



Department of Defense

DIRECTIVE

NUMBER 1322.18
January 13, 2009

USD(P&R)

SUBJECT: Military Training

- References:
- (a) DoD Directive 1322.18, subject as above, September 3, 2004 (hereby canceled)
 - (b) Chairman of the Joint Chiefs of Staff Concept, "Capstone Concept for Joint Operations, Version 2.0," August 2005¹
 - (c) Office of the Under Secretary of Defense for Personnel and Readiness, "Strategic Plan for Transforming DoD Training," May 8, 2006²
 - (d) Office of the Under Secretary of Defense for Personnel and Readiness, "Department of Defense Training Transformation Implementation Plan, FY2006-FY2011," February 23, 2006³
 - (e) DoD Instruction 1322.27, "Urban Training Facilities," April 13, 2007
 - (f) DoD Instruction 1322.26, "Development, Management, and Delivery of Distributed Learning," June 16, 2006

1. **PURPOSE.** This Directive reissues Reference (a) and updates policies and responsibilities for training of military individuals, units, and staffs, DoD civilian employees and, when authorized, contractors, allies, and other U.S. Government or non-Government agency personnel.

2. **APPLICABILITY.** This Directive applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the Department of Defense (hereafter referred to collectively as the "DoD Components").

3. **DEFINITIONS.** These terms and their definitions are for the purpose of this Directive.

a. **common training.** Training that is not unique to a particular DoD Component; training that has no special distinction or quality to an individual DoD Component and is widely required.

¹ Available at http://www.dtic.mil/futurejointwarfare/concepts/approved_ccjov2.pdf

² Available at <http://www.t2net.org/downloads/FinalTrainingTransformationStrategic2006.pdf>

³ Available at <http://www.t2net.org/downloads/briefs/implan2006/IPlan.pdf>

b. embedded training (ET). Training accomplished through the use of the trainee's operational system within a live virtual constructive (LVC) training environment.

c. in-lieu-of (ILO) cross-Service training. Training driven by:

(1) A sourcing requirement to perform missions outside of traditionally assigned roles and functions for a Service;

(2) An operational requirement outside the normal scope of duties for an individual, unit, or staff when there is no organic Service capability to fulfill the requirement; or

(3) A training venue offered by another DoD Component that meets a sourcing requirement.

d. integrated operations. The synchronization, coordination, and/or integration of DoD and other U.S. Government agencies' activities, in coordination with partner nations, and non-Governmental entities across the full range of military operations, which achieves a comprehensive approach that advances U.S. Government goals and objectives.

e. joint training. Training, including mission rehearsals, of individuals, units, and staffs using joint doctrine or tactics, techniques, and procedures to prepare joint forces or joint staffs to respond to strategic, operational, or tactical requirements that the Combatant Commanders (CCDRs) consider necessary to execute their assigned or anticipated missions.

4. POLICY. It is DoD policy that:

a. Individual, staff, and collective military training programs funded by the Department of Defense shall be available to Active and Reserve Component personnel, civilian employees and, when authorized, to contractors, allies, and other U.S. Government or non-Government agency personnel.

b. Military training to generate and sustain capabilities required by the CCDRs and Chairman of the Joint Chief of Staff Concept (Reference (b)) shall encompass all phases of joint campaigns and the full range of integrated operations.

c. Members of the Department of Defense shall receive, to the maximum extent possible, timely and effective individual, collective, and staff training, conducted in a safe manner, to enable performance to standard during operations.

d. The Department of Defense shall maintain a comprehensive and effective Service, Defense Agency, and joint training management capability to develop, execute, and assess military training throughout the Department.

e. Training capabilities shall be based on a DoD training architecture and an open, net-centric, interoperable standard.

f. ET and development of netcentric training capabilities shall be considered as the first alternative for cost-effective delivery of instruction.

