US Special Operations Command

USSOCOM Individual and Staff Training Program (ISTP) Update

WJTSC-11-02

J7/9-LE

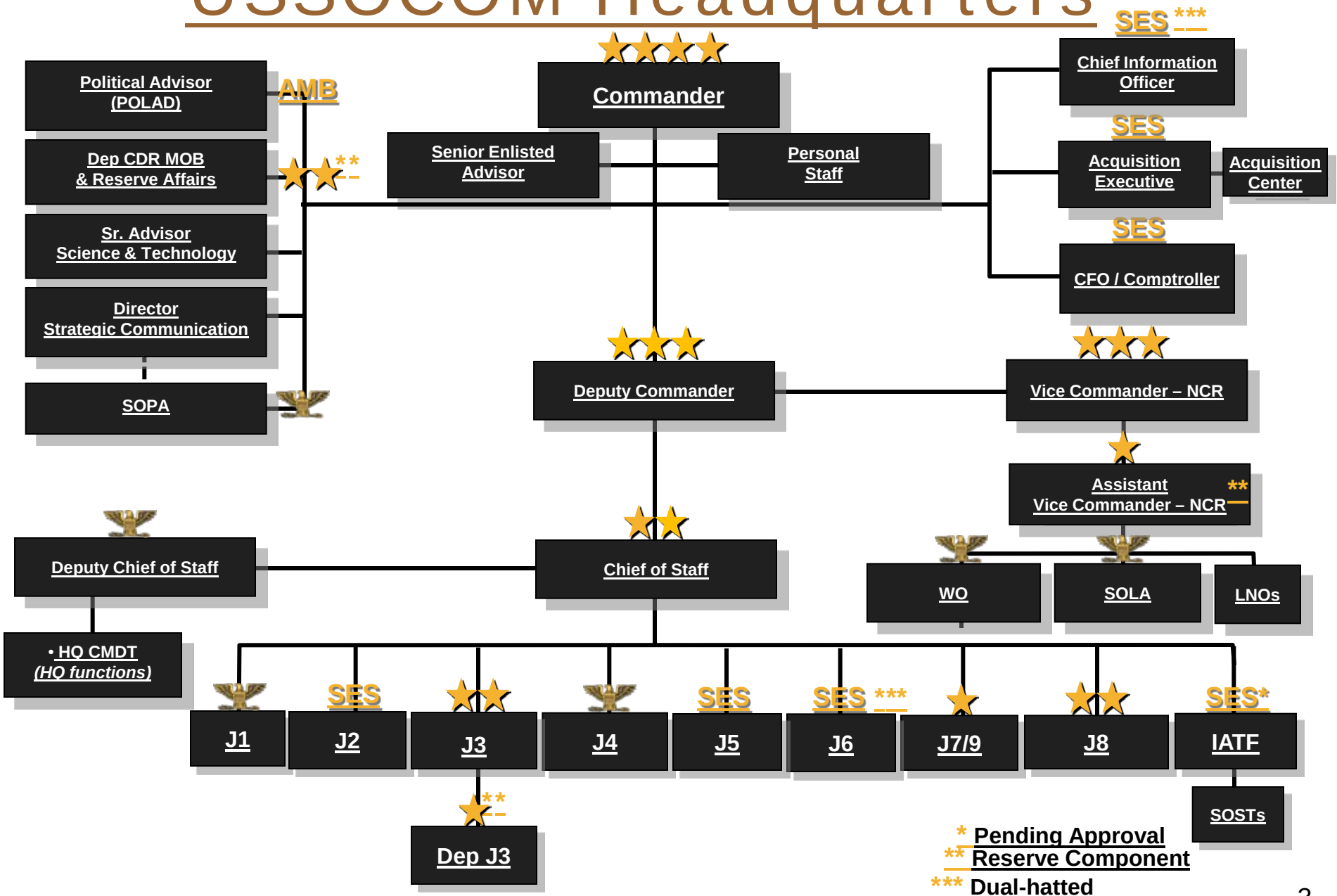
28 Sep 2011

The overall classification of this briefing is:
UNCLASSIFIED

Agenda

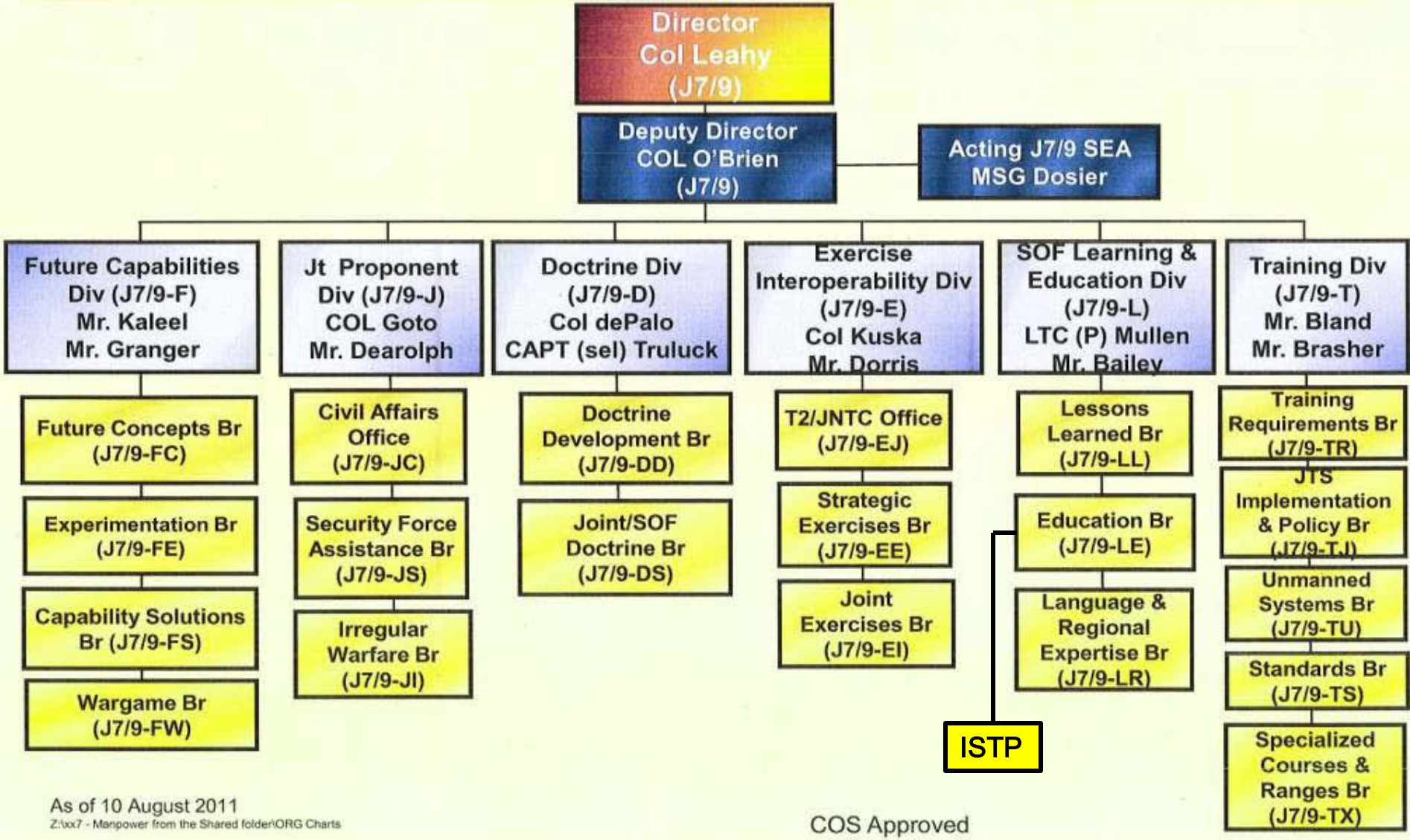
- USSOCOM Individual & Staff Training Program (ISTP)
- ISTP Objective
- Background and Authorities
- Focus and Approach to Training
- ISTP Training Portal Support
- ISTP Direct Facilitation, Collaborative and Coordinating Responsibilities
- ISTP Future Efforts
- Summary & Out-years

