



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, DC 20350-2000

IN REPLY REFER TO
OPNAVINST 1500.51B
OP-11
31 March 1989

OPNAV INSTRUCTION 1500.51B

From: Chief of Naval Operations

Subj: TOTAL FORCE TRAINING STRATEGY

Encl: (1) Training Objectives
(2) Training Responsibilities
(3) Total Force Fleet Training Strategy
(4) Navy Training Oversight Committee (NTOC) Charter

1. Purpose. To issue policy and assign responsibility for implementing the Total Force Training Strategy. This instruction has been extensively revised and should be read in its entirety.

2. Cancellation. OPNAVINST 1500.51A and OPNAVINST 1540.50A, Report Control Symbols OPNAV 1540-4 and OPNAV 1540-5, and OPNAV Form 1540/8 (4/79).

3. Background. Support of the Navy's growth requires that our overall plan for Total Force training be developed and implemented carefully. To that end, a training strategy has been developed which recognizes:

a. Maritime superiority as the fundamental goal in our national maritime strategy;

b. The necessity for an effective framework within which to plan, program, budget, train, and assess our diverse and complex Navy of the future;

c. That training methods must be responsive to technology advances, yet remain affordable;

d. That training and acquisition processes must be compatible with and responsive to the needs of the operating fleet;

e. That Naval Reserve training requirements are intrinsic to each echelon of the Total Force from planning through execution; and

f. The spirit of the CNO's program for personal excellence.

4. Scope. This instruction applies to both active and Reserve forces.



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5. Discussion. The Total Force Training Strategy focuses on seven major objectives and assigns responsibilities for implementation. These objectives are listed at enclosure (1).

6. Policy. Each echelon of command is responsible for the assessment, quality, efficiency, and cost-effectiveness of training. Reporting of training deficiencies must be timely and standardized. The overall goal is to provide the Navy with the best trained individuals, units, and forces possible.

7. Responsibilities. Responsibilities for implementation of this instruction are outlined at enclosure (2). The Total Force Fleet Training Strategy is discussed at enclosure (3). The Navy Training Oversight Committee (NTOC), which acts as a coordinating mechanism for Navy training, is described at enclosure (4).


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TRAINING OBJECTIVES

Ref: (a) OPNAVINST 1500.2F (NOTAL)
(b) OPNAVINST 11102.1 (NOTAL)

1. Maintain an overall Navy-wide assessment of all levels of training/provide effective feedback systems for quality control of training. A comprehensive evaluation of how well training supports the Navy mission is required on a continuing basis. This effort must include an assessment of schoolhouse and fleet training of active and Reserve forces. The training assessment process must involve the entire chain of command and provide timely feedback to cognizant agencies. This process applies equally to training for new system acquisitions as well as existing systems.
2. Validate and upgrade the training resource base. The training resource base must consist of funding for all planned or ongoing training and training support within the operating fleet, the Naval Education and Training Command (NAVEDTRACOM), the Naval Reserve Force, and supporting agencies and commands. Identification and continuous validation of this base are the first steps necessary to develop future requirements and priorities. Sponsor validation of training requirements is the key step in ensuring effective management control of resource planning and programming. The goal of these processes must be the continual sponsor-supported upgrade of our Navy-wide training facilities, ashore and afloat, in order to meet future fleet readiness requirements.
3. Conserve training resources by identifying and capitalizing on training efficiencies. Economy of training is mandatory. Training agents afloat, ashore, active, and Reserve are responsible for maintaining quality of training while conserving resources. Reduce the amount of training documentation required in the schoolhouse by improving technical manuals for use as the primary text. Regularly review fleet schoolhouse manuals for accuracy and usability. Promote excellence in technical manuals by early training in usage, maintenance, and management of the various feedback systems available. Eliminate redundant and excess training through the sponsor requirements validation process. Pursue selected development of technologies for remote site training such as video/satellite distance learning methods and on board training packages to supplement, and in some cases, replace schoolhouse training. Increase the capability to receive, distribute, and use technical information in digital form to aid curriculum and manual development.
4. Ensure the training community is capable of accommodating new and existing training requirements. Responsible agencies must support existing guidance governing the introduction of new

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systems into the Navy to ensure proper and timely support for fleet introduction of new or redesigned equipment with the required training at the required time. Further, provide for supporting this training over the life cycle of the equipment. Particular attention to initial (factory) training, from contractor development to schoolhouse incorporation, is required to ensure the Navy receives a quality product. Reference (a) provides policy guidelines related to initial (factory) training. Reference (b) provides policy guidelines related to training equipment installations at schoolhouses.

