



DoD INSTRUCTION 1322.32

PRE-DEPLOYMENT TRAINING AND THEATER-ENTRY REQUIREMENTS

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Approved by:	Matthew P. Donovan, Under Secretary of Defense for Personnel and Readiness

Purpose: In accordance with the authority in the December 19, 2019 Secretary of Defense Memorandum, and DoD Directive 5124.02, this issuance:

- Establishes policy, assigns responsibilities, and prescribes procedures for pre-deployment training and establishing, revising, and fulfilling theater-entry requirements (TERs).
- Establishes and provides direction for the Pre-deployment Training and Theater-entry Requirements Working Group to provide oversight and review of pre-deployment training and TERs.

TABLE OF CONTENTS

SECTION 1: GENERAL ISSUANCE INFORMATION	3
1.1. Applicability.	3
1.2. Policy.	3
SECTION 2: RESPONSIBILITIES.....	4
2.1. Under Secretary of Defense for Personnel and Readiness (USD(P&R)).	4
2.2. Under Secretary of Defense for Policy.	4
2.3. General Counsel of the Department of Defense.	5
2.4. Directors of the CSAs.	5
2.5. DoD and OSD Component Heads.	5
2.6. Secretaries of the Military Departments.	5
2.7. Chief of the National Guard Bureau.	6
2.8. CJCS.	6
2.9. GCCs.....	7
2.10. Commanders, USSOCOM and USCYBERCOM.....	7
2.11. Commanders of the SCCs.....	8
SECTION 3: PRINCIPLES, CONCEPTS, AND PROCEDURES FOR MILITARY SERVICE PRE-DEPLOYMENT TRAINING AND GCC TERS	9
3.1. General Information.....	9
a. GCC TERS.	9
b. Military Service and FCP Pre-deployment Training.....	10
c. Risk Mitigation Process	10
SECTION 4: PRE-DEPLOYMENT TRAINING AND THEATER-ENTRY REQUIREMENTS WORKING GROUP ROLES AND RESPONSIBILITIES	12
4.1. General.....	12
4.2. Pre-deployment Training and Theater-entry Requirements Working Group Organization and Duties.	12
a. Duties	12
b. The Chair	13
c. Meeting Schedule.....	13
GLOSSARY	14
G.1. Acronyms.....	14
G.2. Definitions.....	14
REFERENCES	16

SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY.

This issuance applies to OSD, the Military Departments (including the United States 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, 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. Pre-deployment training for Service members and units is a function of the Military Departments, United States Special Operations Command (USSOCOM), United States Cyber Command (USCYBERCOM), and the combat support agencies (CSAs) as force and capability providers (FCPs), and is executed in consultation with the relevant geographic Combatant Commander (GCC) and the CJCS.

b. Final authority to train, prepare, and deploy military units and individuals rests with the Military Departments and their respective Military Services in accordance with Sections 7013, 8013, and 9013 of Title 10, United States Code, and with other FCPs, as appropriate.

c. Final authority rests with the GCCs on whether to employ the forces provided in their areas of responsibility, in accordance with Chapter 6 of Title 10, United States Code.

d. Individual, collective, and staff training requirements for deployment will be derived from three sources:

(1) Pre-deployment training established by the FCPs (Military Departments, USSOCOM, USCYBERCOM, and CSAs).

(2) DoD issuances.

(3) TERs established by the GCCs.

e. This issuance does not alter policy, relationships, or procedures related to the DoD Foreign Clearance Program, as established in DoD Directive 4500.54E.

SECTION 2: RESPONSIBILITIES

2.1. UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS (USD(P&R)).

In addition to the responsibilities in Paragraph 2.5., the USD(P&R):

a. Develops policy, provides oversight and guidance on individual, staff, and collective military training, including pre-deployment and TERs, and issues guidance to the DoD Components, as necessary, concerning pre-deployment training, TERs, and the implementation of the policies in this issuance.

b. Develops policy and provides oversight and guidance on common military training (CMT) tactical combat casualty care pre-deployment training in accordance with DoD Instruction (DoDI) 1322.24.

c. Develops policy and provides oversight and guidance on CMT sexual assault prevention and response pre-deployment training in accordance with Enclosure 10 of DoDI 6495.02.

d. In accordance with Section 4 of this issuance,

(1) Convenes the Pre-deployment Training and Theater-entry Requirements Working Group.

