

A New Syllabus for the Maintenance Training Program in Harrier Squadron

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A New Syllabus for the Maintenance Training  
Program in Harrier Squadron

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## Report Documentation Page

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As the deployment cycle rotates, the new squadron begins to prepare the aircraft and personnel rosters. The squadron's search begins for qualified Marines to take charge on the next deployment. The senior Marines in the squadron scan their personnel and qualification rosters but they notice several Marines are lacking very valuable qualifications. The lack of properly trained and qualified Marines can be a direct reflection of the squadron's maintenance training program. Every Marine needs a maintenance training syllabus which will guide him/her through all qualifications necessary to ensure a safe and professional maintenance department.

### **Current Maintenance Training Program**

The current maintenance training program, Individual Training Standards System/Maintenance Training Management and Evaluation Program (ITSS/MATMEP), was established by Marine Corps Order P4790.20 by the Commandant of the United States Marine Corps (United States). The ITSS/MATMEP package strives to standardize aviation maintenance training for each Marine within his/her Marine Occupational Specialty (MOS). The ITSS/MATMEP provides training and

documentation for all levels of maintenance throughout the Marine's career. The package is designed to begin when the Marine completes his/her MOS school. It provides valuable documentation of training and qualifications the Marine has achieved throughout his/her career (United States). The package is updated till the Marine leaves the Corps. The ITSS/MATMEP package may also serve as documentation for future continuing education credits.

The MATMEP package has many disadvantages. For example, the MATMEP is not up to date. The package does not keep up with the manual changes or updated changes for the different types of aircraft (Shemery). Several systems that are no longer in the Harrier still remain in the MATMEP package.

Tasks are often documented multiple times throughout a MATMEP package. The program requires extensive time to maintain the package than it returns in value (Byrnes). Training jacket documentation often consumes over fifty percent of the training representative's time just to ensure the proper documentation is entered into his/her record correctly. As new information is added, old information is lost. Thus, the guide loses the specific dates and signatures that were once required.

Marines are required to keep their MATMEP packages in excellent condition. The training jackets, dividers, and new MATMEP packages are hard to acquire. The accessories of the packages must be available in the supply system to keep the training jackets well maintained. If the training jackets look good, Marines will keep an active interest in them (Shemery).

Without a maintenance training syllabus, the squadrons lack the proper qualifications which may handicap their ability to accomplish missions. If a timeline is set within the MATMEP package, Marines will have a guide to follow as they complete their required on the job training (OJT). Next, Marines apply their documentation to the MATMEP package. This process ensures the documentation is completed in an accurate and timely manner.

The disadvantages of not having a proper maintenance training program can be fatal. If Marines are improperly trained or have a lack of training then mishaps may occur. Improper training makes a maintenance department very inefficient. Failure to document training properly means Marines will have to retake classes or restart the training process. Marines who have to retake courses or exams spend

less time fixing aircraft. The lost time to retake courses causes extra work for the personnel in Quality Assurance.

### **Proposed Maintenance Training Syllabus**

Tracking a Marine's qualifications requires a training syllabus. A new training syllabus was comprised by the author. The new syllabus guides Marines in their qualifications. Marines from each shop in the Maintenance Department have their own syllabus, which will be categorized into phases by the shop's Staff Non-commissioned Officer in Charge (SNCOIC). The new syllabus begins the first day the Marine checks into the squadron. The syllabus gives the Marine a timeline which he/she can follow to ensure the proper licenses and qualifications are acquired. The author has included an example syllabus for a Harrier Powerline Mechanic with the MOS of 6212 (See Figure 1).

Marines have approximately six months to complete the first phase, the Ground Support Equipment Phase (GSE). The SNCOIC gives the Marine a list of GSE classes required by his/her shop. The Marine documents this information in his/her MATMEP upon completion. Once the Marine completes

the first phase, he/she will move to the next phase. This process keeps the Marine on-track so the squadron doesn't have unqualified Marines. The new syllabus ensures the Marine gains the proper licenses and qualifications in a timely manner.

