

**Department of the Army
Pamphlet 350–38**

Training

Standards in Weapons Training

**Headquarters
Department of the Army
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SUMMARY of CHANGE

DA PAM 350-38
Standards in Weapons Training

This major revision, dated 29 September 2017--

- o Removes Army Force Generation and replaces it with Sustainable Readiness (throughout).
- o Updates acronyms (glossary).

Training Standards in Weapons Training

By Order of the Secretary of the Army:

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History. This publication is a major revision.

Summary. This pamphlet contains procedures for planning, resourcing, and executing training. It includes weapons qualification standards, suggested training programs, and ammunition requirements for

the attainment and sustainment of weapons proficiency. The programs incorporate training devices and simulators.

Applicability. This pamphlet applies to the Active Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve, unless otherwise stated.

Proponent and exception authority. The proponent of this pamphlet is the Deputy Chief of Staff, G–3/5/7. The proponent has the authority to approve exceptions or waivers to this pamphlet that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to a division chief within the proponent agency or its direct reporting unit or field operating agency, in the grade of colonel or the civilian equivalent. Activities may request a waiver to this pamphlet by providing justification that includes a full analysis of the expected benefits and

must include formal review by the activity's senior legal officer. All waiver requests will be endorsed by the commander or senior leader of the requesting agency and forwarded through the higher headquarters to the policy proponent. Refer to AR 25–30 for specific guidance.

Suggested improvements. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to the Deputy Chief of Staff, G–3/5/7 (Army Training Support Center (Standards in Training Commission)), Fort Eustis, VA 23604–5166.

Distribution. This pamphlet is available in electronic media only and is intended for command levels C, D, and E for the Active Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

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Glossary

*This publication supersedes DA Pam 350–38, dated 22 November 2016.

1. Purpose

This pamphlet provides commanders with the training strategies for individual, crew, and collective weapons training and identifies the resources required to execute that training. Standards in Weapons Training strategies are the basis for determining training ammunition requirements and for providing units the information necessary to forecast training ammunition. Standards in Training Commission (STRAC) strategies form the basis of the Headquarters, Department of the Army (HQDA) training ammunition program used in programming and resourcing. STRAC training strategies drive investment and resourcing decisions in areas such as range modernization, range instrumentation, and training aids, devices, simulators, and simulations (TADSS).

2. References

See appendix A.

3. Explanation of abbreviations and terms

See the glossary.

4. Responsibilities

Responsibilities are outlined in AR 5–13.

5. Scope

The STRAC training strategies apply to the active component (AC), the Army National Guard (ARNG), and the U.S. Army Reserve (USAR).

6. Standards in Training Commission

In March 1982, the Vice Chief of Staff of the Army established the STRAC, appointing the Deputy Chief of Staff (DCS) G–3/5/7 as chairman and U.S. Army Training and Doctrine Command (TRADOC) and Army Training Support Center (ATSC) as the Army lead agents. The STRAC mission is to determine the quantities and types of munitions required for Soldiers, crews, and units to attain and sustain weapon proficiency relative to readiness levels through maximum use of TADSS and sub caliber firing devices.

7. Training Ammunition Management Process

a. Standards in Weapons Training Program. Ammunition management starts with the STRAC strategies. The STRAC chairman directs the program and reports directly to the Vice Chief of Staff of the Army. The chairman is supported by the Training and Leader Development General Officer Steering Committee, with membership from the Army Staff, Army commands (ACOMs), Army service component commands (ASCCs), direct reporting units (DRUs), TRADOC, and the commandants of the proponent schools. Weapons committees chaired by the commandants of Maneuver Support Center of Excellence, Maneuver Center of Excellence, Fires Center of Excellence, Aviation Center of Excellence, Combined Arms Support Center of Excellence, and the Special Warfare schools with full ACOMs and ASCCs representation, develop weapons training standards and strategies. The Army Munitions Council of Colonels chaired by the DCS, G–3/5/7 (DAMO–TRA) and TRADOC Capability Manager-Live reviews and integrates weapons standards and strategies. Approved strategies by the Army Munitions Council of Colonels will be integrated into this pamphlet in line with the Congressional Program Objective Memorandum (POM) cycle.

b. Training ammunition requirements. Each year, unit commanders use the approved training standards and strategies in this pamphlet to determine their training ammunition requirements for the following year's training events. Total Ammunition Management Information System (TAMIS) is used by units to review, validate, and submit their ammunition requirements to the DCS, G–3/5/7. Following review and consolidation by each ACOM, ASCC, and DRU and validation by ATSC, STRAC requirements become the basis for training ammunition authorized by the DCS, G–3/5/7.

