ITRO 101
Historical Background

- Voluntary organization of the military Services formed in 1972 (now includes U.S. Coast Guard and Health Care)

- Authority: Interservice Training Regulation
  - Army: AR 351-9
  - Navy: OPNAVINST 1500.27E
  - Marine: MCO 1580.7D
  - Air Force: AFI 36-2230(I)
  - Coast Guard: COMDTINSTR 1580.1

- Comprehensive procedures manuals
Vision and Mission

• 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
Mission (con’t)

• ITRO fulfills its mission by
  – Providing policy and guidance for interservice training
  – 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 Life Cycle Management of ITRO courses
ITRO Organization

- ITRO guided by structure of boards and committees
ITRO Organization

- Six ITO 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
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
ITRO Committees

- Resource Committees
  - Manpower Committee
  - Facilities Committee
  - Cost Analysis Committee

- Procedures and Directives Committee

- Other Committees
  - Training Technology Committee
  - Ad Hoc Committees
Interservice Training Defined

- Two or more military Services mutually agreeing to train together on individual skills in an institutional setting
- NOT “joint” training, which is training conducted in an operational setting, the purpose of which is to perform a joint mission
- ITRO does NOT have its own funding resources
ITRO Training Study Process

• Training study phases
  – Quick Look Phase
    • For a proposed consolidation, training requirements of each Service are analyzed to determine level of commonality
  – Detailed Analysis Phase
    • Develop notional POI for proposed consolidation
    • For proposed collocation, review POI and training requirements to determine supportability
  – Resource Analysis Phase
    • Determines resource requirements (manpower, facilities, funding) necessary to implement proposed training
Historical Background

• ITRO established Medical/Dental Committee with Navy Flag chair in 1974
• Renamed Health Care Committee (HCC) in 1980
• Established HCC Office in 1994; Services asked to provide members in support of office
• In 1998
  – Changed name from HCC to HC-ITO
  – Reconfirmed advisor remains Navy medical department Flag Officer
  – Established Interservice Training Advisory Board (ITAB)
HC-ITO Responsibilities

- Develop policies for health care interservice training
- Facilitate health care training studies
- Support DoD Training Transformation initiatives
- Provide a neutral forum for resolution of Service concerns/issues and training information exchange
- Partner with METC to implement BRAC initiative
- Meet changing Service requirements through proactive Life Cycle Management of ITRO courses
- Maintain a repository of study information
ITRO Advisor for Health Care (AHC)

• Senior Leader for HC-ITO
• Navy medical department flag officer
• Member of ITRO EB and DEB
• Chair for HC Interservice Training Advisory Board (ITAB) - Principal deliberative body
ITAB

- Chaired by ITRO Advisor for Healthcare
- Consists of one voting member per Service and other members as needed
- Identifies and prioritizes areas with potential for consolidation/collocation
- Coordinates and formulates Service positions
### Established ITRO Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Participating Services</th>
<th>Program</th>
<th>Participating Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allergy &amp; Immunization</td>
<td>A/N/AF</td>
<td>Occupational Therapy</td>
<td>A/N</td>
</tr>
<tr>
<td>Biomedical Equipment</td>
<td>A/N/AF</td>
<td>Optician</td>
<td>A/N</td>
</tr>
<tr>
<td>Cytotechnology</td>
<td>A/N</td>
<td>Orthopedic</td>
<td>A/N/AF</td>
</tr>
<tr>
<td>Dental Laboratory</td>
<td>A/N/AF</td>
<td>Physical Therapy Assistant</td>
<td>A/N</td>
</tr>
<tr>
<td>Flight Medic</td>
<td>A/N</td>
<td>Physician Assistant</td>
<td>A/N/AF</td>
</tr>
<tr>
<td>Histopathology</td>
<td>N/AF</td>
<td>Respiratory Therapy</td>
<td>A/N</td>
</tr>
<tr>
<td>Maxillofacial</td>
<td>A/N</td>
<td>Urology</td>
<td>N/AF</td>
</tr>
<tr>
<td>Nuclear Medicine</td>
<td>A/N/AF</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
HC-ITO Support of METC

