

Report to Congress on the Foreign Affairs Security Training Center

Senate Report 113-195, Department of State, Foreign Operations, and Related Programs Appropriations Bill 2015 requires the Secretary of State to submit a report addressing various aspects of the Foreign Affairs Security Training Center (FASTC) project.

The Need for a Purpose Built Facility

Currently, hard skills security training for the foreign affairs community is conducted at a number of diffuse, leased and contracted facilities nationwide. For more than 5 years, the Department has been working to consolidate security training functions at one site. A consolidated facility near Washington, DC, will improve training efficiency, decrease operating costs, and generally improve the way we protect our diplomats and development experts overseas. To accomplish this, the Department and the U.S. General Services Administration (GSA) have invested considerable time and effort in reviewing over 70 properties, including the Federal Law Enforcement Training Center (FLETC) site in Glynco, Georgia. Through this process, we identified 1,500 acres of land on and adjacent to Fort Pickett, an under-used military base located in Blackstone, Virginia, within 2 ½ hours driving distance of the Department's Washington, DC headquarters.

In 2011, Fort Pickett and contiguous acreage was selected as the preferred site for the FASTC. In early 2013, all efforts and work on the proposed site at Fort Pickett and Nottoway County's Local Redevelopment Authority (LRA) area was put on hold pending additional due diligence and reviews of FLETC. As part of this due diligence effort, the Department conducted several site visits to FLETC, working with FLETC staff to determine if the Department's hard-skills security training requirements could be met there. Hard costs, such as operating costs, transportation and construction of the necessary security training facilities were considered in the analysis.

In addition to the Department's own need assessment for FASTC, this requirement was validated by the independent Benghazi Accountability Review Board, which recommended training a broader range of foreign affairs personnel. The independent Management Review Panel and the Best Practices Panel examined how best to operate in high-threat, high-risk environments; both panels recommended a consolidated training center, located within close proximity to the State Department's Washington, DC headquarters location "to capitalize on the interagency synergies necessary to ensure closer collaboration, collective responsibility, joint exercises and innovative approaches" (Best Practices Panel

Report). Such a facility will ensure the foreign affairs community, DS employees, and interagency security professionals are properly prepared when serving not only at high-threat posts, but also within the evolving overseas environment.

The Advantage of Fort Pickett, Virginia

Regarding the construction of facilities, the vast majority of FASTC facilities will need to be newly constructed whether at Fort Pickett or at FLETC. High-speed driving tracks, explosives demonstration ranges, weapons ranges, and other newly established training areas would be required at either site. In October 2013, the Department and FLETC jointly developed a consensus document that outlined new construction requirements at FLETC which would equate to the same capacities as the FASTC at the Fort Pickett site. FLETC has some existing classroom space, as well as a limited number of weapons firing ranges and certain support infrastructure. However, FLETC lacks adequate long-distance ranges; high-speed driving tracks designed to support heavy, armored vehicles; tracks designed with changes in elevation and sight lines needed to meet the Department's training requirements; sufficient explosives demonstration ranges; critical adjacencies between venues; and other areas needed for training. It was determined that only 5 of the 47 requirements for FASTC could be met using existing FLETC facilities, which would require that 42, or 90 percent of the requirements, must be newly constructed or modified. Conversely, FASTC at Fort Pickett will be purpose-built as an integrated training complex from the ground up to meet the Department's training requirements rather than being reverse-engineered into an existing space. Also, Fort Pickett allows the Department the flexibility to train on a 24/7 basis, which FLETC currently does not – the noise levels produced by FASTC will exceed any of FLETC's current training, while the noise experienced at Fort Pickett is higher than any of FASTC's activities.

Based on the 2014 RS Means City Cost Index (CCI) analysis, a construction industry standard, there is a marginal difference between construction labor and material costs for the project at Fort Pickett or FLETC. Considering the number of facilities that must be constructed at both locations and the marginal difference between construction labor and material costs for the project, it is difficult to reconcile the FLETC proposal cost of \$272 million when compared to FASTC's actual construction requirements. Cost estimates to construct and make FASCT fully operational at Fort Pickett were \$461 million, which has been further reduced by the Department's due diligence to \$413 million. These GSA/State estimates for FASTC were developed by an engineering firm, and independently verified by a second firm. It is the Department's understanding that FLETC's estimates were developed by staff in-house.