(2) Designates the Chair and a Secretariat of the Pre-deployment Training and Theater-entry Requirements Working Group.

(3) Consults, through the Pre-deployment Training and Theater-entry Requirements Working Group, with the organizations represented on the working group to optimize the efficient use of training time and resources by issuing recommendations to:

(a) Simplify, clarify, and, when appropriate, standardize TERs.

(b) Eliminate unnecessary, redundant, contradicting, or obsolete pre-deployment training requirements and TERs.

(4) Develops policy and provides oversight and guidance on financial readiness pre-deployment training in accordance with Directive-type Memorandum 19-009.

2.2. UNDER SECRETARY OF DEFENSE FOR POLICY.

In addition to the responsibilities in Paragraph 2.5., the Under Secretary of Defense for Policy provides policy, oversight, and guidance for CMT Code of Conduct and survival, evasion, resistance, and escape pre-deployment training, as well as personnel recovery pre-deployment training in accordance with DoDI O-3002.05.

2.3. GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE.

In addition to the responsibilities in Paragraph 2.5., the General Counsel of the Department of Defense develops and provides policy, oversight, and guidance on CMT Law of War pre-deployment training in accordance with DoD Directive 2311.01E and DoDI 1322.31.

2.4. DIRECTORS OF THE CSAS.

Under the authority, direction, and control of their respective Principal Staff Assistants, the Directors of the CSAs:

- a. Execute pre-deployment training necessary to support the warfighting needs of the CCDRs.
- b. Conduct mission analysis, as appropriate, to assess and prioritize TERs specifically described by the GCCs for their combat support function.
- c. Notify the relevant GCC of all TERs that their personnel will not be able to fulfill before deployment, along with a risk assessment.
- d. Appoint a representative to participate in the Pre-deployment Training and Theater-entry Requirements Working Group.

2.5. DOD AND OSD COMPONENT HEADS.

The DoD and OSD Component heads will establish pre-deployment training or TERs, as appropriate, in accordance with this issuance.

2.6. SECRETARIES OF THE MILITARY DEPARTMENTS.

In addition to the responsibilities in Paragraph 2.5., the Secretaries of the Military Departments:

- a. Train, organize, and equip interoperable forces for assignment to the Combatant Commands.
- b. Before deploying forces, ensure they are trained and ready for employment as joint-capable forces prepared to meet the theater and operational requirements of the supported Joint Force commander.
- c. Establish Military Service pre-deployment training requirements and eliminate obsolete or duplicative requirements.
- d. Conduct mission analysis, as appropriate, to assess and prioritize GCC TERs before deployment.

e. Notify the relevant GCCs, via their respective Service Component Command (SCC), of all TERs that their Service members and units will not be able to fulfill before deployment, along with a risk assessment.

f. Determine and develop methodologies and curricula, based on learning outcomes, for pre-deployment training and GCC TERs for their Service members based on mission analysis.

g. Appoint a representative for each Department and Military Service to participate in the Pre-deployment Training and Theater-entry Requirements Working Group.

2.7. CHIEF OF THE NATIONAL GUARD BUREAU.

In addition to the responsibilities in Paragraph 2.5., the Chief of the National Guard Bureau:

a. In coordination with the Secretaries of the Army and the Air Force and, as appropriate, with the Governors of the States and territories, ensures that units and members of the Army National Guard and the Air National Guard are trained and ready to fulfill assigned missions.

b. Appoints a representative to participate in the Pre-deployment Training and Theater-entry Requirements Working Group.

2.8. CJCS.

In addition to the responsibilities in Paragraph 2.5., the CJCS:

a. Represents the perspectives and interests of the Joint Force with regard to TERs.

b. Provides support as required to the Military Services and GCCs in preparing for deployment and for developing mitigating solutions when Military Services are unable to complete training requirements. This support may include assistance with identifying suitable training ranges and other venues, utilizing modeling and simulation, and providing manpower and support during exercises.

c. Manages the Joint Sourcing Training and Oversight process to provide standardized training for TERs for personnel deploying for joint, in-lieu-of, and ad-hoc non-standard sourcing.

d. Provides training for TERs on topics that are joint-focused rather than Military Service-specific, such as joint task force headquarters training or responsibilities associated with civilian casualties, as deemed necessary by the GCC.

e. Publishes the current GCC TERs within the Global Force Management Allocation Plan.

f. Appoints a representative to participate in the Pre-deployment Training and Theater-entry Requirements Working Group.

