

STP 55-88M14-SM-TG
Soldier's Manual and Training Guide
MOS 88M
MOTOR TRANSPORT OPERATOR
SKILL LEVELS 1, 2, 3, AND 4
November 2013



United States Government
US Army

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Other senior officials of the Department are the Under Secretary of the Army principal deputy to the Secretary and the Vice Chief of Staff of the Army principal deputy to the Chief of Staff. The

Department of War was originally formed in 1789 as an Executive Department of the United States, and was renamed by the National Security Act of 1947 to the Department of the Army on September 18, 1947. By amendments to the National Security Act of 1947 in 1949, the Department of the Army was transformed to its presentday status. Weve got you covered with the buzziest new releases of the day. It containsan MOS training plan that providesinformation needed to plan, conduct, and evaluate unit training, one for the most important jobs of militaryleaders. 9 It includes standardized training objectives in the form of task summaries that can be used totrain and evaluate soldiers on critical tasks supporting unit missions during holding MOS 88M should have access to this publication. Trainers and firstline supervisorsshould actively plan for soldier access, making it available in work areas, unit learning centers, and unitlibraries. However, it is not intended for an individual copy to be provided to each MOS holder. The TSPis obtainable online from the Reimer Digital Library RDL at in thismanual apply to active Army and reserve component proponent of this publication is HQ TRADOC. 10 Submit comments and recommendations on DA Form2028 Recommended Changes to Publications and Blank Forms directly to Department of the Army, Training Directorate, Transportation Training Division, ATTN ATCLAT, 401 First Street, Suite 214, FortLee, VA this publication states otherwise, masculine nouns and pronouns do not refer exclusively to 5588M14SMTG11 CHAPTER Manual identifies the individual military occupational specialty MOS, trainingrequirement for soldiers in MOS 88M. Commanders, trainers, and soldiers should use it to plan,conduct, and evaluate individual training in units.

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form of task summaries that can be used to train and evaluate soldiers on critical tasks supporting unit missions during wartime. Trainers and firstline supervisors should actively plan for soldier access, making it available in work areas, unit learning centers, and unit libraries. The TSP is obtainable online from the Reimer Digital Library RDL at Tasks in this manual apply to active Army and reserve component soldiers. The proponent of this publication is HQ TRADOC.

Submit comments and recommendations on DA Form 2028 Recommended Changes to Publications and Blank Forms directly to Department of the Army, Training Directorate, Transportation Training Division, ATTN ATCLAT, 401 First Street, Suite 214, Fort Lee, VA Unless this publication states otherwise, masculine nouns and pronouns do not refer exclusively to men. v Commanders, trainers, and soldiers should use it to plan, conduct, and evaluate individual training in units. This manual is the primary MOS reference to support the selfdevelopment and training for every soldier within this MOS. Commanders train their units to be combat ready. Training is their number one priority. Commanders achieve this using tough, realistic, and challenging training. At every echelon, commanders must train their unit to the Army standard. Battle focus enables the commander to train units for success on the battlefield. Using the Army Training Management Cycle, the commander continuously plans, executes, and assesses the state of training in the unit. This cycle provides the framework for commanders to develop their unit s METL, establish training priorities, and allocate resources. Commanders and leaders at all echelons use the Principles of Training to develop and execute effective training. As commanders train their units on METL tasks, senior commanders reinforce training by approving and protecting training priorities and providing resources. The following are the ten principles of training 1 Commanders are responsible for training. 2 NCOs train individuals, crews, and small teams. 3 Train as a combined arms and joint team. 4 Train for proficiency. Realistic conditions. Performanceoriented. 5 Train to standard using appropriate doctrine. 6 Train to adapt. 7 Train to maintain and sustain. 8 Train using multiechelon techniques. 9 Train to sustain proficiency. 10 Train and develop leaders. b. Commanders are Responsible for Training.

Commanders are responsible for the training and performance of their soldiers and units. They are the primary training managers and trainers for their organization, are actively engaged in the training process, and adhere to the principles shown in Figure 21. To accomplish their training responsibility, commanders must Be present at training to maximum extent possible. Base training on mission requirements. Train to applicable Army standards. Assess current levels of proficiency. Provide the required resources. Develop and execute training plans that result in proficient individuals, leaders, and units. 11 NCOs are responsible for conducting standards based, performanceoriented, battle focused training. They identify specific individual, crew, and small team tasks that support the unit s collective mission essential tasks; plan, prepare, rehearse, and execute training; and evaluate training and conduct after action reviews to provide feedback to the commander on individual, crew, and small team proficiency. Senior NCOs coach junior NCOs to master a wide range of individual tasks. d. Train as a Combined Arms and Joint Team. The Army provides a Joint Force Commander JFC with trained and ready forces that expand the command s range of military options in full spectrum operations. Army commanders tailor and train forces to react quickly to any crisis. Army forces provide a JFC the capability to Seize areas previously denied by the enemy. Dominate land operations. Provide support to civil authorities. Army forces seldom operate unilaterally. Joint interdependence from the individual, crew, and small team to the operational level requires training to develop experienced, adaptive leaders, soldiers, and organizations prepared to operate with joint, and multinational forces and to provide interagency unity of effort. The fundamental basis for the organization and operation of Army forces is combined arms.

