Surface Warfare Officer Career Training and Competency Continuum

Leading to Command At Sea

VADM Rich Brown, CNSF/CNSP
OWN THE FIGHT

MISSION
Man, Train, and Equip the Surface Force to provide Fleet Commanders with credible naval power to control the sea and project power ashore.

GUIDING PRINCIPLES

GOOD STEWARDSHIP, PROFESSIONAL DEVELOPMENT, SAFETY

Every commanding officer must prepare their ship, their crew and themselves for combat at anytime and anywhere. We must always look to the future; a time when we will be called upon to employ every combat system, engineering system and fellow shipmate to fight, win and return home. We will achieve success in the Surface Force by focusing on the following guiding principles of GOOD STEWARDSHIP, PROFESSIONAL DEVELOPMENT, and SAFETY. Once we are operating at the highest level of these guiding principles, we will OWN THE FIGHT!

SURFACE WARFARE ETHOS

- We deploy to where the nation needs us and excel in the sea, air and land domains
- We serve with integrity and lead with humility, compassion and professionalism
- We embrace the traditions that are the foundations of our service and nation
- We are highly adaptable, lethal and tough in today’s fight
- We are courageous, disciplined and accountable maritime professionals
- We are the Best, the Fastest, the Toughest, and the Smartest Naval Surface Force in the World
Surface Warfare Officers

- Safely Drive Ships
- Safely Operate Engineering Plants and Combat Systems
- Expertly Fight Ships
- Competently Command Ships

Career Path Changes Increase At Sea Experience In Ships!
A Surface Warfare Officer’s career is a continuous pipeline of an increasingly complex set of training, sea assignments, and structured assessments to deliver the necessary *Experience and Competency in ships* required to Command at Sea.

**Drive the Ship**
- BDOC
- OOD Ph 1
- BST
- Division Officer

**Fight the Ship**
- ADOC
- OOD Ph 2
- BST
- Department Head

**Manage the Ship**
- DH School/BST
- Command

**Command the Ship**
- SCC
- XO
- PCO
- CO

**Warfare Commander**
- MCO
- MAJ CMD

**Mariner Skills are Core** – DIVO to MAJOR COMMAND
# Initial SWO Training

A Building Block Approach: Classroom, Simulator and At Sea Experience In Ships

| BDOC & BST | • **BDOC: 9 Weeks:** Focus on Leadership of a Division:  
- DIVO Fundamentals, Admin, ENG/DC, Leadership, Maritime Skills and Maritime Warfare  
• **Billet Specialty Training (BST):** Range from **0-18 Weeks** of additional training |
|----------|--------------------------------------------------|
| OOD I    | • **4 Weeks** increasing to **6 weeks**  
- STCW courses in Radar Fundamentals, ECDIS and ARPA. RoR standard = 90%  
- High Density Traffic Scenarios in advanced simulators  
- Focus on watchstanding as part of a larger Navigation/Combat team |
| DIVO Tour| • **30 months – CRUDES or AMPHIB**  
- Watch/Qualification: CONN, JOOD, CIC Watch Officer, OOD, and EOOW  
- Leadership of a Division  
  “Drive the Ship” |
| OOD II   | • **3 Weeks:** STCW certified BRM, heavy simulator reps and sets on new ship  
• SWO Go/No Go Assessment (simulator and written testing) |
| ADOC     | • **5 Weeks**  
- Focus: Reinforce/build on the core concepts from BDOC and fleet experience  
- JO SOSMRC, Advanced Warfare Training |
| DIVO Tour| • **18 Months – CRUDES, AMPHIB, CVN (non-nuke), LCS, MCM, PC, or Early Command (MK VI)**  
- Watches: OOD, EOOW, Warfare Coordinator  
  “The Fleet LT” |
### Intermediate SWO Training

Expand upon Maritime, Engineering, Combat Systems and Warfighting Skills: Classroom, Simulator and At Sea Experience In Ships

<table>
<thead>
<tr>
<th><strong>DH Head Training</strong></th>
<th><strong>27 Weeks</strong></th>
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<tr>
<td></td>
<td><em>Includes: Bridge Resource Management</em></td>
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<tr>
<td></td>
<td><em>Focus: Maritime Warfare - TAO, Leadership, Billet Specific Training, Program Management, and Maritime Skills</em></td>
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<th><strong>DH Tour</strong></th>
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<td><em>Billets: WEPS, OPS, 1st LT, and CHENG</em></td>
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<td><em>Watch Qualification: TAO, EOOW “Fight the Ship”</em></td>
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<td><em>Billets: CSO, OPS, CHENG, and PTO, Early Command (MCM/PC)</em></td>
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<td><em>Watches: TAO / Force TAO “Warfighting / Tactics Expert”</em></td>
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## Advanced Career Training

