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5.) NAVADMIN bi-weekly roll-up:

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- Naval Aircrewman Mechanical (AWF)/ Naval Aircrewman Avionics (AWV) Initial Transitioning Guidance For Maritime Patrol And Reconnaissance Aircraft (MPRA) community [\[LINK\]](#)
- U.S. Navy Family Care Policy [\[LINK\]](#)
- Promulgation of OPNAVINST 7220.11E, Nuclear Officer Incentive Pay Program [\[LINK\]](#)

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1.) Overhauling 'A' & 'C' schools / 12 JAN 15

Navy Times-- By Mark D. Faram

The Navy is planning to overhaul its enlisted training, with substantial changes to its "A" and "C" schools. Fully realized, the radical re-imagining would totally alter how and when sailors receive the instruction they need over the course of their careers.

The plan will affect nearly every shipboard rating over time, shortening many initial "A" school training tracts and getting sailors from the street to the fleet much quicker — with the knowledge they need for the billet to which they're assigned.

Over the long term, the impact will be to improve and increase follow-on training — known as "C" schools — by individually tailoring the instruction to better prepare sailors returning to sea duty with the knowledge they need to hit the deck running.

Moving away from the "one-size fits-all" template that's been in place for more than half a century, the Navy eventually will offer fleet sailors customized training tracks that emphasize the knowledge and systems they'll need to master for their next billet. No longer will they be forced to relearn topics and skills they've already acquired. Instead, they'll be tested upfront on what they know so they can concentrate on the material they need to learn, including a familiarization course in their rating and any relevant specifics on the type of command or systems they'll manage there.

Sailors also will have more chances to get into highly sought training as the Navy moves more instruction — including many NEC-conferring courses — to fleet areas.

And the majority of this training will be conducted near the waterfront in fleet concentration areas — keeping sailors at home and training costs down.

"We are hearing a lot from sailors that they want to be as current as possible. They don't want to show up on the waterfront and not be the expert — not be the master of their craft," said Vice Adm. Bill Moran, chief of naval personnel.

He plans to leverage recent advances in training and simulation technology to give sailors more advanced training throughout their careers and deliver that training closer to their commands, which will mean they can get back to their units more quickly. That's been a stumbling block for many sailors who want to acquire more Navy Enlisted Classifications but have to travel and remain away from their commands for long periods of time to do it.

The planned changes to "A" and "C" schools, which will provide more specially trained sailors to the fleet more quickly, will begin in 2015 but take years to fully accomplish. But they are essential if the Navy is to have any hope of filling the remaining open fleet jobs, a gap now estimated at 5,000, officials say.

To accomplish all this, the Navy must pool its resources, Moran said. He's responsible for all the Navy's traditional school houses, which may or may not be located in fleet concentration areas.

But such an overarching effort will extend well beyond his domain. It will require tying together all the Navy's training assets, not just those at his training bases. It will require leveraging assets at fleet and type commander-run training commands in fleet concentration areas.

“They’re participating in this, and I believe they see the wisdom of pooling our resources to try and get at a better end state for training and readiness, especially in the enlisted force,” Moran said. “We can make it more affordable and give time back to our commands at sea so that they can focus their energies on war fighting.”

Leveraging technology

A key part of the initiative is to use the latest virtual reality and gaming technology — some that’s already being fielded in the submarine and aviation communities — with an aim toward more accurate sailor training.

“I’m not looking to replace brick and- mortar schools; we can’t afford to do that for every rate in the Navy,” Moran said. “But I do believe, based on what I see from industry and from some of our more advanced programs like LCS and F-35 and E-2D, that the technology is available to do some of this training virtually on the waterfront and to [provide] this training when and where sailors need it.”

He hopes to break down the traditional command “stovepipes” in training and pool all money and assets across the fleet together toward a common set of goals.

“The first obstacle is our belief that the way we’ve always done [training] is the way we need to do it moving forward,” Moran said. “We need to challenge the idea that we can only train through brick-and mortar schools and that we need to provide sailors most of their career training upfront at the start of their careers — and we need to bring as much of that training lower to the waterfront — where arguably it has its greatest impact.”

