

# ***US Africa Command***



## ***Joint Individual & Staff Training Program Update***

***Worldwide Joint Training and  
Scheduling Conference***

***Keith Wildonger***

***AFRICOM J7***

***Joint Force Development and Readiness***

***28 Sept 2011***



# *Overview*

- Joint Training and Exercise Program (JTEP) Instruction
- Joint Training Working Group (JTWG)
- JIST Program Update



# ACI 3500.01A

## Joint Training and Exercise Program (JTEP)

- USAFRICOM policy document on how the Command plans, executes, and assesses training and exercise events
- Para 4a(4), “Ensure personnel are assigned and trained to assist with implementing and executing the JTEP Program.”
- Enclosure F Describes Duties Joint Individual and Staff Training (JIST) Manager
- Joint Training Working Group (JTWG) is the Main Joint Individual and Staff Training Coordination Body - 1<sup>st</sup> Thurs 1000 DCO/In person

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	UNITED STATES AFRICA COMMAND INSTRUCTION																																																																																										
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JOINT FORCE DEVELOPMENT Joint Training and Exercise Program																																																																																											
References: See Enclosure H																																																																																											
<p>1. PURPOSE. This Instruct (USAFRICOM) Joint Training through identifying USAFRICOM executives, and assesses to implement the USAFRICOM and the Chairman Joint Chiefs.</p> <p>2. CANCELLATION. This Training Program, 22 March</p> <p>3. APPLICABILITY. This Command, Components, J include other U.S. forces de</p> <p>4. POLICY.</p> <p>a HQ USAFRICOM, Sub USAFRICOM AOR will:</p> <p>(1) Employ the JTS to</p> <p>(2) Follow the policy a programs.</p> <p>(3) Use the supporting efforts.</p> <p>(4) Ensure personnel implementing and executi</p>	<p>UNCLASSIFIED</p> <p>ACI 3500.01A 9 December 2010</p> <p>TABLE OF CONTENTS</p> <table border="1"> <thead> <tr> <th></th> <th>Page</th> </tr> </thead> <tbody> <tr><td>Enclosure A – Joint Training and Exercise Program Overview.....</td><td>A-1</td></tr> <tr><td>1. Elements.....</td><td>A-1</td></tr> <tr><td>2. Major Functions.....</td><td>A-1</td></tr> <tr><td>3. 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# JTEP Audience

## Audience

## Goal/Focus of Training

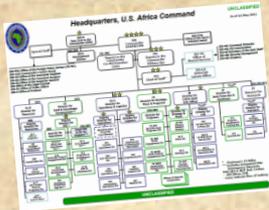


**Individual**

**Personnel Assigned to HQ USAFRICOM**

***Proficient in Assigned Position***  
***Build Joint Competency and Skills to Apply Joint Doctrine and Function as Joint Staff Member***

**Staff**



**The HQ USAFRICOM “Team”**

***Operate to standard as a cohesive team***  
***Functional and cross-functional Training***

**Collective**



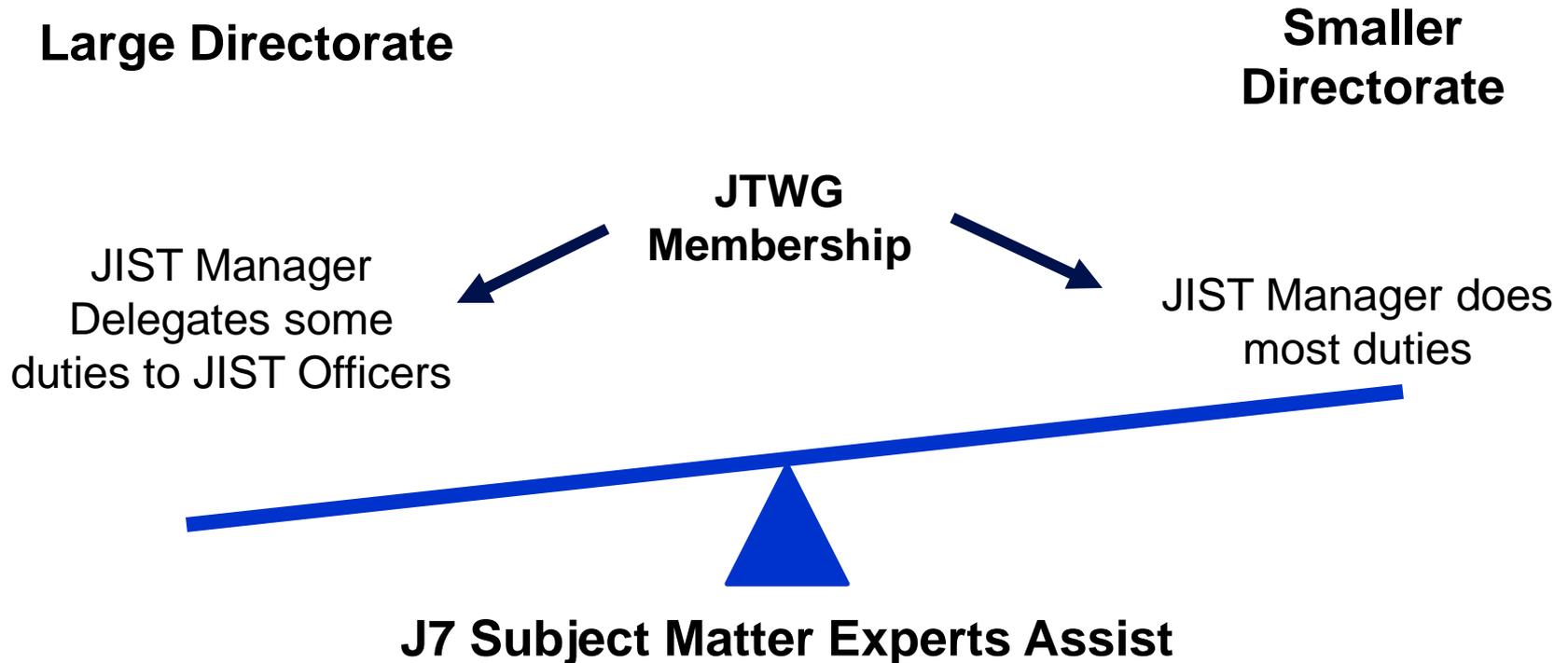
**Multiple Organizational Audiences – Beyond USAFRICOM**

