The questions below were asked at the September 2017 Career Development Symposium, San Diego CA.

How can we improve training? We are cutting training and schools shorter, and young Sailors are coming in with less experience due to most of the classes being computerized. How can we fix this? How is NETC and training evolving to meet the new initiatives of CNO and the Navy?

As part of Sailor 2025’s Ready Relevant Learning initiative, Navy training is undergoing significant transformation that focuses on providing Sailors “the Right Training, at the Right Time and in the Right Place.” The new training model will eliminate the current practice of front-loading training at the very beginning of a Sailor’s career by providing incremental training along a rating’s learning continuum based on when a Sailor is expected to perform specific work. These learning continuums will be guided by “Science of Learning” principles and will be based on fleet subject matter expertise input. Additionally, Navy training is being transformed away from a heavy emphasis on knowledge-based training (memorizing, describing and listing) toward more performance-based training (application, repetition and practice). This will not eliminate computer-based training but will optimize technology-based solutions with more traditional delivery methods, such as instructor-led and laboratory training.

Why must a Sailor be on board one year before going to school? If a Sailor is actively attempting to receive qualifications why are they being limited?

Under the new training model, Sailors will receive the training and skills needed at the right time in a Sailor’s career. Under the “block learning” construct, Sailors will attend “A” school to receive the initial training that will enable them to be successful during the initial portion of their first tour. The Sailor will then return for follow-on “block 1” training 12 to 24 months after arrival to their fleet unit. This new training model will allow commands to train Sailors at the right time (when the individual Sailor is ready) in their first tour and at the right time (when the command can afford to lose them, based on OFRP and operating schedules).

There has been a lot of criticism of shiphandling training and certifications since the recent collisions. Are there plans in the works to change shiphandling and quartermaster training to avoid this situation in the future?

While the investigations and assessments are still ongoing, we are continuously looking at our training and any lessons learned will be incorporated in all associated training.

However, as part of the new training curriculum initiatives the 8-week Quartermaster Apprentice (QM A) School was recently revised and the first pilot is expected in fall 2017. It will teach new quartermasters skills needed to integrate them in the navigation team and assist in qualifying as Quartermaster of the Watch (QMOW) once reporting onboard their ship. The new course provides training in all areas of surface navigation including rules of the road, the full spectrum of navigation fundamentals for both paper and electronic chart systems and the basics of celestial navigation. The new QM-A school establishes a formal QM continuum of learning before each sea tour, as the QM Jourmanyman (“C”) School was established 2016.
Why did NKO go away, yet we continue to do the same type of training on JKO? To me, nothing changed except having to learn a new system to do the same GMT’s/courses. Navy Knowledge Online was retired and the data was migrated into My Navy Portal (MNP). MNP provides better service to Sailors on one platform that allows them to access their personal information in one location. Training requirements remain and MNP did not relieve those requirements, but rather just changed the location of where they are more easily accessed.

With focus on a better trained fleet/ preparation for transition to civilian life, has there been thought put into making every “A” and “C” school directly equivalent to a civilian certification? Unfortunately, this is not doable, as "A" and "C" schools teach towards a Navy requirement and Navy standard, while civilian certifications are awarded based on meeting an industry or credentialing organization standard.

However, there are several "A" and "C" schools that teach information and/or activities that are directly compatible to civilian certifications (without changing Navy requirements or standards). So, without changing Navy training, civilian certifications are readily attainable. Examples include:

- Mixed Gas Diver certification is directly attainable at the completion of ND "A" school.
- Certified Aerospace Technician certification is directly attainable at the completion of AS "A" school.
- Certified Phlebotomy Technician is directly attainable at the completion of HM "A" school and with documented number of blood draws.

Several other examples can be made for "C" schools.

Within the Navy COOL website at https://www.cool.navy.mil/usn/index.htm, if you select a particular rating page, you'll see on the left side navigation (“selection boxes”), you can filter for certifications that you can attain within less than one year from graduating "A" school and also filter by certs attainable with less than four years from graduating "A" school.

NEC is part of formal training but what about FLTMPS requirement like “F” schools? In most cases, we don't have the time to send Sailors to school and the same time support current operations. An NEC is attached to a specific billet that requires skills beyond those attained by the rating.

How can we further our careers and better ourselves if commands continually don't allow Sailors to attend “C” schools or other Navy-provided courses? We are advised to do it on time off but if you work 10-12 hours, what time off do you really have after working hours?

Any “C” schools that are part of the accession pipeline will be attended as part of that pipeline. Attendance of “C” schools and additional training after a Sailor has arrived to their operational unit is determined by the needs of the command, fleet requirements, and school quotas.

The vision of Ready Relevant Learning is to deliver a continuum of learning to the Sailor at the right time and point of need. With modernized delivery, training access barriers such as
TAD/TAR costs and time away from the unit to receive training in many cases will be significantly reduced or eliminated. Additionally, modernized delivery methods will in many instances provide motivated Sailors an opportunity to work ahead, based on their individual skill level and readiness to receive more advanced training.

