



# ITRO 101

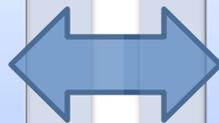
December 2011



# Interservice Training Review Organization (ITRO)

Health Care  
Interservice  
Training Office  
(HC-ITO)

Training Studies



# Services

Medical Education  
and Training  
Campus (METC)





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# Services

Medical Education  
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# ITRO





# Historical Background

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- Voluntary organization established 1972, includes Coast Guard
- Authority: Interservice Training Regulation
  - Army: AR 351-9
  - Navy: OPNAVINST 1500.27F
  - Air Force: AFI 36-2230(I)
  - Coast Guard: COMDTINSTR 1580.1
- Comprehensive procedures manuals



# Mission

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## Vision

- Service professionals working together to ensure the United States military gets the best return on its individual training investment

## Mission

- Improve the effectiveness and efficiency of individual training, consistent with Service requirements, by standardizing instruction, eliminating duplication and reducing costs



# Responsibilities

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## Strategy/planning

- Providing policy and guidance for interservice training

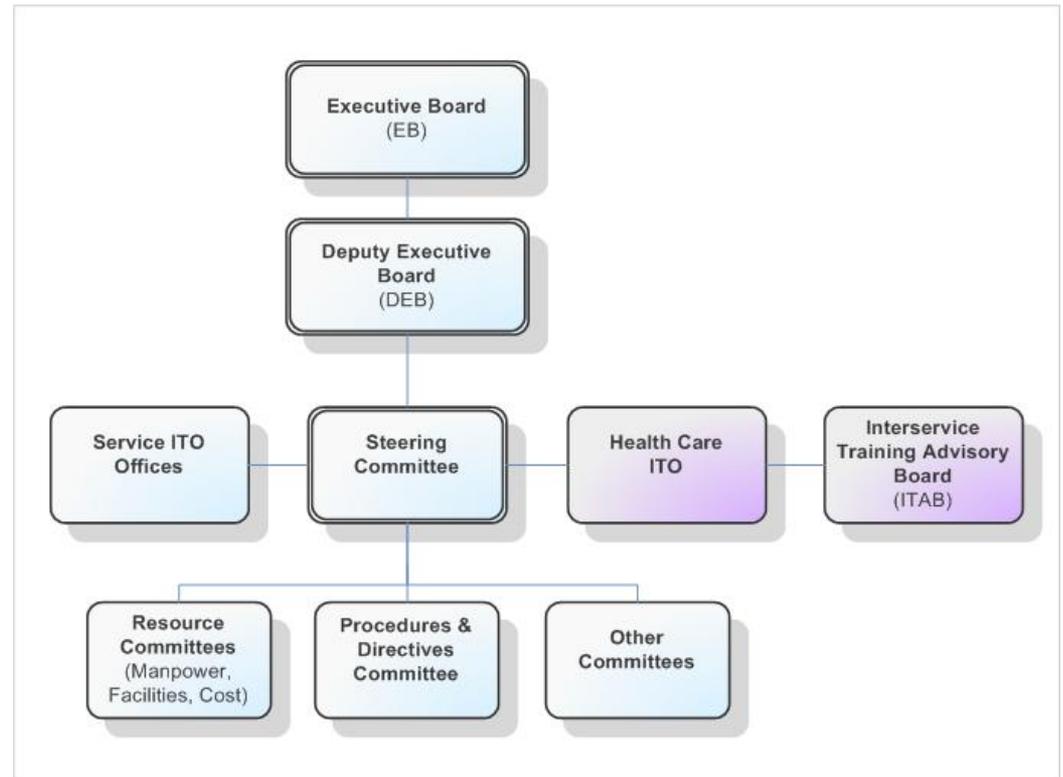
## Implementation

- Reviewing training and related activities to increase effectiveness and efficiency
- Performing special studies as directed
- Serving as a POC and providing a forum for the free interchange of ideas, information and technology related to interservice training
- Meeting service requirements through proactive Lifecycle Management of ITRO courses



# Organization

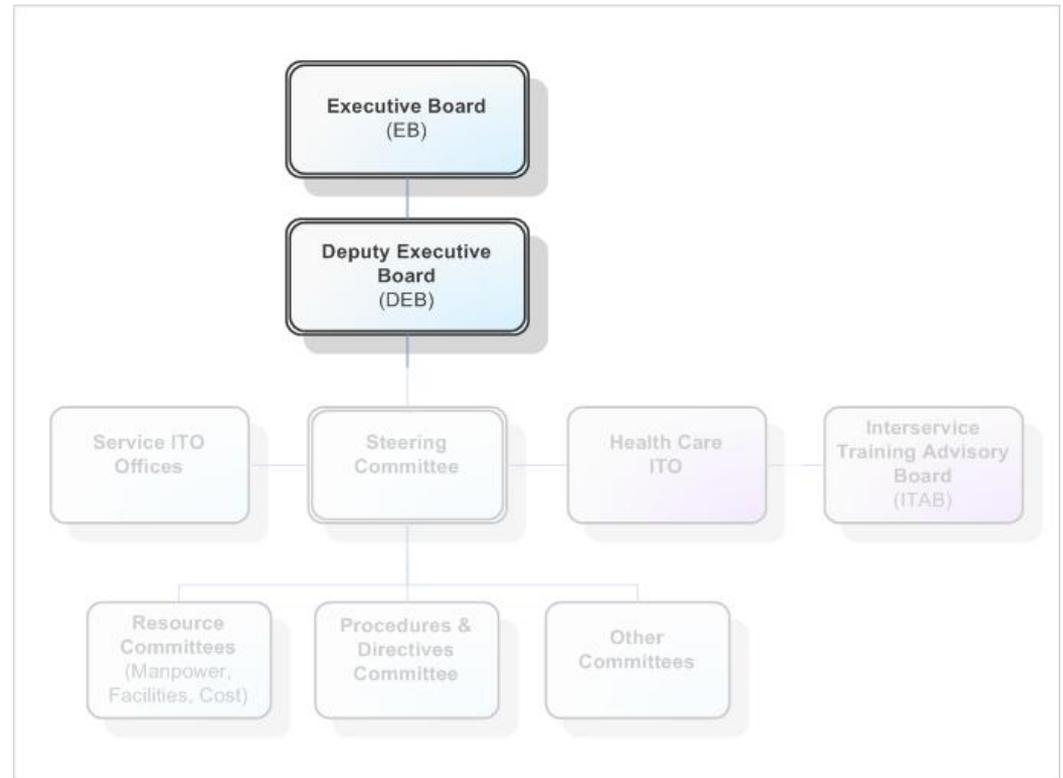
- ITRO guided by structure of boards and committees