2.9. GCCS.

In addition to the responsibilities in Paragraph 2.5., the GCCs:

- a. Are directly responsible to the Secretary of Defense for the preparedness of their command to carry out missions.
- b. In consultation with their respective SCC, maintain a list of TERs for their respective area of responsibility (AOR) and at least annually review the list for currency and relevancy through the Pre-deployment Training and Theater-entry Requirements Working Group.
- c. Establish TERs to inform Joint Force commanders and FCPs of essential capabilities, theater-specific threats, civilian casualty mitigation considerations, and tactical, cultural, and environmental conditions.
- d. Inform the Pre-deployment Training and Theater-entry Requirements Working Group of any new TERs before they are implemented.
- e. Define TERs in terms of required knowledge, skills, and abilities for their respective AOR, being sure not to unintentionally duplicate any CMT requirements specified in DoDI 1322.31.
- f. Exercise training readiness oversight over assigned Reserve Component forces when not on active duty or when on active duty for training through the SCCs. Training readiness oversight includes the authority to:
 - (1) Provide guidance to the SCCs on TERs and priorities to be addressed in training and readiness programs.
 - (2) Coordinate and review mobilization plans (including post-mobilization training and deployment validation) developed for assigned Reserve Component forces.
- g. Appoint representatives to participate in the Pre-deployment Training and Theater-entry Requirements Working Group.

2.10. COMMANDERS, USSOCOM AND USCYBERCOM.

In addition to the responsibilities in Paragraph 2.5., the Commanders of USSOCOM and USCYBERCOM:

- a. Conduct mission analysis as appropriate, to assess and prioritize specific GCC TERs for special operations forces before their deployment.
- b. Appoint a representative to participate in the Pre-deployment Training and Theater-entry Requirements Working Group.

2.11. COMMANDERS OF THE SCCS.

The Commanders of the SCCs:

- a. Develop and submit to their GCC a mitigation plan, including actions taken or planned, to accompany the risk assessment provided by the Military Service concerned for any unit or individual that is unable to complete all GCC-designated TERs.
- b. Serve as the primary interface between their respective Military Service Chiefs and the assigned or supported GCC for all matters pertaining to training in joint doctrine and their own Service doctrine, tactics, techniques, and procedures.

SECTION 3: PRINCIPLES, CONCEPTS, AND PROCEDURES FOR MILITARY SERVICE PRE-DEPLOYMENT TRAINING AND GCC TERS

3.1. GENERAL INFORMATION.

Collective and individual training requirements for deployment will be derived from pre-deployment training established by the FCPs (Military Departments, USSOCOM, USCYBERCOM, and CSAs), DoD issuances, and TERS established by the GCCs.

a. GCC TERS.

(1) TERS inform FCPs of the capabilities essential to individual and unit success and survivability in an AOR. They are developed based on lessons learned, best practices, and other sources.

(2) TERS will:

(a) Describe required capabilities in terms of knowledge, skills, and abilities rather than prescribing particular schools, courses, curricula, detailed learning objectives, or training methodologies. The FCPs have the responsibility and discretion to define performance standards and determine training methodologies and curricula to achieve specified knowledge, skills, and abilities.

(b) Not duplicate Military Department and Military Service requirements for training related to pre-deployment, military occupational skills, and additional skills and duties outlined in regulations and doctrine promulgated by the Military Departments and Military Services.

(c) Not duplicate training and other requirements established in DoD-wide policies, such as CMT established in accordance with DoDI 1322.31.

(d) Avoid, to the extent possible, enumerating requirements that are inherent to, or implied by, a given profession or certification (e.g., Service members must qualify on their assigned weapons, foreign area officers must be skilled in language, nurses must be trained in immunizations).

(e) Omit TERS for training that the GCC intends to provide in his or her AOR.

(f) Use joint terminology rather than terminology specific to a particular Military Service in describing TERS.

(g) Specify to whom each TER applies (e.g., by mission, profession, joint force command, or category of personnel) and whether the TER must be completed at the unit or individual level. Avoid creating a general requirement when only a subset of personnel will need a given capability.