g. The Strategic Plan for Transforming DoD Training and the DoD Training Transformation (T2) Implementation Plan (References (c) and (d)) apply to all DoD Components.

h. The training and test and evaluation communities shall share infrastructure, resources, ranges, maneuver areas, and other facilities and devices, to the maximum extent possible, using a scheduling and priority rule set that balances the requirements of both communities.

i. Individual, collective, and staff pre-deployment training shall be certified to standards by either the mission commander or the commander responsible for the pre-deployment training.

j. The development of training for tasks driven by ILO, cross-Service, or multi-Service common training requirements shall be tasked to a lead DoD Component.

k. Integrated operations training shall be conducted as required by mission essential tasks (MET). These training requirements shall be coordinated through the DoD Training Coordinator.

l. All proposals to construct new or modify existing DoD urban training facilities shall be evaluated in accordance with DoD Instruction 1322.27 (Reference (e)).

m. Live training resources shall be sustained through good stewardship, public outreach, comprehensive planning, and the leveraging of advanced technologies.

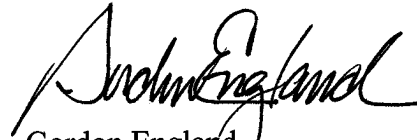
n. Training realism shall be maximized through use of the live training domain supplemented by integrated virtual and constructive capabilities.

o. Cultural awareness and language training shall be embedded in accession training, professional military education, and pre-deployment training and integrated across the Total Force.

5. RESPONSIBILITIES. See Enclosure.

6. RELEASABILITY. UNLIMITED. This Directive is approved for public release and is available on the Internet from the DoD Issuances Web Site at <http://www.dtic.mil/whs/directives>.

7. EFFECTIVE DATE. This Directive is effective immediately.



Gordon England
Deputy Secretary of Defense

Enclosure
Responsibilities

ENCLOSURE

RESPONSIBILITIES

1. UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS

(USD(P&R)). The USD(P&R), in addition to performing the responsibilities in paragraph 7 of this enclosure, shall:

- a. Oversee and provide policy for individual military training programs for the Total Force.
- b. Oversee and provide policy for individual and functional training programs for military personnel and the collective training programs of military units and staffs.
- c. Exercise authority for the development, oversight, and management of the T2 initiative, to include Combatant Commander Exercise and Engagement (CE2) T2 funding.
- d. Establish policy for and oversee integrated operations training and exercises, and identify personnel and training requirements that promote interoperability with non-DoD stakeholders.
- e. Exercise authority over the development, policy, and implementation of training architectures and standards for integrating LVC environments to include an open, net-centric, interoperable training standard.
- f. Exercise authority over the development, management, and delivery of advanced distributed learning and issue direction for implementation in accordance with DoD Instruction 1322.26 (Reference (f)).
- g. Establish policy and oversee implementation addressing training capabilities for major defense acquisition programs (MDAPs) and major automated information systems (MAISs).
- h. Establish the policy for reporting military training data and tracking joint and integrated operations training and experience of personnel to aid in the force management processes.
- i. Exercise authority for the development, implementation, and management of a comprehensive architecture for assessing and reporting on the efficacy of the T2 program, its impact on joint training, and its overall contribution to joint combat readiness.
- j. Prepare and submit the annual Urban Training Facilities Certification Report to Congress in accordance with Reference (e).
- k. Designate a lead DoD Component for identified common and/or ILO sourcing training requirements in accordance with paragraph 4.j. of the front matter of this Directive.

l. Collaborate with the Director, Operational Test and Evaluation (DOT&E), and the Under Secretary of Defense for Acquisition, Technology, and Logistics (USD(AT&L)) on policy to promote interdependent development, architectures, and standards for training and testing.

m. Execute the Defense Language Program for non-intelligence related language requirements.

2. UNDER SECRETARY OF DEFENSE FOR POLICY (USD(P)). The USD(P), in addition to performing the responsibilities in paragraph 7 of this enclosure, shall identify and define the force requirements for and direct the development of a concept of operations, other requirements, and joint tasks for integrated operations.