# Governing Boards

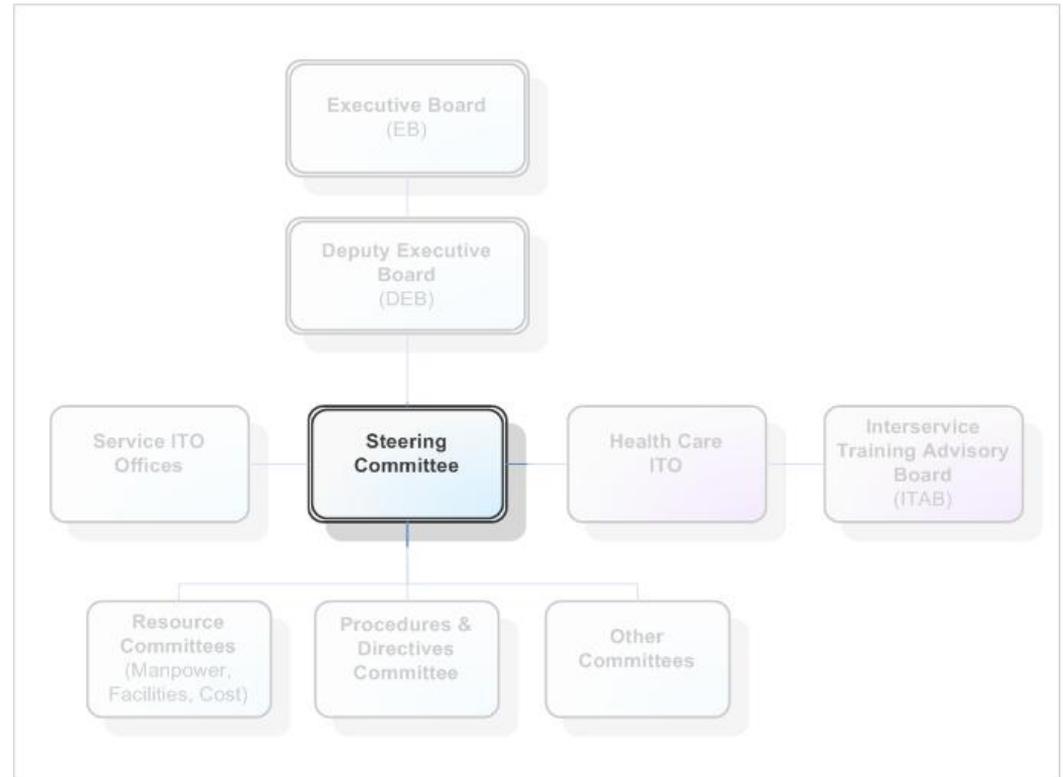
- Executive Board (EB):  
Last met in FY 2000
  - Consists of commander/director from each of the Service training commands
  - Delegated decision-making authority to the Deputy Executive Board (DEB)
- DEB: Meets semi-annually
  - Consists of principal deputy to EB member
  - Exercises decision-making and policy implementation authority on behalf of EB





# Steering Committee (SC)

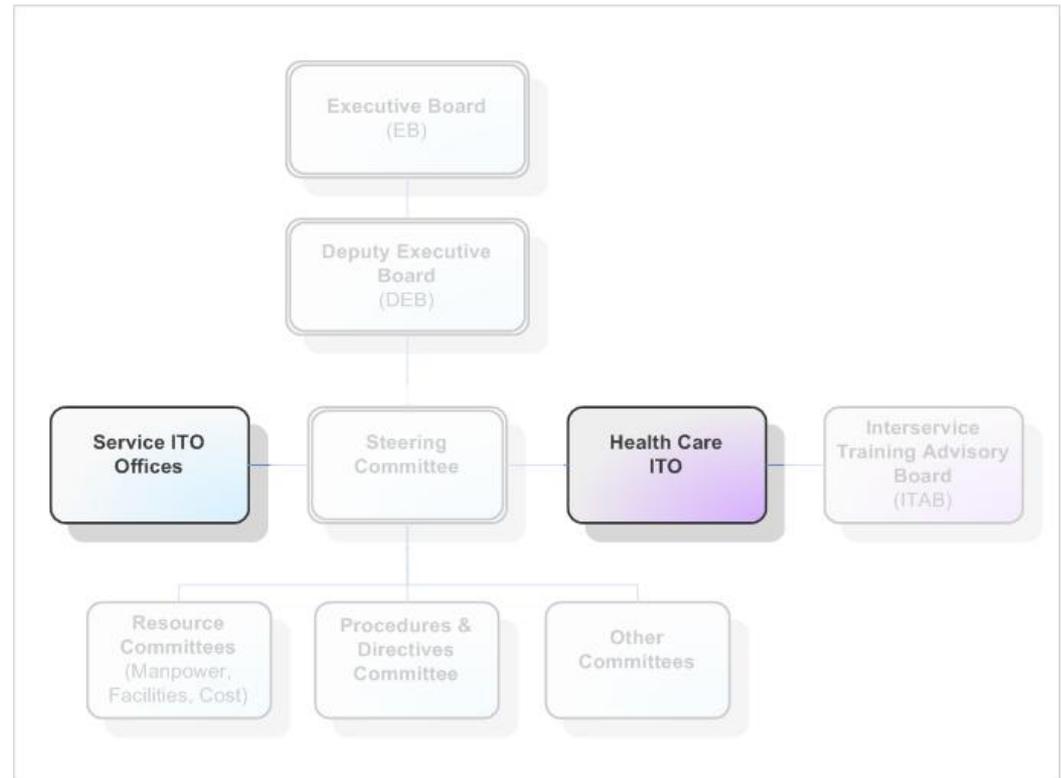
- Meets quarterly
- Consists of Directors from each of the ITO offices
- Coordinates day-to-day ITRO activities
- Identifies requirements and formulates policy recommendations to DEB
- Provides oversight of ITRO committees