A significant financial disadvantage of the FLETC proposal is the estimated cost of transportation to move personnel to/from training at FLETC. Based on an average annual student throughput of 9,200, the Department estimated the total round-trip cost to transport personnel the approximately 640 miles from Washington, DC to FLETC via commercial air to be approximately \$9,169,800 annually, or approximately \$91,698,000 over 10 years. Conversely, the Department estimated the round-trip cost to transport personnel the 163 miles from Washington, DC to Fort Pickett via contracted motor coach to be approximately \$971,000 yearly, or approximately \$9,710,000 over 10 years.

The Department also benefits from synergies, such as proximity to employees, other training venues, and our interagency partners such as the Marine Corps units at Quantico, Virginia – which would reduce costs for all entities. The Fort Pickett location allows the Department to maintain and strengthen relationships by its proximity to the Department and interagency partners' training facilities, including Department of State Headquarters, National Foreign Affairs Training Center, Department of Defense (DoD), and the Intelligence Community. The evolving overseas security mission mandates a stronger emphasis on DoD coordination and collaboration. It is this partnership, rather than the U.S. law enforcement community represented at FLETC, that the Department must strengthen in areas of training, planning, contingency support, transportation, logistics, emergency response, and evacuations to operate in foreign countries. To separate FASTC from the mid-Atlantic region would be detrimental to both the quality of training that can be successfully achieved and to the interagency partnerships the Department critically relies on to keep U.S. government personnel safe overseas while advancing U.S. interests.

FLETC's geographic distance, located more than 600 miles from the State Department, and the foreign affairs community that will be trained, combined with limitations posed by a non-integrated and non-continuous training facility with a focus on traditional law enforcement vice the overseas security environment, diminishes the effectiveness of the Department's unique diplomatic security training programs, increases our operating costs, and potentially jeopardizes our foreign policy imperatives.

Transition to FASTC

With the April 2014 announcement of the decision to move forward at Fort Pickett, the Department of State has been taking the necessary steps to execute the project. The FASTC project is currently in the resumption of the environmental review and design phase. A draft Supplemental Environmental Impact Statement

(SEIS) was released for public review on January 9, 2015. A Final SEIS is anticipated in June 2015. An Updated Master Plan was completed during October 2014 and detailed design development is underway. GSA estimates that acquisition of the Fort Pickett and Nottoway County parcels can be finalized immediately after the SEIS is approved in June 2015. The phased construction of FASTC is scheduled to begin in late July 2015. The Department estimates the capability to begin conducting Foreign Affairs Counter Threat (FACT) training and high-threat training courses at the Fort Pickett site during 2018.

The Department is projecting the Fort Pickett site to be complete and fully operational in early 2019. In the interim, the Department will continue to use existing capacity and methodologies at other hard-skills training sites to provide critical security training. As capacity becomes available at Fort Pickett, the Department will proportionally reduce training at the existing locations. The training currently conducted at 10 of the 11 existing hard-skills training sites will eventually transition to FASTC. The Department will continue to use one local facility, FLETC Cheltenham, in Maryland, for DS Agents in the D.C. area who only need to requalify with their handguns. By consolidating existing operations into a single, purpose built, FASTC facility, DOS can reduce total annual operating expenses by approximately \$11 million, while nearly doubling training capacity of 5,000 to 9,200. Not only does consolidation reduce per-student operating costs by over \$7,500 per student, it also allows the Department of State to provide critical security training to a larger, at-risk population.

Courses To Be Taught at FASTC

The capabilities planned and designed specifically for FASTC at Fort Pickett, Virginia, a purpose-built, integrated facility to meet unique foreign affairs security needs, are essential to meet the Department's increased training requirements for the number of students and types of courses offered. FASTC will provide training for a diverse student population including Diplomatic Security (DS) special agents, Foreign Service personnel, employees from other U.S. government agencies assigned to U.S. embassies and select host nation personnel under the auspices of the Anti-terrorism Assistance (ATA) program and the Special Program for Embassy Augmentation and Response (SPEAR). When fully operational, FASTC will provide training for approximately 9,200 students per year.

