Warfare Tactics Instructor (WTI) Program

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WTI PROGRAM MANAGER

Overall Classification: Unclassified
Warfighting Development Centers

- Warfighting Development Centers (WDCs) are the TYCOM’s executive agent to train community forces in advanced TTP at all levels, during all phases of training.

- WTI is the center of gravity for accomplishing SMWDC’s missions:
  - Advanced tactical training
  - Doctrine and TTP development/maintenance

- WTI is empowered to be the most tactically relevant warfighters in the Surface Warfare Officer (SWO) community.
WTI Program: Status Report

**Right Now…**
- Building/Standardizing/Refining curricula
- Executing SWATT/MSLEX
- Providing WTI/SME support
- 77 IAMD, 29 ASW-SUW, 19 AMW WTIs
  - 99 total WTIs in production tours
- 40 WTI candidates on track for Jan 2017 courses!

**In 2016…**
- Course schedules synchronized with WTI Baseline course
- Standards published and institutionalized
- Pilot courses complete with continuous incorporation of feedback
- Build our instructor and SWATT cadre
- **72 WTIs received patches in 2016!**
  - 24 IAMD, 29 ASW-SUW, 19 AMW

**2017 and Beyond…**
- WTI schoolhouses in full production (110/year)
- 1 WTI DH per ship and staff
- WTIs teaching WTIs (self-sufficient)
- SMWDC is sole burning bush – WTIs are smoldering embers
- Re-Blue / Stan Check / SME programs
Not all WTIs will complete Grad Ed in their WTI shore tour, but NUMEROUS opportunities exist!
# WTI Experience & PRODEV

## WTI Training
- **Baseline:** 2 weeks (San Diego)
- **IAMD:** 16 weeks Dahlgren / 1 week Fallon
- **ASW-SUW:** 8 weeks ASW / 6 weeks SUW (San Diego)
- **AMW:** 11 weeks (Little Creek)
- **Future:** Re-Blue Opportunities
- **Future:** WTI currency & proficiency

## Production Tours
- Mature as Subject Matter Experts (SME)
- WTIs hone skills as instructors/trainers
- Own TTP and TACDEV
- **Locations:** SMWDC, CSCS, ATG, SWOS, TTGP/L, CSG-4/15, ESGs, EWTGPAC/LANT, NBGs

## Specialization Tours
- **Locations:** NPS, NAWDC Fallon, Denver MTC, ONI, WHOI, and others…
- Very specific mission/skills development
- Own TTP, Curriculum development and TACDEV/experimentation

## Fleet Engagement
- MISSILEX Program
- War gaming and Analytics
- Engage OPNAV requirements process
- Symposium participation
- Waterfront Engagement & training

**Specific Missions – high Visibility**

**Improve Organizational Learning**
WTI Courses of Instruction

• Anti-submarine/Anti-Surface Warfare WTI (ASW/SUW)
• Integrated Air and Missile Defense WTI (IAMD)
• Amphibious Warfare WTI (AMW)

Building a Cadre of Warriors – Thinkers – Teachers!
WTI Baseline

- 2 week syllabus – iterative development
  - Two weeks (Through CY 2017)
- Overview of all Surface Force missions
- USN capabilities and limitations
- Threat nation capabilities and limitations
- Instructor skills
IAMD

- Established by Navy Air and Missile Defense Command (NAMDC) in 2013
  - 19 week syllabus (including baseline)
  - 16 weeks Dahlgren, 1 week NAS Fallon, NV
  - 7 Courses complete (64 graduates)
  - 8th course graduated November 2016 (13)

- KW2 AQD
IAMD Curriculum

- ATRC Advanced Tactics Course
- Subject Matter Expert Immersion
  - Hawkeye WTI [NAWDC, Fallon]
  - All BMDS Elements
  - Mission Planning [C2BMC/MIPS/AMP]
  - Naval Space Operations Course
    - NNWC/Navy Cyber
  - Network Communications
  - Electronic Warfare Course [FEWC]
  - Instructional / SME Presentations
  - Industry/Technical SME Interface
  - Training and Assessment Skills (Lab Training)
  - Red Cell
  - Qualification Board
ASW-SUW

