



DoD DIRECTIVE 1322.18

MILITARY TRAINING

Originating Component: Office of the Under Secretary of Defense for Personnel and Readiness

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Approved by: David L. Norquist, Deputy Secretary of Defense

Purpose: This issuance establishes policies and assigns responsibilities for training of military individuals, units, and staffs.

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY. This issuance applies to OSD, the Military Departments (including the Coast Guard at all times, including when it is a Service in the Department of Homeland Security by agreement with that Department), the Office of the Chairman of the Joint Chiefs of Staff (CJCS) and the Joint Staff, the Combatant Commands (CCMDs), 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 DoD (referred to collectively in this issuance as the “DoD Components”).

1.2. POLICY.

a. Individual, staff, and collective military training programs funded by DoD will 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 Combatant Commanders (CCDRs) and the CJCS will encompass all phases of joint campaigns and the full range of integrated operations.

c. Service members of the DoD will 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. DoD will maintain a comprehensive and effective management capability to develop, execute, and assess military training throughout the Department. This will include training by a Military Service or other DoD Component as well as joint training.

e. The satisfactory completion of individual, collective, and staff training will be certified to applicable standards by either the mission commander or the commander responsible for the pre-deployment training. If a commander responsible for such certification is reassigned before a unit's deployment, the new commander must re-certify the previous commander's pre-deployment certification. The basis for such a re-certification is a determination that the previous certification was accurate, and the pre-deployment training was accomplished in a satisfactory manner.

f. The development of training for tasks driven by in-lieu-of cross-Service or multi-Service common training requirements will be tasked to a lead DoD Component.

g. Integrated operations training will be conducted as required by mission essential tasks.

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

i. All proposals to construct new or modify existing DoD urban training facilities will be evaluated in accordance with DoD Instruction (DoDI) 1322.27.

j. Cultural awareness, regional awareness, and language training will be embedded in accession training and pre-deployment training, as appropriate, and integrated across the Total Force.

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

(1) Embedded training and development of net-centric and cloud-based training capabilities will be considered as the first alternative for cost-effective delivery of instruction.

(2) The training community and the test and evaluation community will 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.

(3) Training realism will be maximized through use of the live training domain supplemented by integrated virtual and constructive capabilities.

l. Reserve Component Service members performing military training will use the appropriate duty authorities and utilization categories in accordance with DoDI 1215.06 and DoDI 1235.11.

SECTION 2: RESPONSIBILITIES

2.1. UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS (USD(P&R)). In addition to the responsibilities in Paragraph 2.10., the USD(P&R) will:

- a. Oversee and provide policy for individual military training programs for the Total Force.
- b. Oversee and provide policy for institutional and functional training programs for military personnel and the collective training programs of military units and staffs.
- c. Oversee and provide policy for the CCDRs' Exercise Engagement and Training Transformation Program.
- d. Establish policy for and oversee integrated operations training and exercises that promote interoperability with non-DoD stakeholders and partner nations.
- e. Establish policy for and oversee the development and implementation of training architectures and standards for integrating live, virtual, and constructive 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 DoDI 1322.26.
- g. Develop policy and oversee training activities on operational ranges, including urban training facilities, cyber training environment, electronic warfare environment, and realistic military training off of federal real property.
- h. Formulate joint training for the members of the Armed Forces in conjunction with the CJCS.
- i. Coordinate with the Under Secretary of Defense for Policy (USD(P)) to develop policy and opportunities for personnel from other U.S. Government agencies, foreign governments, international organizations, and nongovernmental organizations to participate, as appropriate, in DoD training related to military operations.
- j. Coordinate with the USD(P), the Commander, United States Strategic Command (USSTRATCOM), and the DoD Executive Agent for Space to develop military training policy and oversee training for the space career force.
- k. Coordinate with the Under Secretary of Defense for Acquisition and Sustainment (USD(A&S)) to establish policy and oversee implementation of training capabilities for major defense acquisition programs and major automated information systems.
- l. Coordinate with the USD(A&S) on all matters of modeling and simulation associated with the training community.

