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MANPOWER AND TRAINING PLAN (MTP) for the TRANSPORTATION COORDINATORS' - AUTOMATED INFORMATION FOR MOVEMENT SYSTEM II (TC-AIMS II)

1.0 EXECUTIVE SUMMARY. The Transportation Coordinators' - Automated Information for Movement System II (TC-AIMS II) will replace the current functions of TC-AIMS, Marine Air-Ground Task Force (MAGTF) Deployment Support System (MDSS) II, and the Air Force's Cargo Movement Operations System (CMOS). The Army, with Marine Corps participation, is developing TC-AIMS II as a multi-service system. The joint Mission Needs Statement (MNS), dated 7 August 1997, established the need for an automated transportation movement system in support of Department of Defense (DoD) personnel and cargo during all Phases of military operations in all environments, including Reception, Staging, Onward Movement, and Integration (RSO&I).

TC-AIMS II will operate in both garrison and field environments supporting unit and force commanders, Embarkation, Installation Transportation Offices (ITO), and Traffic Management Offices (TMO) of all services. It will provide an automated transportation and planning capability for unit and individual cargo movements, assist with allocation of transportation assets where applicable, and support RSO&I operations within the theater of operations. When fully fielded TC-AIMS II will provide critical information to the Global Transportation Network (GTN) and will operate within the Global Combat Support System (GCSS)/Global Command and Control System (GCCS) environments as well as Command and Control (C2) systems at various command levels.

Fielding will consist of two Phases. Upon completion of the Milestone III decision, Phase I fielding will commence with the Marine Force (MARFOR) and Marine Expeditionary Force (MEF) Command Elements (CEs), which will be fielded horizontally. Upon successful fielding, integration and operational evaluations of TC-AIMS II during Phase I will Phase II fielding begin. Phase II fielding will begin with the Marine Corps Schools and Blount Island Command, followed by vertical fielding to individual units within each MEF.

TC-AIMS II is a combination of Marine Corps Common Hardware Suites (MCHS) with Commercial Off The Shelf (COTS) software which runs the Joint Program Management Office (JPMO) developed TC-AIMS II application. The system uses a Relational Database Management System (RDBMS) located on a deployable server, with notebook and desktop computers, and various peripheral devices. All Marine units, to include Marine Forces Reserve (MARFORRES), down to the battalion and squadron level will receive a mixture of server, associated workstations, and peripheral devices. Currently, the Marine Corps has not selected specific hardware for TC-AIMS II. The Joint Program Management Office (JPMO) Integrated Logistics Support Plan (ILSP) specifies the recommended server and desktop requirements.

This MTP assesses training requirements for TC-AIMS II operators, system administrators/database administrators, instructors and supervisors/planners. It does not provide definitive answers to all manpower and training issues. Rather, it is a tool that will assist unit

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commanders and key personnel within the manpower and training communities to prepare for the Phase I and Phase II Fielding and sustainment of TC-AIMS II.

The JPMO, together with the Marine Corps TC-AIMS Project Office, will provide information on training in support of Phase I and Phase II Fielding. Prior to fielding the Program Office will be promulgated training schedules.

Prior to the completion of Phase II fielding, the formal schools will have completed modifications to current curriculum, replacing TC-AIMS, MDSS II, and CMOS training with TC-AIMS II as required. This MTP identifies applicable courses that will require modification.

The JPMO will provide a New Equipment Training Team (NETT) to conduct operator, SA/DBA, instructor and supervisor/planner training. The NETT will coordinate with Marine Corps organizations to establish the new equipment training schedule.

Using training materials provided by the JPMO, Marine Corps schools will develop and institute a course for SA /DBA training. The SA /DBA course must be operational the by the end of the 2nd Qtr of FY 02.

The Major Automated Information System Review Committee (MAISRC) completed its Milestone I and II program review for TC-AIMS II in January 1997. MAISRC's tentative timeframe for Milestone III program review is October 2000. Initial Operational Capability (IOC) and Full Operational Capability (FOC) should be achieved in 4th Qtr FY00 and 4th Qtr FY03, respectively.