• HC-ITO moved to Fort Sam Houston in support of BRAC and Transformation initiatives
• METC Flag Officer Steering Committee (FOSC) tasked HC-ITO to conduct all consolidation studies using the ITRO methodology
• FOSC agreed to have Services share costs of contract to augment the HC-ITO staff
HC-ITO Partnership with METC
FOSC Policy Guidance

- 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
- Utilize ITRO process
METC Developmental Strategy

• METC will be the “Host” for all enlisted medical training except aerospace medicine
• METC will be the largest military medical education and training institution in the world
  – Average Daily Student Load (ADSL) of 8706
  – Estimated throughput of 44K annually (enlisted and officer basic & specialty training and education)
• Program design and development
  – Design programs based upon ITRO study process
  – Utilize a single METC standard for programs
Consolidation Challenges

• 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

• Completed consolidation studies for all MOS/NEC/AFSC/SI non ITRO programs
• Identified 15 new consolidations
  – Identified manpower, facility, & equipment requirements
  – Most programs will have both consolidated and service unique components
  – Percentage of curriculum consolidated varies
• Iterative process in response to changes
# New Program Consolidations

<table>
<thead>
<tr>
<th>Program</th>
<th>Participating Services</th>
<th>Program</th>
<th>Participating Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardiovascular Technology</td>
<td>A/N</td>
<td>Ophthalmic Technician</td>
<td>A/AF</td>
</tr>
<tr>
<td>Dental Assistant</td>
<td>A/AF *</td>
<td>Patient Administration</td>
<td>A/AF</td>
</tr>
<tr>
<td>Otolaryngology Technologist</td>
<td>A/AF</td>
<td>Pharmacy Technician</td>
<td>A/N/AF</td>
</tr>
<tr>
<td>Medical Laboratory Technician</td>
<td>A/N</td>
<td>Physical Therapy Assistant</td>
<td>A/N/AF</td>
</tr>
<tr>
<td>Medical Logistics</td>
<td>A/AF</td>
<td>Preventive Medicine</td>
<td>A/N</td>
</tr>
<tr>
<td>Armed Forces Basic Medical Technician</td>
<td>N/AF</td>
<td>Radiography</td>
<td>A/N/AF</td>
</tr>
<tr>
<td>Behavioral Health Technician</td>
<td>A/N/AF</td>
<td>Surgical Technologist</td>
<td>N/AF</td>
</tr>
<tr>
<td>Nutrition and Diet Therapy</td>
<td>A/AF</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Future consolidation planned*
Questions?
Types of Interservice Training

• Consolidated Training
  – Curriculum developed by two or more Services
  – Faculty includes fair-share instructor representation
  – Follows ITRO training policies, directives, & rules
  – Materials and personnel requirements are determined by mutual agreement

• Collocated Training
  – Course taught by one Service on another Service’s installation; facilities and equipment may be shared
  – Training policies, curriculum and instructor requirements are the responsibility of the Service conducting the training; follows ITRO process
Types of Interservice Training (cont’d)