- 16 week syllabus (including baseline)
  - Eight weeks ASW, six weeks SUW
- Pilot course graduated 08 April (12)
- 17 students graduated November 2016
- KW1 AQD
## ASW/SUW Curriculum

<table>
<thead>
<tr>
<th>Week</th>
<th>Topic</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2</td>
<td>WTI Baseline</td>
<td>SMWDC HQ</td>
</tr>
<tr>
<td>3</td>
<td>ASW- Mission Planning, Environment, TDAs</td>
<td>SMWDC Det San Diego</td>
</tr>
<tr>
<td>4</td>
<td>ASW- Passive/Active Systems</td>
<td>SMWDC Det San Diego</td>
</tr>
<tr>
<td>5</td>
<td>ASW- TMA/ASW Weapons</td>
<td>SMWDC Det San Diego</td>
</tr>
<tr>
<td>6</td>
<td>ASW- Single Ship ASW MMTT’s</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>7</td>
<td>ASW- SAU Procedures/ TASW</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>8-9</td>
<td>ASW- Strike Group ASW</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>10</td>
<td>ASW- Exams/Presentations</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>11</td>
<td>SUW- MILDEC/EMW/AOMSW/Radars</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>12</td>
<td>SUW- Gunnery, SUW MMTT’s</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>13-14</td>
<td>SUW- Harpoon/Standard, SAG MMTT’s</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>15</td>
<td>SUW- MCSOF, MMTT’s</td>
<td>SMWDC Det San Diego</td>
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<tr>
<td>16</td>
<td>Integrated Final Battle Problem/Graduation</td>
<td>SMWDC Det San Diego</td>
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</tbody>
</table>
AMW

- 13 week syllabus (including baseline)
  - Pilot course graduated 26 May 2016 (9)
  - 10 students graduated 14 October 2016

- KW3 AQD
## AMW Curriculum

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<th>Week</th>
<th>Topic</th>
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<tbody>
<tr>
<td>1-2</td>
<td>WTI Baseline</td>
<td>SMWDC HQ</td>
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<tr>
<td>3</td>
<td>Amphib Warfare Indoc</td>
<td>EWTGL</td>
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<tr>
<td>4</td>
<td>Expeditionary Warfare Planning</td>
<td>EWTGL</td>
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<tr>
<td>5-6</td>
<td>Amphibious Tactics</td>
<td>SMWDC Det Little Creek</td>
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<tr>
<td>7</td>
<td>SSDS Course</td>
<td>SMWDC Det Little Creek</td>
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<tr>
<td>8-9</td>
<td>Fleet Immersion</td>
<td>CNBG-2 Little Creek / Camp Lejune</td>
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<tr>
<td>10-12</td>
<td>Integration Course</td>
<td>SMWDC Det Little Creek / EWTGL</td>
</tr>
<tr>
<td>13</td>
<td>Amphib Warfare Final Battle Problem</td>
<td>TTGL</td>
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Candidate Guidelines

• Top Tactical Athletes
• Genuine interest in warfighting
• Personality / Poise / Potential
• Required
  – SWO Qualification
  – CO’s Recommendation
• Desired
  – Shipboard experience in chosen mission area
  – Warfare Coordinator / TAO qualification
  – Accepted RJCSRB

Contact: SWO_WTI@navy.mil
How Do I apply

- Contact SWO_WTI@navy.mil to receive an application
- Submit application with enclosures IAW timeline provided during shore slating window
- You can submit application in advance and if selected you will be placed in WTI rolling “Bank”
- Communicate intentions with your detailer and the WTI program manager in advance
WTI Application-Selection-Slating

• WTI application-selection-slating process primarily occurs within PERS-41 JO shore slating process

• Six WTI selection boards per year – in concert with JO shore slate timelines

• Rolling application windows! Bank of selected candidates.