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2.0 SECTION I: MANPOWER

2.1 Job Task Data. TC-AIMS II is a software application designed to replace the unit move functions from the existing Marine Corps TC-AIMS and MDSS II programs. The software also captures the ITO/TMO functions of the Air Force's CMOS. TC-AIMS II is a tool designed to make performing those tasks simpler for the operator. Development of TC-AIMS II software and training for the Marine Corps will be in compliance with the Memorandum of Agreement (MOA) between the JPMO and Marine Corps Systems Command (MARCORSYSCOM). The existing force structure does not require the creation or deletion of MOSs.

2.1.1 Operators. Operator training is intended for embarkation, logistical, or other personnel who will be required to use TC-AIMS as operators or supervisors. Tentatively, the JPMO contracted training team will provide the initial training for most Marine Corps operators.

2.1.1.1 Phase I. During Phase I fielding, the JPMO, in coordination with the MARCORSYSCOM Program Office, will conduct operator training.

2.1.1.2 Phase II. During Phase II fielding, the JPMO, in coordination with the MARCORSYSCOM Program Office, will conduct operator training.

2.1.1.3 On-the-Job Training (OJT). Individual Marines who are unable to attend the JPMO contracted training will be trained at their respective commands. This training will be OJT. Organization members who have previously been trained by JPMO will conduct OJT using the training materials provided by JPMO.

2.1.1.4 Sustainment Training. Marines in MOSs, listed in paragraph 3.1 will require formal TC-AIMS II training. Operators will be taught to use TC-AIMS II while learning to perform their normal required tasks during basic MOS training. Changes in MOS training will begin in the same timeframe as training for Phase II fielding. The amount of formal training and topic coverage for TC-AIMS II will vary between the MOSs and ranks for each of the FLC's.

2.1.2 SA/DBA Training. MCCSSS will become the formal school for the TC-AIMS II System Administrator. Those individuals assigned duties, as SA/DBA's will spend an estimated 30-40 percent of their time working TC-AIMS II administrative functions.

2.1.2.1 Phase I. During Phase I fielding, the JPMO, in coordination with the MARCORSYSCOM Program Office, will conduct SA/DBA training.

2.1.2.2 Phase II. During Phase II fielding, the JPMO, in coordination with the MARCORSYSCOM Program Office, will conduct SA/DBA training.

2.1.2.3 Sustainment Training. Those individuals selected to be SA/DBAs require formal training. A course of instruction for SA/DBAs will be developed and presented by MCCSSS. The SA/DBA sustainment training course will begin in the same time frame as Phase II fielding.

2.1.3 Planner/Supervisor Training

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2.1.3.1 Phase I. During Phase I fielding, the JPMO, in coordination with the MARCORSYSCOM Program Office, will conduct planner/supervisor training.

2.1.3.2 Phase II. During Phase II fielding, the JPMO, in coordination with the MARCORSYSCOM Program Office, will conduct planner/supervisor training.

2.1.3.3 Sustainment Training. Those MOSs listed, in paragraph 3.1 will require formal TC-AIMS II training. Planners and supervisors will be taught to use TC-AIMS II while learning to perform their normally required tasks in their respective formal schools. This training will begin at the FLCs in the same timeframe as Phase II fielding. The amount of formal training and topic coverage for TC-AIMS II will vary between the MOSs and ranks for each of the FLC's.

2.1.4 Instructor and Key Personnel Training. IKP training and Operator training are considered the same by the JPMO. Those instructors and key personnel that require TC-AIMS II training will attend the JPMO provided IKP/Operator training.

2.1.5 Maintenance Training. All hardware repairs will be provided through contracted logistical support. No additional maintenance training will be required in support of TC-AIMS II.

2.1.6 Other Support Personnel. TC-AIMS II requires no increase or decrease of support personnel. TC-AIMS II will operate within the existing Table of Organization (T/O) authorizations with no system degradation.

