



DRAFT
UNITED STATES MARINE CORPS
TRAINING AND EDUCATION COMMAND
1019 ELLIOT ROAD
QUANTICO, VIRGINIA 22134-5027

IN REPLY REFER TO
5420
C461
26 Mar 04

From: Commanding General
To: Commanding Officer, Marine Corps Engineer School

Subj: **MARINE CORPS ENGINEER CENTER OF EXCELLENCE CHARTER (DRAFT)**

Ref: (a) TECOMO 5420.1 Training and Education Centers of Excellence of 15 Dec 2003
(b) TECOMBul 1553, Course Resourcing Process of 21 Jan 2003
(c) MCBul 5603, Marine Corps Doctrinal Proponency Assignments of 10 Jul 2003
(d) TECOMO 3501.1 Standing Operating Procedures for Advocate Integration of 16 Dec 2002

1. Purpose

a. To designate the Marine Corps Engineer School as the Marine Corps Engineer Center of Excellence (ECO). The ECOE includes those schools that instruct in the 11 and 13 Occupational Fields and are assigned to Marine Detachments not located at Courthouse Bay, Camp Lejeune. These schools will be referred to in the charter as ECOE Satellite Schools.

b. To assign the Commanding Officer, Marine Corps Engineer School as Commanding Officer, Marine Corps ECOE.

c. To set forth a charter for the Marine Corps ECOE.

2. Mission. The Engineer Center of Excellence is chartered to serve as the focal point for engineer issues within the Doctrine, Organization, Training, Materiel, Leadership, and Education, Personnel, Facilities (DOTMLPF) process in order to meet MAGTF engineer training requirements.

a. The ECOE, in conjunction with appropriate Training and Education Command (TECOM) staff sections, provides connectivity and timely coordinated solutions for engineer requirements between TECOM, the Operating Forces, the Advocates (I&L (LPE), PP&O, AVN, and MCCDC), Marine Corps Systems Command (MSCS), Marine Corps Warfighting Lab (MCWL), Marine Corps Combat Development Command, Expeditionary Force Development Center, Office of Naval Research and other Training and Education Centers of Excellence.

b. The ECOE will identify, track, and incorporate engineer training and education requirements and opportunities as identified by new requirements, technology, equipment, organizational changes, or doctrine into the training and education continuum.

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c. The ECOE, in coordination with I&L (LPE), will track input into the Expeditionary Force Development System for engineer issues that have implications across the MAGTF.

d. The Commanding Officer, ECOE will support I&L (LPE) to ensure that the engineer community is trained and equipped to provide engineer support to the MAGTF in accordance with the tenants and requirements of Expeditionary Maneuver Warfare.

3. Execution. The Marine Corps ECOE will perform the following core functions:

a. Develop the training continuum for 11 and 13 Occupational Fields. Responsibilities defined in this section are applicable to ECOE Satellite Schools for the Military Occupational Specialties (MOSs) taught at that location

(1) Develop standards for initial MOS qualification and required sustainment training for 11 and 13 occupational fields in concert with the Operating Forces and Advocates. Develop Programs of Instruction (POI) using the Systems Approach to Training process.

(2) Identify and prioritize needed distance learning products as well as training devices/simulators required to support training.

(3) Review the curriculum for each engineer course of instruction, including those taught via Mobile Training Teams (MTT). Review of engineering MTTs provided to Operating Forces will include both individual and collective training standards in accordance with the Training and Readiness Manual.

(4) Ensure that all elements of the training continuum for the 11 and 13 Occupational Fields (entry-level, skill progression, Professional Military Education, unit, and Common Skills) are mutually supporting and avoid unnecessary duplication.

(5) Provide support to other Training and Education Centers of Excellence with respect to development of training and education for engineer type skill sets.

b. Develop and review Training and Readiness (T&R) Manuals. The Deputy Commanding General (DCG), TECOM will designate T&R Manuals for which the ECOE is responsible. ECOE assumes responsibility for the development, staffing, submission, review, validation and update of Engineering T&R Manuals. The TECOM Ground Training Branch (GTB) will function in direct support of Commanding Officer, Marine Corps ECOE in accordance with reference (a). TECOM will publish an annual bulletin designating ECOE T&R Manual development and review requirements. Publication and review timelines and Plan of Action and Milestones (POA&M) will be established by the Commanding Officer, ECOE and be subject to the approval of the TECOM DCG. The Commanding Officer, Marine Corps ECOE will define MOS qualification and skills progression training standards in conjunction with the Operating Forces and Advocates.

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c. POI Review. Commanding Officer Marine Corps ECOE has curriculum review authority over all TECOM Programs of Instruction that conduct engineer training. The review will ensure standardization of all POIs in support of engineer training. Program of Instruction approval will reside with CG, Training Command or CG, Education Command in accordance with reference (b). TECOM GTB/Aviation Training Branch will ensure that ECOE is afforded the opportunity to review and comment on POIs for non-Engineer Occupational Fields that include engineer related training and education.

d. Draft Doctrine and Tactics, Techniques, and Procedures (TTP). The Commanding Officer, Marine Corps ECOE is responsible for coordination of engineering doctrine and TTPs:

(1) Coordinate with Doctrine Division, Marine Corps Combat Development Command and identify those doctrinal publications for which the ECOE should serve as the proponent. Follow-on actions will be defined in reference (c), Marine Corps Doctrinal Proponency Assignments. Commanding Officer, Marine Corps ECOE will ensure that approved doctrinal concepts are incorporated in applicable POIs. The ECOE will assist in identifying new technologies and concepts that impact doctrine related to engineering and assist in drafting or revising as required.