• WTI Slating Process:
  – Applicants submit application to SWO_WTI Distro email – HQ and Det POCs sync on application rosters
  – Detachments hold selection board and forward results to HQ
  – SMWDC HQ notifies PERS-412 of preferred WTI billets to be advertised and JO shore slate “fit” recommendations

Apply when ready! SWO_WTI@navy.mil
**WTI Application Timing**

**START THE CLOCK**

**T-1 Week (Notional)**
- SMWDC HQ syncs with PERS-412 WRT WTI billets to be advertised on upcoming JO shore slate.
- SMWDC HQ releases CO/XO email; Informs Fleet of WTI app guidelines/deadlines/etc.

**T-0**
- "Slate Email to COs/Officers" Released by 412

**T+1 Week**
- "CO/Officer Responses Due"
  - WTI Applications are due to SMWDC HQ
  - HQ Consolidates applications and forwards to appropriate Divisions

**T+2 Weeks**
- "All Qualifications Due"
  - SMWDC HQ informs 412 and WTI selects/non-selects;
    - Affords officers an opportunity to provide adjusted slate prefs. to detailers
  - SMWDC HQ syncs with 412 (412-N3/7 TELCON)
    - SMWDC provides WTI slate recommendations
    - 412 provides WTI slate outlook

**T+3 Weeks**
- "Detailers Slate"

**T+4 Weeks**
- "CO Notification"
  - PERS-41 Approves slate
  - Results forwarded to SMWDC

NLT one day prior to "All Qualifications Due"
- SMWDC Divisions convene WTI selection board IAW precept
- Board results are forwarded to HQ IAW precept

"Detailers Slate"
WTI Graduate Education

- WTI's are and will continue to be excellent candidates for FSEP (Fleet Scholar Education Program)
- GEV and 24/12 quotas will be prioritized for WTI use
- Single Long Tour (SLT) DIVO tour expands opportunities for elite/competitive programs (FSEP, MIT/WHOI, etc.)
- NPS Distance Learning and War College fleet seminar programs available year-round
- War College Quotas pre and post DH tour!
- NPS Fellowship in final planning stages!
WTI Selection Board Statistics

IAMD

- Yes: 63%
- No: 37%

AMW

- Yes: 79%
- No: 21%

ASW/SUW

- Yes: 71%
- No: 29%

OVERALL WTI SELECTION

- Yes: 71%
- No: 29%
WTI Selection Board Lessons Learned

• Sell yourself to the Board!
• Attention to detail
• Personal letter must reflect genuine desire and convey potential
• Boiler-plate recommendation letters are transparent to the board
• Superior performance at sea is a must!
• PFA matters!
• Commitment to Navy career and 3 yr production tour carries weight
WTI Myth Busters

• WTI can be any DH (including CHENGs)
• There are many opportunities for graduate education during and post WTI production tour as well as post-DH
• You can be a WTI and qualify for “Gucci” tours (SECNAV Industry, FSEP, NPS); harder, but not impossible
• WTI are not locked in specialty track
• WTI Program is open to select LDOs/CWOs (currently ~10%)
• WTI can’t fly (yet)
WTIs in Action...

IAMD WTIs executing Integrated Air Defense Course (IADC) at Naval Air Station Fallon.
Questions?

Contact: SWO_WTI@navy.mil
Advanced ASW Officer

- Originally NMAWC Surface ASW Weapons and Tactics Instructor (SuASW WTI)
  - Renamed “Advanced ASWO” in 2016
  - KX1 AQD remains active
- Five week syllabus, SMWDC Det. San Diego
- Designed for post-first-tour Division Officers
  - Scheduled by NPC, CO recommendation required
- Prerequisite: CSCS ASW Evaluator (ASWE) Course
  - Five weeks, SD or Norfolk, previous two years