5. Maintain a proper balance between shore-based and on board training (OBT). Because of constrained resources, a proper balance between shore-based training and OBT must be ensured; OBT reinforces the individual skill and team training conducted ashore. Planning for peacetime operational requirements must give priority to the resources (including operating tempo (OP-TEMPO)) necessary to conduct individual, unit, and battle group/battle force training both in port and underway. With the increasing emphasis on in-port training, shore-based trainers must be made fully compatible with fleet systems both in configuration and design capability in order to fully support fleet training requirements and sustain operational readiness.

6. Develop training policies which conform with standardized fleet maintenance and operating procedures. In order to be effective, training must conform to standardized fleet operating and maintenance procedures. Training policies must be updated as new procedures and equipment are developed.

7. Integrate state-of-the-art simulation/stimulation techniques into training and operational activities and man-machine interface requirements into weapons systems acquisition to enhance war fighting effectiveness, efficiency, and self-reliance. Unit proficiency training/readiness requirements necessitate live weapon expenditures and completion of underway/in-flight exercises which often exceed available OPTEMPO or other budgeted resources. To minimize effects of these shortfalls and increase effectiveness of fleet training, aggressive exploration of new training technology and techniques is necessary. Improvements in operator and maintainer performance are possible with effective hardware and software weapon system design solutions which reduce training loads. Training self-reliance within individual platforms must consider, during the Instructional Systems Development (ISD) analysis and evaluation process, the inclusion of embedded training technology in the design of new or upgraded systems.

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TRAINING RESPONSIBILITIES

Ref: (a) OPNAVINST 1500.8M (NOTAL)
(b) OPNAVINST 5311.7 (NOTAL)
(c) OPNAVINST 5000.50A (NOTAL)
(d) OPNAVINST 1500.54 (NOTAL)
(e) CINCPACFLT/CINCLANTFLTINST 1541.4 (NOTAL)
(f) OPNAVINST 1500.60 (NOTAL)
(g) OPNAVINST 11102.1 (NOTAL)
(h) OPNAVINST 1500.2F (NOTAL)
(i) OPNAVINST 5000.49A (NOTAL)
(j) NAVMATINST 1550.2D (NOTAL)

1. As the Navy's primary training advocate, the Deputy Chief of Naval Operations (Manpower, Personnel, and Training) (OP-01) will:

a. Provide training appraisals to the Chief of Naval Operations (CNO). These appraisals will be presented to the CNO Executive Board (CEB) or Program Review Committee (PRC) as appropriate. They will be issue oriented, programmatically formatted, and fiscally balanced. Evaluation of training assessment systems and reviews of assessments conducted by others will provide the basis for training appraisal issues.

b. Take the lead in developing and coordinating training policies and guidance for the resource sponsors and Navy Systems Commands (SYSCOMs). Maximize training management efficiency and interfaces by chairing the Navy Training Oversight Committee (NTOC). Enclosure (4) is germane.

c. Coordinate continued application of the continuum concept to rate and mission area training. The continua should provide validated training at the appropriate time in an individual's career (levelized training) to reinforce the learning experience, maximize benefit to the fleet, achieve cost effectiveness, and provide career incentives.

d. Ensure that maximum advantage is taken of an individual's prior training and experience in the personnel distribution and assignment process. The complexity of modern aircraft and ship systems demands that assignment policies be established for both officer and enlisted personnel to provide the fleet with trained assets which capitalize on previous training. For example, priority will be given to assignment of proven Training and Education Subspecialists to designated key training billets and to the reassignment of proven instructors having a Navy Enlisted Classification Code (NEC) of 9502 to instructor billets.

Enclosure (2)

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e. Assess training implementation for new systems. At major milestones within the Research, Development, and Acquisition (RDA) process, assure that necessary resources are programmed to provide effective training support prior to initial operating capability (IOC).

f. Ensure that Navy Training Plans (NTPs) are prepared and maintained as life cycle documents (reference (a)). NTPs must include a Total Force perspective for identification and support of executable Reserve billet training requirements by resource sponsor and Fleet Commanders in Chief (FLTCINCs). The Manpower, Personnel, and Training (MPT) requirements determination process will utilize procedures established in the HARDMAN Program (reference (b)).

g. Review and approve Training Device Requirements Documents (TDRDs) per reference (c). Maintain a Training Device Management Information System (TRADMIS) to track funding, documentation, and milestones for major training device programs.

h. Develop/maintain an integrated training and education data base. Integrate training and education information systems to ensure the availability of information relating to requirements, resource profiles, courses of instruction, and assessment of training. The standardized transfer of technical data among existing and planned information systems will be institutionalized. The system must support measures of training effectiveness that will assist in the allocation of training resources.

i. Monitor operation of the Training Readiness Reporting System (TRAREP) (reference (d)). Monitor the product of the system, reporting training readiness to CNO via training appraisals as appropriate.