**Authority, Responsibility, Accountability - Building upon At Sea Experience In Ships**

### XO Training
- **10 Weeks** of Surface Commander's Course
- Includes Senior Officer Ship Material Readiness Course (SOSMRC), BRM
- Focus: Maritime Warfare, Material Readiness, Maritime Skills

### XO Tour
- **18 months** – DDG, LCS, or LSD (CG/LPD non-Fleet Up)
- Material and Personnel Readiness, Damage Control, Training Watch Teams
  - “Manage the Ship”

### PCO Training
- **3 weeks** of PCO course during 3 month period between XO/CO
- Focus: Leadership, Maritime Skills, Command Culture, and Personal Character

### CO Tour
- **18 months** – DDG, LCS, or LSD
- Building on 18 month experience as XO in the same ship
  - “Command the Ship”

### MAJ CMD Training
- **3 Weeks** of Major Commanders Course
- Focus: Maritime Warfare, Maritime Skills, and Material Readiness Management

### MAJ CMD Tour
- **22 Months** on a CG, DDG1000, LPD, LHA/D, DESRON, LCS Division CDR
- Strike Group Warfare Commander
Mariner Skills

Assessments Throughout Career

**DIVO (3 Assessments) / (1-3)**
1. (New) Competency check upon completion of OOD Phase I: RoR test and Traffic scenario. OOD Phase I Graduation Criteria
2. (New) CO Evaluation after 18-24 months at Sea: Prerequisite to attend OOD Phase II.

**DEPT Head (4 Assessments) / (4-6)**
4. Competency Check during DH school: RoR test and High Traffic scenario. DH school graduation criteria.
5. CO Evaluation live or in trainer during 1st DH tour: Prerequisite for Command Qualification.
6. Command Qualification Assessment: Attempted between DH tours. Must pass in order to be eligible for command. 5 Written tests on RoR; Command Management; Material Readiness; Navigation/ Seamanship and Ship-handling; and Maritime Warfare. Tactical Assessment and Heavy Traffic Seamanship assessment in simulators. Ungraded 360 degree assessment.

**XO (2 Assessments) / (7-8)**
7. (New) Competency Check during Surface Commander’s Course: RoR test and High Traffic scenario. Surface Commander’s Course graduation criteria.
8. (New) ISIC Evaluation and TYCOM certification to fleet-up.

**CO (1 Assessment) / (9)**
9. (New) Go / No Go Assessment during PCO course: RoR test and High Traffic scenario. Must pass to head to command.

**MAJ CMD (1 Assessment) / (10)**
10. (New) Competency Check Assessment during MCO course: RoR test & High Traffic scenario.

Waterfront Bridge Resource Management Workshops (BRMW)

Rigorous Set Of Assessments Throughout Career Path - 7 of 10 are New
SWO Maritime Skills Training Continuum

“A well developed network of schools, OJT, and self-guided learning”

**Basic**
- BDOC
  - OOD PH I
  - OOD PH II

**Intermediate**
- ADOC
  - Departmen t Head
  - SCC PCO

**Advanced**
- Major Command

**Shiphandling**
- Basic: 37 hours
- Intermediate: 24 hours
- Advanced: 20 hours

- **Basic**
  - 8 Shiphandling Lessons
  - Pierwork
  - UNREP / MOB
  - Assessment
  - Light / moderate traffic mgmt.
  - Extremis extraction
  - UNREP
  - Anchoring
  - Bridge/CIC contact mgmt.
  - Bridge to Bridge
  - Low visibility
  - Intro contact mgmt.

- **Intermediate**
  - Adv. Shiphandling Lesson
  - Pierwork
  - UNREP casualties
  - Homeport Transit
  - Assessment
  - High density traffic
  - TSS Transit
  - Extremis extraction
  - Adv. Tactical shiphandling
  - Adv. DIVTACS
  - Know your Local Op Area
  - Small boat operations
  - Flight Operations

- **Advanced**
  - Adv. Shiphandling Lesson
  - Pierwork
  - Assessment
  - Shiphandling Lesson
  - Pierwork
  - Assessment

**Bridge Resource Management**
- Basic: 110 hours
- Intermediate: 55 hours
- Advanced: 20 hours

- **Basic**
  - Rules of the Road
  - Underway Watch Standing
  - Case Studies
  - BRM Transit (COVE)
  - Rules of the Road practical application
  - Line handling case studies
  - BRM Transit
  - BRM Transit (COVE)

