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AST Training Program Update

30 January 2005

Approved for Release

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Purpose

To provide an update to the Advisor Support Team Training Program, based on the lessons learned from the 98th Division (IT)'s mobilization, their pre-deployment training at Camp Atterbury, their in-theater training at Camp Virginia Kuwait, and feedback from Advisory Support Team Soldiers after three months of conducting training and operational missions in Iraq.

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Agenda

- Assumptions
- AST Training Program Concept of Operation
- AST Training Program timeline
- 98th Division Lessons Learned
- Recommendations
- Proposed AST Training Program
- Initial CCIR

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Assumptions

- The mission to support MNSTC-I, CMATT, and CPATT with Institutional Training Support and AST/JMD/RFF Support will continue beyond September 2005.
- The 80th Division (IT) has been identified as the next unit that will support MNSTC-I.
- The 98th Division's Task Organization to support MNSTC-I is a baseline for task organization, ***but the mission has, and will continue to grow***.
- The 98th Division's 41-day CONUS and 7-day OCONUS training programs will be used as the baseline for the 80th Division's training program.
- The 80th Division should conduct as much pre-deployment training as possible now (e.g., Combat Lifesaver Course, et al.) so the 41-day CONUS and 7-day OCONUS programs can concentrate on collective skills and live-fire training.

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AST/Foreign Trainer Training

August 2004

Pre-Deployment

Home Station

Pre MOB Training — 7 Days
- SRP
- Doctrine Review
- MDMP Overview
- Training Management

Home Station MOB Training — 3 Days
- SRP
- CTT
- Squad Battle Drill Review

Mob Station

Individual MOB Admin--BLOCK Ia — 6 Days
- Accountability, SRP, OCIE & Equip issue, PCI, PTSR & Equip shortfalls

Individual MOB TNG--BLOCK Ib
- CTT, UXO, IEF, FORSCOM
- Mandatory Training, Weapons Qualification
- Close Quarters Marksmanship

AST/Foreign Trainer TNG—BLOCK IIa — 28 Days
- Environmental Awareness
- Basic Arabic Familiarization
- Working w/Interpreters
- Foreign Weapons Training
- Situational Training Exercises

AST For AST/Foreign Trainer TNG--BLOCK IIb
- Radio Procedures, Call for Fire/CAS
- Combat Lifesaver
- Convoy Training/Battle Drills
- Squad Battle Drills / LFX
- Platoon Battle Drills

Post-Deployment

RSOI – Kuwait

AST/Foreign Trainer TNG--BLOCK III (RSOI) — 4 Days
- Operational Overview
- TTP for Advisors
- Radio Procedures, Call for Fire/CAS
- Convoy Training/Battle Drills
- Tactical TTP Review

IDT/AT — M-Day — Deployment → TOA

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Proposed 98th DIV(IT) AST Training Timeline

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Mob Date 3 SEP

M+4 7 SEP

M+46 18 OCT

TOA M+59 31 OCT

M+52 24 OCT

M+44

Pre-Mob	SRP / Deployment Prep	Travel	Post Mobilization Training	Travel	2x RSOI	Travel	RIP
3 Days	3 Days		41 Days		5 Days		7 Days

Guidelines

- Initial Group has short Pre-mob period
- Maximum timeline reflects only longest training timelines (i.e., ASTs, ING BCT, etc…,); others deploy sooner
- MDMP is review only
- Training management review is review only

Home Station

- SRP Prep
- MDMP Review
- Squad Battle Drill Review

Camp Atterbury

- SRP
- Individual Equipment Issue
- CTT
- Mandatory Training Tasks
- Individual Weapons Qualification
- US Crew Served Weapons Familiarization
- Cultural Awareness
- Role of Advisors
- Working with Interpreters
  - Interpreter Prep
  - Psychology of coaching, teaching & mentoring through interpreters
- Crowd Dynamics & management
- Situational Training Exercises
- Basic Arabic (2-3 hrs/day; 30 hrs total)
- Combat Lifesaver
- Training Guidance, Training Calendars & schedules
- Squad / Platoon Battle Drills / LFX
- Radio Procedures
- Call for CAS (rotary wing)