c. Total Army Ammunition Authorization/Allocation Committee. Each year during the Total Army Ammunition Authorization/Allocation Committee (TA4C), ACOMs, ASCCs, and DRUs receive training ammunition authorizations in accordance with their validated STRAC requirements. Authorizations may be adjusted to account for ammunition in short supply or to force expenditure of older munitions. The TAMIS is the Army's official system for managing training ammunition authorizations.

d. Total Ammunition Management Information System. TAMIS is used to manage training ammunition across the Army. It provides visibility of all levels of ammunition authorizations, expenditures, and forecasts. The DCS, G–3/5/7 provides authorizations to the ACOMs, ASCCs, and DRUs through TAMIS. ACOMs, ASCCs, and DRUs sub authorize

to their subordinate units. Units plan their training events using TAMIS authorizations and submit their monthly forecasts in TAMIS based upon their STRAC requirements. After verifying authorizations in TAMIS, ammunition storage points issue training ammunition to units immediately prior to the training event. Once issued, ammunition items are recorded as expenditures in TAMIS.

8. Resourcing

a. Headquarters use the events found in the training strategies (Combined Arms Training Strategy (CATS) and STRAC) as the basis for programming and budgeting training resources. The Army's goal is to fully resource each unit to execute the training strategy. Fiscal constraints or ammunition availability due to suspensions, procurement, or distribution problems may not always allow fulfillment of this goal. Commanders must address this when determining their unit's T-rating for readiness reporting.

b. Programming and budgeting of munitions required for STRAC weapons training occur in accordance with POM cycles. The standard lead time to program for, procure, produce, and distribute munitions in support of an Army Munitions Council of Colonels approved weapons training strategy is a minimum of 4 years. DCS, G-3/5/7 (DAMO-TRA) incorporates the training strategy into that year's POM process 2 years in advance. In the third year, the Army procures the munitions required to execute STRAC weapons training strategies. In the fourth year, the munitions are available for training.

9. Training aids, devices, simulators, and simulations

A holistic and realistic approach to training that includes live fire and TADSS is needed to fully prepare Soldiers. Commanders must integrate TADSS into the training strategies in order to enhance and sustain skills and training and, in some cases, they may be the sole medium for training critical tasks that are not resourced. TADSS are an integral part of the training strategies and full-caliber requirements are based on their use as presented in the strategies.

10. U.S. Army Reserve Command Standards and strategies

a. Standards and strategies for USAR and ARNG Committee instructors is listed under "Reserve component (RC) training battalion." (Reference is to web-based manual. See paragraph 12 for additional information.)

b. USAR training programs support both initial entry and prior service personnel. USAR training programs also support and accommodate the USAR-phased qualification and/or sustainment program by basing training ammunition on the number of Soldiers in each phase.

c. For individual weapons qualification, all personnel involved in marksmanship instruction (except instructors and drill sergeants) will follow USAR training strategies. Soldiers assigned as track commanders and/or instructors in infantry or scout advanced individual training or one station unit training units are considered to be instructors when determining resources and the attainment of standards.

11. Training strategies

a. The weapons training strategies prescribe the events and standards for achieving and sustaining individual, crew, and unit readiness. In conjunction with the CATS, the STRAC strategies form the basis of unit collective training. Commanders use the events found in the STRAC and CATS strategies to develop their unit training plan and calendar, taking into account the frequency, duration, conditions, and standards in the strategies. The training plan is briefed at the quarterly training brief, to include events executed as well as events scheduled but not executed. When planned training is not conducted, the commander is assuming risk. Commanders verify their T-rating on the unit status report using the training event execution review (see AR 220-1).

b. The STRAC format has been changed from a weapons-based to a unit-based concept. This concept allows targeting of resources down to a specific unit type with allowances for different mission-essential task lists. Individuals in duty positions not assigned individual weapons are exempt from weapon qualification in accordance with AR 350-1.

