



Surface Warfare Officers School

Retired Flag Officer Conference



What We're Seeing At SWOS



- ***DIVO's and DH's with less bridge experience***
- ***Inadequate Level of Knowledge of Rules of the Road***
- ***DH's: 3 yrs or more since last at sea***
- ***PXO / PCO's: 4-7 yrs since last at sea***
- ***40% of SWOs report to a ship class they have never previously served aboard***

Quality Schoolhouse Training = More Prepared Officers in Ships



What We're Doing At SWOS



- ***Assessing core SWO competencies (quantitative and objective)***
 - ***Shiphandling/Tactical Action Officer/Engineering***
- ***Increased rigor***
 - ***Mandatory milestones – assessments and exams***
 - ***Greater focus on Navigation and Shiphandling***
 - ***SOSMRC and focus on material readiness***
 - ***Goal: One signature away from qualification***
- ***Capitalizing on technology where it makes sense***
 - ***Increased sim time – “doing” to reinforce skills***
 - ***Engagement with ONR: Adaptive Learning (build muscle memory)***



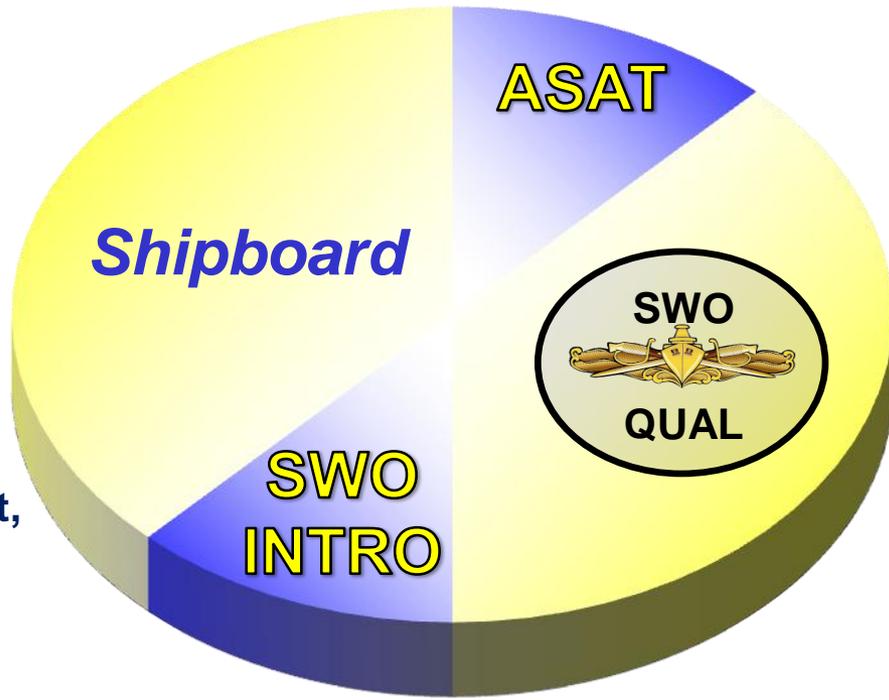
SWO Qualification Continuum

Phase 2:

- Shipboard experience
- PQS

Phase 1:

- OCS @SWOS Newport, ROTC/USNA @ ATGs



Phase 3:

- Advanced Shiphandling & Navigation Focus



Phase 4:

- Command SWO Qualification board





Department Head Training TACTICAL ACTION OFFICER



TACTICAL TRAINERS
AD/IO – SUW – USW – EXW
Compressed Battlespace
Coordinated Ops



THREAT WEEK and TACTICAL REFRESH

TAO

AIR & MISSILE DEFENSE
SURFACE WARFARE
INFORMATION OPERATIONS
UNDERSEA WARFARE
EXPEDITIONARY WARFARE



EXAMS
WARFARE AREA FINALS – 4 hour Essay
TAO FINAL – 4 hour Essay
TAO Electronic Scenario Driven Assessment

Post-Command Officer Observed & Graded TAO Assessment



Department Head Training

OPERATIONS, READINESS, TRAINING, ENGINEERING (ORT&E)