Is there a way to assign a mentor chat location where you can sign in and live chat, leave messages and invite resource conferences that are scheduled/based/focused on career milestones through My Navy Portal?
My Navy Portal is not designed to support a live chat capability. It is still in its preliminary development stages to get to the end result of consolidating multiple Navy websites and databases. Any future developments on message boards or career focused resources are yet to be determined.

There’s a gap between what Big Navy trains/expects and what is actually practiced in day-to-day operations? As it relates to training, equal opportunity, SAPR & other issues. What is the plan for actually transforming the culture of the Navy into the professional vision of the 2015 Sailor?
The Navy is focused on empowering Sailors, updating policies, procedures, and operating systems, and providing the right training at the right time in the right way to ensure Sailors are ready for the Fleet. We are modernizing our personnel polices to give Sailors more control and ownership over their careers, as well as allow the Navy to adapt to economic changes and corresponding effects on the recruiting market and retention. A career-long learning continuum where training is delivered by modern methods to enable faster learning and better knowledge retention at multiple points throughout a career is being developed. Our goal is to enhance Sailors' career readiness by better developing our leaders, building a team that looks like the nation we serve, and removing obstacles that negatively influence a Sailor's decision to stay Navy when they are looking to start or raise a family.

Could there be more hands-on training for leadership (i.e. chiefs and officers)?
We are always evaluating our training and curriculum requirements.
VOLED:

Is there a way to have consolidated credits seamlessly so that Sailors can continue on with their education with any college at different times? - Degree plan digital and mailable and visual during mentoring sessions?
Under the Servicemember Opportunity College Program, many academic institutions have agreements that recognize credits earned from multiple institutions, and apply those credits to a Sailor’s degree plan. This means a Sailor may earn a degree through courses taken through multiple academic institutions.

After a Sailor submits their degree plan to the Navy College Virtual Education Center, it is viewable and can be used by the Education Counselor and student during counseling/mentoring sessions to determine transferability of credits between institutions.

Will there be more opportunities to get a college degree on deployments?
Sailors have the opportunity to take courses via Navy College Program for Afloat College Education (NCPACE) Distance Learning (DL) or NCPACE Instructor-Led Courses (IL).

The newly revised FY18 NCPACE -DL program (NAVADMIN 234-1) increases the number of participating colleges and course offerings for Sailors desiring to earn college credits while on sea duty. NCPACE-DL courses are self-contained and do not require network connectivity. This program changes for FY18 and NCPACE DL is no longer a command-sponsored program. Sailors can individually submit requests for a specific course through an application similar to Tuition Assistance.

Sailors will also continue to have the opportunity to take NCPACE Instructor-Led courses onboard ships while deployed, provided their command requests the program prior to deploying.

Information is available in the NCPACE section of the Navy College Program website (https://www.navycollege.navy.mil/).

Can tuition assistance be treated like leave? Bank some on sea duty for use later in a career? A Sailor can earn TA over a career, instead of use/lose?
Under the new Voluntary Education (VOLED) guidelines, Sailors can use their TA benefits while at sea for Navy College Program for Afloat College Education (NCPACE) Distance Learning (DL) courses. NCPACE Instructor Led (IL) courses do not count against yearly TA limits. Per Department of the Navy regulations for TA, eligible Sailors receive up to $4000/year for voluntary education. This can be used for tuition assistance and/or NCPACE DL courses. This TA allowance does not carry over to subsequent fiscal years, but resets to the full amount each fiscal year, until the Sailor reaches his or her degree limit (one degree at each level – AA/AS; BS/BA; MS/MA). There is no lifetime cap on TA usage.

Can Tuition Assistance be expanded to be used towards trade schools directly related to their rate to increase training and give a monetary/non-monetary incentive to Sailors to possibly increase retention as well?
Tuition Assistance can be used for courses leading to a certificate, associates, bachelors, or master’s degree. Sailors are encouraged to consider degree programs related to their rate to
enhance their professional development. Currently there are no direct monetary incentives in place for Sailors, however earning a degree positively impacts their advancement potential. Sailors have additional rate-related opportunities available through the United Services Military Apprenticeship Program (USMAP) and Navy Credentialing Opportunities Online (Navy COOL). USMAP enables Sailors to translate their in-rate work hours toward a Department of Labor Certificate of Completion for an apprenticeship, which elevates their professional resume and civilian employment opportunities. Navy COOL funds qualifying credentialing and certification exams which validate a Sailor’s professional competence and experience. TA, USMAP, and Navy COOL are all valuable tools that Sailors can use to enhance their career and professional development.

**Is there an initiative to increase Tuition Assistance?**
Eligible Sailors receive $4000/year for voluntary education. There is no initiative to increase the allowable limit at this time.