12. Structure of Department of the Army Pamphlet 350-38

a. This pamphlet has transitioned to a fully interactive web-based manual. The manual, with all chapters and tables, is accessible as a module in TAMIS. Accessing the manual inside of TAMIS requires a common access card. The location for accessing the manual is available at <https://tamis.army.mil>. For any technical support or help accessing the TAMIS website contact by email: usarmy.pentagon.hqda-dcs-g-3-5-7.mbx.tamis-support@mail.mil or TAMIS support link: <https://tamis.army.mil/>; or by phone: 1-855-752-8111.

b. Chapters are structured by unit type: armor, infantry, and artillery, instead of by weapon type, as in previous editions of this pamphlet. This approach simplifies training management at the unit level and allows commanders to see their unit's entire weapons training strategy for all weapons in one place. Additionally, STRAC strategies in each chapter now reflect

training doctrine from the Army's field manuals (FMs), resulting in the addition and resourcing of training events that previously were not included or resourced for execution.

c. Each chapter consists of a written strategy incorporating use of both training devices and weapons, charts outlining required individual and collective training, and weapons training standards. Each chapter also contains tables showing the training tasks and resources required for each weapon system.

d. ARNG and United States Army Reserve Command (USARC) training.

(1) ARNG and USARC units will use the same chapters, strategies and tables as AC units. These units normally train annually to the individual weapon or Soldier level. For the RC units preparing to be part of the early deployment force, they will progressively build readiness over multi-year periods to enter the "Ready" module, achieving C2 readiness. RC units can request the increase in authorizations to cover the additional requirement as needed annually as part of the TA4C process.

(2) Upon receipt of an official Department of the Army (DA) alert notice, all RC units will use AC requirements to identify the additional training ammunition needed to bring them to AC standards on the weapons required for the mission. Mission requirements may not include every weapon on a unit's Modification Table of Organization and Equipment (MTOE), and they may require training on weapons not on the MTOE. Upon receipt of an official DA mobilization order, RC units forecast training ammunition required to bring them to AC standards on the weapons required for the mission. HQDA, DCS, G-3/5/7, (DAMO-TRA) will provide additional authorizations, if needed, once the ACOMs and ASCCs have cross-leveled available authorizations required to perform the mobilization mission.

e. The web-based manual contains training ammunition requirements for contingency operations training, deployment exercises, continental U.S. and/or outside the continental United States-directed training exercises, and combat training center rotations.

13. Chapter overviews

The following are overviews of the chapters and tables:

a. *Chapter 2.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and collective crew served weapons and platforms (wheeled and tracked) training for all personnel assigned to tank battalions, cavalry squadrons, and reconnaissance troops.

b. *Chapter 3.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and collective crew served weapons and gunnery training programs for units equipped with 105-mm howitzers, 155-mm howitzers, multiple launch rocket systems, Bradley fire support vehicles, and STRYKER brigade combat teams.

c. *Chapter 4.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and crew served weapons assigned to an air defense artillery unit. This chapter also provides weapons standards, training strategies, and resource requirements for units equipped with Man Portable Air Defense System Stinger, Avenger, and Patriot Air Defense Artillery weapon systems.

d. *Chapter 5.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and crew served weapons in AC light infantry, STRYKER brigade combat teams, and mechanized infantry units; RC training battalions; and RC infantry units. Also, table of distribution and allowances requirements are addressed.

e. *Chapter 6.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and crew served weapons in engineer units and include training with mines and demolitions.

f. *Chapter 7.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and crew served weapons in aviation units. It provides training strategies, standards, and resource requirements for units equipped with AH-64D/E, UH-60, and CH-47 aircraft.

g. *Chapter 8.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and crew served weapons in military police units. This includes military police, special reaction team, and Criminal Investigation Division units.

h. *Chapter 9.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and crew served weapons in maneuver support and/or maneuver sustainment units, including chemical, explosive ordnance disposal, and ordnance units.

i. *Chapter 10.* This chapter provides the rotational training ammunition requirements for deployment exercises and for the combat training centers: National Training Center, Joint Readiness Training Center, and Joint Multinational Readiness Center. The tables in this chapter provide training ammunition and pyrotechnics requirements by Department of Defense Identification Code, by rotation.

j. *Chapter 11.* This chapter provides training strategies, weapons qualification standards, and resource requirements for individual and crew served weapons in the 75th Ranger Regiment; Special Forces units (these tables apply to all Special Operations Team Alpha and chemical reconnaissance detachment teams assigned to Special Forces groups and theater-

designated Special Forces units with a close-quarters combat mission); 160th Special Operations Aviation Regiment Airborne; AC Civil Affairs and Psychological Operations units; and the Special Operations Support Command.

k. Chapter 12. This chapter provides training strategies, weapons qualification standards, and resource requirements for all pre-contingency and post-contingency operations, RC mobilization, and nonlethal munitions training. Contingency operations are considered any real-world operation conducted in a peacekeeping or hostile-fire zone. Due to the unpredictable nature of the training events discussed in this chapter, it is impossible for the Army to plan and program the total resources required to support them. Therefore, the actual quantities of munitions needed to ensure a unit has the required number of weapons system-qualified personnel will be provided through internal management of annual training ammunition authorizations.

l. Chapter 13. This chapter provides training strategies, weapons qualification standards and resource requirements for base operations.