- **Intermediate**
  - STCW-ARPA
  - STCW-Radar Observer
  - BRM (USGC certified course; 5 days)

- **Advanced**
  - STCW-ARPA
  - STCW-Radar Observer
  - BRM (USGC certified course; 5 days)
  - BRM (USGC certified course; 5 days)

- **New Training**
  - USCG Certified
  - BRM Scenario
Assessments Throughout Career

DIVO (2 Assessments) / (1-2)
1. (BDOC) Written Assessment on Engineering Fundamentals. BDOC graduation criteria.
2. (ADOC) Written Assessment on material readiness during Junior Officer Ship Material Readiness Course (JOMRAC). ADOC graduation criteria.

DEPT Head (2 Assessments) / (3-4)
3. Written Assessment on Damage Control. DH school graduation criteria.
4. Written Assessment on Safety during Safety Officer Afloat course. DH school graduation criteria.

XO (2 Assessments) / (5-6)
5. Written Assessment on Engineering Fundamentals (Common Core Exam) during Senior Officer Ship Material Readiness Course (SOMRAC) / SCC. SCC graduation criteria.

CO (0 Assessments)
• TYCOM provided review of ship’s material readiness. No Engineering Assessments are given to PCO students.

MAJ CMD (0 Assessments)
• TYCOM review of ship’s material readiness. No Engineering Assessments are given to Major Command students.

Focus On Fundamentals / Common Core Augmented By Rigorous BST Assessments
SWO Engineering Training Continuum

**Heavy Foundational Training Amplified by Billet Specialty Training**

### Basic
- **BDOC**
  - Engineering Organization
  - Eng System Fundamentals
  - STM/DSL/GT Fundamentals
  - NAVOSH Programs
  - Spot checks/Zone Insp
  - E OSS/CSOSS
  - Tagout
  - 20 hours

### Intermediate
- **ADOC**
  - SSOP
  - JOSMRC
  - Adv Mech Fundamentals
  - Propulsion Train
  - Adv Elect Fundamentals
  - Electrical Safety
  - DC/GFE
  - Hearing/Heat Stress
  - LOQM/FOQM/QA
  - Tagout
  - Aviation Support
  - Zone Inspection
  - 3M/CSMP/Gauge Cal
  - 28 hours

### Advanced
- **Department Head**
  - Damage Control
  - Afloat Safety Officer Course
  - ORT&E
  - 80 hours

- **SCC**
  - Engineering and Combat Systems Theory and Fundamentals
  - Engineering and Combat Systems Programs
  - Maintenance, RMD and INSURV Seminars
  - Common Core exam
  - Ship Specific Systems
  - Ship Specific exam
  - Maintenance University
  - Ship Ride
  - 189 hours

- **Major Command**
  - Ship Specific Class Advisory review
  - MOB-E Assessment trends
  - Ship specific INSURV trends
  - Maintenance University
  - Ship Specific HM&E issues
  - 12 hours

### Billet Specialty Training
- **ELECTRO - 1st DIVO Tour**
  - Dept Training & PQS
  - OP Logs/Legal Rec
  - ORM
  - Tagout
  - Physical Security
  - Generators
  - SWBD/LC’s
  - Motors/Controllers
  - Casualty PWR
  - Shore Power
  - NSTM 300
  - ELECT Safety Officer
  - 160 hours

- **AUXO - 1st DIVO Tour**
  - Dept Training & PQS
  - OP Logs/Legal Rec
  - ORM
  - Tagout
  - Physical Security
  - Pump Theory
  - Hydraulic Theory
  - Seawater Service Sys
  - Steering Systems
  - Galley Equip Maint
  - A/C & Refrigeration
  - RO/Distilling
  - 160 hours

- **DCA - 1st / 2nd DIVO Tour**
  - DCPO Program
  - Self Assessment
  - DC Comms
  - Stability & Plotting
  - Shoring/Pipe
  - Patching/Plugging
  - Watertight Enclosures
  - USS COLE Case Study
  - Main Space Fire Doctrine
  - HELO & ADV
  - Shipboard Firefighting
  - 280 hours

- **MPA (2nd Tour) / CHENGs (DH)**
  - Eng Program Mngt
  - Engineering Standards
  - CHENG Approval Reqs
  - ELECT Safety/Tagout
  - FOQM/LOQM
  - QA/JFMM
  - Aviation Facilities
  - OP Logs/Legal Rec
  - Ship Spec Main Prop
  - Ship Spec Electrical
  - Ship AUX/DC
  - EOP/EOCC Sets/Reps
  - Extensive use of simulators
  - 5 Written Assessments
  - Practical assessment by EAA/EAP on EOP/EOCC/LOK
  - 360 hours
# Maritime Warfare