Of this 9,200, an estimated 6,500 personnel will annually attend the required Foreign Affairs Counter Threat (FACT) course, which provides non-security professionals from multiple agencies introductory level, hands-on training to

prepare them for the threat environments abroad. Throughout the course, the foreign affairs community learns security and life safety skills, such as defensive driving techniques, emergency first aid, responding to fire as a weapon, and recognizing the signs of an impending attack and how to react accordingly. FACT is part of the Department's priority commitment to giving the foreign affairs community the training, resources, and support needed to keep them safe as they carry out their diplomatic and development mission, which fosters conditions for stability and progress for the benefit of the American people and people everywhere. The Department intends to increase FACT enrollment through systematic expansion of training capacity by 1,000 students each fiscal year until we meet our goal to train 6,500 students at FASTC, projected for the end of FY 2018. This interagency cleared approach to ramp-up FACT training will ensure that our capacity will accommodate increased enrollment and allows time for other agencies to incorporate the new FACT requirements into their planning.¹

The Department has also increased the duration of high-threat tactical training courses and incorporated elements of that training into other courses so that regardless of assignment, the Department will have a flexible cadre of special agents trained to operate in varying security environments. Training the Department's special agents, including the High Threat Operation Course, provides them with the ability to defeat complex attacks, such as the attack against the consulate in Herat, Afghanistan in September 2013, as well as protecting over 275 missions world-wide, day in and day out. DS Agent skills can be attributed to the hours of hard-skills training that they have received and the training partnerships forged with the military.

The Department's overseas security training requirements are not the same as the training that take places in the federal law enforcement community. The Department is training for working and *surviving* in today's overseas environment. Our training is specifically focused on a non-permissive overseas environment and has little in common with domestic U.S. law enforcement training. Specific courses can be found in Attachment A.

In summary, FASTC at Fort Pickett is the best selection for distance from Washington, DC; available, sufficient acreage for construction; compatibility with existing uses; and capacity for 24/7 operations.

¹ Previously FACT training was required for employees being assigned to high-threat posts. Based on the Benghazi ARB, and the increasing threats faced by our staff world-wide, we are phasing in FACT training for all Foreign Service personnel and long term temporary duty travelers (over 45 days). FACT training is required every 5 years.

**Department of State
Bureau of Diplomatic Security
Course Descriptions**

GENERAL TRAINING INFORMATION

This document outlines the training courses/activities that Diplomatic Security plans to conduct at the Foreign Affairs Security Training Center.

The Bureau of Diplomatic Security (DS) conducts tactical training 50 weeks per year and utilizes a baseline of 240 training days per year. Most training is conducted Monday-Friday during an eight-hour day. However, many courses also include night time training. At present, of the regular 240 day annual cycle, DS conducts training during hours of darkness about 192 days (up from 177 days in 2013). Additionally, 29 days of the 192 hold various exercises that run 24 hours per day. Some weekend training may also be required depending upon mission needs.

WEAPONS USED

DS courses, scenarios or exercises involving firearms may involve any combination of the following weapons (course dependent):

9mm semi-automatic pistols (Glock, Sig, Beretta, etc)
Remington 870 Shotgun (12 gauge)
Colt 9mm submachine gun
M4 rifle
M249 light machine gun (5.56)
M2 .50 caliber heavy machine gun
MK19 40mm grenade launcher w/high explosive
M203 grenade launcher
SR-25 semi-automatic sniper rifle
M24 bolt action sniper rifle
PGN Commando bolt action sniper rifle
AR10T (Armalite) semi-automatic sniper rifle
Various AK weapons (AK-47, etc)

VENUE USAGE

Estimated venue usage per site may vary resulting from periodic course reviews/evaluations and incorporation of new methodologies and lessons learned. Additionally, DS management review and approval of proposed changes in various tactical courses may result in increased requirements for venue usage per year (i.e., courses will lengthen or be offered more frequently, or additional modules added to existing courses).