***Develop Capability of USAFRICOM, Subordinate Joint Force Commands, & Functional Components to **Integrate & Synchronize** Forces in Performance of Required Tasks while working as part of a Larger Joint, IA, IGO and/or Multi-national Team***



# *JIST Manager*

Serves as the Directorate/Component POC,  
with additional assistance within their  
organization (as required)





# ***JTWG Team Activities***

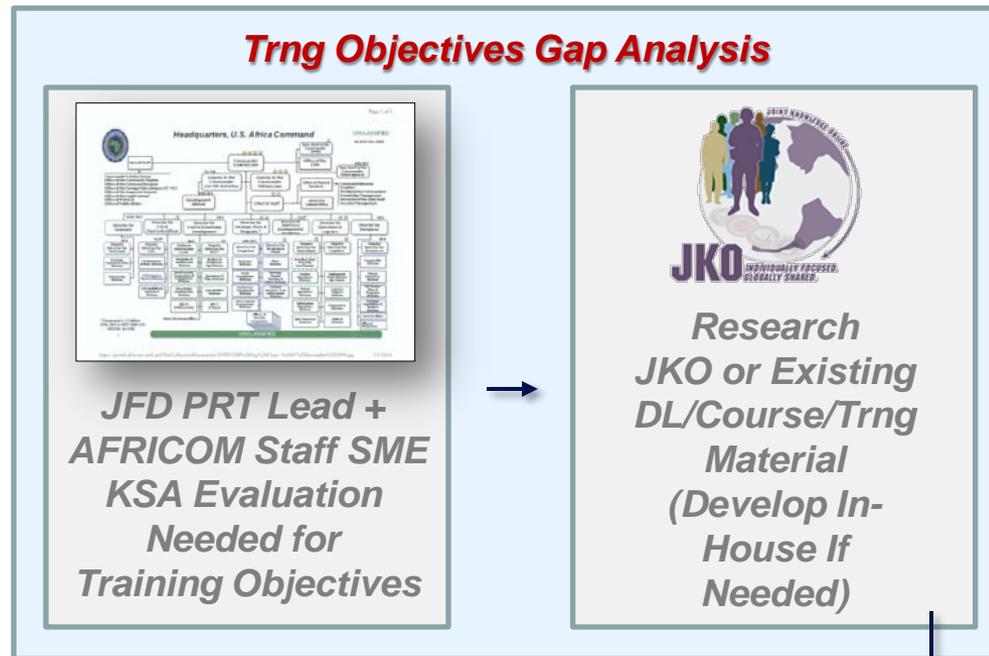
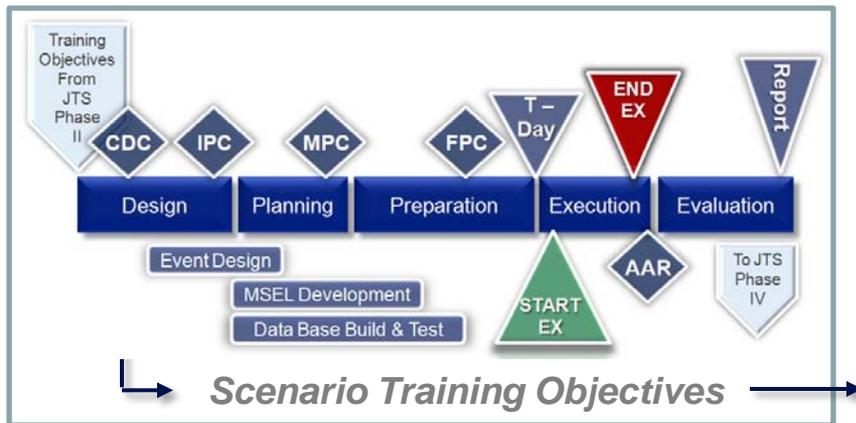
- 1.** Wrap up Lessons Learned (OOD/OND)
- 2.** Determine Organizational JIST structure to Division/Branch level
- 3.** Update J7 JTEP Org Portal with JIST Manager/Officer Assignments
- 4.** Coordinate Training for Assigned Duties (J7 Coordinates the training...based on Personnel Assignments)
- 5.** Directorate/Component level Training Managers involvement in Training Assessment and identification of exercise related academics





