monthly/weekly motor stables, SL-3 inventories and embarkation drills need to be on the training schedule. Additionally, the recent FSMAO inspection highlighted several areas within the command that requires special emphasis. Responsible Officer and GCSS-MC training will be a priority for all individuals whose billets require use of the GCSS-MC system or individuals who own a CMR.


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