3. USD(AT&L). The USD(AT&L), in addition to performing the responsibilities in paragraph 7 of this enclosure, shall:

a. Coordinate with the USD(P&R) actions or activities that may affect the manpower, personnel, and training capabilities of MDAPs, MAISs, and the Major Range and Test Facility Base. Develop policy holding acquisition managers responsible for ensuring that ET capabilities are properly integrated into training and training management network environments.

b. Collaborate with the USD(P&R) and the DOT&E to promote interdependent development initiatives, architectures, and standards for training and testing.

4. UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE (USD(I)). The USD(I), in addition to performing the responsibilities in paragraph 7 of this enclosure and in coordination with the USD(P&R), shall have primary responsibility for management and program review of individual, collective, and staff training programs for intelligence skills and intelligence-related foreign language skills.

5. DOT&E. The DOT&E, in addition to performing the responsibilities in paragraph 7 of this enclosure, shall:

a. Coordinate, with the USD(P&R), actions or activities that may affect training capabilities.

b. Collaborate, with the USD(P&R) and the USD(AT&L), to promote interdependent development, architectures, and standards for training and testing.

6. DIRECTORS OF THE DEFENSE AGENCIES. The Directors of the Defense Agencies, in addition to performing the responsibilities in paragraph 7 of this enclosure and under the authority, direction, and control of their respective leadership, shall:

- a. Conduct military and joint training programs in accordance with this Directive.
- b. Participate in joint and integrated training events sponsored by the Chairman of the Joint Chiefs of Staff and the CCDRs.
- c. To the maximum extent possible, align training schedules to support joint and integrated operations training.

7. HEADS OF THE DoD COMPONENTS. The Heads of the DoD Components shall:

- a. Carry out the policy in accordance with this Directive.
- b. Ensure, through commanders and managers at all levels within their Components, that the personnel and organizations under their cognizance are qualified to perform their METs to established competency and proficiency standards.
- c. Ensure, through mission commanders and commanders responsible for individual, collective, and staff operational training, that such training is certified to standards.
- d. When using DoD surrogates to represent participants from other U.S. Government agencies, the surrogates shall be vetted and validated with the agency(s), at a minimum, through a Memorandum of Agreement with the other agencies.
- e. Coordinate with the experimentation and test communities to anticipate and implement training capabilities supporting new or improved warfighting capabilities.

8. SECRETARIES OF THE MILITARY DEPARTMENTS. The Secretaries of the Military Departments, in addition to performing the responsibilities in paragraph 7 of this enclosure, shall:

- a. Establish and conduct individual military training programs to qualify personnel for assignment to authorized billets within the force structure.
- b. Establish and conduct individual, collective, and staff training programs and, to the maximum extent possible, align training schedules, curricula, and syllabi to support joint and integrated operations training.
- c. Ensure training system acquisitions and embedded training capabilities comply with the open, net-centric, interoperable standard.
- d. Develop metadata to describe the capabilities available from training resources and embedded training capabilities in accordance with the open, net-centric, interoperable standard.

e. Develop and field system interfaces to enable integrated LVC training to stimulate sensors and/or represent synthetic entities and to provide after-action review for the training audience.

f. When designated as the lead Service in accordance with paragraph 1.k. of this enclosure, take responsibility for the accomplishment of training tasks driven by ILO cross-Service sourcing of force requirements and multi-Service common training.

