

# Training and Evaluation Outline Report

**Status: Approved**

**03 Nov 2014**

**Effective Date: 06 Oct 2016**

**Task Number:** 71-9-4400

**Task Title:** Coordinate Personnel Support for Forces in Joint Operations Area (Division Echelon and Above [Operational])

**Distribution Restriction:** Approved for public release; distribution is unlimited.

**Destruction Notice:** None

**Foreign Disclosure: FD1** - This training product has been reviewed by the training developers in coordination with the Fort Leavenworth foreign disclosure officer. This training product can be used to instruct international military students from all approved countries without restrictions.

## Supporting Reference(s):

| Step Number | Reference ID | Reference Name   | Required | Primary |
|-------------|--------------|--|----------|---------|
|             | FM 1-0       | Human Resources Support<br><a href="http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/fm1_0.pdf">http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/fm1_0.pdf</a> | Yes      | Yes     |
|             | JP 1-0       | Joint Personnel Support  | Yes      | No      |

**Conditions:** The command is conducting operations as a Joint Task Force (JTF) or a Combined Joint Task Force (CJTF). The command's headquarters receives liaison, unit, and individual augmentees. The command receives an operations order from higher headquarters. The commander has issued guidance on coordinating personnel support for forces in the joint operations area. The command interfaces with joint, interagency, and unified action partners. The command establishes communications with subordinate and adjacent units, and higher headquarters. The mission command system is operational and processing information in accordance with standard operating procedures. This task should not be trained in MOPP 4.

**Standards:** The unit coordinates personnel support for forces in the joint operations area to provide trained personnel, units, and replacements to sustain the force in accordance with the commanders intent, orders from higher headquarters, and standard operating procedures.

**Live Fire Required:** No

**Objective Task Evaluation Criteria Matrix:**

| Plan and Prepare  |                              | Execute                  |                         |                          |               |                             |                                      | Assess                             |                 |
|---|------------------------------|--------------------------|-------------------------|--------------------------|---------------|-----------------------------|--------------------------------------|------------------------------------|-----------------|
| Operational Environment                                   | Training Environment (L/V/C) | Training/Authorized      | % of Leaders Present at | % of Soldiers Present at | External Eval | % Performance Measures 'GO' | % Critical Performance Measures 'GO' | % Leader Performance Measures 'GO' | Task Assessment |
| BDE & Above   |                              |                          |                         |                          |               |                             |                                      |                                    |                 |
| Dynamic and Complex (All OE Variables and Hybrid Threat)  | Night                        | IAW unit CATS statement. | >=85%                   | >=80%                    | Yes           | >=91%                       | All                                  | >=90%                              | <b>T</b>        |
|   |                              |                          | 75-84%                  |                          |               | 80-90%                      |                                      | 80-89%                             | <b>T-</b>       |
| Dynamic and Complex (All OE Variables and Single Threat)  | Day                          |                          | 65-74%                  | 75-79%                   | No            | 65-79%                      | <All                                 | <=79%                              | <b>P</b>        |
|   |                              |                          | 60-64%                  | 60-74%                   |               | 51-64%                      |                                      |                                    | <b>P-</b>       |
| Dynamic and Complex (<All OE Variables and Single Threat) |                              |                          |                         | <=59%                    | <=59%         | <=50%                       |                                      |                                    | <b>U</b>        |

**Remarks:** None

**Notes:**

**Safety Risk:** Low

**Task Statements**

**Cue:** None

**DANGER**

Leaders have an inherent responsibility to conduct Composite Risk Management to ensure the safety of all Soldiers and promote mission accomplishment.

## **WARNING**

Composite Risk Management is the Army's primary decision-making process to identify hazards, reduce risk, and prevent both accidental and tactical loss. All soldiers have the responsibility to learn and understand the risks associated with this task.

## **CAUTION**

Identifying hazards and controlling risks across the full spectrum of Army functions, operations, and activities is the responsibility of all Soldiers.