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3.0 MANPOWER/PERSONNEL REQUIREMENTS

3.1 Operators. Personnel assigned the following MOSs will be the principal operators of TC-AIMS II and will receive formal training for TC-AIMS II at their respective MOS schools:

0402	Logistics Officer
0430	Embarkation/Strategic Mobility Officer
0431/0491	Logistics/Embarkation Specialist
0481	Landing Support Specialist
0502/0511/9909	MAGTF Plans and Operations Officer/Specialist
3102	Traffic Management Officer
3112	Traffic Management Specialist
3502	Motor Transport Officer
3531	Motor Transport Dispatcher
3537	Motor Transport Operations Chief

Each operator will receive training during formal school that emphasizes the core tasks to be performed. Operator training will vary between the MOSs and ranks. Selected operators will receive standards-based instruction based on the ITS for the specified MOS. Until such time that Standard Branch (C461), T&E Division, MCCDC, conducts periodic review, all MOSs should adhere to current standards. However, Marines will train with TC-AIMS II vice the current TC-AIMS, MDSS II, and/or CMOS where indicated within those standards and will train per the Program of Instruction (POI) from their respective formal school course. Each school will be responsible for modifying and submitting POIs that includes TC-AIMS II in the curriculum for approval to the Standards Branch, T&E Division, and MCCDC.

3.2 Maintainers. All hardware maintenance will be provided through contracted logistical support. No additional training will be required to support TC-AIMS II.

3.3 Operational Administration. Operational administration is managed at the operator level. Operation of TC-AIMS II will require that each operator in the unit be trained in the procedures for hardware set-up and tear-down, start-up and shutdown, packing and moving the system hardware, basic troubleshooting and database procedures. TC-AIMS II operator documentation must be sufficiently detailed to provide the operator with enough information to accomplish these tasks.

3.3.1 System Administration. System administration and Database administration for TC-AIMS II will be a function of the SA/DBA. Responsibilities may include loading ICP/SCP/JDL updates, administration, backup/recovery and fault diagnosis (specific duties are TBD). The SAs must be trained to recognize system errors or out-of-standard conditions. Accordingly, they can notify the Joint Help Desk of problems and teach operators how to determine whether the fault is mechanical (related to a hardware malfunction) or not. When the problem is not mechanical, the SAs should be able to correct basic errors without assistance and will notify the proper organization for assistance with more serious problems. System Administration is an additional duty, for which there is no specific MOS requirement.

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3.3.2 System Administrator/Database Administrators. SA/DBAs will be the same individuals performing a variety of tasks. For clarity System Administration is the administrative and technical tasks and functions necessary to keep TC-AIMS II in operational condition. Database administration is maintaining the database, performing backups, and making corrections and updates to the database. Commanders will select experienced operators (non-commissioned officers (NCO)) within their organizations to become SA/DBAs. Individuals selected should have one year remaining on station and two years remaining of their current enlistment. Training for SA/DBA will require temporary assignment to a formal school. MCCSSS will become the FLC for the TC-AIMS II SA/DBA course. Initially all SA/DBA personnel will be trained by the JPMO . This training will not result in a new MOS. Marine Corps schools that receive TC-AIMS II systems will need to assign and have trained SA/DBAs to manage the school TC-AIMS II system.

3.4 Other Support Personnel. There is no requirement for post deployment support personnel.

3.5 Test Personnel to Support Developmental and Operational Test and Evaluation (OT&E). The Army is responsible for the developmental OT&E. Representatives from the Marine Corps Operational Test and Evaluation Activity (MCOTEA) will observe and review data from the OT&E to ensure that TC-AIMS II meets Marine Corps requirements.

3.6 New Equipment Training Teams. NETTs will initially train most Marine Corps operators, system administrators/database administrators, instructors and supervisors/planners. The TC-AIMS II Project Office, MARCORSYSCOM, will determine the NETT schedules prior to fielding. Personnel from the JPMO training team will provide NETT training for Phase I and Phase II fielding. The JPMO will provide additional training for system upgrades, major changes or releases.

3.7 Other Training Support Personnel. School commands will need to appoint personnel to support TC-AIMS II systems installed at school locations.