9. CHAIRMAN OF THE JOINT CHIEFS OF STAFF. The Chairman of the Joint Chiefs of Staff, in addition to performing the responsibilities in paragraph 7 of this enclosure, shall:

a. Formulate joint training and military education policies and the professional development of the members of the Armed Forces in coordination with USD(P&R).

b. Establish policy guidance for the Joint Training System (JTS), Joint Training Information Management System (JTIMS), and Joint Capabilities Integration and Development System to meet the requirements of this Directive; and make JTIMS data available for use by the DoD Components to support the application of JTS in support of their programs.

c. Validate joint training capability requirements.

d. Provide for the participation of the Combatant Commands and Defense Agencies in joint training events and exercises, assess their joint and/or agency training plans in coordination with the CCDRs and agency directors, and make recommendations to improve training.

e. Address joint training program and joint training support deficiencies and trends.

f. Serve as the DoD Training Coordinator for the conduct of integrated operations training in support of DoD requirements and the requirements of non-DoD stakeholders in accordance with paragraph 4.k. of the front matter of this Directive.

g. Manage the CE2 program.

10. CCDRs. The CCDRs, in addition to performing the responsibilities in paragraph 7 of this enclosure and in coordination with the Chairman of the Joint Chiefs of Staff, shall:

a. Establish and conduct in theater, joint, and integrated operations training in accordance with this Directive.

b. In consonance with theater campaign plans, direct the joint training of assigned forces and support joint training plan development, execution, and assessment through JTIMS. In coordination with the Joint Staff Operational Plans and Joint Force Development Directorate (J-7), execute CE2 program funds in support of CCDR joint training plans.

c. Provide a joint mission essential task list to the Commander, U.S. Joint Forces Command (USJFCOM), with a listing and analysis of corresponding joint and integrated operations training requirements for joint task force headquarters staffs, functional components, and allocated forces.

d. Provide lessons-learned feedback to Service component commanders on operational requirements and priorities to be addressed in Military Department training programs.

e. Coordinate participation in joint and integrated operations training events and exercises for assigned Reserve Component forces not on active duty or when on active duty for training.

11. COMMANDER, USJFCOM. The Commander, USJFCOM, in addition to performing the responsibilities in paragraphs 7 and 10 of this enclosure and through the Chairman of the Joint Chiefs of Staff, shall:

a. Manage joint force training in coordination with the CCDRs and the Secretaries of the Military Departments.

b. Manage the Joint National Training Capability (JNTC), the Joint Knowledge Development and Distribution Capability, and Joint Warfighting Center support to CCDR training.

c. Provide, within CE2 T2 resources, joint training and exercise support to the CCDRs and the Secretaries of the Military Departments, to include coordination and synchronization of global joint training that affects multiple Combatant Commands, Services, and other agencies.

d. Develop and maintain open, net-centric, interoperable standards and protocols for LVC joint training systems.

e. Manage joint training integrated LVC capability focusing on integration and leveraging of DoD Component developmental activity and fielded capabilities, and the certification of joint training instrumentation, models, federations, and tools optimizing DoD investments.

f. Accredite nominated joint training programs for designated joint tasks that are aligned with priorities established through strategic guidance and CCDR mission capability requirements. Certify that JNTC-accredited joint training sites and systems comply with USJFCOM technical architectures and standards.

g. Develop and integrate doctrine, organization, training, material, leadership, personnel, and facilities improvements into the joint training environment. Document joint training operations, systems, and technical architectures and certify joint training courses.

h. In collaboration with the Chairman of the Joint Chiefs of Staff, CCDRs, and Secretaries of the Military Departments, develop metadata that describe joint training capabilities and requirements. Validate embedded joint training capabilities. Support use of an open, net-centric,

interoperable standard for joint training and facilitate maintenance of the associated metadata within the DoD metadata registry.

12. COMMANDER, U.S. SPECIAL OPERATIONS COMMAND (USSOCOM). The Commander, USSOCOM, in addition to performing the responsibilities in paragraphs 7 and 10 of this enclosure and through the Chairman of the Joint Chiefs of Staff, shall:

a. Develop special operations joint training tasks, conditions, and standards, ensuring assigned forces are trained, integrated, and interoperable with general purpose forces.

b. Establish training standards for general purpose forces to train to the security force assistance mission.