## Performance Steps and Measures

**NOTE:** Assess task proficiency using the task evaluation criteria matrix.

**NOTE:** Asterisks (\*) indicate leader steps; plus signs (+) indicate critical steps.

| STEP/MEASURE   | GO  | NO-GO | N/A |
|--|-----|-------|-----|
| 1. The staff plans for personnel support of US forces in the operational environment by:   | N/A | N/A   | N/A |
| a. Evaluating the status and location of personnel resources.  | N/A | N/A   | N/A |
| b. Determining current and future force personnel requirements.  | N/A | N/A   | N/A |
| c. Assessing the joint and component processes that deliver personnel support to the joint force.  | N/A | N/A   | N/A |
| d. Maintaining visibility of personnel inventory in the area of operations.  | N/A | N/A   | N/A |
| e. Monitoring casualty rates to detect possible shortfalls, predict requirements, and develop solutions to manning issues.                     | N/A | N/A   | N/A |
| f. Predicting near-term, mid-term, or long-term personnel requirements and authorizations.   | N/A | N/A   | N/A |
| g. Maintaining the personnel running estimate.   | N/A | N/A   | N/A |
| h. Recommending input to the commander's guidance regarding:   | N/A | N/A   | N/A |
| (1) Sustainment priorities for manning the force.  | N/A | N/A   | N/A |
| (2) Health system support.   | N/A | N/A   | N/A |
| (3) Deployment, staging, reception, onward movement, integration and redeployment operations.  | N/A | N/A   | N/A |
| (4) Replacement rates.   | N/A | N/A   | N/A |
| i. Establishing liaison with elements of military forces or other agencies.  | N/A | N/A   | N/A |
| 2. The staff develops the sustainment preparation of the operational environment to:   | N/A | N/A   | N/A |
| a. Refine the personnel estimate and concept of support by:  | N/A | N/A   | N/A |
| (1) Identifying friendly resources in the area of operations that affect personnel support.  | N/A | N/A   | N/A |
| (2) Identifying environmental factors in the area of operations that affect personnel support.   | N/A | N/A   | N/A |
| b. Develop estimated mission personnel requirements.   | N/A | N/A   | N/A |
| c. Provide human resources support to include:   | N/A | N/A   | N/A |
| (1) Personnel readiness management.  | N/A | N/A   | N/A |
| (2) Personnel accountability.  | N/A | N/A   | N/A |
| (3) Strength reporting.  | N/A | N/A   | N/A |
| (4) Postal operations.   | N/A | N/A   | N/A |
| (5) Casualty operations.   | N/A | N/A   | N/A |
| (6) Morale, welfare, and recreation programs.  | N/A | N/A   | N/A |
| (7) Command interest programs.   | N/A | N/A   | N/A |
| 3. The staff estimates the personnel support required to:  | N/A | N/A   | N/A |
| a. Conduct offensive operations by:  | N/A | N/A   | N/A |
| (1) Developing a priority of personnel support.  | N/A | N/A   | N/A |
| (2) Positioning human resource units in close proximity to operations to reduce response times for support.                                    | N/A | N/A   | N/A |
| (3) Evaluating alternative methods for delivering replacements in emergency situations.  | N/A | N/A   | N/A |
| (4) Tracking replacement operations to ensure personnel accountability.  | N/A | N/A   | N/A |
| (5) Planning to employ contractor or civilian support to offensive operations.   | N/A | N/A   | N/A |
| b. Conduct defensive operations by:  | N/A | N/A   | N/A |
| (1) Positioning human resource units to support the forces in the defense and survive.   | N/A | N/A   | N/A |
| (2) Coordinating more centralized control of movements and replenishment of personnel.   | N/A | N/A   | N/A |
| (3) Protecting human resource units and medical facilities during retrograde operations.   | N/A | N/A   | N/A |
| c. Support stability operations.   | N/A | N/A   | N/A |
| 4. The staff manages personnel support in the joint operations area by:  | N/A | N/A   | N/A |
| a. Determining the contingency and sustainment contract support to augment organic and host nation support capabilities.                       | N/A | N/A   | N/A |
| b. Controlling the facilities, installations, methods, and procedures to stage, receive, move, integrate and redeploy personnel.               | N/A | N/A   | N/A |
| c. Coordinating transportation and personnel accountability.   | N/A | N/A   | N/A |
| d. Developing the personnel distribution plan and monitoring distribution performance to ensure personnel readiness in the area of operations. | N/A | N/A   | N/A |
| e. Determining the requirements for staging, reception, onward movement, integration and redeployment of personnel.                            | N/A | N/A   | N/A |
| f. Tracking the identity, status, and location of units.   | N/A | N/A   | N/A |
| g. Maintaining the capability to redeploy personnel individually or by units.  | N/A | N/A   | N/A |
| h. Restoring degraded units to combat effectiveness commensurate with mission requirements and available personnel resources by:               | N/A | N/A   | N/A |
| (1) Reorganizing units.  | N/A | N/A   | N/A |

