



Broadsheet

Training Overview

By Lieutenant Tim Oaten

Training in the Royal Navy is changing. Innovation, professionalism, and state-of-the-art training facilities are key facets of a training system designed to give our people the broad range of skills required to deliver maritime Operational Capability. The RN training estate has been rationalised into a number of core centres of excellence and air stations located on the south coast. Phase 1 New Entry training for Royal Naval officers and ratings takes place in the Southwest at Britannia Royal Naval College and HMS RALEIGH respectively. For the Royal Marines, officer and recruit training is the task of the Commando Training Centre Royal Marines at Lympstone in Devon.

(Parade Training)

Collectively they have the task of turning civilians into Servicemen and women so that they are ready, first of all, for their next phase of training and subsequently for a fulfilling and challenging long term career. The training syllabus harnesses the strengths of today's computer-game playing generation and focuses them on developing the attributes of self-discipline, teamwork and Naval ethos.

(Weapon Training)

The clear aim is to make training inclusive, rather than merely filtering out those who fail to make the grade. This has the double benefit of reducing the number of people the RN needs to recruit in order to produce the right number of trainees, and secondly it reduces training costs. Numerous innovations have been introduced to ensure trainees succeed. These include a pre-joining fitness test for all potential RN recruits, that has significantly reduced subsequent training failures through lack of fitness.

Fitness Training

A 'Train The Trainer' package that equips instructors with specific mentoring, coaching and listening skills to help them provide the support trainees require to get them through this vital stage of training. In addition, throughout the UK, there are a number of Reserve Training Centres whose role it is to recruit and train Reserve personnel to meet a vital operational need. The RN supports a number of University Royal Naval Units, each operating a P2000 patrol vessel, which have the dedicated role of providing university undergraduates with the opportunity to taste life at sea.

Phase 2 and 3 Specialist Training is delivered at a number of integrated training establishments capable of training personnel

across a range of disciplines. Located within the Portsmouth area are the Maritime Warfare School (MWS) centred in HMS COLLINGWOOD, responsible for delivering warfare and weapon engineering training and HMS SULTAN which is the home of the Defence College of Electro-Mechanical Engineering (DCEME), the Air Engineering School and the Nuclear School. Logistics, Seamanship and Submarine specific training are all under the auspices of HMS RALEIGH.

The Royal Navy of the future will be founded upon a Versatile Maritime Force. This will depend upon having sailors who are mentally and physically prepared, rigorously trained and educated to meet the challenges that modern warfare will present. The Intelligent Customer Cell (ICC), as CinCFLEET's agent, ensures that the training system is driven exclusively by the operational requirement. "What is needed; Where it's needed; When it's needed", is the driving mantra behind the RN's flexible and responsive Individual Training and Education programme. Seeking to exploit cutting-edge technology in training, the MWS leads the way in delivering synthetic operator training using a combination of Bridge Simulators and Operations Room Simulators backed up by a raft of basic skills trainers.

DELC HMS Edinburgh

Future operational capability should be further enhanced by migrating to a Maritime Composite Training System (MCTS), based around a synthetic environment, in preparation for the 'Train where you fight; with whom you will fight' era that will dawn when the Type 45 Destroyer is introduced into service. By taking full advantage of the broadband infrastructure that Networked Enhanced Capability (NEC) offers, MCTS will deliver a Versatile Maritime Training capability that will deliver flexible, federated, confederated and mission rehearsal capabilities both ashore and afloat, in line with the MoD's Future Maritime Operational Concept.

[Second Sea Lord at WTEC Plymouth]

Evolution toward synthetic training is typified by the introduction of Waterfront Training and Education Centres (WTEC). Vice Admiral Sir James Burnell-Nugent, the Second Sea Lord, opened the first of these facilities in Devonport Naval Base in early 2004. Further WTECs will be opened in Portsmouth and Faslane in the coming months. The WTEC is an advanced, high-technology modular facility, based around the Reconfigurable Electronic Classroom. The concept is a result of the TOPMAST requirement to provide training on the waterfront in order to minimise the amount of time our people spend away from their units and their families whilst on training courses. It will also allow them to further their own personal training goals and educational aspirations. The WTEC is capable of delivering a variety of training from fleetwork and visual signalling to practical skills such as soldering, hydraulics & pneumatics.

The Strategic Defence Review (SDR) set the policy framework for the 21 st Century that pointed the way towards joint and multi-national operations. One of its key components was the Policy for

People, which gave rise to the Learning Forces Initiative. Building upon the SDR, the Defence Training Review identified the need to integrate individual training with education to better deliver Lifelong Learning. The accreditation of Naval training and education is in its ascendancy, with a progressive range of programmes including NVQs, Apprenticeships, Foundation Degrees, full Honours Degrees and postgraduate qualifications, the vast majority of which are embedded within training pipelines. Over 90% of ratings that join the RN embark upon a Foundation Apprenticeship, with engineering artificers receiving a Foundation Degree as part of their training. For the officer corps, a variety of schemes exist to take the non-graduate entrant to full honours degree status. As part of Continuous Professional Development, the opportunity exists to gain a range of Masters level awards in Service. Learning activity is further supported at the Front Line by a cadre of Fleet Education Officers, whose role it is to facilitate personal development in the operational domain, further highlighting the Royal Navy's commitment to developing its people.

With future maritime capability built around the introduction into service of the Type 45 Destroyer, ASTUTE submarine, Future Carrier and the Joint Combat Aircraft, all operating within a Network Enhanced Capability environment, the RN is well placed to deliver the training and education for the Navy of today and tomorrow, ready to fight and win.

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