He’s already hearing the groans from those who were around in the early 2000s when the Navy started its so-called “Revolution in Training” drive, which attempted to use virtual training while cutting back on schoolhouse classwork. That effort overpromised and under delivered, he said.

“It wasn’t because of lack of effort,” Moran said. “But it didn’t work well, and I believe that was because the technology just wasn’t there yet.”

So that’s what has his focus now — laying the groundwork and getting the buy-in from the Navy’s senior leadership across every community and type commander to tie this all together.

How it would work

So what does this mean for sailors? Less training at the beginning of a career, with more updates and training later on.

Currently, sailors enter the Navy and attend boot camp, then head to “A” school and often a more advanced “C” school before getting to the fleet, a process that takes months and in some cases more than a year.

Take the case of fire controlmen, who have one of the longest initial training pipelines.

“Fire controlman is a classic example, where we spend a long time in school upfront giving them everything we think they need to know,” Moran said. “But as they go through the rest of their career, we provide very little opportunity for those sailors to go back to school.”

For FCs and other technical ratings, this can take 18 to 24 months. In many cases, however, they don’t get fully trained until they get to their commands and qualify in other NECs and special qualifications.

“We currently rely on fleet experience to make ready our sailors for the jobs they are in or will do in the future, Moran said. “This is an inefficient and frustrating system for both the individual sailors and for the units that gain them, as those sailors are unable to hit the deckplates with the knowledge and skills they need to make an immediate impact.”

Officials are looking to break up the process so sailors will only need to complete the training where they lack the requisite knowledge or experience to perform their jobs.

The new system will be designed to quickly gauge what a sailor knows — something that doesn’t exist in the service today, said Rear Adm. Mike White, who works for Moran as head of Naval Education and Training Command.

All existing training will need to be reworked into modules on which sailors can be individually tested; at different stages of their careers, they will test out of modules they grasp and focus on the ones where they need to boost their understanding. That gets the training regimen a big step closer to officials’ ultimate goal: sailor-specific training.

“The big initiative, and it’s a long-term one, is to tailor training to the individual sailor,” White said. “Whether it’s a new accession sailor or a sailor returning to the fleet who’s not necessarily been working in their rating — we want to leverage their existing skills.”

Right now, White said, Navy training is essentially one-size-fits all.

“For example, every sailor who comes in the Navy to be an [aviation machinist’s mate] goes through the same course, whether they’ve had any experience working on aircraft engines or not,” White said. “Our goal is to start to determine what skills a sailor brings with him and tailor the training so he doesn’t repeat things he already knows.”

To manage and document what a sailor knows, White said they’re developing an enhanced training jacket that documents a sailor’s schools and skills throughout his or her career.

In addition to speeding up the initial training pipeline, another focus will be to set up days- or weeklong refresher courses in fleet concentration areas that get sailors up to speed in their rating.

“Instead of teaching sailors all the skills they will ever need to know before reaching the waterfront, we would look to better tailor the training upfront — a modular “A” school that teaches basic rate knowledge, paired with a specialty school on the waterfront or flight line that better prepares the sailor for the specific job and platform they will serve in,” Moran said.

As the sailor’s career advances, he or she will receive follow-on learning and qualification opportunities, mostly at the waterfront.

To go back to the example of the FC, he could have a targeted “A” school curriculum to teach him the basics he needs for his first tour, say on a destroyer outfitted with the latest Aegis Weapon System. The sailor’s next training opportunity will come after the initial sea-shore rotation, including the refresher training.

“This training would encompass a variety of things, including leadership, core values and the latest in-rate information to prepare him to arrive at the ship, ready to lead as a first class petty officer,” Moran said. “A similar approach would be used through successive tours as the FC advances up through the senior enlisted

ranks. We use a similar model for officers in the aviation community. We want to simply expand on a model that works well.”

How a sailor learns under this model would be different, too. Officials want to leverage gaming technology tailored to learning objectives. Under this idea, these waterfront refreshers and other courses could use virtual training opportunities.

The training would continue aboard ship, where sailors or commands could set up targeted training to prepare for an inspection or evolution, or explain a new system recently installed on the ship.

