

**Concept Plan**  
**Modern Army Combatives Program**  
**Information Paper**  
As of 6 JUNE 07

1. **Subject.** Concept plan for the Modern Army Combatives Program (Levels I, II, III, and IV) – TRADOC

2. **References.**

- a. 16 Sept 04, CSA's combatives guidance email from DSC G3 to all MACOMS Commanders
- b. HRC G1 Brigade command requirements
- c. Feb 05 Ft Benning Process Action Team Recommendations
- d. NG & Reserve SACG MOA (Draft)
- e. AR 350-1 Combatives requirements
- f. FM 3-25.150

3. **Purpose.** The Chief of Staff of the Army (CSA) approved the Modern Army Combatives Program (MACP) under the Task Force Soldier initiative. The CSA directed that every soldier will experience actual hands on combatives training prior to deploying. Consistent with the recommendations of the Task Force Soldier and Warrior Ethos Programs, the purpose of MACP is to train soldiers in combative skills and develop a train-the-trainer program for all Army units. This program ensures a safe and standardized implementation across the Army and provides Soldiers with confidence in their ability to employ effective combative techniques.

4. **Discussion.** Operating at Ft Benning, the United States Army Combatives School (USACS) has trained 20,000 plus soldiers per year since FY 00, and has conducted numerous Mobile Training Team (MTT) classes across the Army. MACP ATRRS will begin in the first quarter of FY07 and provide MTTs where requested when possible. The USACS is prepared to conduct training in accordance with the ATRRS system in FY 06 with TRADOC approval. The train-the-trainer program will increase the Army's ability to train Soldiers and facilitates a unit's flexibility to manage and maintain their own program IAW 350-1 and MACP POIs. Post FY 07, Levels III and IV will be taught exclusively at Ft Benning, Georgia. Additionally, USACS will have a Quality Control Team that will travel to various installations ensuring standards, safety, and assist unit commanders with their respective programs. The National Guard Bureau has committed six Non-Commissioned Officers at Ft Benning to work in concert with USACS. These NCOs will be responsible for training NGB units IAW command guidance and directives.

5. **Program levels of instruction.** MACP consists of four levels, each designed to not only expand individual fighting skills, but also enhance the teaching aspects of combatives.

a. Level I is a one week (40 hours) course designed to teach basic combatives techniques. The level I instructor training course should be taught at the battalion level by a level III instructor and certified by a LTC (0-5) Commander. Level I qualified instructors can teach the basic combatives drills and tasks.

b. Level II is a two week (80 hours) course tailored to teach advanced techniques, teaching methodologies and philosophies. Each company will have at least one level II qualified instructor. The level II instructor course will be taught at the brigade/installation level by a level IV instructor and certified by a COL (0-6) Commander. Level II qualified instructors can supervise level I instructors, and referee basic competitions.

c. Level III is a four week (160 hour), course designed to integrate fighting skills into the infantry battle drills and Close Quarters Battle (CQB). Level III qualified instructors have the authority to instruct the level I course, referee post events, special rules competitions and serve as Battalion Master Trainer for scenario based training.

d. Level IV is a four week (160 hours) course designed to teach management skills at the installation level. Instruction will focus on how to design, manage, execute and promote a safe combatives program throughout the installation. A special emphasis will be placed on teaching methodologies and safety.

**6. Quality Control.** IAW AR 350-1 the Combatives School will ensure properly trained instructors are developed throughout the Army.

a. Level I & II instructors trained at unit level will be supervised at Brigade and Installation by level III & IV instructors. Commanders should develop an instructor program that sustains level I & II IAW AR 350-1.

b. Quality Control (QC) methods used by the USACS to oversee Brigade and Installation training takes place when level II instructors travel to Ft Benning for the level III instructor course. The USACS will test the technical and physical level of incoming level II students to ensure they have been properly trained prior to starting the level III course. Students who do not properly display a complete understanding of level I & II knowledge and procedures will then be returned to their respective unit for additional training. USACS QC team will visit the student's Brigade and Installation level III & IV instruction and observe their training and review instructional methods.

c. All levels of combatives training will ensure that DA 285 Accident Ground Reports are utilized and sent through the unit chain of command to the local Army Safety Center. USACS will monitor injury rates and conduct Injury Analysis' to ensure safe training is being conducted throughout the Army.

d. Unit surveys and student AARs should be initiated and monitored by Brigade/Installation level IV instructors. These are valuable tools to provide feedback on combatives training. Many lessons learned and future POI changes will come from these important documents. Trends will be forwarded to the USACS for review of potential systematic issues.