2. The Fleet Commanders in Chief (FLTCINCs) will:

a. Assess all aspects of fleet training and the product of formal school training received by the fleet. Maintain the Fleet Training Assessment Program (FLETAP), reference (e), to report deficiencies in training. FLETAP will include training deficiencies reported by any non-Navy organization or agency whose personnel attend Navy-sponsored training.

b. Ensure that all annual CINC SITREPs to CNO provide a comprehensive picture of fleet training posture with regard to both requirements and resources.

c. Participate actively in developing and maintaining training standards and requirements by skill and experience level for both active and Reserve forces. Standards and requirements must be identified and enforced in all mission areas. Fleet

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participation is required in all aspects of training including the NTP and Continuum Training Plan (CTP) processes, initial (factory) training in-process reviews, Naval Reserve training requirements, and the development of Technical Training Equipment (TTE) and Training Device (TD) requirements.

d. Monitor operating tempo (OPTEMPO) to ensure that Total Force training requirements, including individual, unit, and battle group/battle force training, are achievable. Include projected shortfalls and their effects in the Annual Capabilities Report.

e. Work closely with the Commander, Naval Reserve Force (COMNAVRESFOR) in identifying valid individual billet training requirements that reflect current and planned fleet needs. Billet training objectives should reflect realistic and achievable goals for Selected Reserve (SELRES) personnel.

3. The resource sponsors will:

a. Assess and coordinate training of assigned personnel and units up to and including the Type Commander (TYCOM) level.

b. Support efforts to maximize training management efficiency and strengthen organizational relationships and interfaces with SYSCOMs, Chief of Naval Education and Training (CNET), and the Naval Reserve Force through support of the NTOC.

c. Program training resource requirements as contained in approved Test and Evaluation Master Plan (TEMPs), NTPs, and TDRDs. Major program slippages shall be reported to OP-01 along with appropriate alternatives for the training system. Training shall be in place prior to the IOC of systems. The NTP process must be closely monitored to ensure that Reserve training requirements are executable and affordable.

d. Program sufficient resources to meet Total Force training requirements. Programming for fleet training must support an appropriate mix of shore based training and on board training (OBT) to ensure warfighting readiness levels are maintained.

e. Promote standardized training, maintenance, and operating policies and procedures between the fleets to the maximum extent possible to simplify training requirements while enhancing fleet readiness. Coordinate with FLTCINCs to enhance interfleet assignability of trained personnel.

f. Consider advanced training technology for economy in training. Ensure advanced training technology such as the use of microcomputers and video/satellite distance learning is con-

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sidered as a means for achieving potential training improvements, platform training self-reliance, and cost savings.

g. Identify new or changing training requirements. Review existing training requirements, both active and Reserve, and provide final approval of individual billet training requirements. Ensure maximum efficiency and economy of resources. Provide assistance as required by OP-01 for all training continuum development efforts.

4. The Chief of Naval Education and Training (CNET) will:

a. Provide for assessment of formal training under his purview per reference (f). Provide assessment findings to OP-01 for possible inclusion in the training appraisals where discrepancies/deficiencies require resolution by higher authority. Include status of TTE/TD with a "copy to" resource sponsors. The mission readiness of designated Navy training units will be reported as directed in reference (d).

b. Assist FLTCINCs and COMNAVRESFOR to ensure an effective, responsive assessment/feedback system measures the quality of formal school training provided to the fleet. Information should be exchanged among CNET, FLTCINCs, and COMNAVRESFOR comparing training objectives and actual results. CNET will provide feedback to FLTCINCs on actions taken to correct deficiencies in schoolhouse training.

c. Coordinate the standardization of schoolhouse training. In conjunction with FLTCINCs, promote every effort to standardize training in the fleets to maximize training efficiency.

d. Identify more cost-effective training methods. Explore potentials for economies in existing training to conserve training resources. Where possible, consolidate training to eliminate redundancy.

e. Maintain involvement with technical manual quality control. Assist the SYSCOMs through participation at in-process reviews and review of preliminary technical manuals for use in the classroom. Provide entry level instruction on the use and maintenance of technical manuals (i.e., how to identify, obtain, maintain, and correct errors in technical manuals) in the technician's initial pipeline or "A" school training.

f. Identify and validate the training resource base to develop future training requirements. Continuous monitoring and validation of the base is fundamental to conserving training resources and for projecting accurate future training requirements.