Timeline

This radical training revamp is set to start soon. Many sailors will begin to see their career paths change by the time they head back for their next sea tour.

“We’re going to pilot some ideas in the near term,” Moran said. “Those will be done in the next year or two, but I don’t want to jump all in without understanding all the impacts.”

The service is beginning to field a few pilot programs that could pave the way toward bringing more effective and realistic training to the waterfront using simulation and virtual reality, with the backing of Chief of Naval Operations Adm. Jon Greenert, who said recently the Navy needs to get sailors to the fleet sooner.

“The driving force here is CNO; he’s heard similar feedback,” Moran said. “He’s put his finger in my chest and told me, ‘Let’s move out and get this done.’ ” But to set Navy’s training ship on this new course will take time and, of course, money.

“We’re going to lay in proposals in the budget we’re building right now [the fiscal 2017 budget request], and that will go in front of CNO. That will be our opportunity to stack hands and say, ‘ This is how we want to move forward,’ ” Moran said.

What about Officers?

Though the initial focus of the training overhaul is the enlisted workforce, training for officers is almost certainly going to change as well.

For years, officers in the aviation and submarine communities have received refresher training on their way back to the fleet. And even in the surface community, senior surface warfare officers get advanced training at the department head level or above.

But officials see the training overhaul, over time, impacting all officer communities, particularly in regard to improvements in training technology and the move to more virtual reality and simulation. As enlisted sailors move to more individualized training tracks, it's natural that officer training and education will follow suit, officials say.

Likely to see the most change first will be junior officers in the surface community who could take part in more waterfront technical training.

Already, officials are looking for ways to combine traditional officer technical training with graduate education opportunities. This, officials say, is critical -- not only to train people to be more thoughtful officers in the fleet,

but also to keep them in the ranks by enticing them to remain through the promise of regular training and education opportunities throughout their careers.

2.) Career Transition Options Announced for AWF/AWV Community / 08 JAN 15 [LINK]

From the Chief of Naval Personnel

WASHINGTON (NNS) -- Career guidance for Naval Aircrewmen (Mechanical) (AWF) and Naval Aircrewmen (Avionics) (AWV) affected by the shift from P-3C Orion to P-8 Poseidon aircraft was announced in a NAVADMIN released Jan. 8.

NAVADMIN 008/15, directs active duty P-3 AWF/AWV Sailors in Navy Enlisted Classification (NEC) Codes of 8251 and 9402 to contact their rating detailer either one year from their Projected Rotation Date or their squadron's transition conference, whichever happens first.

The message explains what career choices are available to Sailors making the transition and was built to help manage community health while balancing an individual's desire to stay in uniform.

The message outlines the specifics of how Sailors will work with their detailer to determine open jobs among aircraft type and aircrew positions, along with lateral conversion choices to other ratings and options for separation from the service.

This guidance does not apply to P-3 AWF/AWV Sailors who sign a page 13 non-volunteering from the aircrew program as they will be offered ratings based on needs of the Navy.

Chief of Naval Personnel and Commander, Naval Air Forces (CNAF) worked to shape a policy that helps serve the mission of the Maritime Patrol and Reconnaissance Community and help Sailors in the AWF/AWV rating make this transition possible and provide them with options to stay in uniform.

CNAF has begun a Navy Enlisted Manpower and Personnel Classifications and Occupational Standards (NEOCS) proposal to determine whether to keep the AWF/AWV ratings or return to the previous aviation maintenance aircrew model. The proposal will be drafted by Spring 2015 with a decision expected in Fiscal Year 2016, which will be followed with a message detailing the specific results.

The NAVADMIN can be found at <http://www.public.navy.mil/BUPERS-NPC/REFERENCE/MESSAGES/NAVADMINS/Pages/NAVADMIN2015.aspx>. Details on the conversion process can be found at <http://www.public.navy.mil/bupers-npc/career/enlistedcareeradmin/Pages/AcdConv.aspx>. Sailors may also contact Capt. Bruce "Des" Deshotel, Head Enlisted Community Manager (ECM) at bruce.deshotel@navy.mil, and Cmdr. Donald Gaines, Deputy ECM at donald.l.gaines@navy.mil.