# Offices

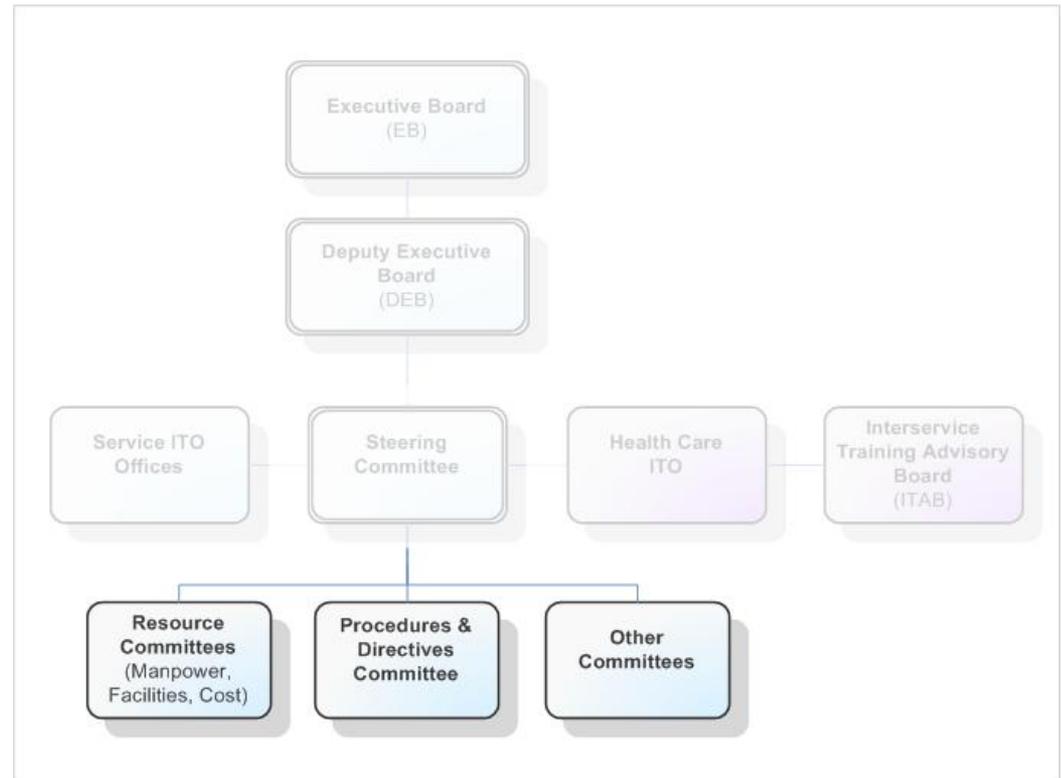
- Six Interservice Training Offices
  - Four Services
  - Coast Guard
  - Health Care, Navy is Executive Agent
- ITRO Secretariat
  - Rotates annually among four Services
  - Serves as central POC for ITRO matters
  - Staffs ITRO actions and chairs ITRO committees