(2) Develop engineering TTPs that reflect the results of experimentation and acquisitions programs, Subject Matter Expert (SME) recommendations, available intelligence and Lessons Learned from Operating Forces. Disseminate TTPs to operating forces for inclusion in Standard Operating Procedures and other TECOM agencies, as appropriate.

(3) Provide a reach-back capability that allows deployed engineering units access to references; Lessons Learned; community issues; and SME technical advice, research and solutions.

e. Assign Action Officers (AO) to participate in MCWL and Joint experimentation. TECOM G3 will coordinate with MCWL to arrange participation by ECOE in Marine Corps and Joint experiments.

(1) Assign appropriate AOs and SMEs to provide the necessary support and participation. AOs will attend TECOM sponsored training. Coordinate with Marine Forces Component Commands to ensure there is operating force representation and participation.

(2) Ensure that regular updates and reports including SME recommendations and Lessons Learned are provided as deemed appropriate.

(3) AOs will coordinate SME participation and instructor assignments required for the ECOE to conduct training beyond the established Program Of Instruction (POI) as required in support of experimentation.

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f. Assign AOs in support of acquisition programs. TECOM will serve as full partner with Marine Corps Systems Command (MCSC) to ensure that the required training for acquisition programs is in place prior to fielding equipment to operating forces. The TECOM G3 will coordinate with MCSC to identify all programs that fall under the engineering area of cognizance and provide the Commanding Officer, Marine Corps ECOE with a comprehensive list of these programs that stipulate what organization will be the program lead.

(1) For ECOE lead programs, ensure that appropriate AOs and SMEs are assigned and their names provided to TECOM and MCSC. The AOs will attend TECOM sponsored training and serve as TECOM representatives at all MCSC Integrated Product Teams, and such other forums as may be required. AOs will comply with the provisions of the associated TECOM/MCSC Memorandum of Understanding (MOU), their desktop procedures and the TECOM AO training package. AOs will continuously coordinate with MCSC representatives.

(2) Assist the MCSC program to develop office Manpower and Training Plans for new equipment that are fully supportable and adequately resourced. Ensure new equipment and sustainment training plans are reflected in the associated T&R Manual. Prior to each milestone decision for engineering equipment programs, provide a recommended position to TECOM G3 and identify all potential training concerns

(3) Review and provide recommendations on the DOTMLPF in conjunction with milestone updates. Assist MCSC in developing and performing quality control on new equipment capabilities.

(4) AOs will coordinate SME participation and instructor assignments required for the ECOE to conduct training beyond the established POIs as required in support of acquisition programs during the evaluation stage. Training conducted by ECOE instructors must be coordinated and in conjunction with the Manpower and Training Plan.

g. Serve as TECOM representative on Advocate forums. The Commanding Officer, Marine Corps ECOE will serve as the TECOM representative at appropriate meetings, conferences and other events relevant to the ECOE Charter.

(1) Provide representation to Operational Advisory Groups, and the Engineer Conference in accordance with the guidance provided in reference (d).

(2) Support Advocate activities by providing reports and recommendations relating to DOTMLPF issues entering the Expeditionary Force Development System related to engineering occupational fields. Maintain and provide to LPE as required recommended priorities for engineer issues covering the DOTMLPF spectrum to assist the supporting establishment focus of efforts. Priorities should reflect the consolidated input from the OAGs.

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(3) Advise the TECOM G3 of other forums for which ECOE should serve as the TECOM representative.

4. Administration and Logistics. Submit recommended changes to this charter to CG, TECOM (C461) as required.

5. Command and Signal

a. Correspondence, directives, and other written material related to TECOM representation will be signed “By direction” or forwarded for the signature of the TECOM CG or DCG. Copies of “By direction” correspondence will be forwarded to TECOM

b. Relationship with other formal schools.

(1) The Commanding Officer, Marine Corps ECOE will act as the lead school for engineering training curricula for Tactical Training and Exercise Control Group (TTECG), The Basic School, School of Infantry, Marine Aviation Weapons and Training Squadron 1 (MAWTS-1), Expeditionary Warfare School, the Infantry Officers Course and the U.S. Armor School.

(2) The Commanding Officer, Marine Corps ECOE will coordinate as required ECOE Satellite Schools’ support of the responsibilities defined in this charter. Specifically, requirements for managing the training continuum, updating T&R Manuals, developing doctrine and TTPs, and experimentation and acquisition support involving the MOSs taught at satellite locations. Satellite Schools include MarDet Fort Leonard Wood, MarDet Aberdeen and MarDet Fort Lee. This does not impact the normal authority of the Marine Detachment Commanding Officer.

GEORGE J. FLYNN
Deputy Commanding General

Copy to:

DC/MC PP&O (GCE Advocate)
DC/MC I&L (CSS Advocate)
DC/MC Avn (AVN Advocate)
CG MCCDC (CE Advocate)
CG MCCDC (EFDC)
CG EDCOM
CG MCSC
CG MCWL
TECOM G3/GTB
ATB
CCSS
FSTB

TBS
SOI
IOC
EWS
C&SC
MCI
MCCSSS
MAWTS 1
TEECG
MarDet Fort Leonard Wood
MarDet Fort Lee
MarDet Aberdeen Proving Ground