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp

3.) RTC and OTC Begins Female Haircut Pilot Program / 08 JAN 15 [LINK]

From Naval Service Training Command Public Affairs

GREAT LAKES, Ill. (NNS) -- In an effort to standardize training and education across the military services, Recruit Training Command (RTC) and Officer Training Command (OTC) will run a pilot program, which will no longer require female accessions to cut their hair.

The pilot program, which will run from January through March 2015, comes after receiving fleet feedback that junior Sailors and officers are not taught proper grooming standards with longer hair.

This shift will align the Navy with every other armed forces service, which do not require female accessions to cut their hair. RTC and OTC required all females with long hair to cut it to the lower edge of the uniform collar. Now, female Sailors will have the ability to choose any hairstyle that meets uniform regulations. Females requesting a haircut may still receive one.

"We are constantly considering fleet feedback and policy changes to improve training and quality of life during initial accession and indoctrination into the Navy," said Rear Adm. Rich Brown, commander, Naval Service Training Command (NSTC). "We are here to serve the fleet and provide the initial training to our men and women so that they are mentally and physically prepared for the rigors of military service."

NSTC is considering a similar pilot program change regarding male recruits, following the pilot of the new female haircut program. Male accessions at Officer Candidate School and RTC are required to have their heads shaved to an eighth-inch upon arrival. They receive follow-up haircuts, which result in a regulation haircut by the time they reach graduation.

Headquartered on Naval Station Great Lakes, Illinois, NSTC oversees 98 percent of all initial accessions training for the Navy, with the exception of the officers produced by the U. S. Naval Academy. This training includes the Navy/Marine Corps Naval Reserve Officers Training Corps (NROTC) at more than 160 colleges and universities, Officer Training Command (OTC) at Naval Station Newport, Rhode Island; RTC, the Navy's only boot camp, at Great Lakes; and Navy Junior Reserve Officers Training Corps (NJROTC) and Navy National Defense Cadet Corps (NNDCC) citizenship development programs at more than 600 high schools worldwide.

For more information about NSTC, visit <http://www.netc.navy.mil/nstc/> or visit the NSTC Facebook pages at <https://www.facebook.com/NavalServiceTraining/>.

For more news from Naval Service Training Command, visit www.navy.mil/local/greatlakes/.

4.) CSADD Sea and Shore Winners announced / 06 JAN 15 [\[LINK\]](#)

From the Chief of Naval Personnel

WASHINGTON (NNS) -- The Coalition of Sailors Against Destructive Decisions (CSADD) Sea and Shore chapters of the year (COY) were announced by the Chief of Naval Personnel Jan. 6.

USS George Washington (CVN 73) was named CSADD Large Sea COY, and Helicopter Anti-Submarine Squadron Light Four Nine (HSL 49) was named Small Sea COY.

The Fleet Activities, Yokosuka, Japan was selected as CSADD Shore COY, and the Navy Air Training Technical Center, Pensacola, Florida, was selected as the Shore Training COY.

CSADD is a peer influence social group meant to encourage Sailors 18 to 25 years old to combat destructive behavior through a culture of "shipmates helping shipmates." CSADD also serves to build leadership skills in young Sailors.

Honorable mentions were awarded to USS Dwight D. Eisenhower (CVN 69), USS Hopper (DDG 70), Naval Hospital, Naples, Italy and Navy Medicine Training Support Center, Navy Enlisted Training Element, San Diego.

The best practices that made the winning chapters to stand out included integrating CSADD into their command

indoctrination courses, organizing life skills workshops, making effective use of social media and networking resources with other organizations and chapters.

Since 2007 when CSADD was established, the group set out to inspire peer-to-peer mentoring to positively influence young Sailors' behavior through resources and tools that promote good decision making.

This marks the final official award presented by OPNAV(N1), governing authorities have been turned over to commanding officers as of Oct. 1, 2014.

Leadership continues to support and encourage command participation in the more than 250 CSADD Chapters we have throughout the Fleet.

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