Kuwait

CFLCC

- Mandatory RSOI
- Motorized LFX
- CQB
- Foreign Weapons
  - AK-47
  - RPK
  - PKM

CMATT

- Operations Update
  - TTP
  - Medical update
  - Operations
  - IZ unit status

Open Issues

- IBA Issue-where?
- Weapons
  - Individual
  - Crew served?
- RFI issue-where?
- Foreign Weapons
  - Weapons to KU
  - Class V to KU
- Validation Criteria

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98th Division Lessons Learned

Prior to OIF, the AST or "combat advisor" mission had not been performed since Vietnam. Current AST Soldiers should be used to oversee and adjust pre-deployment training in CONUS to take advantage of their current experience and make the program more effective.

Discussions over CONUS-required training and theater-specific training programs delayed the identification of the proper training installation, the right mix of trainers, the development of a training schedule, class and practical exercise preparation, and gathering the training materials needed to support AST Training.

Time-critical deployments, necessary to meet mission timelines, did not permit all 98th Division Soldiers to complete the unit-based pre-deployment training program.

Information flow requires weekly SVTC or secure tele-conferences between Theater and CONUS (requires USARC support for installing DSN, SVTC, and other equipment at the mission-headquarters and training locations).

A six-month long deployment of forces, and short mission-timelines, degraded training because Soldiers did not mobilize, train and deploy as teams.

The AST Training Program should use the same mission equipment the ASTs will use during their missions. Soldiers should be outfitted with their individual kit at the mobilization station so they can train as they will fight.

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98th Division Lessons Learned

Camp Atterbury Training

The short mission timeline (driven by theater LADs) and the short-notice implementation of the training program did not permit the development of a comprehensive training schedule or Programs of Instruction. A comprehensive training schedule for the 80th Division should be developed now, in conjunction with FORSCOM/FUSA, to enable FORSCOM to identify the right mix of trainers who can prepare proper courses, gather the necessary training materials, and adjust the training program to eliminate duplicative training (e.g. training on medical CTT tasks after finishing the Combat Lifesavers' Course, et alia).

There was confusion regarding what equipment would be issued in CONUS versus in theater. All individual equipment should be issued at the beginning of training so Soldiers can train as they will fight. For example, the Soldiers should wear their DCUs and desert boots and receive their individual weapons, Interceptor Body Armor, RFI gear, CIF issue, and Combat Lifesavers' Bags at the beginning of their pre-deployment training so they can train with their gear. The split issue that occurred between Camp Atterbury and Kuwait (CIF and RFI), led to confusion regarding what individual and mission equipment Soldiers would receive and led Soldiers to believe they would get another issue of gear in Kuwait.

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98th Division Lessons Learned

Camp Atterbury Training

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Specific Training comments:

- All individual task training should be completed before beginning post-mobilization / pre-deployment training.
- The Cultural Orientation should be focused on the Iraqi Culture, not a more general Arabic Cultural Orientation, and include specifics about the differences between Shia, Sunni, and Kurdish population groups.
- The 40 hours of language training should include conversation exercises and should be taught in a series of 12 to 15 two – three hour blocks of instruction instead of 5 eight-hour blocks of instruction that taught word memorization.
- US crew-served weapons training should be conducted for more than 1 day and should include weapons qualification on the M249, M240B, and M2.
- All AST personnel should become licensed HMMWV Drivers prior to deploying to theater.