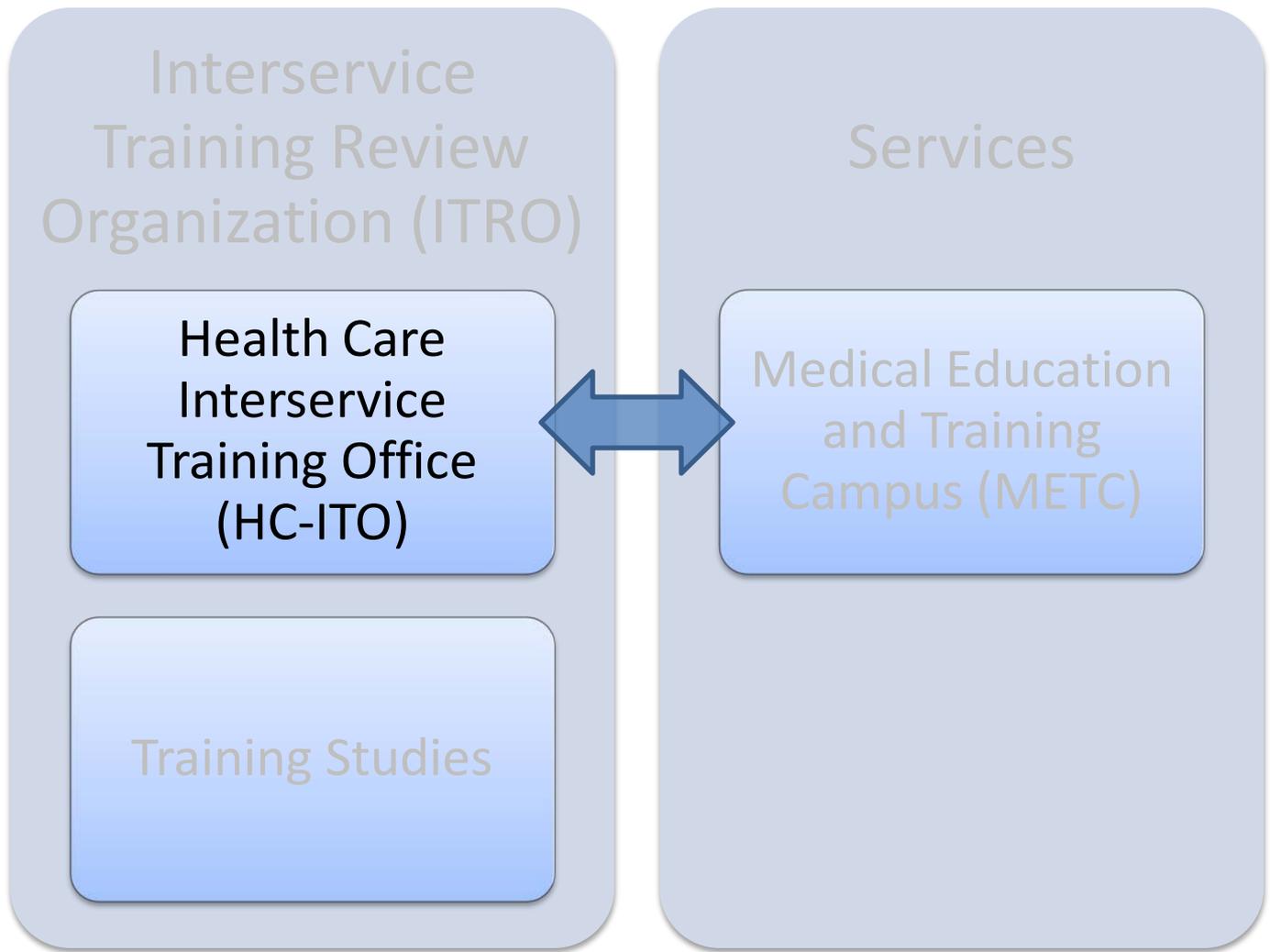




# Committees

- Resource Committees
  - Manpower Committee
  - Facilities Committee
  - Cost Analysis Committee
- Procedures and Directives Committee
- Other Committees
  - Training Technology Committee
  - Ad Hoc Committees



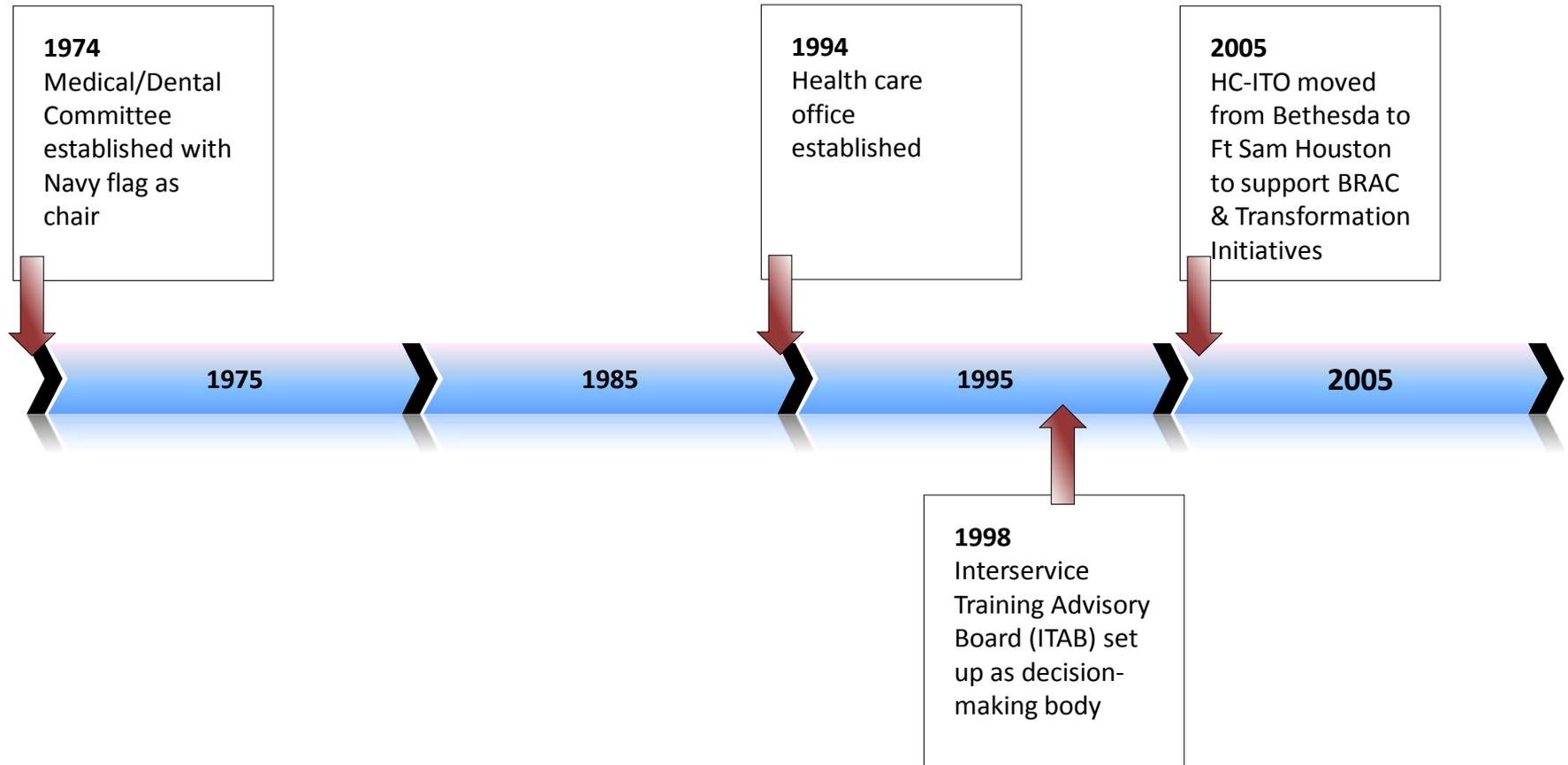


**HC-ITO**





# Historical Background





# Responsibilities

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## Strategy/planning

- Develop policies for health care interservice training
- Partner with METC to implement BRAC initiative
- Support DoD Training Transformation initiatives