m. Collaborate with the DoD Chief Information Officer (DoD CIO) on the management, use, and sharing of the electromagnetic spectrum and the impact of changes in its allocation on realistic military training.

n. Coordinate with the Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict and with the Commander, United States Special Operations Command (USSOCOM), on training requirements pertaining to special operations, irregular warfare, and security force assistance.

o. Designate a lead DoD Component for identified common and in-lieu-of cross-Service sourcing training requirements in accordance with Paragraph 2.11.g.

p. Collaborate with the Director of Operational Test and Evaluation (DOT&E), the USD(A&S), and the Under Secretary of Defense for Research and Engineering (USD(R&E)) on policy to promote interdependent development, architectures, and standards for training and testing.

q. Provide overall policy guidance for the Defense Language, Regional Expertise, and Culture Program for non-intelligence related language requirements in accordance with DoD Directive (DoDD) 5160.41E.

r. Develop policy and provide governance to:

(1) Preserve and improve the operating capabilities of DoD facilities, ranges, and locations used to train and operate within and across the Department and other federal agencies.

(2) Partner with the USD(A&S) to evaluate encroachment impacts, mitigation strategies and successes, and engagement strategies with stakeholders in accordance with DoDD 3200.15.

s. Establish policy for, and oversee implementation of, a DoD methodology to identify, assess, and report the impact of encroachment on training capability in accordance with DoDD 3200.15.

t. Coordinate with common military training lead proponents to review all new training requirements in accordance with DoDI 1322.31 before approval and implementation.

2.2. USD(P). In addition to the responsibilities in Paragraph 2.10., the USD(P) will:

a. Identify and define the force requirements for and direct the development of a concept of operations and joint tasks for integrated operations.

b. Coordinate with the USD(P&R) to:

(1) Identify training requirements that promote interoperability with relevant DoD, interagency, and non-DoD stakeholders through programs such as the National Exercise Program and the State Partnership Program.

(2) Develop policies to establish and maintain professionally trained military service and joint information operations forces in accordance with DoDD 3600.01.

(3) Develop military training policy and oversee training for the space career force, in coordination with the DoD Executive Agent for Space.

(4) Develop policy and facilitate opportunities for personnel from other U.S. Government agencies, foreign governments, international organizations, and nongovernmental organizations to participate, as appropriate, in DoD training related to stabilization in accordance with DoDD 3000.05.

2.3. USD(A&S). In addition to the responsibilities in Paragraph 2.10., the USD(A&S) will:

a. Coordinate with the USD(P&R) actions or activities that may affect the training capabilities of major defense acquisition programs and major automated information systems.

b. Develop policy holding acquisition managers responsible for ensuring that embedded training capabilities are properly integrated into training and training management network environments.

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

d. Oversee DoD-wide installation facilities and environmental programs to support the training mission in accordance with DoDD 3200.15.

2.4. USD(R&E). In addition to the responsibilities in Paragraph 2.10., the USD(R&E) will:

a. Coordinate with the USD(P&R) actions or activities that may affect the capabilities of the Major Range and Test Facility Base.

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

c. Coordinate with the USD(P&R) on all matters of modeling and simulation associated with the training community.

2.5. UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE. In addition to the responsibilities in Paragraph 2.10., and in coordination with the USD(P&R), the Under Secretary of Defense for Intelligence is responsible for management and program review of individual, collective, and staff training programs for intelligence skills and intelligence-related foreign language skills.

2.6. DOD CIO. In addition to the responsibilities in Paragraph 2.10., the DoD CIO will coordinate with the USD(P&R) on the management, use, and sharing of the electromagnetic spectrum and cyberspace resources in support of realistic military training.

2.7. DOT&E. In addition to the responsibilities in Paragraph 2.10., the DOT&E will:

- a. Coordinate with the USD(P&R) actions or activities that may affect training capabilities.
- b. Coordinate with the USD(P&R) and the USD(A&S) to promote interdependent development, architectures, and standards for training and testing.