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4.0 SECTION II: TRAINING AND TRAINING DEVICES

4.1 Training Goals and Objectives

a. Training Goals. The training goal is to provide institutional training to Marine TC-AIMS II operators, supervisors/planners, SA/DBAs to ensure full support for the fielding and continuing support for the life of the system.

b. Training Objectives. The following are training objectives for TC-AIMS II:

- Train operators to set-up and tear-down, start-up and shutdown, pack and move the system hardware.
- Train operators in preventive maintenance procedures for the upkeep of TC-AIMS II, basic troubleshooting and database procedures.
- Train operators/supervisors to understand the interoperability between other Supply/Logistics AISs and TC-AIMS II.
- Train operators and SA/DBAs to perform that level of maintenance authorized by the PM IT established warranty.
- Train system administrators/supervisors in all aspects of TC-AIMS II program to include: software loading, database (building and maintenance), unit movements, operational planning and system interfaces.
- Train supervisors to develop and input parameters that translate commander's intent and direction into guidelines, which will cause TC-AIMS II to determine solutions consistent with that intent.
- Train SA/DBAs to perform the necessary hard drive recovery, network planning, and fault isolation to support TC-AIMS II when fielded.

4.2 Training Requirements.

4.2.1 Categories of Training. The following paragraphs discuss the categories of training for TC-AIMS II.

4.2.1.1 Initial Training. Table 1 lists school locations and courses that require the use of TC-AIMS II during initial MOS training. Requirements will vary according to MOS and experience. The amount of TC-AIMS II training, a marine in each MOS receives, will be task dependent.

4.2.1.2 Skill Progression Training. Table 1 lists school locations and courses that require training be modified to include the use of TC-AIMS II. The skill progression training will be task dependent.

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Table 1. School Training Requirements for TC-AIMS II

MOS/TITLE	COURSE TITLE/NUMBER	LOCATION
0402/Logistics Officer	Logistics Officer Course/M03LBB1	Ground Supply School, MCB Camp Lejeune, NC
0430/Embarkation/Strategic Mobility Officer	Embarkation Officer/ SNCO Course/M03LAM1	Ground Supply School, MCB Camp Lejeune, NC
0431/Logistics/Embarkation Specialist	Basic Logistics/ Embarkation Specialist Course/N0304H1	EWTGLant, NAB Little Creek, VA
0481/Landing Support Specialist	Basic Landing Support Marine Course/M0313I2	Marine Corps Engineer School MCB Camp Lejeune, NC
0481/Landing Support Specialist	Reserve Landing Support Specialist/M03LBH2	Marine Corps Engineer School MCB Camp Lejeune, NC
0491/Combat Service Support Chief	Combat Service Support Chief/M03LBC1	Ground Supply School, MCB Camp Lejeune, NC
0502/MAGTF Plans and Operations Officer	N/A	No formal school for this MOS per the Training Input Plan (TIP), 27 Jan 98
0511/MAGTF Plans and Operations Specialist	MAGTF Enlisted Planner Course/N03KAG1	EWTGLant NAB Little Creek, VA
3102/Traffic Management Officer	Installation Traffic Management Course/ A08BES1	U.S. Army Transportation School Fort Eustis, VA
3112/Traffic Management Specialist	Traffic Management Coordinator/A08TNA1	U.S. Army Transportation School Fort Eustis, VA
3502/Motor Transport Officer	Motor Transport Officer	
3531/Motor Transport Dispatcher	Motor Transport Operator (USMC)/A1635X1	U.S. Army Engineer School Fort Leonard Wood, MO
3537/Motor Transportation Operations Chief	Motor Transport SNCO/ M0335F7	Motor Transport School MCB Camp Lejeune, NC
9909/MAGTF Plans and Operations Officer	N/A	No formal school for this MOS per the TIP, 27 Jan 98

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4.2.1.2.1 Embedded Training. TC-AIMS II will employ COTS software with embedded screen and context-sensitive help functions. There will also be computer-based tutorials, electronic operator manuals, and a bridge to multimedia training provided as part of the software development effort. The JPMO will provide service-unique scenarios, a training database, and electronic training manuals.

4.2.1.2.2 Computer Based Interactive Courseware. The JPMO will develop interactive and stand-alone Compact Disk Read Only Memory (CD-ROM) multimedia-based training program for executives, supervisors, and operators to be used for unit level (Unit Move and ITO/TMO) training.

4.2.1.3 Professional Military Education (PME). PME will not include instructions on TC-AIMS II. PME reinforces the principles of transportation, movement, and support of Marine Corps personnel and cargo. There is no requirement for a working knowledge of TC-AIMS II.