DS further notes two points of critical importance to its training:

1. Depending upon the course, venue geographic relationships are critical. Adjacencies that permit a continuous training flow, as opposed to requiring an administrative "break" to move from one area to the other, provide for more realistic advanced training.
2. In many courses, sequencing of venue is critical. If scheduling conflicts result in venue "A" not being available, training cannot go forward to the "B" and "C" stages, thus resulting in delays in readiness and deployment. For example, the Green Team course of the Office of Mobile Security Deployments is dependent on sequencing:

"The initial training exercise cannot occur until Driving and Security Support Team Training takes place. The mid-term training exercise cannot take place until land navigation, ropes, communications and medical courses take place. The final exercise of the course cannot take place until everything is completed. Also, our firearms courses, from the Basic Field Firearms Officer Course (BFFOC) to the tactical firearms then the mid-range course and heavy weapons are all progressive stepping stones for the room entry course and the tactical response techniques course."

The same holds true for driver training. A student who has not had "track time" for the basics such as vehicle dynamics, control, etc. cannot go on to advanced motorcade training involving attacks on principal, evasion methodologies and other advanced techniques.

COURSE DESCRIPTIONS

The following provides an overview of DS courses with major tactical components. In addition to these courses, FASTC would be used for firearms re-qualifications and in-service trainings.

ANTI-TERRORISM ASSISTANCE PROGRAM (ATA) COURSES

The ATA courses listed below are those currently taught in the United States at other contracted tactical facilities and would therefore be conducted at FASTC. Other courses may be added should the host-country facilities be deemed inadequate.

Advanced Crisis Response Team Course (ACRT)

The ACRT course provides advanced instruction and practices and builds on participant's existing crisis response, tactical, and close quarters battle skills. It provides participants with advanced tactical knowledge and skills to better prepare them to resolve crisis incidents in a variety of environments and under many conditions and circumstances. This advanced training is follow-on to the basic Crisis Response Team (CRT) course and is intended to further develop their operational skills and ensure they are fully prepared to handle complex assignments. It is designed to teach advanced crisis response skills to 24 tactical officers and supervisors using extensive outdoor firearms training, practical exercises (day and night) in tactical venues, supplemented by classroom lecture, the introduction to advanced tactical technology, tubular assault techniques, high-speed obstacle course shooting techniques, and advanced close quarters battle techniques. Participants will focus on advanced challenges of armed barricade and hostage situations. Participants must have successfully completed the CRT course and be in excellent physical condition and good health.

Advanced Explosive Incident Countermeasures Course (AEIC)

This advanced course is designed for 15 experienced, trained Explosives Ordnance Detection (EOD) technicians. Lecture, demonstrations, and practical exercises are used to provide EOD technicians with advanced skills and techniques necessary to address sophisticated terrorism fusing and firing devices utilizing electronic and electric devices, such as cell phones. Chemical and radiological detection are also

addressed. Participants must be experienced, trained EOD technicians, preferably Explosives Incident Countermeasures course graduates.

Armored Vehicle Driver Training (AVDT)

Same as the Armored Vehicle course taught to local employed staff (LES) participating in the ATA program.

Methods of Entry Course (MOE) (formerly called Breaching Course)

This is a course designed to prepare 16 tactical law enforcement officers and supervisors to select, plan, prepare, and employ the appropriate manual, ballistic, and explosive method of entry to defeat a given target. At the completion of the course, participants will be able to safely achieve 100 percent entry of a terrorist stronghold using the minimum amount of force necessary while limiting collateral damage. These various techniques increase the CRT commander's capability to resolve hostage situations, apprehend terrorists, secure potential high-risk targets, and enhance the capability to recover national assets.

Crisis Response Team Course (CRT)

The CRT course is a highly interactive, physically demanding training program designed for 24 tactical officers and team leaders who plan and conduct tactical operations in response to terrorist incidents. The course includes significant amounts of firearms training and exercises, including night time exercises, in tactical venues. The course familiarizes participants with CRT tactics and techniques in a variety of environments, and offers frequent opportunities to practice skills. Because a CRT must function as a cohesive unit, the CRT course uses a team approach to training and skills application. Consequently, participants who belong to the same CRT receive the most benefit of the training presented.

Defensive Driving Instructor Course (DDIC)

This is a driver training course for ATA sponsored countries. The first four days is a pass/fail instructor driver training course. Options on day 5 include a one day off road/unimproved road driving training and/or one day of motorcade refresher training with attacks.