2.8. DIRECTORS OF THE DEFENSE AGENCIES AND DOD FIELD ACTIVITIES. In addition to the responsibilities in Paragraph 2.10., the Directors of the Defense Agencies and DoD Field Activities will:

- a. Conduct military and joint training programs in accordance with this directive.
- b. Participate in joint and integrated training events sponsored by the CJCS and the CCDRs.
- c. Align training schedules to support joint and integrated operations training whenever possible.

2.9. DIRECTORS OF THE COMBAT SUPPORT AGENCIES (CSAS). In addition to the responsibilities in Paragraphs 2.8. and 2.10, the Directors of the CSAs will inform the CCMDs of the CSA mission to facilitate integration of CSA capabilities into CCMD exercises and training.

2.10. OSD AND DOD COMPONENT HEADS. The OSD and DoD Component heads will:

- a. Validate through commanders and managers that their personnel and organizations have received adequate training and are otherwise qualified to perform their mission-essential tasks to established DoD or Service-specific proficiency standards.
- b. Validate through mission commanders and commanders responsible for individual, collective, and staff pre-deployment training, that such training is certified to applicable standards. If a commander responsible for such certification is reassigned before a unit's deployment, the new commander must re-certify the previous commander's pre-deployment certification. The basis for such a re-certification is a determination that the previous certification was accurate, and the pre-deployment training was accomplished in a satisfactory manner.
- c. Vet and validate any stand-ins used during training to represent participants from other U.S. Government agencies, at a minimum, through a memorandum of agreement with those agencies.

d. Coordinate with the experimentation and test communities to anticipate and implement training capabilities supporting new or improved warfighting capabilities.

2.11. SECRETARIES OF THE MILITARY DEPARTMENTS. In addition to the responsibilities in Paragraph 2.10., the Secretaries of the Military Departments will:

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. Execute pre-deployment training to satisfy theater-entry training requirements maintained by the geographic Combatant Commanders for their respective areas of operation.

d. Verify that training system acquisitions and embedded training capabilities comply with the open, net-centric, interoperable standard.

e. Maintain systems to describe the capabilities available from training resources and embedded training capabilities in accordance with the open, net-centric, interoperable standard.

f. Develop and field system interfaces to enable integrated live, virtual, and constructive training to stimulate sensors and represent synthetic entities and to provide after-action review for the training audience.

g. Validate the accomplishment of training tasks driven by in-lieu-of cross-Service sourcing of force requirements and multi-Service common training when designated as the lead DoD Component in accordance with Paragraph 2.1.p.

2.12. CJCS. In addition to the responsibilities in Paragraph 2.10., the CJCS:

a. Formulates policy and technical standards and executes actions for the joint training of the Armed Forces in coordination with the USD(P&R).

b. Validates joint training capability requirements.

c. Provides for the participation of the CCMDs, the CSAs, and other DoD Components in joint training events, assesses their joint and agency training plans in coordination with the CCDRs and agency directors, and makes recommendations to the USD(P&R) on how to improve training.

d. Coordinates joint and integrated operations training in support of DoD requirements and the requirements of interagency and other non-DoD mission partners.

e. Manages joint force training in coordination with the CCDRs and the Secretaries of the Military Departments.

f. In coordination with the CCDRs and Secretaries of the Military Departments:

(1) Maintains systems to describe joint training capabilities and requirements and validate embedded joint training capabilities.

(2) Supports use of an open, net-centric, interoperable standard for joint training and facilitates maintenance of the associated data within the DoD Data Services Environment.

g. Executes authority for planning, programming, budgeting, and execution resource actions for the CCDRs' Exercise Engagement and Training Transformation Program.