USSOCOM Headquarters



Training, Doctrine, and Capability Development (TDCD) Directorate (J7/9)

Effective 15 Apr 2011



As of 10 August 2011
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COS Approved

USSOCOM Individual and Staff Training Program

- USSOCOM J7/9 created the Individual and Staff Training Program (ISTP) to support and improve training for the USSOCOM HQ staff
- ISTP includes; Command-wide mandatory training, support to Directorate-level training, and provide training outreach across the Command
  - USSOCOM opted to partner with JKDDC and created a training portal and community of interest (COI) to support training requirements
- Assigned to the J7/9-LE Education Branch – provides assessment, analysis, review and support to Division and Branch education, training, learning policy(s), initiatives and programs

Individual and Staff Training (ISTP) Team

- **USSOCOM J7/9-LE ISTP Team**
  - **Mr. Mike Walton, Branch Chief (J7/9-LE) / Gov't Lead**
  - **Mr. Jim Waurishuk, Contractor**
  - **Mr. Julio Navarro, Contractor**

ISTP Objective

- **Implement an easily accessible, comprehensive, integrated training program for the USSOCOM Headquarters staff**
  - **Centralize and host training access through Training Portals**
  - **Develop capability to manage, schedule, monitor, record, and derive training metrics**
  - **Improve and streamline training Director-level, Mandatory (annual, ancillary) training programs**
    - Focus: Improve and provide a standardized training curriculum of “core” SOF, Joint, and Joint AO training and competencies
  - **Focus targeted JMET-based training based on position/duties**
  - **Expand training opportunities as necessary and or required**
    - Expand, enhance and facilitate Joint professional development
    - Facilitate, deliver, and/or develop advanced training for the HQ staff
    - Access DoD-wide; Service, Joint, COCOM -- training programs and venues

Background and Authorities for ISTP

- **J7/9 established the USSOCOM Individual and Staff Training Program (ISTP) to improve training;**
  - **Joint Staff Study (2006-2008) of USSOCOM (and COCOMs)**
  - **Was no central or single POC or repository for HQ staff-level training**
- **J7 and CoS approved/signed ISTP Charter; July 2008**
- **Authority and direction for COCOM "staff training" (ISTP):**
  - **Title 10, JMET SN 7.4, Staff Supporting Task SN 6.3.2: Conduct Specified Training (staff –level)**
  - **USSOCOM Commander's Training Guidance:**

    -- Jun 2009; *"… USSOCOM's efforts will be aimed at: Preparing USSOCOM Headquarters staff with an integrated staff training program…",*

    -- Jun 2010; (staff training incorporated into the his strategic vision)

Background and Authorities (cont.)

- **DoD Directive 1322.18 (13 Jan 09), DoD CET2 Training Transformation Implementation (est. COCOM-wide Individual & Staff Training (2008)), CJSC Directive 3500.01D (8 Sep 08)**

- USSOCOM CoS (MG Votel) Msg , 2 Aug 2010, to Joint Staff J7 -- pertaining to the Joint Training System (JTS); *"…provides necessary and valued expertise and continuity to ensure CJSC and CCDR USSOCOM initiatives are properly executed throughout the force… the loss of which will have significant negative impact on the implementation of the CJCS Directed JTS…to include … the staff officer training and education program [ISTP]"*

CoS USSOCOM Message pertained to CoS request to JCS J7 on the value and need to continue to keep the Joint Training System (JTS) and Enhanced Joint Training System (eJTSS) program intact and maintained within HQ USSOCOM.