Combined arms is the integrated application of several arms to achieve an effect on the enemy that

is greater than if each arm was used against the enemy separately or in sequence. Integration involves arrangement of battlefield actions in time, space, and purpose to produce maximum relative effects of combat power at a decisive place and time. Through force tailored organizations, commanders and their staffs integrate and synchronize the Battlefield Operating Systems BOS to achieve combined arms effects and accomplish the mission. Today's Army doctrine requires teamwork at all echelons. Well-trained Army combined arms teams can readily perform in joint, multinational, and interagency environments. When committed to battle, each unit must be prepared to execute operations without additional training or lengthy adjustment periods. Leaders must regularly practice task organization of habitually associated combat arms, combat support, and combat service support capabilities. Teams can only achieve combined arms proficiency and cohesiveness when they train together. Similarly, peacetime relationships must mirror wartime task organization to the greatest extent possible. Commanders are responsible for training all warfighting systems. The full integration of the combined arms team is attained through the task organization approach to training management. Task organizing is a temporary grouping of forces designed to accomplish a particular mission. This approach acknowledges that the maneuver commander integrates and synchronizes the BOS. In short, the maneuver commander, assisted by higher echelon leaders, forges the combined arms team.

Soldier's Responsibilities. Each soldier is responsible for performing individual tasks that the firstline supervisor identifies based on the unit's mission-essential task list METL. The soldier must perform the task to the standards listed in the STP.

If a soldier has a question about how to do a task or which tasks in this manual he must perform, it is the soldier's responsibility to ask the firstline supervisor for clarification. The firstline supervisor knows how to perform each task or can direct the soldier to the appropriate training materials.

12 Selfdevelopment is one of the key components of the leader development process. It is a planned progressive and sequential program followed by leaders to enhance and sustain their military competencies. It consists of individual study, research, professional reading, practice and self-assessment. Under the selfdevelopment concept, the noncommissioned officer NCO, as an Army professional, has the responsibility to remain current in all phases of the MOS. The STP is the primary source for the NCO to use in maintaining MOS proficiency. Numerous additional sources available to the NCO for selfdevelopment are The Army Training and Doctrinal Digital Library The Army Correspondence Course Program ACCP The US Army Homepage under Enlisted Career Management This site contains many links to NCO academies and colleges and universities. Unit learning centers are valuable resources for planning out selfdevelopment programs. They can help access enlisted career maps, training support products and extension training materials Training Support. This manual includes the following appendices and information, which provide additional support information Appendix A, DA Form 5164R HandsOn Evaluation. The leader book referred to in FM 70, Battle Focused Training Appendix B is used to record task performance and gives the leader total flexibility on the method of recording training. The trainer may use DA Forms 5164R HandsOn Evaluation and 5165R Field Expedient Squad Book as part of the leader book. The forms are optional and locally producible. STP SMCT, Appendix C contains a copy of the forms and instructions for their use.

Digital versions are available at Appendix B, DA Form 5165R Field Expedient Squad Book. The NCO trainer can use this form to set up the leader book described in FM 70. The use of this form may help preclude writing the soldier tasks associated with the unit's METL and can become a part of the leader book. This form is also available in digital format at Glossary. The glossary, which follows the appendices, is a single comprehensive list of acronyms, abbreviations, definitions, and letter symbols. References. This section contains two lists of references, required and related, which support training of all tasks in this STP. Required references are listed in the conditions statement and are required for the soldier to do the task. Related references are materials that provide more

detailed information and a more thorough explanation of task performance Task Summaries. Task summaries outline the wartime performance requirements of each critical task in the soldier's manual SM. They provide the soldier and the trainer with the information necessary to prepare, conduct, and evaluate critical task training. As a minimum, task summaries include information you must know and the skills that you must perform to standard for each task. The format for the task summaries included in this STP is as follows Task Title. Describes the required action with one action verbobject qualifier. Task Number. Provides a unique, permanent identification number. 13 The condition expands on the information in the task title by identifying when, where, and why the soldier performs the task as well as what materials, personnel, and equipment the soldier must have to perform the task. Standards. Establishes criteria for how well a task must be performed. The standard specifies how well, completely, or accurately a process must be performed or product produced. Training and Evaluation Guide. Contains two sections a. Task performance steps that provide details required performing the task. b.