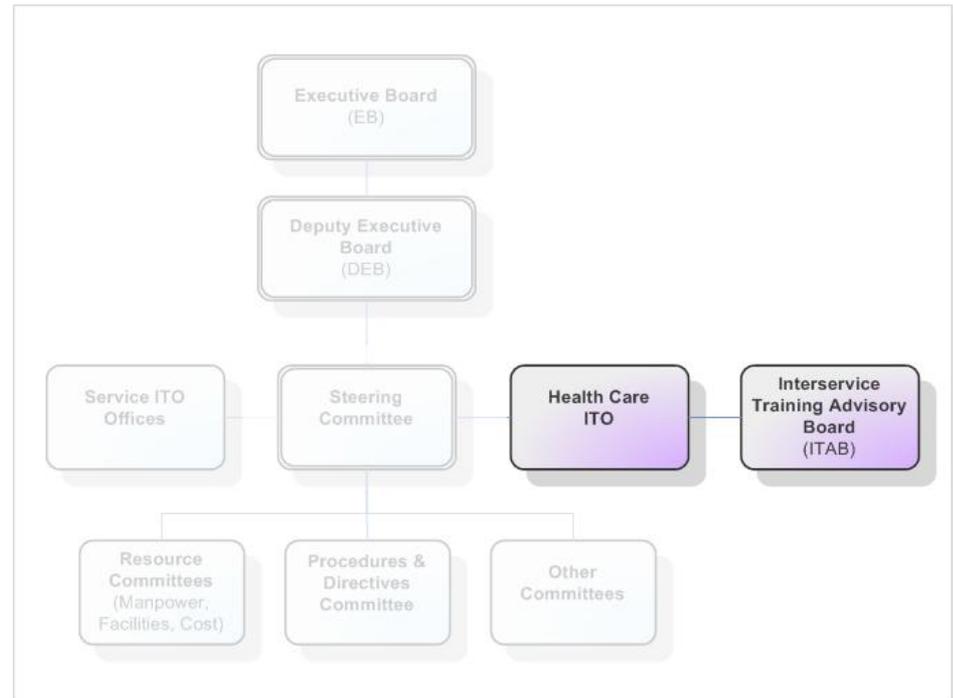
## Implementation

- Facilitate health care training studies
- Provide a neutral forum for resolution of Service concerns/issues and training information exchange
- Meet changing Service requirements through proactive Life Cycle Management of ITRO courses
- Maintain a repository of study information



# Organization

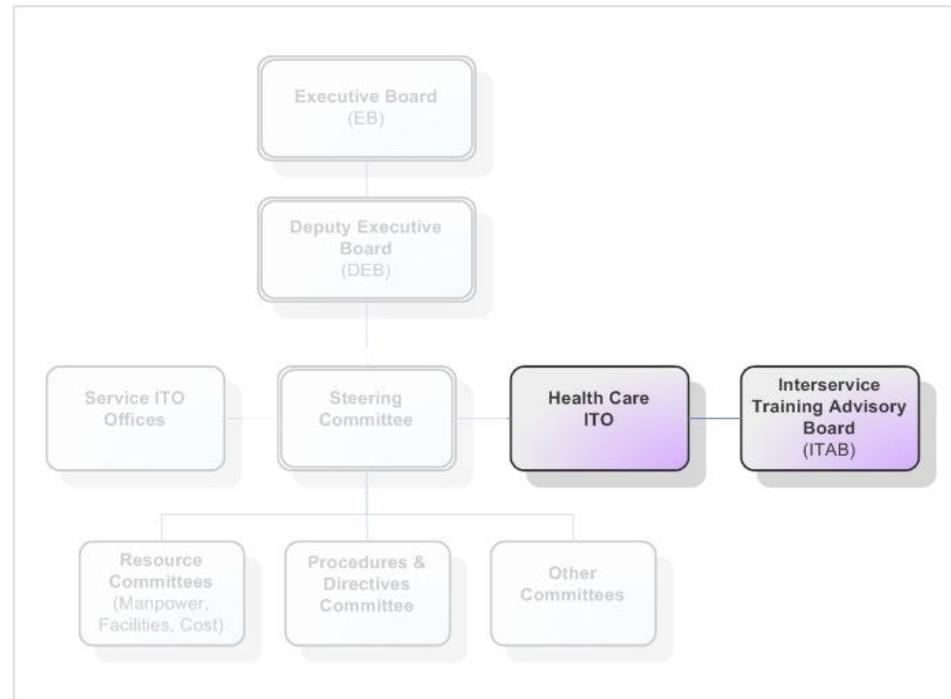
- Health Care guided by Interservice Training Advisory Board (ITAB)
- HC-ITO
  - Serves as permanent Secretariat
  - Staffs all health care actions