Explosive Incident Countermeasures Course (EIC)

This entry-level course is designed for 15 public safety, law enforcement, and security personnel responsible for the identification, neutralization, and safe disposition of improvised explosives and explosive devices, military munitions, and commercial explosives. Lecture, extensive outdoor live-fire explosives range activities, and practical exercises familiarize participants with the tools and techniques required to safely handle explosives.

Protection of National Leadership – Tactical Support Team Course (PNL-TST)

This course is designed to provide participants (personnel responsible for the protection of important officials to include operational, training, and staff officers) with a thorough understanding of the tactical aspects of dignitary protection. This course will instruct 18 operational, training and staff officers on the organization, duties and responsibilities of a PNL/Tactical Support Team in support of a protective security detail. Additionally, this course will provide instruction on how to respond to a variety of terrorist attacks to include, but not limited to, suicide bombers, vehicle improvised explosive device, and active shooters.

Protection of National Leadership – Designated Defensive Marksman (PNL-DDM)

This course provides 18 participants with an understanding of the fundamentals of leadership protection and the skills necessary to provide counter-sniper capabilities for a Protective Security Detail. The goal of this course is to train participants to provide over watch of the protectee during protective security operations using professional observation techniques and to react in the event of an attack using precision marksmanship.

Post Blast Investigations Course (PBI)

This course uses lecture, groups discussion, and case studies to train 24 bomb investigators, bomb squad personnel, and other specialists directly involved in investigating explosions to include bomb scene investigative techniques, methods of material identification, and analysis of evidence required to identify the perpetrator of a bombing.

Protection of National Leadership Course (PNL)

This course is designed for 24 security or law enforcement personnel responsible for dignitary protection. Using lecture, firearms and counterterrorism driving training, and practical field exercises, including night time training, participants develop the skills required to plan and organize a protective security detail and counter terrorist and criminal threats to a national leader. The course concludes with a PNL CAPSTONE exercise.

Quick Reaction Force (QRF)

This course is a component of the new Special Program for Embassy Augmentation and Response (SPEAR) which is designed to train host-country components that provide direct security support/response to U.S. diplomatic

missions. This particular course is designed to provide 24 police officers and supervisors with the skills needed to respond to a variety of high-threat terrorist attacks. The course familiarizes participants with QRF tactics and techniques in a variety of environments and offers frequent opportunities to practice these skills. Course topics include, but are not limited to: Community engagement and human rights; police conduct, integrity, and use of force; tactical communications; basic and advanced courses of fire on handgun and rifle; quick reactionary force unit tactics to include close quarters battle and open-air tactics; QRF medical training; tactical breaching; scouting and diagramming; defensive tactics and subject control techniques; tactical planning, forward observer; pre-attack vulnerability assessment, counter assault tactics; organization of a critical incident; detecting and responding to explosive devices and suicide bombers; vehicle assaults and covert apprehensions; low-light operations; hostage rescue; and evacuation of personnel from fire and other hazards. The course concludes with a QRF CAPSTONE exercise.

Rural Border Patrol Operations Course (RBPO)

Rural Border Patrol Operations is designed to enable 12 participants to detect, identify, classify, respond to, and resolve border intrusions in rural environments. Training is physically and mentality demanding and includes extensive training in outdoor environs. Training is focused on small unit tactics, firearms handling, tracking, land navigation, emergency medical care, border security concepts, and operational planning. The course is applicable to law enforcement personnel operating in desert, mountain, and jungle terrains. Community engagement, public safety, and human rights are emphasized throughout the course.

Other training offered to the foreign affairs community is outlined below.

OFFICE OF MOBILE SECURITY DEPLOYMENTS

MSD Designated Marksman (MSD DM)

The MSD DM course is a course designed and conducted around individual and two man team elements which covers the TTPs utilized by a MSD DM Team. The course is designed to give MSD DMs the baseline knowledge and skills required to conduct DM missions in support of MSD operations.

MSD Green Team Course

The MSD Green Team course provides special agents newly assigned to the Office of Mobile Security Deployments with advanced individual and team tactical skills.

The course develops the special agent's ability to work effectively individually and in small teams under extreme stress. The course also consists of specialized training necessary to obtain instructor qualifications, advanced training in hard-skills taught to all DS special agents as well as advanced training in tactical operations, non-combatant evacuation operations, and hostage survival.