What Training is Part of ISTP?

- **Training requirements in USSOCOM:**
  - Higher Headquarters (OSD, Joint Staff, Service, Executive Order, etc.)
  - Service directed and specific (military, Reserve, Guard, or civilian)
  - Directorate-level; as specified by Directorate requirements
  - USSOCOM staff training (i.e.; Mandatory, Deployment, Security, etc.)
- **CoS is responsible for training the HQ staff**
  - J7/9 (ISTP) is executive agent for training management and delivery (see above)
- **ISTP does not include; PME, JQS, or JSOU academic courses, nor J1/Service career field job related training pertaining to Service; MOS, AFSC, Designator, etc.**
- **J7/9-L Division and J7/9-LE Branch level support**

Major Focus Areas of USSOCOM ISTP

- ISTP is made up of 4-major focus areas:
  - Mandatory / Annual Training
  - **Directorate-level training**
  - **Support to subordinate organizations**
  - **Supplemental Training and Education Policy Support**
    - Access to Joint, DoD-wide, Service and other COCOM training and programs
    - Collective training
    - Specialized training requirements
    - Strategic support, guidance corroboration on SOF education policy and development

- Training portals support all of ISTP
  - Develop, Deliver, Track, Document and Record training
  - Manage training venues and courses
  - Leverage and link access to JKO/JKDDC training courses

An Integrated Training Approach

ISTP pulls together Training for the USSOCOM Headquarters Staff

Mandatory Training

- DoD, Joint Staff, Service, USSOCOM, organizational-level and other annual and required training modules and programs
- Course development and facilitation
- Concept development for training
- Hosting and portal support

Support to Directorate and staff organization-level Training

- Course development and facilitation
- Access/portal support for Directorate training
- Concept development for training
- Forum to discuss training issues (ISTP WG)

Training Portals (NIPR and SIPR)

Support to USSOCOM subordinate organizations/units

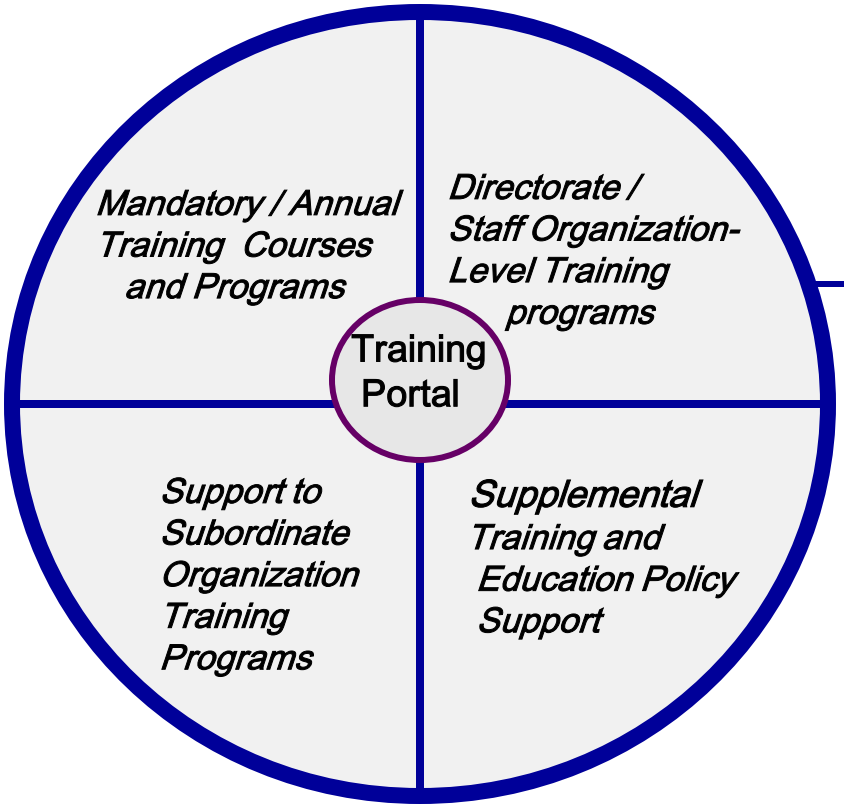
- Improved and streamline access to training
- Concept development for training
- Portal support and development