# Way Ahead

- Identify Required and Recommended Training that Enable Exercise/Mission Execution



Level	Audience	Type Trng
300 - 100	Sr. Leaders, Interagency, Outside Orgs	Cross Functional
200/300	Key Staff Players (OPT, JOC, SMEs...)	Cross Functional or Functional
100	All Staff (or Dir)	Command Wide or Functional



# Training Way Ahead

## Phase 1: Build JIST Manager Team

Identify Personnel, Meet/Vector/Train, JTWG Battle Rhythm

## Phase 2: Implement Atlas2

Upload USAFRICOM Org Structure in LCMS (to Branch Level); DONE

All Personnel with a JKO/AKO Account

Newcomers JKO Account Gateway; All Personnel with Correct Organization; TMT Tasker for Old Hats

ID and Train Advanced LCMS Roles for JIST Managers

Build a series of LCMS Defense Connect Online (DCO) Sessions explaining how to do major functions

Identify Required and Recommended Training (by Level and Group)

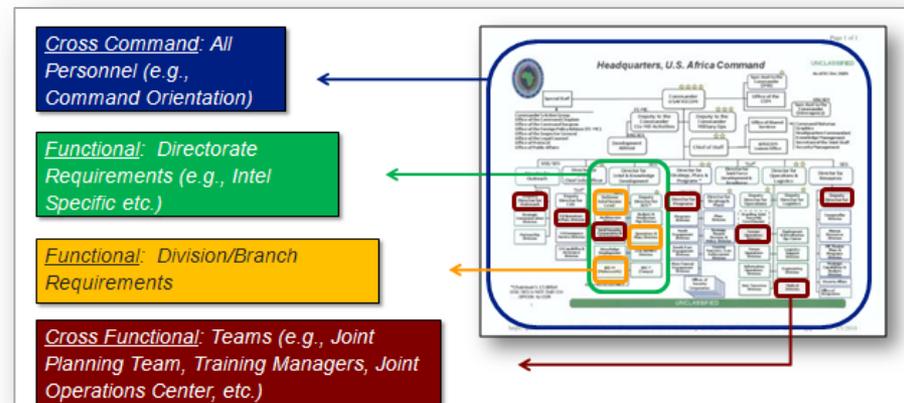
CMD Wide, Directorate, Division, Branch, and Cross Func Teams; TMT Task

USAFRICOM Logo on Opening Screen, End of Course Certificate; DONE

## Phase 3: Re-Build AFRICOM COI

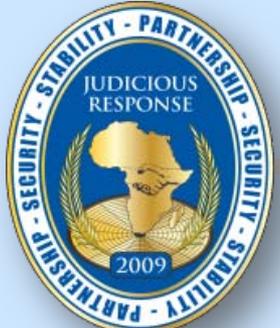
USAFRICOM Training Calendar

## Phase 4: Sustain the Program





# Joint Individual and Staff Training (JIST) Program/Update

1 	Newcomer Orientation	<b>Why</b>	Provide Foundation to Function within the AFRICOM Org Structure; Support Mission Execution; & Begin Joint Individual & Staff Training Process
		<b>Who</b>	All Newcomers (Military – Govt Svs – Cont)
2 	Africa Cultural Awareness Courses	<b>Why</b>	Intro Staff to Security Context. Offer lectures on key Political, Economic, and Security Challenges
		<b>Who</b>	Command and Component Staff
3 	Senior Leader Seminar	<b>Why</b>	Facilitate Discussion w/AFRICOM Sr. Leaders & Interagency Partners Framed by Major Missions (Stability Ops & Foreign Consequence Mgt) planned during Parts 2, 3, & 4 of JR 10/11
		<b>Who</b>	CDR, Directors/Component CGs, JWFC Sr Mentor, & Sr IA Facilitators/Participants