|  |     |     |     |
|--|-----|-----|-----|
| (2) Regenerating units.  | N/A | N/A | N/A |
| (3) Rehabilitating units.  | N/A | N/A | N/A |
| i. Planning for the termination of joint operations to redeploy forces from theater. | N/A | N/A | N/A |

| TASK PERFORMANCE / EVALUATION SUMMARY BLOCK |   |   |   |   |   |   |       |
|---|---|---|---|---|---|---|-------|
| ITERATION                                   | 1 | 2 | 3 | 4 | 5 | M | TOTAL |
| TOTAL PERFORMANCE MEASURES EVALUATED        |   |   |   |   |   |   |       |
| TOTAL PERFORMANCE MEASURES GO               |   |   |   |   |   |   |       |
| TRAINING STATUS GO/NO-GO                    |   |   |   |   |   |   |       |

**ITERATION:** 1 2 3 4 5 M

**COMMANDER/LEADER ASSESSMENT:** T P U

**Mission(s) supported:** None

**MOPP 4:** Never

**MOPP 4 Statement:** None

**NVG:** Never

**NVG Statement:** None

**Prerequisite Collective Task(s):**

| Step Number | Task Number | Title  | Proponent                       | Status   |
|-------------|-------------|--|---------------------------------|----------|
|             | 71-9-5130   | Determine Commander's Critical Information Requirements (Division Echelon and Above (Operational)) | 71 - Combined Arms (Collective) | Approved |

**Supporting Collective Task(s):**

| Step Number | Task Number  | Title  | Proponent                       | Status   |
|-------------|--------------|--|---------------------------------|----------|
|             | 71-9-5300    | Prepare Plans (Division Echelon and Above [Operational])           | 71 - Combined Arms (Collective) | Approved |
|             | 71-9-5320    | Issue Planning Guidance (Division Echelon and Above [Operational]) | 71 - Combined Arms (Collective) | Approved |
|             | 71-CORP-5100 | Conduct the Mission Command Operations Process for Corps           | 71 - Combined Arms (Collective) | Approved |

**OPFOR Task(s):** None

**Supporting Individual Task(s):**

| Step Number | Task Number  | Title   | Proponent                | Status   |
|-------------|--------------|---|--------------------------|----------|
|             | 171-COM-0011 | Employ Progressive Levels of Individual Force | 171 - Armor (Individual) | Approved |

**Supporting Drill(s):** None

**Supported AUTL/UJTL Task(s):**

| Task ID     | Title                        |
|-------------|------------------------------|
| ART 4.2.1.3 | Coordinate Personnel Support |

## TADSS

| TADSS ID           | Title | Product Type | Quantity |
|--------------------|-------|--------------|----------|
| No TADSS specified |       |              |          |

## Equipment (LIN)

| LIN                    | Nomenclature | Qty |
|------------------------|--------------|-----|
| No equipment specified |              |     |

## Materiel Items (NSN)

| NSN                         | LIN | Title | Qty |
|-----------------------------|-----|-------|-----|
| No materiel items specified |     |       |     |

**Environment:** Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to the current Environmental Considerations manual and the current GTA Environmental-related Risk Assessment card. Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT

**Safety:** In a training environment, leaders must perform a risk assessment in accordance with ATP 5-19, Risk Management. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, Multiservice Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical (NBC) Protection, FM 3-11.5, Multiservice Tactics, Techniques, and Procedures for Chemical, Biological, Radiological, and Nuclear Decontamination.