- DoD Executive Agent (DoD EA)/Single Manager Responsibility (SMR) Training
  - Training provided to two or more Services by a Service or agency under the authority of SECDEF
  - Participation is mandatory
  - May use ITRO processes
- Quota Training
  - Training conducted by one Service and attended by another Service on a space-available basis
  - Instructional plan is designed by the owning Service
  - Participating Services may be required to provide instructors if student throughput is beyond host capacity
# ITRO Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADSL</td>
<td>Average Daily Student Load</td>
</tr>
<tr>
<td>AETC</td>
<td>Air Education And Training Command (Air Force)</td>
</tr>
<tr>
<td>AMEDD</td>
<td>Army Medical Department</td>
</tr>
<tr>
<td>BES</td>
<td>Budget Estimate Submission</td>
</tr>
<tr>
<td>BOS</td>
<td>Base Operating Support</td>
</tr>
<tr>
<td>BT</td>
<td>Basic Training</td>
</tr>
<tr>
<td>CBA</td>
<td>Cost Benefit Analysis</td>
</tr>
<tr>
<td>CRB</td>
<td>Curriculum Review Board</td>
</tr>
<tr>
<td>DAG</td>
<td>Detailed Analysis Group</td>
</tr>
<tr>
<td>DEB</td>
<td>Deputy Executive Board</td>
</tr>
<tr>
<td>EA</td>
<td>Executive Agency</td>
</tr>
<tr>
<td>EB</td>
<td>Executive Board</td>
</tr>
<tr>
<td>Acronym</td>
<td>Description</td>
</tr>
<tr>
<td>---------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>FHPC</td>
<td>Force Health Protection Council</td>
</tr>
<tr>
<td>HC ITAB</td>
<td>Health Care Interservice Training Advisory Board</td>
</tr>
<tr>
<td>HC-ITO</td>
<td>Health Care Interservice Training Office</td>
</tr>
<tr>
<td>IEO</td>
<td>Interservice Executive Order</td>
</tr>
<tr>
<td>IPT</td>
<td>Integrated Process Team</td>
</tr>
<tr>
<td>ISA</td>
<td>Installation Support Agreement</td>
</tr>
<tr>
<td>ISEERB</td>
<td>Interservice Environmental Education Review Board</td>
</tr>
<tr>
<td>ISLERC</td>
<td>Interservice Legal Education Review Committee</td>
</tr>
<tr>
<td>ITRO</td>
<td>Interservice Training Review Organization</td>
</tr>
</tbody>
</table>
# ITRO Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>MIPR</td>
<td>Military Interdepartmental Purchase Request</td>
</tr>
<tr>
<td>MOA</td>
<td>Memorandum Of Agreement</td>
</tr>
<tr>
<td>MOS</td>
<td>Military Occupational Specialty (Air Force and Army)</td>
</tr>
<tr>
<td>MTT</td>
<td>Mobile Training Team</td>
</tr>
<tr>
<td>NEC</td>
<td>Navy Enlisted Classification</td>
</tr>
<tr>
<td>POI</td>
<td>Plan Of Instruction (Army), Program of Instruction (Air Force)</td>
</tr>
<tr>
<td>QLG</td>
<td>Quick Look Group</td>
</tr>
<tr>
<td>ROE</td>
<td>Rules Of Engagement</td>
</tr>
<tr>
<td>RRA</td>
<td>Resource Requirements Analysis</td>
</tr>
</tbody>
</table>
## ITRO Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAF</td>
<td>Staff Action Form</td>
</tr>
<tr>
<td>SC</td>
<td>Steering Committee</td>
</tr>
<tr>
<td>SEAC</td>
<td>Senior Enlisted Advisory Council</td>
</tr>
<tr>
<td>SME</td>
<td>Subject Matter Expert</td>
</tr>
<tr>
<td>SMMAC</td>
<td>Senior Military Medical Advisory Council</td>
</tr>
<tr>
<td>SMR</td>
<td>Single Manager Responsibility</td>
</tr>
<tr>
<td>SSI</td>
<td>Speciality Skill Identifier (Marine Corps)</td>
</tr>
<tr>
<td>TRADOC</td>
<td>Training And Doctrine Command (Army)</td>
</tr>
<tr>
<td>TECOM</td>
<td>Training And Education Command (Marine Corps)</td>
</tr>
<tr>
<td>TTC</td>
<td>Training Technology Committee</td>
</tr>
<tr>
<td>USCGCMDT</td>
<td>U.S. Coast Guard Commandant</td>
</tr>
</tbody>
</table>
ITRO Training Study Process

Quick Look Group (QLG)
- Determine consolidation feasibility

Detailed Analysis Group (DAG)
- Complete curriculum analysis
- Identify consolidation options

Resource Requirements Analysis (RRA)
- Determine manpower, facilities, cost
- Identify fair share

DEB/ITAB Decision
- Concur/non-concur with resource recommendations

Implementation