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19D and 19K Training In 1st Armor Training Brigade

The First Armor Training Brigade at Fort Knox, Ky., is organized with seven battalions, and has the diverse mission of conducting Basic Combat Training, 63E and 45T Advance Individual Training (AIT), and Career Management Field (CMF) 19 One Station Unit Training (OSUT).

The OSUT mission of training CMF 19 is conducted within three battalions, 1-81 Armor, 2-81 Armor, and 5-15 Cavalry. Training is the brigade's daily business, and, unlike other Army units, the brigade is always "Green." The brigade has made great strides in improving the quality of its training over the past several years, which is evident from posi-

tive feedback from the field. The Program of Instruction (POI) has been revised to incorporate changes in doctrine and force development. Additional changes incorporated into the POI result from TM changes, safety messages, and suggestions from YOU in the field. These changes are essential to keep our soldiers trained in the fundamental combat skills necessary to fight and win our nation's wars. Units or individuals that have a suggestion or comment on a particular task or lesson plan can provide feedback via the brigade's home page. The address is:

<http://knox-www.army.mil/school/1atb/1atbimo.html>

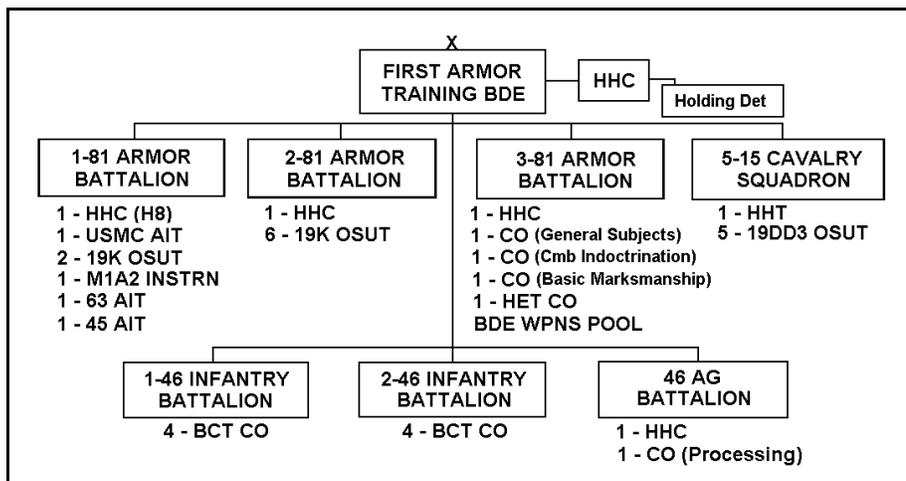
The brigade conducts a quarterly review to adjust its POI. Based on the results of this critique, we implement modifications to improve the course. The brigade has made numerous additions and deletions over the last two years, reviewing over 1,750 lesson plans and resulting in over 728 changes. Some of these changes include revisions that make good sense due to Fort Knox's particular needs, while others ensure the graduate is exposed to the skills required of a TO&E unit.

Several initiatives have been common to both 19K and 19D. These include the revision of the Excellence in Armor and Cavalry program, the re-introduction of job books, and the identification of friendly and threat vehicles via noun nomenclature.

This enables the cadre members to continually improve their instruction techniques. Both programs (19K and 19D) have made significant changes, and each need to be discussed individually.

Specific 19K Improvements:

Some of these changes include the addition of a tank crew gunnery skills test (TCGST) conducted to mirror the standards of the TO&E unit. Previously, the tasks were tested throughout the 14-week training cycle. Now, the testing re-



Continued on Page 56

flects the tasks, conditions, and standards of a combat unit. To accomplish this, the training schedule required some adjustment to ensure classes and reinforcement time would occur, thereby giving the new soldier ample time to prepare for his test. Another initiative currently being piloted within the 19K community is the Accelerated Insert Training Program. This program is designed for the specialists and NCOs that have been reclassified into CMF 19. This accelerated training program takes all of the 19K MOS training from a standard 14-week training cycle and condenses it into a 6-week course. This keeps training on tank subjects throughout the cycle instead of receiving training only two or three times a week, as in the first several weeks of OSUT. Expect a report on this program within the next several months.

Other initiatives include establishing graduation criteria with the Tank Driver Simulator to ensure all soldiers meet a certain competence criteria, and the enhancement of basic pistol marksmanship, which resulted in a 100% increase in the number of soldiers firing expert.

19D Improvements:

Like MOS 19K, the 19Ds have made significant enhancements to their POI. One of most important is the development of a Scout Battle Book that incorporated various individual and collective tasks from various FMs, to include FM 17-98, FM 7-8, and STP 17-19D 1, 2, 3 and 4 into a single document. These battle books are now issued to all Cavalry

troopers as they progress through their training. You can expect to see these books as your new soldiers arrive at their gaining unit. Other initiatives include increasing the amount of driving a 19D receives by four hours on the Bradley and HMMWV, ensuring future scouts are proficient in their basic driving skills. Recognizing the need for all scouts to be proficient in call for fire, the POI has increased the amount of training a new soldier receives with the indirect fire trainer by four hours. This is also true for land navigation, where all soldiers are now trained in both mounted and dismounted navigation utilizing GPS.

Essential to the success of all these initiatives is communication with the field. Recommended changes to the POI are staffed and, when approved, pilot lesson plans are developed. As the pilot is conducted, AARs ensure lessons learned are captured and then incorporated before a final change is made. This process involves the entire chain of command, including drill sergeants and instructors. The end product is a POI that focuses the minds of the leaders and ensures that our soldiers will be trained and ready to meet the demands of the 21st century.

Of equal importance is the sustaining of the cadre's warfighting skills. Normally, the demands of Initial Entry Training severely limit most forms of cadre training and certification. The POI provides an opportunity (e.g. STXs, UCOFT, gunneries) to take advantage of key training events to facilitate the sustainment training of our cadre's war-

fighting skills. This training occurs through simulations and hands-on training. The force-on-force scenario allows the cadre to fully prepare, plan, and execute small unit tactics and techniques in a simulated combat environment. The cadre serves as the tank commanders, section sergeants, and platoon sergeants, providing the leadership for the trainees. The OSUT environment provides a unique forum by providing constant feedback to the new soldier.

In the future, the Armor Center expects to digitize the POI and Training Support Packages and load them into a server here at Fort Knox. This will improve standardization and consistency here in the brigade and throughout the Total Armor Force, improve the review process, and allow us to incorporate approved suggestions in the field in a timely manner. It will also allow Armor unit trainers to download desired training documents on an as-needed basis.

A second initiative will improve the coordination of first-quarter fills with TRADOC and the Total Army Personnel Center (TAPC), thereby improving the training of soldiers who must interrupt training for the mandated Christmas holidays.

As always, the Armor Center strives to bring motivated citizens into the Armor Force and provide the field with competent scouts and tankers ready to join effective combat crews and platoons.

FORGE THE THUNDERBOLT!