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g. Provide inputs to OP-01 concerning resource shortfalls which highlight execution year shortfalls, alternatives for meeting training requirements, and the impact of requirements that cannot be met.

h. Include OP-01 as a "copy to" addressee for the Annual Inspection Summary (AIS) report which provides an assessment of the Class 2 property physical plant. The training impact of major degradations must be addressed in the TRAREP.

i. Maintain a Navy-wide management information system to support formal courses of instruction.

5. The Director of Naval Reserve (DIRNAVRES) (OP-095) will:

a. Provide policy, direction, and control of the Naval Reserve in establishing training plans, programs, and standards.

b. Establish a training policy which will achieve fleet and resource sponsor requirements. Consideration should be given to factors such as geographic separation, demographics, limited time to train, NEC attainability/proficiency, and administrative span of control. Responsibility includes that of monitoring Naval Reserve tasking for achievability and for tracking resource sponsor requirements/resource funding trends.

c. Provide continuous assessment of the training of the Naval Reserve. Report status of training with regard to both requirements and resources to OP-01 for inclusion in training appraisals.

d. Incorporate Reserve training with active training wherever possible as a matter of economy. Every effort should be taken to consolidate training with the active forces to ensure training standardization and efficiency are achieved.

6. The Naval Systems Commands (SYSCOMs) will:

a. Identify new training technology and promote its development where appropriate. Recommendations should focus on Total Force requirements and should consider trade-off analyses of cost, capability, and supportability. A primary objective should be to increase self-reliance in training through means such as the development of embedded training systems. In this endeavor, SYSCOMs will coordinate recommendations with resource sponsors and the training agents via a SYSCOM central point of contact.

b. Coordinate training requirements associated with fleet introduction of new systems to ensure timeliness and compatibility. Every effort shall be made to ensure full training capability is achieved prior to system or equipment IOC. Reference (g)

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applies. Notification of changes affecting fleet introduction must be made to the appropriate resource sponsor and training agent in a timely fashion to ensure training resources are reprogrammed accordingly. Particular attention is required in the area of initial (factory) training to ensure a smooth transition from contractor to the Navy. Reference (n) applies.

c. Based on resource sponsor direction, develop and promote standardized maintenance policies as a means to promote economy in training. Training resources must be justified in the Logistics Requirements and Funding Plan (LRFP). This document, as well as the Integrated Logistics Support Plan (ILSP), the Maintenance Plan, and training-related LSA/HARDMAN analysis all determine training requirements for individual programs and are required by reference (i).

d. Promote the quality upgrade of technical manuals as the principal source document for equipment maintenance and operator training. Quality assurance during both preparation and updating is a key to ensuring publications are accurate, meet stated specifications, and serve both maintenance and training requirements. Adequate and timely distribution of technical manuals and their associated changes/revisions is essential to their effective use in both fleet and classroom. Systems Commands will provide feedback to the field/training activities regarding the disposition of recommended corrections to deficiencies.

e. Ensure that configuration of TTE and TD in schoolhouses and Naval Reserve facilities is the same as those in the fleet. Provide timely information to appropriate resource sponsors and training agents on the status of proposed modifications to TTE/TD.

f. Continue on-site review of specific training courses and training devices through the Quality Assurance and Revalidation and Technical Training Audit Programs. References (c) and (j) provide procedures for these programs which can maximize the potential for ensuring training courses and devices are technically accurate, up to date, and properly supported with technical documentation and TTE/TD as part of the overall training assessment effort.

g. Standardize system types as they are introduced into the fleet or modernized. Standardization of equipment and systems will be pursued to make greater use of generic training and to minimize added training required for non-standard variations within the same class or type platform.

h. Develop and maintain a centralized management information system. This system is to identify and support the development

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and acquisition of training systems consistent with Office of the Chief of Naval Operations (OPNAV) direction and requirements.

7. The Deputy Chief of Naval Operations (Naval Warfare) (OP-07) will:

a. Act as the OPNAV sponsor for fleet readiness training above the TYCOM level. Assess coordinated and integrated fleet training (e.g., battle group, amphibious group, and battle force), reporting specific warfare area results within the context of Warfare Appraisals.

b. Act as lead in warfare mission area training continuum development and implementation. Provide membership on continuum development executive committees and identify and prioritize training deficiencies within warfare mission areas.

c. Highlight principal fleet training and resource deficiencies and in conjunction with the annual CINC SITREPs, coordinate with the NTOC to recommend corrective actions to CNO (as part of the Training Appraisal) and the resource sponsors.

d. In concert with OP-01 and the FLTCINCs, maintain a comprehensive fleet training strategy (enclosure (3)) to maximize readiness while accommodating resource constraints. Highlight training requirements to the resource sponsors to ensure appropriate programming occurs in a timely manner.