2.13. CCDRS. In addition to the responsibilities in Paragraph 2.10., in coordination with the CJCS, the CCDRs:

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

b. Provide a joint mission-essential task list to the CJCS with a listing and analysis of corresponding joint and integrated operations training requirements for joint task force headquarters staffs, functional components, and allocated forces.

c. Coordinate participation in joint and integrated operations training events for assigned Reserve Component forces, including when such forces are in an active duty for training status.

d. Integrate the CSAs into their contingency plans and exercises as appropriate.

2.14. COMMANDER, USSOCOM. In addition to the responsibilities in Paragraphs 2.10. and 2.13., in coordination with the Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict and the CJCS, the Commander, USSOCOM:

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

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

2.15. COMMANDER, USSTRATCOM. In addition to the responsibilities in Paragraphs 2.10. and 2.13., in coordination with the CJCS, the Commander, USSTRATCOM:

a. Develops joint training tasks, conditions, and standards for activities related to ballistic missile defense.

b. Establishes specific requirements and standards for integrating joint training, coordinating inclusion of joint training and education into military service space programs of instruction, and identifying joint training gaps for resolution across and among all levels of operation.

c. Coordinates with the USD(P) and the USD(P&R) to develop military training policy and oversee training for the space career force.

2.16. COMMANDER, UNITED STATES CYBER COMMAND. In addition to the responsibilities in Paragraphs 2.10. and 2.13., the Commander, United States Cyber Command:

- a. Ensures assigned joint forces are trained, certified, and interoperable with other forces.
- b. Establishes and maintains training and certification standards for all joint cyberspace operations forces.
- c. Conducts and supports joint training exercises.

GLOSSARY

G.1. ACRONYMS.

CCDR	Combatant Commander
CCMD	Combatant Command
CJCS	Chairman of the Joint Chiefs of Staff
CSA	combat support agency
DoD CIO	DoD Chief Information Officer
DoDD	DoD directive
DoDI	DoD instruction
DOT&E	Director of Operational Test and Evaluation
USD(A&S)	Under Secretary of Defense for Acquisition and Sustainment
USD(P)	Under Secretary of Defense for Policy
USD(P&R)	Under Secretary of Defense for Personnel and Readiness
USD(R&E)	Under Secretary of Defense for Research and Engineering
USSOCOM	United States Special Operations Command
USSTRATCOM	United States Strategic Command

G.2. DEFINITIONS. These terms and their definitions are for the purpose of this issuance.

common training. Non-occupational 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.

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

in-lieu-of cross-Service training. Training driven by a sourcing requirement to perform missions outside of traditionally assigned roles and functions for a Service; 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 a training venue offered by another DoD Component that meets a sourcing requirement.

integrated operations. The synchronization, coordination, or integration of DoD operations with the activities of one or more external organizations (U.S. Government departments and agencies; State, territorial, local, and tribal agencies; foreign military forces and government agencies; international organizations; nongovernmental organizations; or the private sector) to achieve unity of effort in service of U.S. Government objectives.

irregular warfare. A violent struggle among state and non-state actors for legitimacy and influence over the relevant population(s).

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 CCDRs consider necessary to execute their assigned or anticipated missions.

security force assistance. DoD activities that support the development of the capacity and capability of foreign security forces and their supporting institutions.

REFERENCES

- DoD Directive 3000.05, “Stabilization,” December 13, 2018
- DoD Directive 3200.15, “Sustaining Access to the Live Training and Test Domain,” December 18, 2013
- DoD Directive 3600.01, “Information Operations,” May 2, 2013, as amended
- DoD Directive 5160.41E, “Defense Language, Regional Expertise, and Culture (LREC) Program),” August 21, 2015, as amended
- DoD Instruction 1215.06. “Uniform Reserve, Training, and Retirement Categories for the Reserve Components,” March 11, 2014, as amended
- DoD Instruction 1235.11, “Management of Individual Mobilization Augmentees (IMAs),” July 10, 2015
- DoD Instruction 1322.26, “Distributed Learning,” October 5, 2017
- DoD Instruction 1322.27, “DoD Urban Training Facilities,” April 13, 2007