4.2.2 Training Sites. The Marine Corps TC-AIMS II Project Office will provide the NETT with the location of training sites prior to fielding.

4.2.2.1 New Equipment Training Teams. The NETT will have the responsibility of providing training during the fielding of TC-AIMS II. The NETT will conduct initial operator, SA/DBA, instructor and supervisor/planner training for fielding. Tentatively, training will commence the 3rd Qtr of FY01 and conclude by the end of FY02. The NETT will coordinate with each MARFORRES and MEF at least 60 days prior to fielding to formalize the training schedule (date, location, and number of personnel). After fielding, unit commanders will be responsible for ensuring Marines are trained as often as necessary to maintain proficiency.

4.2.2.2 Formal School. Instructors from formal schools will attend the NETT training provided by the JPMO. This will allow instructors to modify and include TC-AIMS II training into current courses. Formal school training will begin in conjunction with the new equipment training and Phase II fielding. Formal school training will ensure that there will be sufficient operators, supervisors/planners, and SA/DBAs to sustain unit requirements once NETT training has been completed. Operators and supervisors/planners will receive training at their respective formal schools (table 1). Formal SA/DBA training will take place at MCSSS.

4.2.2.3 Factory Training. Factory training will be provided to the service Subject Matter Experts (SME) in support of Software Qualification Testing (SQT).

4.2.2.4 Exportable Training. Each formal school will receive copies of the training packages and materials developed by the JPMO for NETT. Each command gaining TC-AIMS II will also receive copies of training packages and materials used by the NETT.

4.2.2.5 Correspondence. There are no correspondence courses planned for TC-AIMS II.

4.2.3 Training Schedule. Will be provided by the Project Office prior to fielding.

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4.2.3.1 Unit. Marine Corps Orders require commanders to conduct timely and effective proficiency training. After the JPMO has completed NETT training and formal school training is in place for TC-AIMS II, it will be the commander's responsibility to maintain the proficiency of their TC-AIMS II operators, supervisors/planners and SA/DBAs. To ensure standardized training throughout the Marine Corps, unit commanders should use the CD-ROM Computer Based Training (CBT) developed and provided by the JPMO to develop local training programs.

4.2.3.2 Formal Schools. Formal schools will be responsible for updating training programs, to begin instruction of the updated syllabus and to have trained operators, supervisors/planners in place prior to the completion of NETT training and TC-AIMS II fielding.

4.2.4 Applicable Other Service Training. Currently, there is no other applicable service training specifically for TC-AIMS II. The service schools noted in table 1 that will produce specifically trained MOS Marines will provide service unique training as applicable.

4.2.5 Relevant Training in the Marine Corps. All MOS schools for personnel listed in tables 1 and 3 will require modifications to current training curriculum, plans and Programs of Instruction (POIs).

4.2.5.1 Course Titles. Refer to table 3.

4.2.5.2 Name of School. Refer to table 3.

4.2.5.3 Prerequisites. No specific prerequisites exist for TC-AIMS II. Individuals meeting MOS prerequisite requirements will be able to perform commonly required tasks for TC-AIMS II.

4.2.6 Requirements to Modify Existing Training. Each formal school will replace existing TC-AIMS, MDSS II, and CMOS training with TC-AIMS II as applicable.

4.2.7 Requirements to Develop New Training. The JPMO will develop or modify lessons and training materials for system upgrades and modifications. In instances where changes are of a substantial nature, the contractor will provide additional on-site training for the operators, supervisors, SA and DBA, or ITO and TMO functionaries as necessary. All modifications to the training curriculum by the contractor will be forwarded to formal schools for implementation into the school curriculum as applicable. Formal schools will ensure that course materials remain current throughout the system life cycle.

4.2.8 Training Hardware Requirements. Installation of TC-AIMS II will be on Marine Corps Common Hardware Suite (MCHS). Each effected formal school will receive operational TC-AIMS II hardware suites or the stand-alone CBT to conduct TC-AIMS II training. The stand-alone CBT CD-ROM training package will be designed to operate on any Windows-based computer. The TC-AIMS II Approved Acquisition Objective (AAO) will contain hardware allocations for each formal school slated to receive TC-AIMS II.