8. The Deputy Chief of Naval Operations (Navy Program Planning) (OP-08) will continue to assist OP-01 in documenting and refining the training resource base. The data within the resource base will be sufficiently detailed to permit all principals in the fiscal management of training to use the same data base.

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TOTAL FORCE FLEET TRAINING STRATEGY

Ref: (a) OPNAVINST 1500.8M (NOTAL)
(b) OPNAVINST 5000.50A (NOTAL)
(c) CINCPACFLT/CINCLANTFLTINST 1541.4 (NOTAL)
(d) OPNAVINST 1540.52 (NOTAL)
(e) OPNAVINST 1500.19D (NOTAL)
(f) OPNAVINST 11102.1 (NOTAL)

1. Purpose. To define paths for improved training connectivity among Fleet Commanders in Chief (FLTCINCs), Office of the Chief of Naval Operations (OPNAV), Commander, Naval Reserve Force (COMNAVRESFOR), and Naval Education and Training Command (NAVEDTRACOM) by:

- a. Highlighting the fundamental importance of training to warfighting capabilities,
- b. Delineating the Total Force Fleet Training Strategy, and
- c. Establishing policy and responsibility for implementing the Strategy.

2. Background. Training typically has suffered when in competition for resources with operational requirements such as ships, aircraft, and weapons systems procurement. The Navy, until recently, attempted to make up for training deficiencies through increased operations. With the reality of zero budget growth over the next five years, each dollar must be efficiently spent. Training support is central to directing the proper application of limited resources used in achieving and maintaining warfighting readiness. The Total Force Fleet Training Strategy will provide a road map for developing training requirements to support operational plans and objectives.

3. Definitions. The following terms are defined:

a. Total Force Fleet Training Strategy - a method by which the FLTCINCs and OPNAV can identify and prioritize training requirements, and in conjunction with COMNAVRESFOR and CNET, identify and systematically address shortfalls in resources to support those requirements.

b. Total Force - both active and Reserve forces of the U.S. Navy.

c. Training Readiness - that portion of total warfighting readiness which is dependent upon training received. It does not refer to readiness to train.

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d. Operating Tempo (OPTEMPO) - steaming days and flight hours allocated to active and Reserve units to perform training and operational tasks.

4. Policy. Training is an essential element of fleet readiness. Systems cannot be operated to design capabilities without appropriate training. Accordingly, adequate resources for training are a priority for continued Navy readiness. This strategy provides the framework to ensure training receives the appropriate level of importance in the continuing competition for scarce resources.

5. Discussion

a. The Total Force Fleet Training Strategy is composed of the following elements:

- (1) Identification of training requirements,
- (2) Assessment of training readiness,
- (3) Prioritization of training shortfalls identified during the assessment process, and
- (4) Development of options and resource support to address the training shortfalls.

The first three elements are fundamental responsibilities of the FLTCINCs. The fourth element is a joint responsibility of the FLTCINCs, OPNAV, COMNAVRESFOR, and CNET.

b. Training requirements

- (1) FLTCINCs derive training requirements from many sources. Those sources include, but are not limited to:
 - (a) Operational plans in support of national objectives,
 - (b) Navy Training Plans (NTPs) as governed by reference (a),
 - (c) Training Device Requirements Documents (TDRDs) as governed by reference (b),
 - (d) Equipment operation and maintenance,
 - (e) Safety considerations,
 - (f) Type and Numbered Fleet Commander exercises,and/or

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(g) Fleet Training Assessment Program (FLETAP) as governed by reference (c).