# ITAB

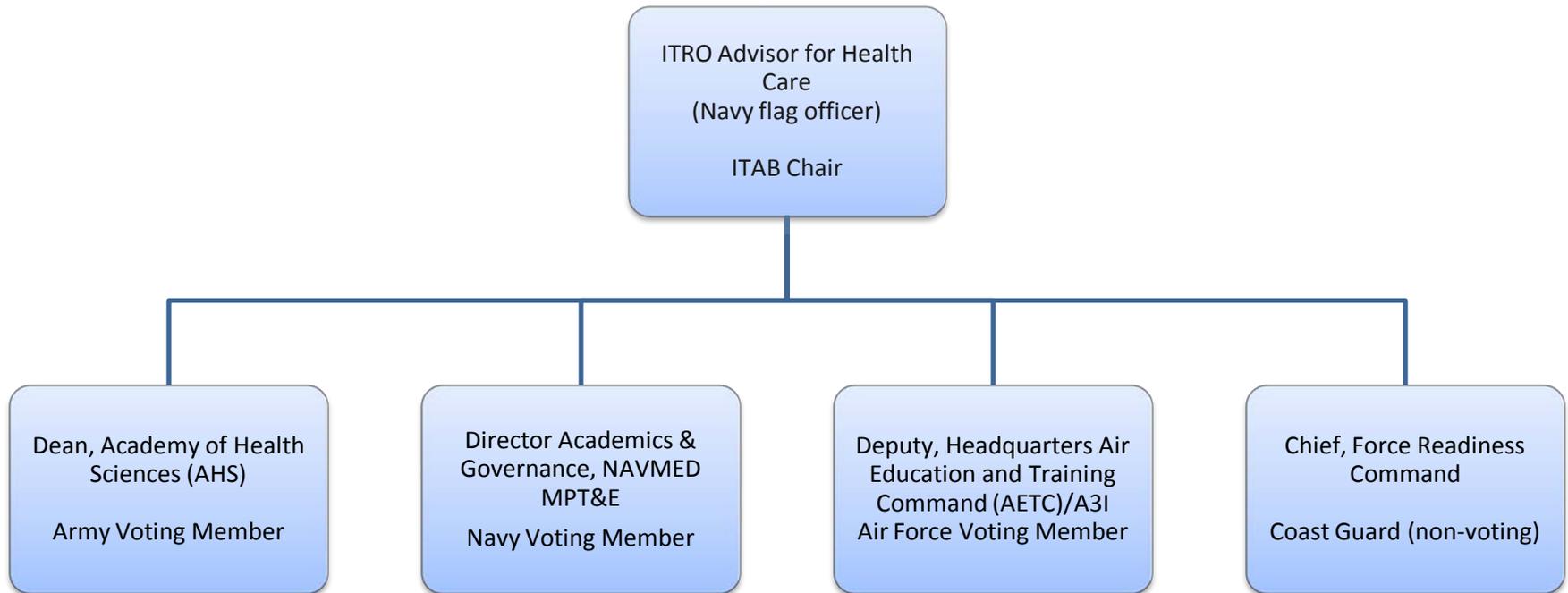
- Decision-making body for health care
  - Identifies and prioritizes areas with potential for consolidation/ collocation
  - Coordinates and formulates Service positions





# ITAB Membership

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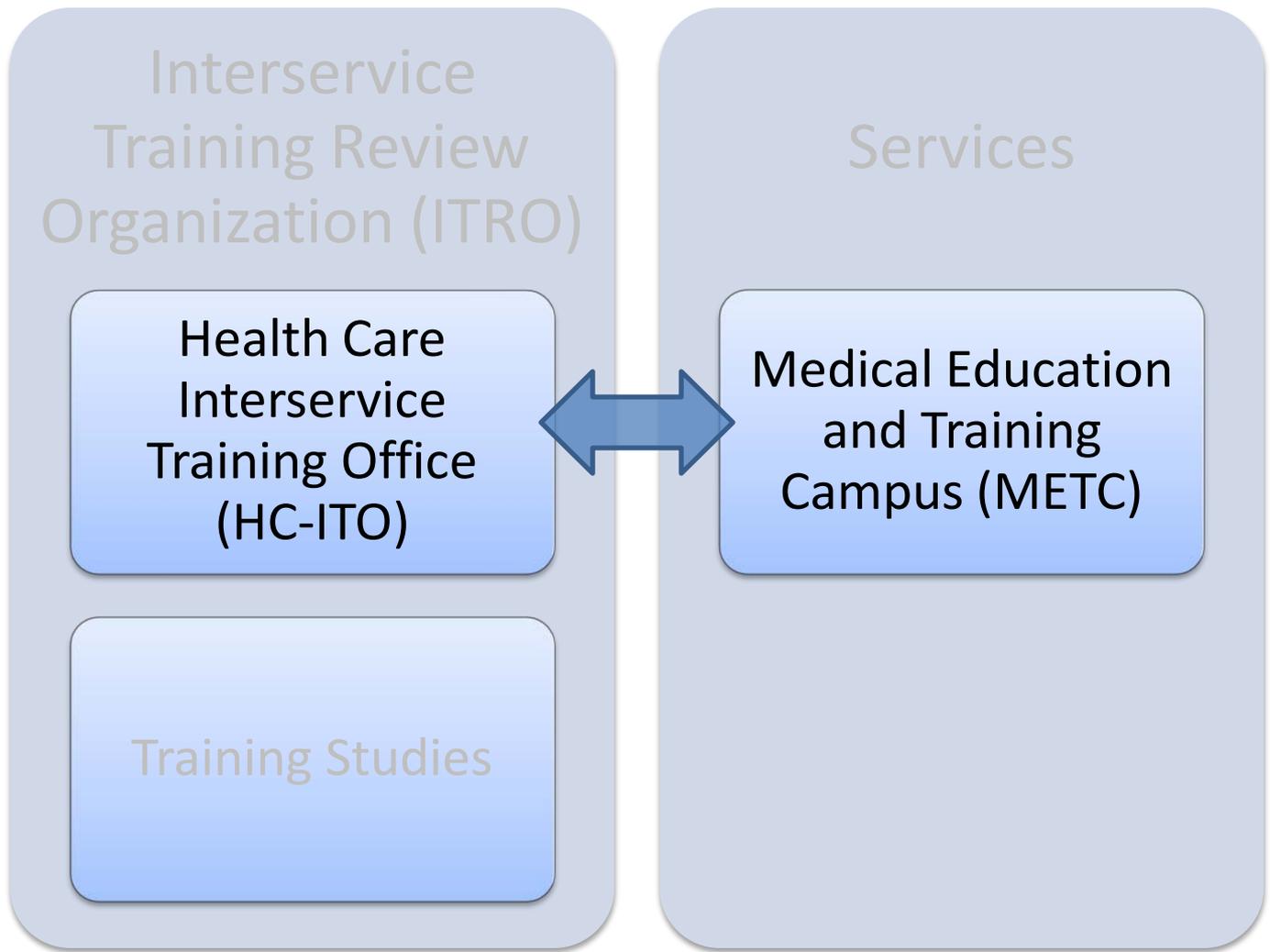