This course meets all requirements for High Threat Tactical Training, as well as other DSTC courses completed during Green Team, including: Instructor Development Course – MSD and Basic Field Firearms Officer Course.

MSD Sustainment Training

MSD sustainment training is tailored to the specific needs of a team as matched against recently completed or anticipated missions. Some examples of team training and required venues are live fire/maneuver, rotary wing operations, rural and urban land navigation, live fire drive and shoot, exercises in a live fire shoot house, Military Operations on Urban Terrain, and static firing ranges in excess of 800 meters.

OFFICE OF TRAINING AND PERFORMANCE STANDARDS

Armored Vehicle Driver Course (AVDT)

This course focuses on training Chief of Mission (COM) and Principal Officer's armored vehicle drivers (locally employed staff, or LES) assigned to U.S. embassies worldwide, as well as foreign police personnel via the ATA Program.

Basic Field Firearms Officer Course (BFFOC)

This course teaches training principles for basic firearms instruction on all DS firearms. Students will conduct a variety of demonstrations, practical exercises and evaluations. Firearms instructional presentations and the conduct of live-fire ranges will be evaluated, among other areas.

Basic Regional Security Officer Course (BRSO)

This course prepares special agents for their initial overseas assignment in a Regional Security Office.* The course includes the major subject areas deemed necessary for the design, development, implementation and review of a comprehensive, post-specific security program. An additional two weeks of High Threat training were added to the course in the summer of 2013.

*Note: The Basic Field Firearms Officer Course is normally taken after completion of the RSO Course for those who have not taken the course before.

Basic Special Agent Course (BSAC)

This course provides orientation and training to newly appointed special agent candidates for domestic duty with the Department of State in the areas of DS legal authorities, Federal criminal law, firearms, defensive and room entry tactics, counterterrorist driving, computer search and seizure, passport and visa fraud investigations, explosive countermeasures, weapons of mass destruction, safe haven emergency medical training and protective security operations. Upon entry on duty with the Department of State, all special agent candidates attend a three week orientation at the National Foreign Affairs Training Center followed by twelve weeks at the Federal Law Enforcement Training Center at Glynco, GA for the Criminal Investigators Training Program. The course culminates with 11 weeks of specialized training in the Washington, D.C. area (including the Interim Training Facility at Summit Point, WV).

Bodyguard Protective Security Operations Course

The course is designed as an advanced training course to provide LES and local police personnel with the opportunity to engage in hands-on performance based training at the Interim Training Facility in West Virginia. The goal of the training is to improve the capability and reinforce close protection security standards for foreign national security personnel assigned to COM protective details.

Colt M4 and Submachine Gun Course

This course is designed to provide the student with initial training and qualification for the Colt M4 and the Colt Submachine Gun.

Field Firearms Officer Recertification

This course will recertify the Basic Field Firearms Officer. It provides refresher training in the principles of basic firearms instruction and requalification. A variety of demonstrations, practical exercises, and evaluations are included. Updates on procedures and techniques will be presented. Firearms instructional presentations and the conduct of live-fire ranges are evaluated, among other areas.

Foreign Affairs Counter-Threat (FACT) Course

The DS FACT course provides participants with the knowledge and hard-skills to better prepare them for living and working in critical and high threat environments overseas. The course instructs participants in the practical skills necessary to recognize, avoid, and respond to potential terrorist threat situations.

The Benghazi ARB also recommended that additional Foreign Service personnel receive Foreign Affairs Counter Threat (FACT) training to prepare them to deploy to high threat posts; FACT training would be taught at FASTC. In 2014 the Department adopted a phased ramp-up program which, by 2018, will result in all personnel assigned under COM authority having taken FACT or a certified FACT equivalent course.

High Risk Environment Firearms Course

This course provides advanced firearms training (primarily pistol) for those agents serving in high risk environments. Updates on procedures and techniques will also be presented.

High Threat Operations Course (HTOC)

The HTOC is an intensive qualifying course designed to prepare basic-level DS special agents with specialized training in over 170 separate Mission Essential Tasks. These include: the DS Deliberate Planning Process, DS Leadership Tenets, tactical medicine, personnel recovery, weapons, small unit tactics, air operations, communications, movement and static security procedures needed to operate in non-permissive environments or designated high threat/high risk posts. The curriculum is extremely demanding both mentally and physically and requires agents to be in excellent health and physical conditioning. As such, a strict adherence to discipline and training standards will be enforced. The training will be held in all weather conditions and include nighttime and weekend training, ultimately culminating in a multi-day, non-stop field exercise.