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98th Division Lessons Learned

Camp Atterbury Training

Specific Training comments:

- Pre-mobilization / Pre-deployment training should include:
  - Firm base defense
  - Emplacing Obstacles and Breaching Obstacles
  - Operating SINCGARs and Blue Force Tracking equipment
  - A review of FM 31-20, Foreign Internal Defense (Appendix I)
  - Collective MOUT and building clearing techniques
  - More 9-line Medical Evacuation, Call for Fire, and Call for Close Air Support training was needed
  - More Crowd Dynamics training was needed
  - Too much time was spent teaching hour-long classes for each common task instead of conducting hands-on common task training or testing
  - Access to an on-line FM Library would be helpful to support training

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98th Division Lessons Learned

Camp Virginia Training

Specific Training comments:

- Foreign weapons training was excellent and should be continued
- Tactics, Techniques, and Procedures for Instructors Training Iraqis was an excellent course which should remain part of the Kuwait Training Program
- Training at Camp Virginia was very helpful to orienting Soldiers to mission conditions and tasks
- Training at Camp Virginia used more up-to-date TTPs and threat information than the CONUS-based training

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98th Division Recommendations

Time-critical planning will enable all 80th Division Soldiers to attend the same unit-based pre-deployment training. That satisfies FORSCOM's requirement to train and certify all deploying units and will enable the 80th Division to adjust their personnel, in a timely manner, to meet changing mission requirements once they are deployed. Recommend: All 80th Division Soldiers attend the same unit-based pre-deployment training program.

The base-line training program used by the 98th Division, should shift as much individual training, as time permits, to pre-mobilization training to enable the post-mobilization training period to focus on collective battle skills and theater specific requirements. Recommend: The 80th Division (IT) conduct their individual skills training (CTT, CLS, et al.) in pre-mobilization (IDT or AT) status.

A six-month long deployment of forces complicates the RIP/TOA process. The need to replace individual Soldiers who were scheduled to depart over a four-month period did not permit inbound ASTs to train, deploy, or operate as teams. Recommend: The RIP/TOA process into a 5-6 week "unit-based" process, ASTs can be battle-rostered, trained, and deployed as complete teams. That will enhance their training and effectiveness as they assume their mission in Iraq.

An April 05 mobilization order will require the 80th Division to begin working their battle rosters and long lead-time (medical, dental, clearances, mask-inserts, et al.) readiness issues now!

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Needs to start now!

AST/Foreign Trainer Training

Training Phases

Pre-Deployment

Home Station

Pre MOB Training — 7 Days
- SRP
- Doctrine Review
  - PLT / CO / BN Inf Tactics
  - MOUT
- MDMP Overview
- Training Management
- Drivers Training

Home Station MOB Training — 3 Days
- SRP
- CTT
- Battle Drill Review
- Combat Lifesaver Course

Mob Station

Individual MOB Admin--BLOCK Ia — 8 Days
- Accountability, SRP, RFI, OCIE, & Equip issue, PCI, PTSR & Equip shortfalls

Individual MOB TNG--BLOCK Ib
- UXO, IED, HMMWV Driver Training, & Mandatory Training
- Individual Weapons Qualification
- Crew-Served Weapons Qualification
- Close Quarters Marksmanship

AST/Foreign Trainer TNG—BLOCK IIa — 28 Days
- Environmental Awareness
- Basic Arabic Familiarization
  - 2-3 hrs/day maximum
  - 40 hours total
- Working w/Interpreters (Psychology & TTP)
- Situational Training Exercises

AST For AST/Foreign Trainer TNG--BLOCK IIb
- Radio Procedures, Call for Fire/Close Air Support/MEDEVAC
- Squad Battle Drills / LFX
- Platoon Battle Drills / LFX
- Company Battle Drills/LFX
- Staff Skills Cross Training

Post-Deployment

RSOI – Kuwait

AST/Foreign Trainer TNG--BLOCK III (RSOI) — 5 Days
- Operational Overview
- TTP for Advisors
- SINCGARS/BFT Training & Operations
- Convoy Training/Battle Drills/CQM/MOUT LFX
- Tactical TTP Review