(3) TERS will be specified in the request for forces.

(4) Each GCC will publish and maintain a list of TERs for his or her respective AOR. The list will include sections for different types of personnel, units, named missions, or joint operations areas, as appropriate. The list may include requirements for DoD civilian employees and guidelines for DoD contractors, as appropriate.

(5) The GCCs will recommend TERs for non-DoD U.S. Government personnel who are assigned to a joint command, participating in integrated operations, or are subject to DoD force protection requirements. These requirements may be adopted by agreement between the Secretary of Defense and the principal executive of the non-DoD agency concerned.

(6) When a new TER is established by a GCC, each SCC will communicate the requirement to its Military Service and establish an agreement as to when the requirement will be in effect. The GCC will add the new requirement to the list of TERs that will be highlighted when reviewed by the Pre-deployment Training and Theater-entry Requirements Working Group.

b. Military Service and FCP Pre-deployment Training

(1) Pre-deployment training fulfills requirements set by DoD issuances, Military Department and Military Service regulations, and FCP policies. Pre-deployment training enables individuals and units to fulfill mission tasks and elements of CMT.

(2) Specific responsibility for training and preparation for deployment rests with the mission commander or the commander responsible for the pre-deployment training program in accordance with DoDD 1322.18.

(3) Pre-deployment training will satisfy TERs maintained by the GCCs for their respective AORs to the greatest extent practicable, and in accordance with this issuance.

c. Risk Mitigation Process

(1) SCCs will request certification from either mission commanders or commanders responsible for the pre-deployment training that all personnel assigned or allocated to their GCC have fulfilled all TERs. SCCs will communicate the training status of all personnel to the GCC.

(2) The Military Services will notify the GCC, via their respective SCC, of any TERs they do not expect to fulfill before deployment, along with an assessment of associated risks to personnel and missions for TERs not completed. The SCC will review and approve or reject this notification.

(3) When an SCC approves notification of unfulfilled TERs along with an associated risk assessment, the SCC commander will develop a mitigation plan for GCC approval. The mitigation plan will recommend ways to accomplish the TERs or recommend other methods to reduce risk to missions or the chance or severity of harm. The GCC has the authority to disapprove the mitigation plan and deny or delay entry of insufficiently trained forces into the GCC's AOR.

(4) USSOCOM will implement a risk mitigation process as described in Paragraphs 3.c.(1) through 3.c.(3) of this issuance for any TERs specific to special forces, but with the relevant theater special operations command performing the role described for SCCs.

(5) The Directors of the CSAs will implement risk mitigation processes as described in Paragraphs 3.c.(2) through 3.c.(3) of this issuance for any TERs specific to their respective combat support functions, communicating directly with the GCC or with a subordinate commander whom the GCC has directed the CSA to support. The Directors of the CSAs will be responsible for developing any necessary mitigation plans.

SECTION 4: PRE-DEPLOYMENT TRAINING AND THEATER-ENTRY REQUIREMENTS WORKING GROUP ROLES AND RESPONSIBILITIES

4.1. GENERAL

a. The purpose of the Pre-deployment Training and Theater-entry Requirements Working Group is to preserve training time and resources for core military skills, while assuring that Service members have theater-specific capabilities to be safe and effective during deployment. The Pre-deployment Training and Theater-entry Requirements Working Group will develop recommendations to eliminate unintentional duplication between FCP pre-deployment training and GCC TERs, and standardize when appropriate. The Pre-deployment Training and Theater-entry Requirements Working Group will prescribe procedures and assign tasks to its members to accomplish these objectives.

b. The GCCs will articulate their respective TERs, which include, but are not limited to:

- (1) Ensuring the ability of Service members to perform military duties and activities.
- (2) Increasing the awareness of theater threats; culture and language; and GCC-specific tactics, techniques, and procedures.

c. The Pre-deployment Training and Theater-entry Requirements Working Group membership will consist of representatives provided by the Military Departments, CSAs, the Joint Staff, the National Guard Bureau, the United States Coast Guard, USSOCOM, USCYBERCOM, and the GCCs at the paygrade O-5/O-6 or GS-14/GS-15 (or equivalent). All representatives will be full-time federal employees, permanent part-time federal employees, or Service members on active duty.