Effective October 1, 2013, completion of HTOC is a mandatory pre-requisite for all FS-06, FS-05, and FS-04 level DS Special Agents who will be permanently assigned, or are going TDY, to designated high threat, high risk posts and have not previously completed the former High Threat Tactical Course or the Office of Mobile Security Deployments Green Team within the last five years.

HT310E: High Threat Operations Course for Executives (HTOC-EX)

HTOC-EX is an intensive qualifying course designed to prepare senior-level DS special agents (FS-02, FS-01, or Counselor) with advanced/refresher training in the identified Mission Essential Tasks. Unlike the former high threat training executive course, HTOC-EX will focus primarily on the DS Deliberate Planning Process, DS Leadership Tenets, interagency roles and capabilities, crisis management, tactical operations center capabilities, and personnel recovery. Refresher weapons, tactical medicine, communications, and equipment training

will also be provided. The first three weeks of the training will be held in all weather conditions, to include nighttime sessions. The final week of the curriculum will be tailored for interagency briefings and consultations from organizations both inside and outside the Department.

Effective October 1, 2013, completion of HTOC-EX is a mandatory pre-requisite course for all FS-02, FS-01, or Senior Foreign Service level DS Special Agents permanently assigned as, or going TDY to fill, Senior RSO or DRSO positions at designated high threat, high risk posts.

High Threat Operations Course In-Service (HTOC-IS)

HTOC-IS is an intensive qualifying course designed to prepare mid-level DS special agents with refresher training in the identified Mission Essential Tasks. These include: the DS Deliberate Planning Process, DS Leadership Tenets, tactical medicine, personnel recovery, weapons, small unit tactics, air operations, communications, movement and static security operations needed to operate in non-permissive environments. The curriculum is extremely demanding both mentally and physically and requires agents to be in excellent health and physical conditioning. As such, a strict adherence to discipline and training standards will be enforced. Training will be held in all weather conditions, to include nighttime sessions involving driving and firearms.

Effective October 1, 2013, completion of HTOC-IS is a mandatory pre-requisite course for all FS-03 and FS-02 level DS Special Agents permanently assigned, or going TDY, to fill non-RSO or non-Deputy Regional Security Officer (DRSO) positions at designated high threat, high risk posts.

Protective Security/Law Enforcement Organizations

This course is designed to introduce federal, state, and local law enforcement officials to protective security techniques and to the DS protective function. It includes basic instruction in DS protective security tactics and techniques and culminates with a practical exercise composed of a one day mock protective security detail.

Regional Security Officer In-Service Course (RSO-IS)

This course is an advanced in-service course for special agents who have prior overseas experience in a Regional Security Office. An additional two weeks of high threat training were added to the course in the fall of 2013.

Special Protective Specialist

This course will train direct hire, limited, non-career appointees on DS policies and procedures for issues related to operating as a DS representative in a high threat environment overseeing contracted protective security details, cultural awareness, use of firearms, physical fitness, personal defensive tactics, driving skills, emergency medical procedures, and protective security techniques. Students will practice skills through multiple scenario-based exercises, including night time training, receive immediate feedback for improvement, and be assessed during a cumulative training exercise that incorporates all skills learned.

Special Agent In-Service Course (SAIS)

This course provides experienced special agents with advanced/refresher training in the core competencies required of agents. This training will serve to enhance an agent's current skill set, and provide the means to re-learn perishable skills to include: criminal investigations, special skills, protective security, legal concepts, and medical procedures through a combination of classroom and field instruction. Students will participate in numerous practical exercises designed to sharpen their skills. The course should be taken every five years.

In addition to the specific training courses above, DS special agents also must participate in firearms requalification and proficiency training. The Firearms Training Unit offers requalification and proficiency training days several times a month. The standard requalification session consists of Pistol/SMG/Shotgun. In order to maintain 24-hour firearms carry authority, domestically assigned agents must maintain firearms qualification within the four-month period. Proficiency days are provided for those agents who wish to improve their shooting or weapons manipulation skills.