Appendix A

References

Section I

Required Publication

Unless otherwise indicated, all publications are located at <https://armypubs.army.mil>.

AR 5–13

Total Army Munitions Requirements and Prioritization Policy (Cited in para 4.)

Section II

Related Publications

A related publication is a source of additional information. The user does not have to read it to understand this publication.

ADP 7–0

Training Units and Developing Leaders

AR 25–30

Army Publishing Program

AR 75–15

Policy for Explosive Ordnance Disposal

AR 140–1

Mission, Organization, and Training

AR 190–12

Military Working Dogs

AR 220–1

Army Unit Status Reporting and Force Registration - Consolidated Policies

AR 350–1

Army Training and Leader Development

AR 350–19

The Army Sustainable Range Program

AR 700–28

Committee for Ammunition Logistics Support

DA PAM 700–16

The Army Ammunition Management System

FM 3–11.11

Flame, Riot Control Agents, and Herbicide Operations

FM 3–20.21

Heavy Brigade Combat Team (HBCT) Gunnery

FM 3–22.65

Browning Machine Gun, Caliber .50 HB, M2

FM 3–22.91

Mortar Fire Direction Center Procedures

FM 3–23.35

Combat Training with Pistols, M9 and M11

FM 3–27

Army Global Ballistic Missile Defense Operations

STP 19–31E1–SM

Soldier's Manual, MOS 31E, Corrections and Detention Specialist, Skill Level 1

STP 31–18–SM–TG

Soldier's Manual and Trainer's Guide MOS 18 Special Forces Common Skills Skill Levels 3 and 4

STP 31–18C34–SM–TG

Soldier's Manual and Trainer's Guide MOS 18C, Special Forces Engineer Sergeant Skill Levels 3 and 4

TC 3–01.86

Air Defense Artillery Patriot Gunnery Program

TC 3–04.45

Combat Aviation Gunnery

TC 3–09.8

Field Artillery Gunnery

TC 3–19.5

Nonlethal Weapons Training

TC 3–20.0

Integrated Weapons Training Strategy

TC 3–22.9

Rifle and Carbine

TC 3–22.10

Sniper Training and Operations

TC 3–22.12

M26 Modular Accessory Shotgun System

TC 3–22.19

Grenade Machine Gun MK 19 MOD 3

TC 3–22.23

M18A1 Claymore Munition

TC 3–22.37

Javelin – Close Combat Missile System, Medium

TC 3–22.90

Mortars

TC 3–22.240

Medium Machine Gun

TC 3–23.30

Grenades and Pyrotechnic Signals

TC 3–23.35

Pistol

TC 4–11.46

Sustainment Unit Gunnery and Live Fire Exercise Strategy

TC 25–8

Training Ranges

TC 90–1

Training for Urban Operations

TM 3–23.25

Shoulder-Launched Munitions

Section III

Prescribed Forms

This section contains no entries.

Section IV

Referenced Forms

Unless otherwise indicated, DA forms are available on the APD website at <https://armypubs.army.mil/>.

DA Form 2028

Recommended Changes to Publications and Blank Forms

Glossary

Section I

Abbreviations

AC

Active component

ACOM

Army command

AR

Army regulation

ARNG

Army National Guard

ASCC

Army service component commands

ATSC

Army Training Support Center

CATS

Combined Arms Training Strategy

DA

Department of the Army

DCS

Deputy Chief of Staff

DRU

direct reporting unit

FM

field manual

HQDA

Headquarters, Department of the Army

MTOE

Modification table of organization and equipment

PAM

pamphlet

POM

program objective memorandum

RC

Reserve component

SM

Soldier's manual

STP

Soldier Training Publication

STRAC

Standards in Training Commission

TA4C

Total Army Ammunition Authorization/Allocation Committee

TADSS

training aids, devices, simulators, and simulations

TAMIS

Total Ammunition Management Information System

TC

training circular

TM

training manual

TRADOC

U.S. Army Training and Doctrine Command

USAR

U.S. Army Reserve

USARC

U.S. Army Reserve Command

Section II

Terms

This section contains no entries.

Section III

Special Abbreviations and Terms

This section contains no entries.

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