



Commanding Officer
Marine Wing Support Squadron 373
Training and Education



Every day of the week is a training day. Two of the Marine Corps principles “**know yourself and seek self-improvement**” and “**be technically and tactfully proficient**” apply to training and education. Every Marine and Sailor should be in their Military Occupational Specialty (MOS), practicing it each day. The activities that Marines and Sailors execute daily, all contribute to sharpening our skills. **In many cases, the Squadron’s Training, Execution, and Employment Plan (TEEP) may be the most MOS training a Marine or Sailor will receive in such a condensed timeline.** We must learn how to maximize each training event, chain training events together, and properly document the training.

There is absolutely no reason for an individual to leave this Squadron with an incomplete Electronic Record Jacket (ERJ). I expect all leaders to regularly update Individual Training Standards (ITS) in the Marine Corps Training and Information Management System (MCTIMS). **Updating records for all Marines and Sailors must be a monthly battle rhythm event.** There are many ITS events that rarely occur or only materialize once annually. Because our TEEP presents many opportunities to complete MOS specific training standards, many of these annual events will often occur. We must capture it in the individuals ERJ. We must highlight those who are achieving well above the standard and get them certified in programs that benefit the Squadron, its mission, and our personnel.

Training statistics tell our story! I pay attention to our numbers. It demonstrates how well we are training our Marines and Sailors. Our annual and fiscal training requirements feed into promotion scores, retention, evaluations, they have career implications. The expectation is we will set monthly benchmarks and each company will brief their training and education trajectory. **We will not drive down higher headquarters training numbers; we will improve them.** Annually, we are directed to read five books; this is a requirement. Moreover, we have been assigned regions of study, this is also a requirement. Utilize the time to prepare yourself for exercises, the next promotion, and deployment. All Marines and Sailors must continue to evolve, learn, and grow.

Many of the Marines and Sailors are working long shifts to support mission requirements, **we must find time to give them the opportunity to complete Professional Military Education (PME).** I am focused on providing educational opportunities for our Marines and Sailors. We must get them to their leadership and specialty schools. Leadership must balance the mission with submitting Marines and Sailors for PME. We want them to have the tools to be a successful NCO, SNCO, or officer. We need to properly arm them. Leaders, **I expect that you will find a way to balance both mission accomplishment and troop welfare.** It is my belief that Marines do not understand the importance of MarineNet courses, PME, and specialty courses; all of which contribute to promotion and eligibility for retention. Leadership must actively scan individual’s records. **We must educate our team on how training and education affects promotion, morale, retention, and motivation.** I encourage each company to address this openly with their Marines and Sailors. Bottom line, Marines and Sailors are not competitive without completing their PME and MarineNet courses. There is plenty of opportunity here, seize it.


Steven B. Dodson