**7. Army Instructor Manning Requirement.** A two year plan starting first quarter of FY 06 will be utilized to train the 1,054,000 Soldiers currently serving in the Army. Using the train-the-trainer concept for level III and IV instructors, the required amount of instructors can be trained and in place throughout every Army brigade by the end of FY 07. The Army has 534 brigade sized elements broken down as follows: 156 maneuver/direct support brigades; 233 service/indirect support brigades; and 145 AMMED and Acquisition brigades. Initial efforts will focus on graduating level III and IV instructors to meet every maneuver, direct/indirect support brigades and installation requirements.

a. IAW AR 350-1 the minimum combatives instructors requirements for all Army levels is as follows:

- (1) One level I instructor per platoon
- (2) One level II instructor per company
- (3) One level III instructor per battalion
- (4) One level IV instructor per brigade
- (5) Two level IV instructors per division/installation

b. Using the number of brigades and one battalion per AMMED and Acquisition brigade the estimated minimum requirement will be 1,312 level III instructors for 534 brigades across the Army. USACS can train the force within 24 months by conducting 18 classes with 36 students per year.

c. During the first two years, priority for level IV instructors will be to the 389 maneuver, direct and indirect brigades and 10 divisions. Estimated minimum requirement for 389 brigades and 10 division level IV instructors is 409. USACS can achieve this within 24 months by conducting 6 classes with 36 students per year.

**8. Fort Benning Instructor/Staff Requirement:** Projected load for FY 06 is 2600 students. 864 are the required level III and IV students for the Army, 1736 is the sustainment for level I and II for the Army. One instructor per 12 students is required for safety and quality instruction purposes.

a. Recommend a mix of active duty and Government Services (GS) cadre strength of 16 personnel to instruct and sustain the Army and Ft Benning 2600 student requirement is as follows:

- (1) One GS-12 Director
- (2) One E-8 NCOIC/Chief of Training
- (3) Four 3 person Warrior instructor teams consisting of 1x GS-11, 1 x E-7, and 1 x E-6.

- (4) One GS-6 Administrative Clerk
- (5) One GS-4 Supply Clerk

b. Justification for GS employees:

(1) Government Service (GS) employees will provide the foundation for this POI by maintaining continuity and a repository of excellence within the combatives community.

(2) GS Director will supervise and manage ASATs, POI and FM 3-25.150 updates, Organizational Competitions (Post and Army), Risk Management, Combatives Quality and Control Subject Matter Expert (SME),

advise NCOIC on the hiring, training and employment of GS-11 senior instructors, and perform duties as the Program Manager for Combatives.

(3) Senior Instructors will be SMEs on specific aspects of combatives (Muay Thai / Boxing, Brazilian Jiu-Jitsu, weapons fighting, Greco-Roman Wrestling) in addition to providing continuity to the program. The senior instructors will develop the military instructors to teach the level III and IV courses. These individuals will be world class instructors skilled in their respective disciplines. The associated cost of hiring these individuals will be commensurate to their ability with the intent to build and maintain a world class program.

(4) Immediate hiring of director and senior instructors will allow for instructor certification and level IV POI pilot course completion and implementation, tentatively scheduled to occur in June 05.

(5) Special emphasis is required on the Director and Senior Instructor hires. These positions are paramount to the establishment, sustainment, and maintenance of the program.

(6) The administration clerk will perform duties that include in and out processing, daily accountability, and coordination with sending units of students. Additional duties include developing and sending accident/injury reports, maintaining a data base of all graduates, and monitoring ATRRS.

(7) The supply clerk will perform duties that include inspection and maintenance of combatives property book, develop and maintain combatives budget, ULLS 4 automation, DJAS for requesting budget supplies and TDY requests/settlements.

(8) Civilian requirements for combatives will be determined using the Cost Estimating Relationship (CER) Model.

**9. Ft Benning Combatives School Annual Training Methodology for FY 06 & FY 07.** Using a 50 week year for training (52 weeks minus 2 weeks for holiday exodus) the following class structure provides a model justifying the 16 cadre. To instruct 2600 students using 19,080 instructor contact hours (ICH) for the Combatives Program at Ft Benning:

- a. Level III (18 classes) will instruct 72 weeks (2880 ICH x3 cadre=8640)
- b. Level IV (6 classes) will instruct 24 weeks (960 ICH x3 cadre=2880)
- c. Weeks not in cycle instructing:
  - (1) 0 Level III
  - (2) 16 Level IV
- d. Additional duties performed during Ft Benning non-instructional weeks:
  - (1) Level III MTTs
  - (2) Quality and Control MTTs
  - (3) Travel days for MTTs
  - (4) Preparation days for upcoming MTTs
  - (5) Leave
  - (6) Refit and Level IV recertification
  - (7) Combatives Conference
  - (8) Army Combatives Competitions

**10. Personnel and Cost Requirements.**

a. Facility Requirements. Facility requirements are not yet funded. A facility consisting of 20,800 square feet of mat space (5200ft per 36 man class) is required to train four POIs simultaneously. The facility and materials requirements were sent to the Ft Benning Director Resource Management on 27 Jan 05 for staffing analysis and cost estimates. The final figure is still pending.

b. Equipment Cost. There is an initial one time equipment cost of \$125K to purchase mats, bags and training gear.

c. Recurring Cost. DRM is currently waiting on a TRADOC directive to begin the cost estimate for supplies and equipment. Preliminary figures based on historical data indicate this cost to be 24K annually for equipment only.

d. Civilian Personnel Cost. Based on the 2005 salary table for Atlanta, including base pay and estimated benefits is \$435,000 for GS workers per year.

**11. Name, Email and DSN of the Point of Contact.**

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