Key Points

- Focused Cultural & environmental awareness is critical
- LFX to build confidence & coherence under fire
- Technical proficiency in US & Foreign Weapons & Communications

IDT/AT — M-Day — Deployment → TOA

41-48 days Post-Mobilization

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Initial CCIR

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- Issues that affect the issue of complete CIF/RFI at the beginning of pre-deployment training.
- Issues that affect the ability to position AST Equipment Sets for CONUS and in-theater training.
- Issues that affect the ability to issue weapons, NVGs, and other mission equipment at the beginning of pre-deployment training.
- The ability to use current ASTs to develop or enhance CONUS-based training (MOU between MNF-I and FORSCOM/FUSA)
- The availability of the 80th Division to re-program resources to complete individual pre-mobilization training
- When will the 80th Division be permitted to order the necessary unit equipment, weapons, and individual equipment for their units and Soldiers?

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Back-Up Slides

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TOA Synchronization Matrix

Month/ Unit	April 1-15	April 16-30	May 1-15	May 16-31	June 1-15	June 16-30	July 1-15	July 16-31	August 1-15	August 16-31	September 1-15
80th DIV C2	13 – Receive MOB-ORD		13 – Report to HS	18 – Report CP Atterbury		29 – TNG Complete	2 – DEP CONUS 3 – ARR KU 9 – DEP KU 10 – ARR IZ	17 – C2 Right Seat Ride		27 – Assume Mission TOA	
80th Div Group 1	13 – Receive MOB-ORD			20 – Report to HS 25 – Report to CP Atterbury			6 – TNG Complete 9 – DEP CONUS 10 – ARR KU	16 – DEP KU 17 – ARR IZ 24 – Begin 2-WK Right Seat Ride	6 – Assume Mission TOA		
80th Div Group 2	13 – Receive MOB-ORD			27 – Report to HS	1 – Report to CP Atterbury		13 – TNG Complete	16 – DEP CONUS 17 – ARR KU 23 – DEP KU 24 – ARR IZ 31 – Begin 2WK Right Seat Ride	13 – Assume Mission TOA		
80th Div Group 3	13 – Receive MOB-ORD				3 – Report to HS 8 – Report to CP Atterbury			20 – TNG Complete 23 – DEP CONUS 24 – ARR KU 30 – DEP KU 31 – ARR IZ	7 – Begin 2WK Right Seat Ride	20 – Assume Mission TOA	
98th Div C2										28 – Mission TO 28 – Out-process & move to egress	1 – Depart Theater
98th Div Group 1									7 – Out-process/ Move to Egress		
98th Div Group 2									14 – Out-process/ Move to Egress		
98th Div Group 3										21 – Out-process/ Move to Egress	

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CMATT ASTs by Location

AS OF 15 JANUARY 05

Approved for Release

Total of 486 Trainers

- ASTs consist of 10 men per battalion, brigade and division. Three Divisions, nine Brigades, and twenty-seven battalions = 390 Trainers
- Mech Bde will have one 7-man HQs AST, one 9-man Log & Admin Bn AST, one 10-man Armor AST, one 10-man Field Arty AST, and three 10-man Mech Bn ASTs for a total of 66 Trainers. They currently have 8 loaned trainers
- Transportation Regiment will have three 10-man BN ASTs for a total of 30 Trainers. They currently have 4 loaned trainers
- Units in blue are in training; units in green are in operations.

Bottom Line: 10-Man ASTs provided for all RA and IIF Bn, Bde, and Div HQs and ad hoc ASTs for 1st Mech Bn and 1st Trans Bn

Distributed Staff, ING, OES, NCOES, and Iraqi Training Battalion Trainers Provided by MNSTC-I

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Total of 115 Trainers

- 28 ING Basic Trainers, 30 NCOES, 42 Staff MTT Trainers, 4 Academy Instructors, 11 MOSQ
- 28 ING Basic Trainers and 34 Staff Trainers TACON to MNC-I Major Subordinate Commands