Supplemental Training and Education Policy Support

- Deliver JMET-based training to staff
- Specialized-tailored course development
- Professional Development training
- Support to Education policy

ISTP Focus, Connectivity and Access

Individual and Staff Training Program Concept



<u>Connectivity and Access</u>
to Joint Training and Courses:

- JKO
- AKO
- DKO
- JKDDC
  - Joint Staff
  - OSD
  - COCOMS
  - CSAs
  - Service Training
  - Interagency

ISTP Training Portal and Support

- **Training Portals, Portal Pages, Systems:**
  - **NIPR and SIPR created; and additional capability for IP**
  - **JKO/JKDDC does the credentialing; single sign-on permissions/access**
  - **JKDDC ATLAS-2 LCMS to manage, track, filter, document, and report**
  - **Centralize training access, easier for staff training**
  - **Allow remote delivery and completion of training capability**
  - **JKO outreach expands training available (Joint library of over 600-courses in addition to other COCOM training programs and venues)**
  - **Coordination of training records interface with select Service records, i.e.; U.S. Army**
  - **COI provides; calendars, organizational training news, training links, remote / IP access capability, all COCOM training and information**
  - **Mandatory/Annual Training hosted on USSOCOM J6/SIPRNET***

** Awaiting database transfer to JKDDC ATLAS-II LCMS*

USSOCOM Command Training Program

HQ USSOCOM Mandatory / Annual Training courses:

- Personally Identifiable Information (PII) Course
- Lautenberg Amendment Course
- USSOCOM Ethics Course
- Counter Intelligence Awareness Course
- Records Management Course
- Pre- and Post- Intelligence Oversight Course
- Intelligence Oversight Course
- Hurricane Preparation Course
- OPSEC Course
- Joint Mission Qualification Level A
- Trafficking in Persons course
- Sexual Harassment course
- SCI Training Course
- Anti-terrorism Level-I Course

USSOCOM Command Training Program

USSOCOM ISTP Developed Special Programs and Courses:

- USSOCOM Pre-Deployment Training Program (Command Deployment Mgr)
- Unmanned Aerial Systems (UAS) Training Program (J7/9 UAS Branch)
  - Two Blocks -- Levels I & II (Total19-courses)
- National Guard - Special Operations Detachments (SOD)Training programs
  - HQ USSOCOM SOD
  - HQ USSOUTHCOM SOD
  - HQ USCENTCOM SOD
- USSOCOM J8 Force Validation Division Training (J8)
- USSOCOM Financial Mgmt Course (SOFM)
- Joint Civil Information Management (J-CIM) Joint Test (JT) (J7/9-FC)
- USSOCOM Joint SOF Capabilities - JTF 487 (J7/9-FC)
- Interagency Task Force (IATF) Training Tutorial (IATF)
- USSOCOM FOIA Office FOIA Training (FOIA Mgr)
- Counterterrorism Support Course* (OSD-SOLIC)
- USSOCOM Ethics Course (SOIG)
- Personally Identifiable Information (PII) Course* (FOIA Mgr)

**CDR/CoS Directed*

Command Training Portal - Portal Page Development and Management

USSOCOM ISTP Developed Training Portals / Portal Pages:

- USSOCOM Command Training Portal (USSOCOM J7/9)
- USSOCOM Pre-Deployment Training Portal (Command Deployment Mgr)
- Unmanned Aerial Systems (UAS) Training Portal (USSOCOM J7/9 UAS Br)
- National Guard - Special Operations Detachments (SOD) Training Portals:
  - HQ USSOCOM SOD
  - HQ US Special Operations Command - SOUTH (SOCSOUTH-SOD)
  - HQ US Special Operations Command - CENTRAL (SOCCENT-SOD)

- Joint Civil Information Management (J-CIM) Joint Test (JT) (J7/9-FC)
- USSOCOM Joint SOF Capabilities - JTF 487 (J7/9-FC)
- Interagency Task Force (IATF) (USSOCOM IATF)
- USSOCOM Directorate-level Training Portal Pages (J1 thru J8)
- USSOCOM Staff Organization-level Training Portals (SOFM, SMO, SOIG, SOCH, FOIA, etc.)

USSOCOM ISTP Direct Facilitation, Collaborative and Coordinating Responsibilities

- **HQ USSOCOM:**

  - **Directorate (J7/9), Learning and Education Division (J/9-L) and Education Policy Branch (J7/9-LE):**
    - -- Strategic support, guidance corroboration on SOF education policy and development
    - -- Training policy and development support and coordination to J7/9
    - -- Staff actions (TMT) OPR and OCR support to Directorate
    - -- Oversight and guidance to the USSOCOM Education Program (USEP) to JSOU
    - -- OPR for USSOCOM ISTP Working Group (Qtly) program with Directorates/Staffs
    - -- Information Management's Staff Development Working Group
    - -- Adhoc taskings as requested/required

- **Joint Staff:**

  - **Worldwide Joint Training and Scheduling Conference (WJTSC) participation/support**
    - -- Joint Individual and Staff Training (ISJT) Working Group
    - -- USSOCOM representative to Joint Staff Officer (JSO) working group
    - -- Joint Officer Handbook (JOH) development, contribution and support
    - -- COCOM Individual and Staff Training Updates Briefings
    - -- JKDDC Stakeholders Program participation

Future USSOCOM ISTP Efforts

- JKDDC – transfer of Command training database to Atlas-II LCMS
  - Ties sign-up to individual's access to Directorate/staff organization
  - Online critique capability
  - Record of training and reoccurring requirements
- Continue to support to and expand/develop Command mandatory staff training program and future adhoc training opportunities;
  - HQ Commandant training requirements
  - Command subordinate organization training requirements; i.e.; TSOCs, SOC-JC
- Continue to support the expansion of training/portal development to USSOCOM subordinate organizations; Theater SOCs, and component organizations
- Support to Joint Staff JSO-101 program; course curriculum and development, local pilot program, local logistical and administrative support
- Expand support to USSOCOM Education policy efforts and opportunities
  - Policy support to Education Branch; strategic process, policy development, analysis and assessments
  - Foreign SOF HQ; POLSOCOM, COLOMBIA SOF, etc.

Summary and Out-years

- ISTP centralizing, streamlining, and improving Joint-level training and training opportunities for the Headquarters staff
- ISTP support and maintaining of critical mainstay requirements:
  - Continue supporting/facilitating Directorate-level training programs
    - Facilitate and support Directorate-level and customer curriculum/course development with JKDDC
  - Continue to develop and maintain USSOCOM Training Portal and COI
    - Maintain/manage current Training courses and programs on USSOCOM Training Portal; and ongoing effort to establish Command Joint Training database via leverage JKDDC LCMS
  - Maintain/manage Mandatory/Annual training courses/programs; build, update and hosted on USSOCOM Training Portal on JKDDC LCMS
  - Multi-tiered/level training venues and capabilities; i.e.; UAS, Deployment Mgr…
- USSOCOM Training Portal will be the *"training system of record"* supporting USSOCOM HQ training efforts and requirements
- Continued support of JCS J7 COCOM-wide programs; ISJT, JSO -101…
- Continue to support SOF Education and Learning Div requirements

Questions?