TOPSIDERS

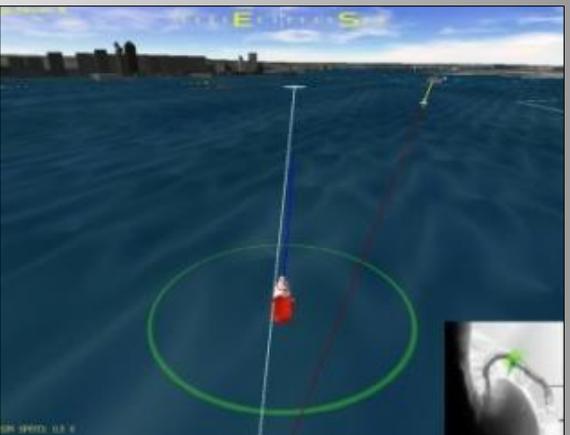
- DEPARTMENT HEAD MATERIAL READINESS COURSE (DHMRC)
- ANTI-TERRORISM
- BILLET SPECIALTY
- ANTI-TERRORISM
- AFLOAT SAFETY

CORE

- DH LEADERSHIP
- NAVIGATION
- TRAINING MGT
- DH ADMIN

ENGINEERS

PEO Course (10 weeks)



EXAMS IN EACH AREA AND OVERALL WEIGHTED EQUAL TO TAO

LEADING AND MANAGING DEPARTMENTS AT SEA



Conning Officer Virtual Environment (COVE)





SWOS PEO / ADV ENGINEERING COI



Realistic / Quantifiable Training

- **10 weeks in length**
 - 7 exams plus LOK boards
 - Extensive use of computer based and full size trainers in execution of EOCC
 - Student Certification by ATG N82
 - SFTM Drills, Evolutions, LOK
 - CO's receive letter from N74 Director identifying PQS items complete & ATG summary
 - SWE study indicates that students qualify EOOW 80% faster than non-attendees



Improved Material Self-Assessment



- **Robust 1-week Ship Ride Program**
 - Reinforce material self-assessment basics taught in COI
 - Hands-on material assessment
 - Continuation of PQS qualification, concentration on 200/300 levels
- **LM 2500 GTM and Module**
 - Hands-on display for realistic material self assessment
 - Graded GTMI practical
 - Borescope training



Command at Sea Curriculum Course Corrections



- ***More time for COVE Shiphandling and Navigation ... with rigor***
 - *Less-skilled have add-on sessions in “free time”, voluntary sessions*
 - *2 days of E-NAV with hands-on VMS time*
 - *Expanded practicals*
 - *Implemented a Navigation “Chartlet” practical*
- ***Refresh Core Skills***
 - *Expanded Topics : 3M, Supply, Training, E-Nav, EKMS, Maritime Warfighting*
 - *Assess Shiphandling, Maritime Warfare Knowledge, Navigation Standards*
- ***SWOS seminars in areas critical for performance of the XO/CO teams***
 - *War game ICW NWC Halsey Group*
 - *Expanded Legal, EDVR/Manning, Personnel/NCC, Supply*
 - *Focused Mentor Topics facilitated by successful Post Command Leaders*
 - *Developed MCO ISIC/Grey Hull topics for CDRE's and Ship CO's*
 - *Weapons Handling / Watchstander Qualification Requirements*
- ***XO/CO Special Mission Course refinement***
 - *Tailored coursework/training for Special Mission Officers*
 - *Post-Command Special Mission Instructor*



SOSMRC



“Assess, Monitor and Improve Material Readiness”

Week 1: Fundamentals

- *HM&E*
- *Combat Systems*
- *Material Readiness*

Week 2: Programs/ Systems

- *Damage Control*
- *Safety / Mgt Programs / 3M*
- *Engineering Plant Breakdown*

Week 3: Systems

- *Engineering Plant Detailed Breakdown*

Week 4: Readiness Assessment

- *Restricted Maneuvering Doctrine*
- *Material Self-Assessment / Maintenance Univ*
- *INSURV/ATG N82/CRO Capstone*

Week 5: Shipride

- *Hands-on Practical Application*



Classroom, Lab and Practical Application



SWOS Engagement



- ***Surface Warfare Training Committee***
 - *Mission Area Chair – Navigation*
 - *Action Groups – CS and Eng*
- ***ONR***
 - *Training R&D: Simulations and intelligent tutoring*
 - *CRESST Assessments*
- ***Surveys***
 - *Students*
 - *Fleet*



Summary



- ***Increased rigor through assessments***
 - ***Shiphandling***
 - ***Tactical Action Officer***
 - ***Engineering***
 - ***Students accountable for learning***
- ***SWOS engagement in FCAs***
 - ***NSST***
 - ***Damage Control School***
 - ***SWO Intro***
- ***Reemphasizing technical, tactical, and material readiness training***