“People are the Navy's foundation”

- Guiding Principles from CNO's Sailing Directions

“We bring a kid into the Navy and in two years we have them ready to be an AEGIS tech. Well, you can get a master’s degree in two years, certainly most of a college degree, and we’re not even close to that. So what is it that we can do to be faster in that regard?

It’s at least six years until we send them to a major upgrade in their education, That's too long because their equipment is rapidly changing. So how do we keep up with that in a manner that’s sensible?”

- Chief of Naval Operations Adm. Jonathan Greenert
Our Heritage

• Established 1941

• The nation’s first military training and simulation organization

• Rear Admiral Luis de Florez
Our Mission:
Help Warfighters develop the skills they need to fight and win
What We Do

- We support customers
- Prime enabler for delivering cutting edge technology to the fleet
- Work with SYSCOMS, Learning Centers, School Houses, Commands and Fleet SMEs to develop requirements
- Turn requirements into supportable and sustainable training systems delivered to the fleet
- Transition Research projects to sustainable fleet systems
- Leverage training technology across platforms to cut costs and increase interoperability and speed to the fleet
How We Do It:

- Expertise
- Innovation
- Collaboration
- Dedication
Collaborating Organizations

PEO STRI
NAWCTSD
AFAMS
JDIF

ARL-STTC
PEO STRI
PMTRASYS

Joint ADL Co-Lab

Collaborating Organizations

PEO STRI
NAWCTSD
AFAMS
JDIF
From Concept, To Delivery, And Beyond

- Research
- Development
- Test and Evaluation
- Acquisition
- Product Support

NAWCCTSD KC-130J Simulator
Nation-Wide Support:
44 In-Service Engineering Offices

World-Wide Support:
• Okinawa
• Rapid team deployments to support training systems around the globe
Our Products:

- Training Systems
- Training Services
- Training Content
- Intellectual Services
Training Systems

- Aircrew
- Weapons Systems
- Maintenance
- Shiphandling
- Tactics
- Engineering and Damage Control

NAWCTSD 3-D Torpedo Tube Bank Simulator
Training Services

- Operations and Maintenance
- Instructor
- Courseware Acquisition
Training Content

• Courseware Development
• Curriculum Development
Intellectual Services

- Research and Development
- Analysis
- Work Year Support
NAWCTSD  P-8A Poseidon
Operational Flight Trainers
Battle Stations 21 - USS *Trayer*
Helicopter Control Officer Guiding Landing of SeaHawk
Sailor 2025

- NAWCTSD positioned to support the Content Reengineering Phase of Sailor 2025
- Coordinate with NETC, NETC N7, Learning Centers, School Houses, to transition from block learning to RRL
- Apply ISD support, acquisition, contracting, program management to turn Fleet requirements into blended solution of learning methods
Phased Implementation Plan

**Phased Implementation Plan**

<table>
<thead>
<tr>
<th>FY 15</th>
<th>FY 16</th>
<th>FY 17</th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
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</thead>
<tbody>
<tr>
<td>Job Duty Task Analysis</td>
<td>Interim Block Learning</td>
<td></td>
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<td></td>
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</tbody>
</table>

**Execution of Phasing Plan**

- **FEA/ Pre-Contract Award**
  - PPC
  - RFP
  - Proposals
- **Development**
  - IPR
  - IPR
  - IPR
- **Delivery**
  - IPR

**Schedule compression for contract award of first 6 rates**

- NAWCTSD
- NETC
- FLEET SMEs
- School Houses
- Cyber Security

- Issues/Risks
- SME availability
- JDTA detail (CPM LOM)
- Tech Risk (H/W S/W IA)
- TDPC FA3/Lot1
- Buy “hours” each year
- Revise units and lessons
- update classrooms to include L-IV IMI

**Validation**

- NAWCTSD, NETC, FLEET SMEs and School houses

**Phased Implementation Plan**

- Proposed timeline for content delivery
- Ratings transition from Block Learning to mobile, modularized learning

- Content Reengineering
- Content Validation

- Pilot DEP Trng
- Content Reengineering
- Content Validation

- FEA/ Pre-Contract Award
- Development
- In house Validation

- NAWCTSD Labor Support

- # Number of Ratings
Ready Relevant Learning

- JDTA (Courseware Alignment)
  - Occupational Standards, Appropriate Knowledge, Skills, & Abilities Refocused on the correct time in a Sailor’s career
- Define Block Learning
- Content Reengineering
  - Front End Analysis of Block Learning required to match the technology to the task
- Provide Blended learning solutions including
  - reengineered classrooms
  - learning systems closer to the fleet
  - mobile technology
- Mobile Modularized Learning
  - Reengineered content delivered to the sailor
Road to Success

• Ready Relevant Learning
  • Common understanding of what it means to all stakeholders
  • Identify a designated test site
    • Work with end goal in mind in real world situation
    • Concentration of Sub, Surface, Air, Learning Centers

• Timeline
  • Mobile Modularized Learning delivered by FY20
  • Validation of Content in FY19
  • Content reengineering FY17-18
  • FEA analysis FY16?
Recommended Acquisition Approach

• Pilot Phase
  – Highest risk for specific requirements for all courseware in all media
  – SME involvement required for JDTA, FEA, Development and assessment phases to ensure training material meets needs of the school house
  – Contract for labor categories to complete work as required

• Follow on Phase
  – Apply process from pilot phase to future rates and technology advancements
  – Continued SME support for all phases
  – Pilot phase reduces risk to purchase Instructional Development hours under services contract
  – TDPMAC / IDIQ to speed up contracting and encourage competition

• Remaining Phases
  – Repeatable process further reduces risk
  – Established contractors producing content
  – Contract for complete training products under FFP or CPFF contracts
Questions?
BACK UP
Courseware Contracting Methods

• Multiple acquisition approaches available depending on risk and specificity of requirements for each phase
  • Broad spectrum of ratings and courseware
  • Various training technologies applied during phases of instruction
  • Multiple contractors preferred to manage risk and encourage innovation

• Contracting methods include
  • Hours of specific labor categories under a services contract
  • Hours of Instruction Development under a services contract
  • Purchase specific complete training products under a Firm Fixed Price (FFP) or Cost Plus Fixed Fee (CPFF) contract
Training Data Products
Multiple Award Contract

- TDPMAC Benefits
  - Increase Competition
  - Pre-approve vendor’s repeatable processes, experience and past performance to streamline Delivery Order/Task Order award process
  - 5 year contract with three 1 year optional ordering periods
  - Up to $780M contracting ceiling
- Contract types
  - Fixed Price
    - Firm Fixed Price
    - Fixed Price Incentive
  - Cost Reimbursement
    - Cost Plus Fixed Fee
    - Cost Plus Incentive Fee
  - Hybrid
A Vision of Integrated Training

Expanded Delivery Platforms

• Mobile platforms available for updatable training on demand
• Apps and tools available for learning on non-Navy IT systems

Adaptive Assessments

• Improved knowledge/performance assessments to diagnose real-time learning requirements
• Advancement exams administered adaptively, scheduled based on learning progress

Training Development & Delivery

• Adaptive training content integrated across skill continuum, to deliver the training needed, not the training scheduled
• Immersive training environments support skills and values practice opportunities instead of rote memorization
• Career field training and values training integrated and assessed together