# HC-ITO Staff

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# HC-ITO and METC





# Strategy

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## HC-ITO

- Move to Ft Sam Houston to support BRAC and Transformation initiatives
- Conduct consolidation studies

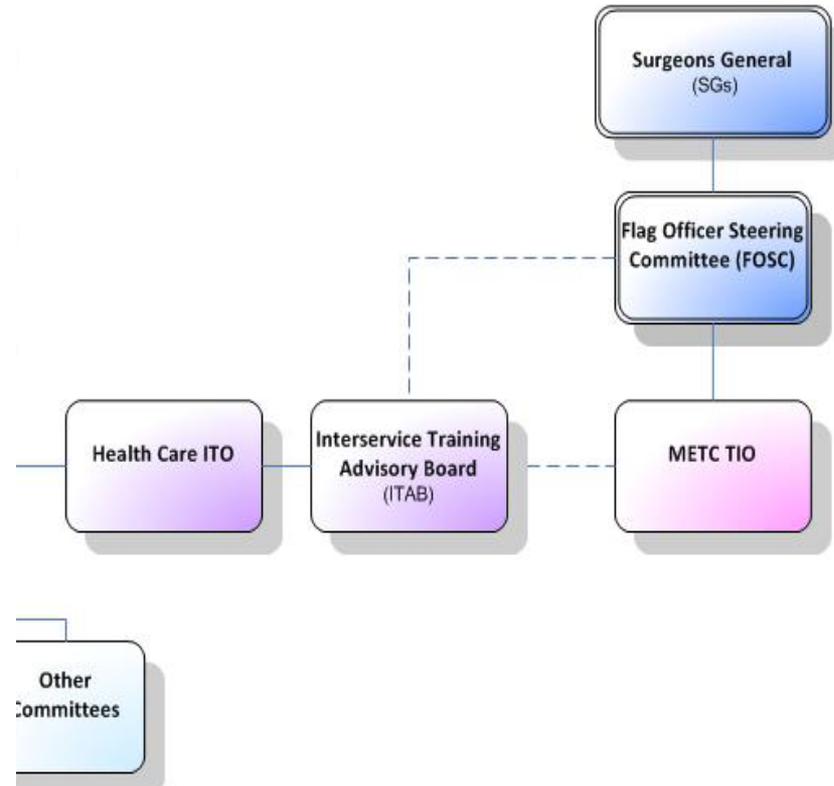
## METC

- “Host” for all enlisted medical training except aerospace medicine
- Largest military medical education & training institution
  - Average daily student load (ADSL) of 8706
  - Estimated annual throughput 44K (enlisted and officer basic & specialty training and education)



# HC-ITO Partnership with METC

- FOSC Guidance
  - Utilize ITRO process
  - Consolidate where feasible
  - Develop a single capability set identified by a single title consistent with Service requirements
  - Meet accreditation and certification standards
  - Adopt best practices
  - Maintain Title 10 authority





# Consolidation Challenges

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- Differences among Services
  - Capability sets across the Services
  - Training philosophies among the Services (Apprentice versus Journeyman)
  - Entry level knowledge
- Not all programs meet accreditation/certification standards
- Resource constraints



# HC-ITO Milestones

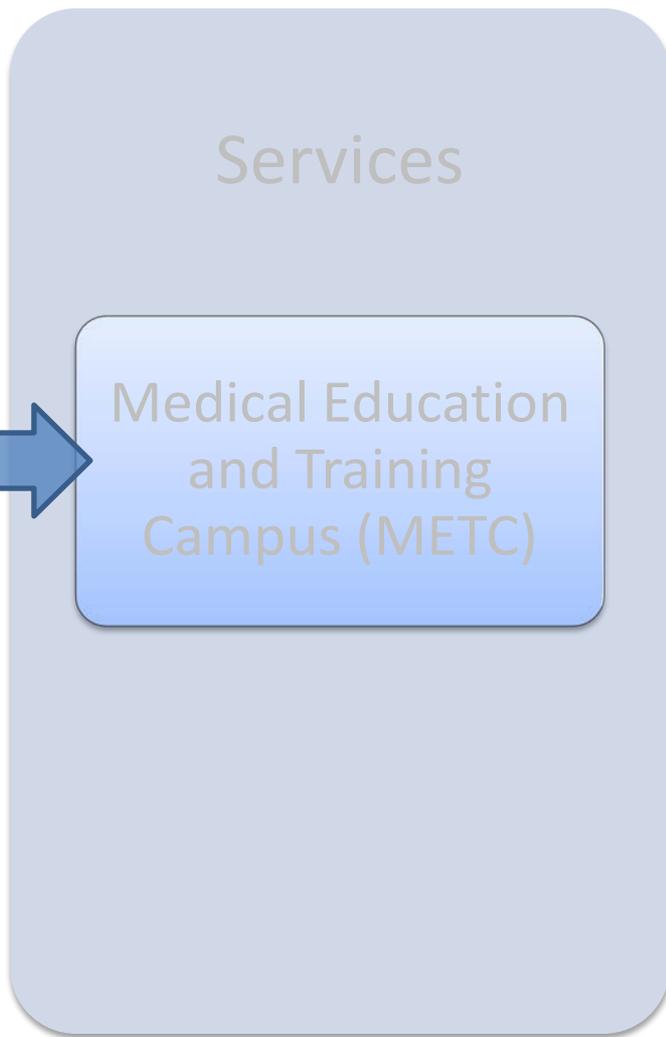
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- Completed consolidation studies for all MOS/NEC/AFSC/SI non ITRO programs
- Identified 14 new consolidations
  - Identified manpower, facility, & equipment requirements
  - Most programs have consolidated and service-specific portions
  - Percentage of curriculum consolidated varies
- Iterative process in response to changes