(2) Those training requirements may be expressed as:

- (a) OPTEMPO requirements,
- (b) Individual and team school training requirements,
- (c) On board training (OBT) requirements,
- (d) Embedded training requirements,
- (e) Shore trainer, Technical Training Equipment (TTE), and Training Device (TD) support requirements,
- (f) Military Construction (MILCON) requirements,
- (g) Range use and equipment requirements,
- (h) Exercise weapon and target requirements, and
- (i) Instructor and support personnel requirements.

c. In order to have a common basis for comparing training requirements and readiness assessment, a standardized methodology is necessary. While inevitable differences will exist due to geography and/or command relationships, standardization should be the governing principle in identifying requirements and assessing training readiness.

d. Assessment of training readiness results in the identification of training shortfalls which can then be prioritized by the FLTCINCs as governed by mission requirements.

e. Once identified and prioritized, these shortfalls normally should be resolved with available resources through the normal Planning, Programming, and Budgeting System (PPBS) process. In those instances where resolution of shortfalls crosses resource sponsor lines, OP-01, in concert with OP-07, will assume coordination responsibility to promote resolution.

f. To further ensure appropriate attention is given to training readiness and the resources required to support it, TAB (A) details the Training Appraisal development cycle. Reports made by the FLTCINCs to CPNAV to support the PPBS process may be used to address training resource issues. Those reports include:

(1) Annual FLTCINC Integrated Priority List (IPL) required by JCS,

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- (2) POM submissions,
- (3) Submissions for mid-year review of funded deficiencies,
- (4) Submissions for Summer Apportionment Review,
- (5) Fleet submissions to the Training Appraisal, and
- (6) Summary Warfare Appraisal.

6. Responsibilities

a. Fleet Commanders in Chief will:

- (1) Establish fleet training requirements, promoting training standardization to the maximum reasonable extent.
- (2) Establish, separate from the OPTEMPO required to support operational missions, the OPTEMPO required to support an acceptable level of training readiness.
- (3) Develop methods of assessment to evaluate fleet training proficiency.
- (4) Identify deficiencies in fleet training and, where appropriate, shortfalls in training resource support. Forward claimant input at an appropriate time in the Program Objectives Memorandum (POM) cycle to OPNAV for better representation of programmatic training issues.
- (5) Prioritize training shortfalls, including the placement of such shortfalls among overall FLTCINC training priorities.
- (6) Provide training assessments to OP-01 and OP-07.
- (7) In cases where emergent training priorities would displace existing training (course reductions or cancellations), FLTCINCs should recommend priorities to OPNAV via CNET. CNET will provide options and resource requirements.
- (8) Provide designated central coordinating authority (Fleet OBT Coordinator) to identify, prioritize, and standardize fleet training requirements to be met by an OBT system in accordance with reference (d).
- (9) Critically review NTPs to ensure they meet fleet training requirements.

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(10) Provide representation to the Navy Training Oversight Committee (NTOC).

b. OPNAV (OP-01) will:

(1) Be responsive to FLTCINC priorities regarding Total Force training requirements. Coordinate the activities of OPNAV, COMNAVRESFOR, CNET, and the Navy Systems Commands (SYSCOMs) in support of fleet priorities.

(2) Coordinate, in concert with OP-07, fiscal support for issues crossing sponsor lines of responsibility.

(3) Coordinate, in concert with OP-04, acquisition procedures and logistics policies which integrate the requirements of Manpower, Personnel, and Training (MPT) with all other logistics elements.

(4) Coordinate the means to support emergent training requirements that may occur as a result of contingency operations which alter normal training cycles.

(5) Support the FLTCINCs and CNET in filling critical billets in staffs, Fleet, and NAVEDTRACOM training activities.

(6) Provide policy and guidance for the OBT program.

(7) Ensure FLTCINC participation in the NTP and Continuum Training Plan (CTP) processes.

(8) Monitor efforts to attain standardization in fleet training requirements and assessment procedures.

(9) Prepare and present the Training Appraisal to the Chief of Naval Operations (CNO) Executive Board or Program Review Committee with appropriate emphasis on fleet issues.

(10) Chair the NTOC.

(11) Provide senior level representation to major milestone decision meetings to advocate an interest in training requirements.

c. OPNAV (OP-02, 03, 04, 05, 07, 08, 092, 093, 094, 095, 096, and 098) will:

(1) Provide resource support that is responsive to FLTCINC training priorities.

(2) Implement respective Officer/Enlisted Warfare Area Training Continua.

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(3) Consolidate to the degree possible all active and Reserve training into Total Force Fleet Training using common curricula.

(4) Provide representation to NTOC.

d. CNET will:

(1) Ensure responsibilities relative to fleet training ashore as described in reference (e) are met.

(2) Ensure CNET TTE/TD configurations in training commands meet FLTCINC training requirements.

(3) Monitor CNET TTE/TD development, including life cycle support, to ensure currency.

(4) In order to meet urgent tactical requirements of new equipment installation and revisions or modifications generated by rapid technology advancement, coordinate with SYSCOMs and assist in developing procedures to meet FLTCINC requirements for rapid prototyping of TTE/TD.