## Assessments Throughout Career

<table>
<thead>
<tr>
<th>DIVO (2 Assessments) / (1-2)</th>
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<tbody>
<tr>
<td>1. (BDOC) Written Assessment on Maritime Warfare fundamentals. BDOC graduation criteria.</td>
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<tr>
<td>2. (ADOC) Written Assessment on Information Operations, Air and Missile Defense, Surface Warfare, Undersea Warfare, and Expeditionary Warfare. ADOC graduation criteria.</td>
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<th>DEPT Head (9 Assessments) / (3-11)</th>
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<td>3. Threat written Assessment. DH school graduation criteria.</td>
<td></td>
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<tr>
<td>4. Information Operations written Assessment. DH school graduation criteria.</td>
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<tr>
<td>5. Air and Missile Defense written Assessment. DH school graduation criteria.</td>
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<tr>
<td>6. Surface Warfare written Assessment. DH school graduation criteria.</td>
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<tr>
<td>7. Undersea Warfare written Assessment. DH school graduation criteria.</td>
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<tr>
<td>8. Expeditionary Warfare written Assessment. DH school graduation criteria.</td>
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<tr>
<td>9. TAO Final written Exam. DH school graduation criteria.</td>
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<tr>
<td>10. Multi-Warfare TAO practical Assessment. DH school graduation criteria.</td>
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<tr>
<th>XO (5 Assessments) / (12-16)</th>
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<tr>
<td>11. Information Operations written Assessment. SCC graduation criteria.</td>
<td></td>
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<tr>
<td>13. Surface Warfare written Assessment. SCC graduation criteria.</td>
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</tr>
<tr>
<td>14. Undersea Warfare written Assessment. SCC graduation criteria.</td>
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</tr>
<tr>
<td>15. Expeditionary Warfare written Assessment. SCC graduation criteria.</td>
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<th>CO (0 Assessments)</th>
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<td>• Detailed Theater and Warfare tactics updates. No Maritime Warfare Assessments are given to PCO students.</td>
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<th>MAJ CMD (0 Assessments)</th>
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<tr>
<td>• Detailed Theater and Warfare tactics updates. No Maritime Warfare Assessments are given to Major Command students.</td>
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Comprehensive Written Assessments and Practical Work
SWO Maritime Warfare Training Continuum

Training Directly Aligned with Surface Warfare Requirements

**SWOS**

- **Basic**
  - BDOC
  - Warfare Area Overviews – AMD, BMD, SUW, IO, EXW, USW
  - RT Procedures
  - RADAR Fundamentals
  - CIC Familiarization
  - USN/Threat Caps and Lims
  - Shipboard Topside Tours
  - CIC Tours
  - 29.5 hours

- **Intermediate**
  - ADOC
  - Air/Missile Defense
  - Surface Warfare
  - Undersea Warfare
  - Expeditionary Warfare
  - Information Operations
  - OPTASK Practical
  - Tactical Shiphandling
  - CIC Communications Practicals – AMD, SUW, USW
  - Multi-Warfare CIC Scenario
  - 66 hours

- **Advanced**
  - Department Head
  - Information Operations
  - Air/Missile Defense
  - Surface Warfare
  - Undersea Warfare
  - Expeditionary Warfare
  - USN Caps & Lims
  - Threats Caps & Lims
  - Individual Warfare CIC Scenarios – AMD, SUW, USW
  - Multi-Warfare TAO Assessment
  - 13 weeks

  - SCC PCO
  - Information Operations
  - Air/Missile Defense
  - Surface Warfare
  - Undersea Warfare
  - Expeditionary Warfare
  - Full Mission Bridge Tactical Training
  - Capstone SOH Transit Scenario
  - Maritime Warfare Practical
  - 61 hours

  - Major Command
  - Warfare Area Updates
  - Platform-Specific Operations
  - Warfare Commander Discussions
  - WTI Updates
  - Theater Briefs
  - Individual Training as Requested
  - 22.5 hours

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**Billet Specialty Training**

2nd tour Division Officers (TRAINO and FCOs), Department Heads, XO/CO as needed.