4.2.8.1 Acquisition End Item. PM IT will select hardware from the MCHS.

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4.2.8.2 Test Equipment. Currently there is no requirement for any new or unique test equipment.

4.2.8.3 Training Devices and Aids. Schools that do not receive TC-AIMS II hardware will need Multi-media capable computers to run the JPMO provided CBT CD-ROM. The JPMO, in coordination with the Marine Corps TC-AIMS II Project Office, using the electronic training and operator manuals, will develop the initial Marine-unique pocket guides for operators, which will include installation procedures.

4.2.8.4 Spare Parts. None required.

4.2.8.5 Maintenance. The only maintenance required of Marines will be first echelon operator maintenance. All other maintenance will be provided through a combination of warranted and contracted support.

4.2.9 Other Requirements. There are no other training requirements currently identified for the TC-AIMS II.

4.2.9.1 Ranges. TC-AIMS II does not require ranges for training.

4.2.9.2 Operational Equipment for Training. To be determined. PM IT will procure the required TC-AIMS II servers, workstations and peripheral devices as required.

4.2.9.3 Training Input Plan (TIP). Per the Marine Corps Systems Approach to Training (SAT), formal schools will submit new and revised course materials (POI and Course Descriptive Data (CDD)) to the T&E Division (C461), MCCDC. The update of the TIP will take place during this process. Formal schools will review and submit course schedules to the Formal Training Section, Manpower, Programming, and Budget Branch, T&E Division (C463FT), MCCDC. MARCORSSYSCOM will promulgate the Program of Action and Milestones (POA&M) for the submission of CDDs and POIs. Table 2 provides proposed TC-AIMS II POA&M data.

Table 2. TC-AIMS II Formal School Training Proposed POA&M Data

EVENT	DATE
TC-AIMS II ITS identification and update	1 st Qtr FY01
CDD developed	1 st Qtr FY01
Course Content Review Board (CCRB)	1 st Qtr FY01
CCRB recommendations submitted to Commanding General (CG), MCCDC, and T&E Division	4 th Qtr FY01
Marine specific course POIs, lesson plans, and course materials submitted to CG, MCCDC for approval	4 th Qtr FY01
Formal School approved courses submitted to T&E Division	1 st Qtr FY02
Formal Schools begin TC-AIMS II training	2 nd Qtr FY02

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MOS 3112 Annual Training Throughput Requirements (FY99 - FY03 Training Input Plan)					
U.S. ARMY TRANSPORTATION CENTER AND SCHOOL, FORT BELLEVILLE, VA					
A08TNA1	FY99	FY00	FY01	FY02	FY03
0EE	120	118	118	123	125
2E	017	017	017	017	017
2E2	001	001	001	001	001
3EM	004	005	004	005	004
TOTAL	142	141	140	146	147
A08TNA1 Traffic Management Coordinator 0EE Active Enlisted - Entry Level 2E Reserve Enlisted - IADT 2E2 Reserve Enlisted - IIADT 3EM Reserve Enlisted - MARFORRES					

MOS 3531 Annual Training Throughput Requirements (FY99 - FY03 Training Input Plan)					
U.S. ARMY ENGINEER SCHOOL, FORT LEONARD WOOD, MO					
A1635X1	FY99	FY00	FY01	FY02	FY03
0E3E	0001	0001	0001	0001	0001
0EE	1960	1934	1939	2019	2043
0EF	0008	0008	0008	0008	0008
1E	0044	0026	0026	0026	0026
2E	0483	0483	0483	0483	0483
2E2	0054	0054	0054	0054	0054
3EM	0150	0147	0145	0144	0145
TOTAL	2700	2653	2656	2735	2760
A1635X1 Basic Logistics Embarkation Specialist 0E3E Active Enlisted - MARFORRES 0EE Active Enlisted - Entry Level 0EF Active Reserve - Enlisted 1E Active Enlisted - Lateral Move 2E Reserve Enlisted - IADT 2E2 Reserve Enlisted - IIADT 3EM Reserve Enlisted - MARFORRES					