(5) Provide representation to NTOC.

(6) Conduct training performance assessments of fleet mission-oriented training activities when requested by the FLTCINCs.

e. COMNAVRESFOR will:

(1) Train to FLTCINC established training requirements and standards for Naval Reserve Force mobilization.

(2) Identify specific Naval Reserve training shortfalls to FLTCINCs with recommended solutions.

(3) Maintain close liaison with all echelons of command to facilitate standardization of training requirements and assessment methods.

(4) Provide representation to NTOC.

f. Naval Systems Commands (SYSCOMs) will:

(1) Encourage fleet participation in NTP development and initial (factory) training curriculum development.

(2) Ensure TTE/TD meet FLTCINC priorities.

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(3) Ensure that the fleet, OPNAV, and training agents are expediently appraised of equipment/systems installations which affect warfighting capabilities and may require changes to curricula, TTE, and TD. Reference (f) applies.

(4) In order to meet urgent tactical requirements of new equipment installation and revisions or modifications generated by rapid technology advancement, develop procedures to meet FLTCINC requirements for rapid prototyping of TTE/TD.

(5) In order to promote a strong relationship between the technical community and the training command, establish points of contact within the SYSCOMs for selected mission-oriented schools designated in accordance reference (e).

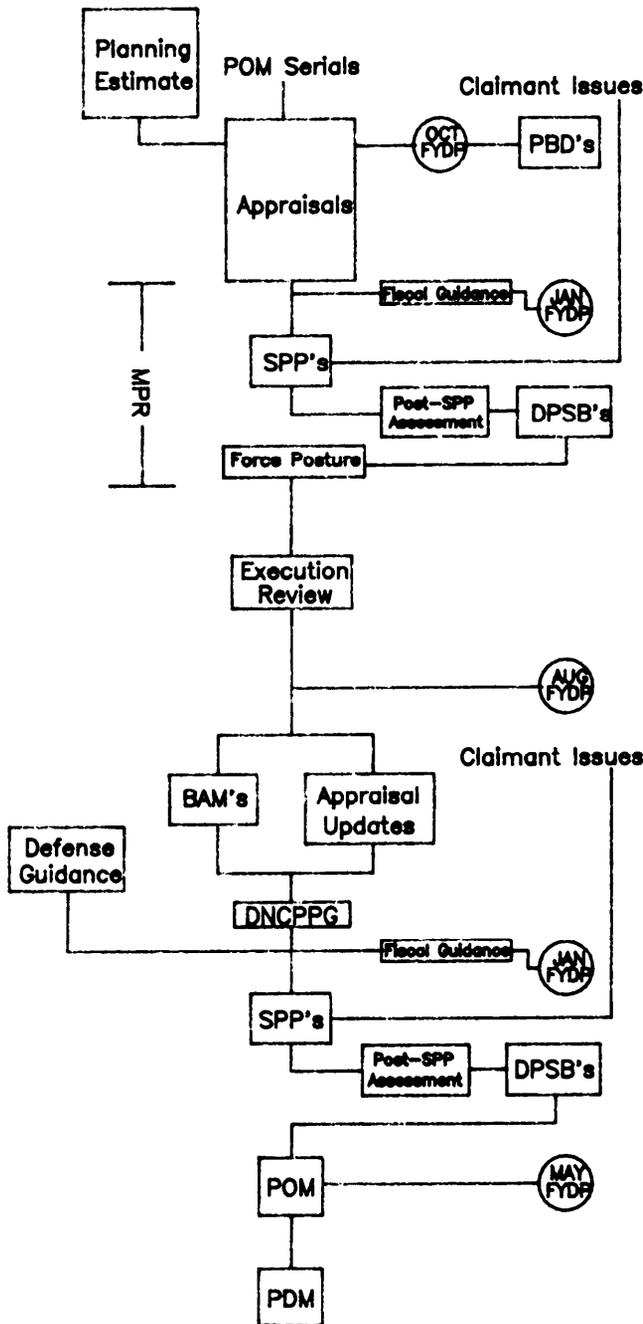
(6) Provide representation to NTOC.

7. Action. In addition to the action implicit in the preceding paragraphs, the Commander in Chief, U. S. Atlantic Fleet (CINCLANTFLT) will take the lead in the development of training requirement and assessment procedures and will provide a Plan of Action and Milestones (POA&M) to CNO.