# Post-BRAC Consolidations

Existing consolidated programs		New consolidated programs	
Allergy/Immunization	Neurology/END	Cardiovascular Technology	Ophthalmic Technician
BMET	Nuclear Medicine	Otolaryngology Technologist	Patient Administration
Cytotechnology	Occupational Therapy	Medical Laboratory Technician	Pharmacy Technician
Dental Laboratory	Optician	Medical Logistics	Physical Therapy Assistant
Flight Medic	Orthopedic	Armed Forces Basic Medical Technician	Preventive Medicine
Histopathology	Physical Therapy	Behavioral Health Technician	Radiography
IPAP	Respiratory Therapy	Nutrition and Diet Therapy	Surgical Technologist



# Training Studies





# Types of Interservice Training

	<b>Distinctive characteristic</b>	<b>Service participation</b>	<b>ITRO role</b>
DoD Executive Agent (EA)	As directed by Office of Secretary of Defense	Mandatory	Assist as requested
Joint	Involves joint forces/staffs	As required	Assist as requested
Quota	Owning Service controls content	Space-available basis	Assist as requested
ITRO	Resourced per ITRO rules	Voluntary	Primary oversight



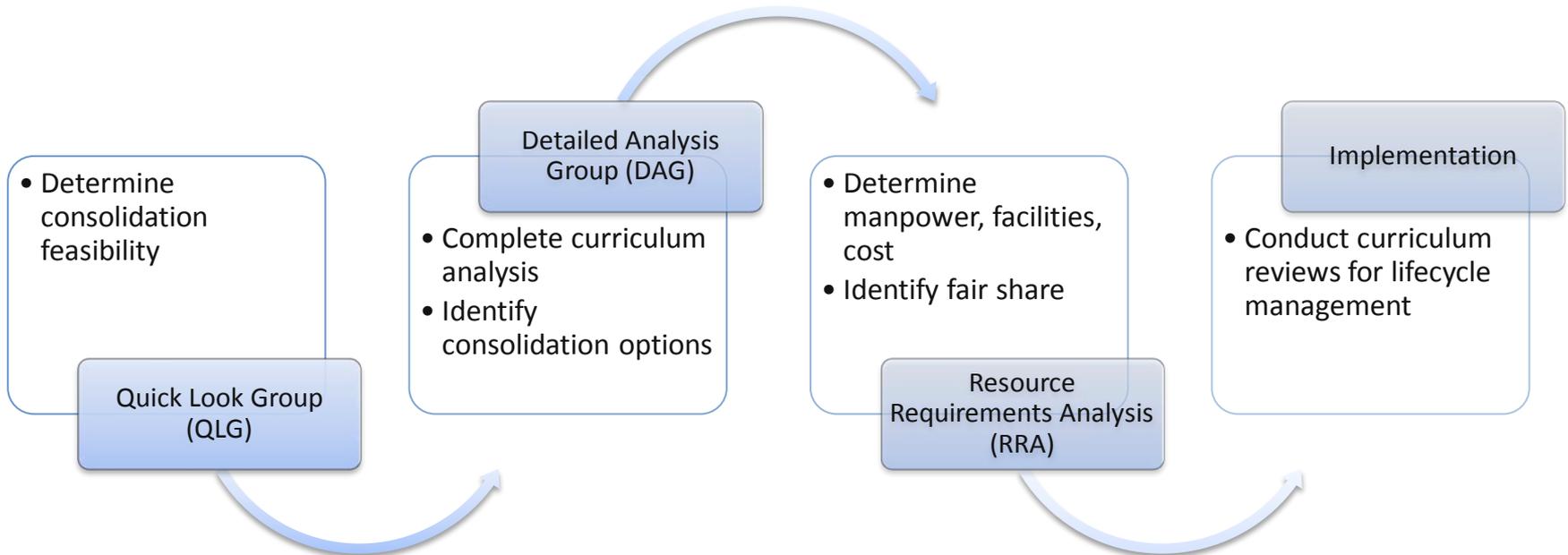
# Types of ITRO Training

	<b>Curriculum Decisions</b>	<b>Faculty</b>	<b>Equipment &amp; Facilities</b>
Consolidated	Mutual agreement	Fair-shared	Fair-shared
Collocated*	Owning Service	Owning Service	May be shared

\*Under METC, collocated is not considered ITRO but may use ITRO processes when requested



# ITRO Process





# Quick Look Group (QLG)

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## Purpose

- Conduct high level (MACRO) analysis to determine feasibility of consolidation/collocation

## Outcomes

- Identify the level of commonality of training requirements
- Determine if enough commonality to recommend continuing to DAG



# Detailed Analysis Group (DAG)

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## Purpose

- Conduct in-depth (MICRO) curriculum analysis
- Determine consolidation/collocation options

## Outcomes

- Develop a proposed curriculum structure
- Identify areas impacting option recommendations
- Identify unique resource issues



# Resource Requirements Analysis (RRA)

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## Purpose

- Analyze options from DAG

## Outcomes

- Manpower, facilities, and cost analysis for each option



# Curriculum Review (CR)

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## Purpose

- Analyze proposed curriculum changes for resource impact

## Outcomes

- Document proposed program structure changes
  - Notional POI/curriculum plan
  - Program model (diagram)
- Identify unique resource issues



# HC-ITO Partnership with METC