During the next phase, Plane Captain Phase, the Marine begins his/her OJT. This phase allows the Marine to gain valuable knowledge with the aircraft and the aircraft's systems. This phase is also the growth phase for the Marine. It allows the Marine to complete the required OJT within the MATMEP package. The Marine follows the syllabus in sequential order.

### **POWERLINE SYLLABUS**

#### **MOS-6212**

#### **GROUND SUPPORT EQUIPMENT LICENSE PHASE 6212-A**

0-6 Months

Licenses required: Tow Tractor, Tow Qualification, NAN Cart, Demineralization Cart, Tire and Wheel Package, Brake Rider, NC-10 A,B,C. The Marine will need a Flight Line Drivers Course.

#### **PLANE CAPTAIN PHASE 6212-B**

6-20,24 Months

\*See Plane Captain Syllabus-(Enclosure I, A copy of Plane Captain syllabus will be included)  
During this phase the Marine will begin his/her "On the Job Training" which will last for approximately 14 to 18 months.

**COLLATERAL DUTY INSPECTOR PHASE          6212-C**

20-24 Months

\*See CDI Package-- Enclosure II

Qualifications recommended: -Gun Shut Off Valve,  
Butterfly Valve, Bore scope, Non Destructive Inspection.  
- During this phase the Marine will perform his/her CDI  
duties for approximately 12 to 16 months.

**LOW POWER PHASE                  6212-D**

36-40 Months

\*Must have CDI

\*See Low Power Syllabus-- Enclosure III

**HIGH POWER PHASE                6212-E**

42 Months

\*See High Power Syllabus-- Enclosure IV

**CDQAR PHASE                      6212-F**

52 Months

Qualifications required: -Oil Analysis Designation  
Hydraulic Contamination

**\*NOTE** For enclosures I-IV, each syllabus will be included  
along with the squadron's standard operating procedures  
(SOP).

Figure 1

There are many advantages to having a strong  
maintenance program. First, maintenance training is a  
force multiplier (Honeycutt). Maintenance training  
provides Marines with a greater knowledge and a stronger  
base of sound experience. The key to sound experience is  
on the job training and excellent trouble shooting  
procedures (Byrnes). Passing on knowledge from senior

Marines to junior Marines enables them to gain valuable experiences and allows them to become better maintainers. Next, newly assigned or inexperienced Marines will gain new maintenance procedures from their superiors. The passing of knowledge will enable Marines to become better maintainers by being comfortable with the aircraft and its systems. The Marines will become more familiar with the systems and learn to perform the proper maintenance procedures. Working with superiors and proper OJT ensures Marines reach a higher level of skill that prepares them as future leaders and supervisors (Talluto).

Proper training is crucial in order to have an efficient maintenance department (Honeycutt). The maintenance training program in a harrier squadron is the key element to the squadron's success. A sound maintenance program establishes the backbone for the squadron to maintain readiness and mission capabilities.

Another essential element of a maintenance training program is tracking of proper qualifications. Documenting qualifications are important to the Marine and the maintenance program. Leadership at all levels must help to establish proper documentation is completed by all Marines. Marines are responsible for reviewing their MATMEP weekly.

## Conclusion

The current ITSS/MATMEP package has provided a generous baseline for maintenance training. There are several ways which it has provided Marines with training on specific aircraft and systems. There is a time for new updates and changes to be made to increase efficiency. A new maintenance training syllabus needs to be incorporated so the Marines may spend their time training and progressing in their MOS.

The current MATMEP package is outdated. The excessive amount of time required to keep the MATMEP package in a noteworthy condition is unnecessary. A training syllabus to guide Marines as they progress with new qualifications will enable them to become productive and professional maintainers. The Marine Corps needs to implement a training syllabus to ensure Marines are on track for the necessary licenses and qualifications needed to be proficient in their MOS. This will keep Marines qualified and ready for deployments or to meet the squadron's mission.

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