



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
WASHINGTON, DC 20350

IN REPLY REFER TO  
OPNAVINST 1500.44A  
Op-112T31  
08 FEB 1983

OPNAV INSTRUCTION 1500.44A

Subj: Responsibilities for development of personnel training requirements and related plans

Ref: (a) OPNAVINST 1500.47 (NOTAL)  
(b) OPNAVINST 1500.8J (NOTAL)

1. Purpose. To clarify responsibilities related to the development of personnel training requirements and plans to support existing and newly developed training needs.

2. Cancellation. OPNAVINST 1500.44.

3. Definitions

a. Training Requirements. For the purpose of this instruction, training requirements are defined as needs for personnel trained to a given rating, NEC, or through a specific course of instruction or pipeline. Excluded from this instruction are flight training programs.

b. Personnel training requirements generally fall into three categories:

(1) Category I. A continuing need for the supply or replacement of trained personnel to support approved force levels.

(2) Category II. Needs identified in relation to new developments in hardware, operating techniques, or human resources programs.

(3) Category III. Emergent personnel training requirements identified at various levels of command outside of the programming/budgeting cycle, or resource deficiencies for programs in the existing structure.

c. Training Agency (TA). An office, bureau, command, or headquarters exercising command of and providing support to some major portion of the Navy's formalized training effort (i.e. Chief of Naval Education and Training (CNET), Naval Medical Command (NAVMEDCOM), Naval War College (NAVWARCOL), U. S. Naval Academy (USNA), Commander in Chief, U. S. Pacific Fleet (CINCPACFLT), Commander in Chief, U. S. Atlantic Fleet (CINCLANTFLT), and Chief of Naval Reserve (CNAVRES)).

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d. Training Support Agency (TSA). A command or headquarters responsible for supporting the training agencies (e.g., COMNAVELEXSYSCOM, COMNAVSEASYSYSCOM, COMNAVAIRSYSCOM, COMNAVSUPPSYSCOM). The TSA supports the TA by providing equipment, material, and other support as necessary.

e. Resource Sponsor. A resource sponsor is a Deputy Chief of Naval Operations (DCNO) or Director of a Major Staff Office (DMSO) who generates operational requirements which necessitate expanded, reduced or revised training, and who is also responsible for resources related to generated requirements.

4. Background. The Deputy Chief of Naval Operations (Manpower, Personnel and Training (MPT)) (Op-01) is responsible for the Navy's total force manpower, personnel, and training policy and planning, including overall assessment of the resource sponsors manpower and training functions. Within this responsibility is coordination among DCNOs, DMSOs, and commands in identifying training requirements, and the preparation of plans to meet these requirements. DCNOs/DMSOs have a direct responsibility for the establishment and support of training requirements in areas under their cognizance and must ensure that:

- a. training programs satisfy identified training needs;
- b. training agencies receive available resource support in terms of manpower, funding, facilities, and equipment (within mandated fiscal guidance); and
- c. training priorities are identified and documented.

5. Responsibilities. The following responsibilities are assigned:

a. Category I. Continuing need for the supply or replacement of trained personnel. As discussed in reference (a), Op-01 will prepare student training requirements plans. These plans are based on estimates of needs for trained personnel to fill established billets relative to projected inventory. These requirements plans are developed within Op-01, coordinated with the cognizant DCNOs/DMSOs and forwarded to training agents for assessment of feasibility. When completed, the plans are provided by Op-01 to appropriate training agents as guidance for planning and execution of training programs. DCNO (MPT) (Op-01) will provide resources (staff and student billets, O&MN dollars) required as a result of changes in the number of accessions which impact the "A" school plan. Resource requirements generated by curriculum revisions, trainee input expansions

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etc., will be funded by appropriate DCNO/DMSO. Resources required to support equipment requirements, MILCON, etc. are also the responsibility of the DCNO/DMSO.

b. Category II. Training needs identified in relation to new developments in hardware or operating techniques. Reference (b) provides guidance and establishes responsibilities for the preparation and implementation of Navy Training Plans (NTP) for new developments. The appropriate DCNO or DMSO is responsible for those items assigned to the CNO by reference (b). Based on the determination of NTP training requirements by appropriate DCNOs and DMSOs, Op-01 will integrate validated new training requirements into approved plans.

c. Category III. Training requirements identified out of the programming/budgeting cycles. Periodically, valid, high priority training requirements are identified out-of-cycle with the programming and budgeting process. When an emergent training requirement is identified:

(1) Fleet commanders, training agencies, training support agencies and/or other naval activities shall forward the request to meet the requirement to the appropriate DCNO/DMSO for approval action with copy to CNO (Op-01). The DCNO/DMSO shall, if the request is approved, coordinate the emergent requirement with the affected training agency, as appropriate. The training agency shall report the feasibility of satisfying the requirement and associated resource implications. The DCNO/DMSO will identify resources to accommodate the requirement advising Op-01 of training and manpower implications.

(2) Should neither the resource sponsor nor the training agency be able to accommodate the unfunded requirement, the appropriate DCNO/DMSO will advise the training agency, after coordination with Op-01 to:

(a) submit unfunded resource requirements to CNO (Op-92) during the NAVCOMPT apportionment review and/or mid-year review;

(b) cancel or defer lower priority programs in order to offset the higher priority requirement;

(c) delay implementation of the requirement until programming actions can be initiated, and develop and provide a resource requirement statement for subsequent POM cycle.

(3) Op-01 shall coordinate program adjustments which have resource implications affecting two or more DCNO/DMSOs.

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6. Action. Fulfill the responsibilities assigned in paragraph 5, ensuring that subordinate activities are apprised of procedures contained in this directive.

7. Reports. The reports required by this instruction are exempt from reports controlled by DODD 5000.19 of 12 March 1976.

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