(1) Contract personnel may not participate in the deliberations of the Pre-deployment Training and Theater-entry Requirements Working Group, but may serve in a support role.

(2) The commands of representatives will be responsible for all expenses associated with participation in the Pre-deployment Training and Theater-entry Requirements Working Group.

d. CMT pre-deployment requirements are specified in DoDI 1322.31 and are subject to modification as promulgated by law, regulation, or DoD policy.

4.2. PRE-DEPLOYMENT TRAINING AND THEATER-ENTRY REQUIREMENTS WORKING GROUP ORGANIZATION AND DUTIES.

a. Duties.

The Pre-deployment Training and Theater-entry Requirements Working Group:

(1) Reviews TERs to examine content, validity, and adaptability; evaluates options to standardize and combine overlapping requirements; and, if possible, reduces or eliminates requirements.

(2) Reviews pre-deployment training topics mandated by an FCP for a specific AOR, to eliminate any duplication or contradiction with GCC TERs. The working group will consider whether each such training topic is more appropriate as an FCP requirement or a GCC TER.

(3) Ensures GCC TERs are in accordance with the principles and concepts in this issuance.

(4) Makes policy recommendations, as appropriate, to the DASD(FE&T) through the Working Group's Chair.

b. The Chair.

The Chair's responsibilities include:

(1) Establishing effective collaboration across the DoD Components concerning pre-deployment training and TERs and making recommendations, as appropriate, to the USD(P&R) through the DASD(FE&T) and the Assistant Secretary of Defense for Readiness.

(2) Providing a forum in which GCC-specific training requirements can be discussed, recommendations can be developed and evaluated, and Military Services can provide input on new or proposed requirements.

(3) Ensuring the meeting outcomes and agreements are summarized in notes that are distributed to the Pre-deployment Training and Theater-entry Requirements Working Group members.

c. Meeting Schedule.

The Chair will convene the Pre-deployment Training and Theater-entry Requirements Working Group to review GCC TERs on an annual basis, and at other times as necessary.

GLOSSARY

G.1. ACRONYMS.

ACRONYM	MEANING
AOR	area of responsibility
CJCS	Chairman of the Joint Chiefs of Staff
CMT	common military training
CSA	combat support agency
DASD(FE&T)	Deputy Assistant Secretary of Defense for Force Education and Training
DoDI	DoD instruction
FCP	force and capability provider
GCC	geographic Combatant Commander
SCC	Service Component Command
TER	theater-entry requirement
USCYBERCOM	United States Cyber Command
USD(P&R)	Under Secretary of Defense for Personnel and Readiness
USSOCOM	United States Special Operations Command

G.2. DEFINITIONS.

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

TERM	DEFINITION
FCP	A DoD organization that provides personnel to meet Combatant Command force requirements.
Military Service pre-deployment training	Training established by the Military Departments and executed by the Military Services before the deployment of units or individuals to fulfill mission- or theater-specific requirements.
SCC	A command consisting of the Military Service component commander and all that Military Service's forces, such as individuals, units, detachments, and organizations under that command, including the support forces that have been assigned to a Combatant Command

TERM

DEFINITION

or further assigned to a subordinate unified command or joint task force.

TER

A GCC-established training, medical, administrative, equipment, or other requirement necessary to prepare supporting personnel and forces for the tactical and environmental conditions in theater.

REFERENCES

- Directive-type Memorandum (DTM) 19-009, “Financial Readiness Common Military Training Requirements,” August 13, 2019
- DoD Directive 1322.18, “Military Training,” October 3, 2019
- DoD Directive 2311.01E, “DoD Law of War Program,” May 9, 2006, as amended
- DoD Directive 4500.54E, “DoD Foreign Clearance Program (FCP),” December 28, 2009 as amended
- DoD Directive 5124.02, “Under Secretary of Defense for Personnel and Readiness (USD(P&R)),” June 23, 2008
- DoD Instruction 1322.24, “Medical Readiness Training (MRT),” March 16, 2018
- DoD Instruction 1322.31, “Common Military Training (CMT),” February 20, 2020
- DoD Instruction 6495.02, “Sexual Assault Prevention and Response (SAPR) Program Procedures,” March 28, 2013, as amended
- DoD Instruction O-3002.05, “Personnel Recovery Training,” April 12, 2016
- United States Code, Title 10