# Command Newcomer Orientation

Approach/Timing		Content – Lessons	
Strategic Day 1		Joint Environment	Strategic Communications
		Mission – Command History	Africa Cultural Awareness
		Theater Strategy	Intro to Organizational Structure
Operational Day 2		Directorates	Joint Op Planning Basics
		Key Partners - Interagency	AFRICOM Planning Methods
		Special Staff Elements	Intel Community
Tactical Day 3		ATFP Level 1	Foreign Disclosure
		Force Health Protection	Intro to Staff Officer Activities
		Information Assurance	

Day 4 – ½ day Task Management Tool



# ***Africa Command Newcomers' Orientation Course-Update***

<b>Number of Courses to Date Since Feb 10</b>	<b>31</b>
<b>Total Newcomers Trained to Date</b>	<b>762</b>

- **Course Initiatives/Issues**
  - Stand alone TMT/Computer Lab
  - Interagency Lesson – 75 min intro to Interagency personnel and basic capabilities.
  - Curriculum review completed 23 Aug
    - Re-tool/shorten class-Complete
    - Migrate certain lessons to Distance Learning/JKO



# ***Cultural Awareness Training***

- Africa Center for Strategic Studies
  - Specific AFRICOM oriented course
  - First delivery 2<sup>nd</sup> Quarter FY12
- Regional Joint Intelligence Training Facility
  - Africa Regional Seminars
- Commander's Guest Lecture Series
- Commander's Film Series



# ***Miscellaneous Individual and Staff Training (Cross Functional)***

- NATO Courses\*
- Joint Humanitarian Operations Courses (JHOC)\*
- Inter-agency Military Familiarization Course (IAMILFAM)
- AFRICOM Staff Training Course

\* Operation Odyssey Dawn Lesson Learned



# ***NATO School***

## ***Oberammergau, Germany***



- AFRICOM POC for all NATO School Classes
- Over 100 courses available:
  - Current Operations
  - Intelligence, Surveillance, Target Acquisition and Reconnaissance
  - Joint Operations
  - Weapons of Mass Destruction
  - Cyber Warfare
- 8 courses/10 students to date CY-11
- 65 Courses and 105 seats for CY-12
- Part of Cross Functional Training



# Joint Humanitarian Operations Courses (JHOC)



**USAID**  
FROM THE AMERICAN PEOPLE

- Facilitate two or more HQ courses a year in coordination with AFRICOM USAID/OFDA Reps
- Objective
  - Familiarize participants with USAID/OFDA
  - Identify areas of mutual coordination and cooperation with USAID and the U.S. military
  - Develop knowledge of USAID offices and personnel that work with the U.S. military during HA/DR operations
  - Identify other USG organizations, international and non-governmental organizations (NGOs) that have a role in HA/DR operations
- Part of Cross Functional Training



# ***Inter-agency Military Familiarization Course (IAMILFAM)***

- 2 Day Course
- Joint Operations/Concepts
  - History
  - Combatant Commands
  - Strategy and Resourcing
  - Planning
- Service Capabilities/SOF Briefings
  - Missions/Functions
  - Organization
  - Capabilities/Operating Forces
  - Units of Employment/Deployment



# AFRICOM Staff Training Course

Venue	Modules	Lessons
20 hrs  On-Line	 "Planning Fundamentals"	<ul style="list-style-type: none"><li>• ASTC 01: Joint Planning Overview</li><li>• ASTC 02: Joint Operational Planning</li><li>• ASTC 03: Theater Security Cooperation</li></ul>
	 "Planning Considerations"	<ul style="list-style-type: none"><li>• ASTC 04: Command and Control</li><li>• ASTC 05: Communication Systems</li></ul>
	 "Lifecycle of the JTF"	<ul style="list-style-type: none"><li>• ASTC 06: JTF Lifecycle Overview</li><li>• ASTC 07: Planning and Forming the JTF</li><li>• ASTC 08: Deploying and Redeploying the JTF</li><li>• ASTC 09: Employing the JTF</li><li>• ASTC 10: Transitioning the JTF</li></ul>
	 "Building and Maintaining Situational Awareness"	<ul style="list-style-type: none"><li>• ASTC 11: Situational Awareness Overview</li><li>• ASTC 12: Organizations</li><li>• ASTC 13: Processes and Procedures</li><li>• ASTC 14: Situational Awareness Systems</li></ul>
20 hrs In Resident	 "In Resident Discussion and Practical Exercise"	<ul style="list-style-type: none"><li>• ASTC 15: Case Studies –Various Lessons – Team Interaction</li></ul>



***Questions***