- Aegis Training Center Dahlgren for Aegis Operator Course and Aegis Combat Systems course
- SMWDC for Surface and Integrated Air and Missile Defense Training
- Fleet ASW training centers for USW tactical training
- LCS Training Facility

**Major Command, XO/CO and Department Heads (as required):**

- Expeditionary Warfare and Tactical Training Group PAC/LANT for Warfare Commander Training

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Note: BST duration listed also includes non MW training.

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As Is – To Be
Increasing At Sea Experience In Ships!

48 M Single Longer Tour
- CRUDES
  - CICO/1st LT/ADP/ISO/GUNNO/EWO
  - STRIKE/ELECO/AMPHIB
  - 1st LT/CICO/LCS
  - EMO/CICO/SUPPO/MODULE

39 M Single Longer Tour
- CRUDES
  - CICO/1st LT/ADP/ISO/GUNNO/EWO
  - STRIKE/ELECO/AMPHIB
  - 1st LT/CICO/LCS
  - EMO

36 M Single Longer Tour
- CRUDES
  - WEPS/OPS/CHASE/PTO/SLT CHENG LCS
  - CHENG/CSO
  - MCM
  - OPS
  - AMPHIB
  - CSO/OPS/1st LT/PTO

36 M Single Longer Tour
- CRUDES
  - DESRON
  - PHIBRON
  - GRAD ED
  - NSM/WDC
  - ESG
  - ATG
  - CSCS
  - TYCOM
  - SWOS
  - FLAG LT

CRUDES
- CICO/1st LT/ADP/ISO/GUNNO/EWO
- STRIKE/ELECO/AMPHIB
- 1st LT/CICO/LCS
- EMO/CICO/1st LT

CRUDES
- DESRON
- PHIBRON
- GRAD ED
- NSM/WDC
- ESG
- ATG
- CSCS
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- SWOS
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- CHENG/CSO
- MCM
- OPS
- AMPHIB
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- AMPHIB
- CSO/OPS/1st LT
Training and Assessment Continuum

- **Core Training**: 86 weeks of formal training and refresher training progressively build and maintain skills
- **Billet Specialty Training (BST)**: 52 to 182 weeks of training & 5 to 11 individual assessments, dependent upon billet(s)
- **Assessments**: 10 individual Go/No Go Mariner Assessments / Competency Check Milestones to ensure standardization and quality

- **1st DIVO Tour**
  - Assessment #1: Competency Check during JOOD / OOD Ph 1 Course (SWOS)
  - OOD Ph I – 6 weeks (Integrated Bridge/CIC fundamentals, STCW ARPA / RADAR Observer)
  - BDOC – 9 weeks (STCW-ECDIS-N COI)
  - BST – 0 to 18 Weeks

- **2nd DIVO Tour**
  - Assessment #2: Assessment officer readiness to attend OOD Phase II course (Ship’s CO)

- **1st DH Tour**
  - Assessment #3: Go / No Go Assessment during OOD Ph II Course (SWOS)
  - OOD Ph II – 3 weeks
  - ADOC – 5 weeks (40-hour STCW-BRM)
  - BST – 2 to 36 Weeks

- **2nd DH Tour**
  - Assessment #4: Competency Check during DH Course (SWOS)
  - DHC – 27 weeks (3-week OOD Refresher, 40-hour STCW-BRM, and COVE)
  - BST – 12 to 52 Weeks

- **XO Tour**
  - Assessment #5: CO’s Assessment for Command Qualification (Ship’s CO)

- **CO Tour**
  - Assessment #6: Command Qualification Go / No Go Assessment (SWOS)

- **Major Command**
  - Assessment #7: Competency Check during SCC (SWOS)
  - SCC – 10 weeks (3-week OOD Refresher plus 40-hour STCW-BRM)
  - BST – 36 to 58 Weeks

- Assessment #8: CDRE’s Assessment for Fleet-Up Certification (ISIC)

- **OOD Ph II**
  - Assessment #9: PCO Go / No Go Assessment (SWOS)
  - PCO – 3 weeks (1-week Mariner Skills Refresher)

- **ADOC**
  - Assessment #10: Competency Check (SWOS)
  - MCO – 3 weeks (1-week Mariners Skills Refresher)
  - Billet specialty Training (BST) – 3 to 18 Weeks

- **138 to 278 weeks of training**
End States

- Increased At Sea Experience In Ships – Not Staffs
- Adequate Resources to support standards (STCW/USCG Certified)
- Clear, Established, and Enforced Training Standards
- Robust Assessment Mechanisms at all levels
- Culture of Continuous and Effective Feedback
- Leverage Navy and Industry Best Practices
- Clear and Established TYCOM Certification Authority