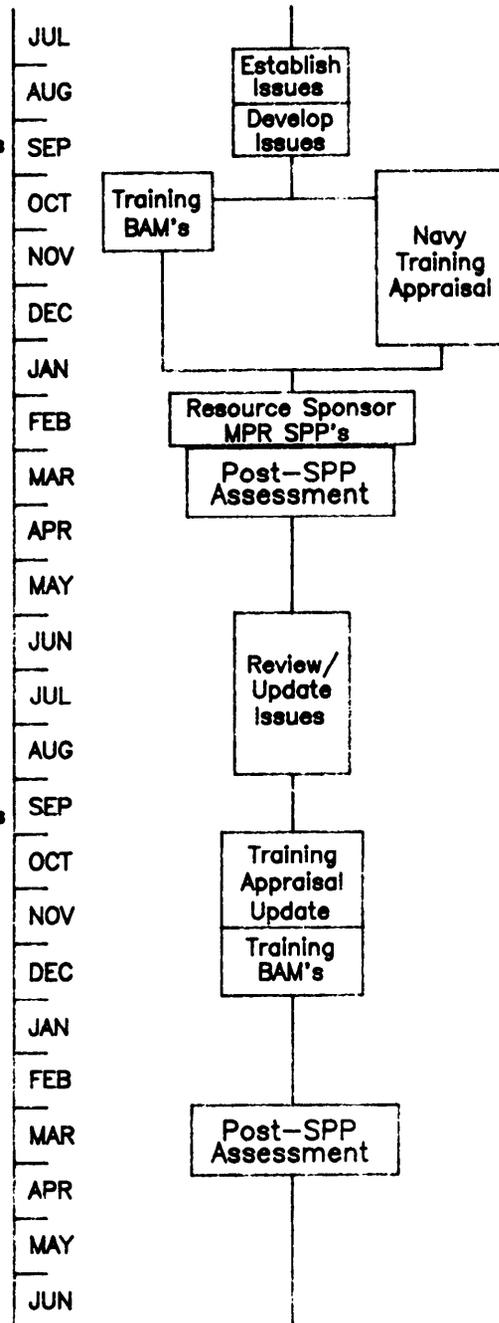
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TRAINING ISSUE DEVELOPMENT

PROGRAMMING CYCLE



TRAINING APPRAISAL CYCLE



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NAVY TRAINING OVERSIGHT COMMITTEE (NTOC)
CHARTER

Ref: (a) OPNAVINST 1500.2F (NOTAL)

1. Purpose. To provide a common forum among training representatives from the Fleet Commanders in Chief (FLTCINCs), Chief of Naval Education and Training (CNET), resource sponsors, and Navy Systems Commands (SYSCOMs) for the development of interactive dialogue and coordination on all aspects of the Total Force Training Strategy.

2. Responsibilities. The NTOC will be responsible for, but not limited to the following:

a. Act as the coordinating mechanism for overall training management.

b. Ensure compliance with the training objectives and responsibilities set forth within this instruction for their respective organizations.

c. Conduct frequent meetings under OP-01 sponsorship to ensure a viable, interactive dialogue is maintained on training issues and initiatives of mutual interest and concern.

d. Promote the conservation of limited resources through the identification of potential training efficiencies with broad based application.

e. Ensure active and Reserve force training initiatives are mutually supportive and compatible to the maximum extent possible.

f. Assume the responsibility of the Factory Training Oversight Committee as set forth in reference (a).

3. Membership. The NTOC will consist of O-6/GM-14 level representation. The responsibilities of the committee will have differing degrees of interest and/or importance for each organization. To minimize time demands on senior level representatives, the NTOC will be comprised of two member groups as described below.

a. Participating Members. This group is the general membership of the NTOC which provides initial training issue inputs and expertise. Participating members include representatives from the following commands/organizations: OP-11 (Chair), FLTCINCs, CNET, OP-02, OP-03, OP-04, OP-05, OP-07, OP-08, OP-092,

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OP-093, OP-094, OP-095, OP-096, OP-098, Navy Supply Systems Command (NAVSUP) (NSUP-074), Commander, Naval Sea Systems Command (COMNAVSEASYSKOM), Commander, Naval Air Systems Command (COMNAVAIRSYSKOM), and Commander, Space and Naval Warfare Command (COMSPAWARSYSKOM).

b. Principal members. This group, a subset of the participating membership, provides an executive level oversight function for financial reviews of training appraisal issues and solutions to fleet shortfalls. Principal members are from OP-11, FLTCINCs, CNET, OP-02, OP-03, OP-05, and OP-07. Other participating members will join this group as subject matter requirements dictate.

4. Meetings. The NTOC will meet quarterly or as directed by the Chair.