Performance Evaluation Guide that contains 1 Evaluation Preparation. Provides special setup procedures and instruction for evaluating task performance if required. 2 Performance Measures with NOGO criteria. 3 Evaluation Guidance. Indicates requirements for receiving a GO and otherspecial guidance if required. 4 References. This section identifies references that provide more detailed and thorough explanations of task performance requirements than that given in the task summary description. Identifies required and related references. 5 Integrated Safety statement and environmental considerations. Provides special safety requirements and environmental considerations identified during task analysis. NOTE Safety and environmental factors and considerations are included in the task steps as identified during task analysis. 14 Units have different training needs and requirements based on differences in environment, location, equipment, dispersion, and similar factors. Therefore, the MOS Training Plan should be used as a guide for conducting unit training and not a rigid standard. The MOS Training Plan consists of two parts. Each part is designed to assist the commander in preparing a unit training plan which satisfies integration, cross training, training up, and sustainment training requirements for soldiers in this MOS. Part One of the MOS Training Plan shows the relationship of an MOS skill level between duty position and critical tasks. These critical tasks are grouped by task commonality into subject areas. Section I lists subject area numbers and titles used throughout the MOS Training Plan. These subject areas are used to define the training requirements for each duty position within an MOS. Duty Position Column. This column lists the duty positions of the MOS, by skill level, which have different training requirements. Subject Area Column.

This column lists, by numerical key see Section I, the subject areas a soldier must be proficient in to perform in that duty position. Cross Train Column. This column lists the recommended duty position for which soldiers should be cross trained. This column lists the corresponding duty position for the next higher skill level or MOSC the soldier will merge into on promotion. Part Two lists, by general subject areas, the critical tasks to be trained in an MOS and the type of training required resident, integration, or sustainment. This column lists the subject area number and title in the same order as Section I, Part One of the MOS Training Plan. Task Number Column. This column lists the task numbers for all tasks included in the subject area. Title Column. This column lists the task title for each task in the subject area. Training Location Column. This column identifies the training location where the task is first trained to soldier training publications standards. If the task is first trained to standard in the unit, the word Unit will be in this column. If the task is first trained to standard in the training base, it will identify, by brevity code ANCOC, BNCOC, and so on, the resident course where the task was taught. Figure 21 contains a list of training locations and their corresponding brevity codes. This column indicates the recommended frequency at which the tasks should be trained to ensure soldiers maintain task proficiency. Figure 22 identifies the frequency codes used in this column. BA Biannually AN Annually SA Semiannually QT Quarterly MO Monthly BW Biweekly WK

Weekly Figure 22. Sustainment Training Frequency Codes Sustainment Training Skill Level Column. This column lists the skill levels of the MOS for which soldiers must receive sustainment training to ensure they maintain proficiency to soldier s manual standards Subject Area Codes.

Motor Pool Management Skill Level 4 UNIT SA 34 UNIT SA 34 UNIT SA Manage Driver Training Program ANCOC AN Manage Preventive Maintenance Checks and Services ANCOC AN Manage Motor Pool Operations ANCOC AN Establish Motor Transport Safety Program ANCOC AN Prepare Unit Load Plans ANCOC AN 4 Subject Area 13. Convoy Planning and Operation Perform Duties as Convoy Commander ANCOC SA Conduct Reconnaissance of Convoy Route ANCOC SA 4 Subject Area 14. Brief Soldier Tell the soldier to complete all sections of the DD Form 518 and SF 91 legibly and accurately using the information given. Tell the soldier to sign and date the SF 91 and turn it in to the commanding officer or NCOIC. Tell the soldier that the SSN is optional. Performance Measures GO NO GO 1. Entered information on DD Form Gave DD Form 518 to any person involved in the accident. 3. Placed DD Form 518 in or on the involved parked vehicle, notified local authorities, and stood by the scene of the accident until the authorities arrived if the accident involved a parked car and the person concerned was not present. 4. Entered information on SF Turned in report to the commanding officer or noncommissioned officer in charge NCOIC. Evaluation Guidance Score the soldier GO if all performance measures are passed. Score the soldier NOGO if any performance measure is failed. If any performance measure is failed, tell the soldier what was done wrong and how to do it correctly. Standards You have determined how to read and interpret the applicable TM. You have removed all watches, rings, and other jewelry for safety reasons. You have inspected the vehicle, trailer, or equipment according to the preventive maintenance checks and services PMCS tables of the appropriate TM while wearing hearing protection as necessary. You have adhered to all WARNINGS, CAUTIONS, and notes concerning the items you have checked. You have distinguished between before, during, and after operation maintenance checks.

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