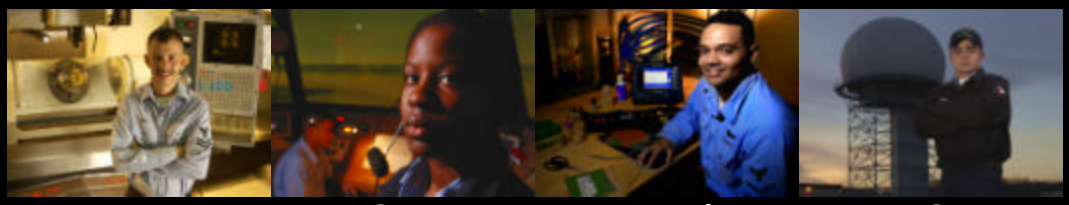
REVOLUTION IN NAVY TRAINING



Learn ***Grow*** ***Lead*** ***EXCEL***

April 2004

The Revolution in Training

Accreditation means accountability. Getting our Learning Centers accredited means they are in essence vocational/technical schools, delivering education and training through their various learning sites. The Council on Occupational Education's stamp of approval shows to industry that we are providing our Sailors with the same quality education they would receive through other public and private institutions. The benefit for Sailors is greater acceptability of their Navy training when they go to transfer to another institution or prepare for advanced degrees and certifications.

RADM Kevin Moran, Commander Naval Personnel Development Command/Task Force EXCEL

SWOS Develops NSS TRD

The Surface Warfare Officer School Newport, R.I., understands that projecting power to all parts of the globe requires a team of SWOs with proficient skills in seamanship, navigation and shiphandling. To satisfy this need, SWOS has developed the Navigation, Seamanship and Shiphandling Training Requirements Documents to identify core competencies for SWOs assigned to Navy warships. The continuum of training starts with newly assigned ensigns and progresses to commanding officers. Navigation simulation will become the standard in every Fleet Concentration Area by 2006. Already, shiphandling simulators are located in Norfolk, San Diego and at the SWO School. By mid 2005 other full mission bridge simulators will be online in Mayport, Fla., Sasebo and Yokosuka, Japan, Pearl Harbor, Hawaii, and Everett, Wash.

Just In Time Training for PRs

The Parachute Rigger (PR) Career Improvement Initiative (PR C2I) is improving the way Sailors are being trained. While the cost is still unknown, the initiative is designed to bring new tools and simulation to the PR training environment. The skill objects identified during the Job Task Analysis Phase I have been matched with a revised curriculum and supports newly created strands for I & O level technicians, based on their next assignment.

CPD Releases Driving For Life

The Center for Personnel Development released Driving for Life: Avoiding the Fatal Four, an interactive multimedia eLearning course to help Sailors and Marines stay safe when behind the wheel. The course, co-developed with the U.S. Marine Corps, is designed to fulfill both services Traffic Safety Program requirements. The course is available on Navy eLearning and is accessed through Navy Knowledge Online My Education. It complies with the Department of Defense and Department of Navy requirements (DoD Instruction 6055.4 and OPNAVINST 5100.12).

CNE Puts a New Spin on Mentoring

The Center for Naval Engineering training site at Training Support Center Great Lakes, Ill., recently pooled resources to take the Navy's Mentoring Program to the next level. The staff of diesel training is now giving A and C school engineering students the opportunity to interact in a more casual environment, one the staff is finding to be much more productive in many cases than traditional counseling sessions. Once a month, staff members set up a luncheon for students to gather and talk about whatever may be on their minds. Some students talk about career plans, others discuss issues at home, while other more senior students take the opportunity to do a little mentoring of their own. To the program's credit, staff members report a significant improvement in attitude among students, and the students are feeling better prepared to enter the Fleet for their first assignments.

Milestones

-Navy Knowledge Online registration exceeds 290,000.

- The Center for Naval Aviation Technical Training has graduated 450 students since January 5th under the new Apprentice Technical Training program. Average reduction in training time is 10 days per student, resulting in a 12.4 man-year savings in Individual Account.

- The Center for Information Technology hosted a Job Task Analysis workshop for the Information Professional community in March to refresh level I data and begin the level II data development process. The IP community will be the commissioned 5VM pilot. Target launch date is late May.

- The latest 5 Vector Model tutorial, version 3.0, posted on NKO.

ALL HANDS MAGAZINE
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BREAKING THE MOLD

Using Task Force EXCEL Initiatives and Instructors from a Chicago Area College, Culinary Specialists Work to Change the Way Navy Cooks are Made.

By JO2 Charles Ludwig, ALL HANDS STAFF

It's an early-December Saturday, and instead of preparing for a day loaded with the excitement of televised college sports, Seaman Recruit Marvin Sanders finds himself in a classroom in front of a grey-bearded instructor clicking through yet another power point presentation. Chef Mike Artlip, an instructor at Kendall College, Evanston, Ill., may be talking up the finer points of proper sanitation, but only one thought manages to resonate through Sanders' mind.

Graduation.

"I know that the course here is good for my development as a chef," Sanders said, "but it's time for us to get out of here.
No more bus trips and college days."

Wait a minute, college? Bus trips? If this doesn't sound like one of your father's mess cooks, that's because it isn't. In contrast to the traditional view many people have of mess cooks, Sanders and his 12 classmates in Culinary Specialist (CS) 'A' school are proving it takes a lot of education to become finely-polished Navy cooks.

While many new Sailors spend their 'A' school Saturdays enjoying their first slice of freedom since boot camp, Sanders and his classmates are on a slightly different schedule. After spending two weeks in a Navy classroom learning the basic foundation of bulk cooking, the class moved on to the second phase of their studies—a two-week course at Kendall College.

That's not exactly what everyone was banking on after wrapping up basic training a few weeks before. "That was the toughest part for some people," said SR Latisha Sewell. "A lot of people dream about weekends when they are in boot camp, but here we are waking up to get ready for a 6 a.m. bus trip.

Saturday school and the rest of the Kendall College-Navy course were the result of a Task Force Excel (TFE)-driven partnership between the culinary specialist community and the culinary arts college. In this case, the Navy saves money as training is available in the Great Lakes area, instead of the usual culinary specialist school at Lackland Air Force Base, San Antonio.

Under TFE, Sailors are afforded the opportunity to obtain the equivalent of what their civilian counterparts receive.

The Navy has employed TFE in several ratings, with CS 'A' school being one of the program's success stories.

"It has been something that has helped us immensely," said CSC(SS) Kevin Earle.

Earle, assigned to Fleet Training Center Norfolk, was sent to Great Lakes on temporary orders to help oversee the program. "It's a chance for some of our Sailors to get a different experience than what they would normally receive, and a chance for us to see how we can improve our teaching methods at the CS school. We've already seen the improvements."

It may sound like a straightforward, undemanding proposition, but for the Kendall College Navy class, it was anything but.

During the two-week Kendall College sabbatical, the students were faced with a 45-minute morning bus ride to the college for a nine-hour day filled with classroom instruction and hands-on galley and bake shop sessions. During their hands-on classes, the students cooked meals and made desserts for the college's 600-plus member student body.

For a group that didn't have the chance to even touch food in the Navy part of instruction, that can be an intimidating experience. "That makes me very nervous. We had stuff we fixed being served in the cafeteria right in front of us," said SR Brandon Goodrich. "It would say on the menu that the Navy cooked all of the desserts or the food. If the stuff we prepared didn't taste good, we would get a reputation for not doing too well in our class. It was a pretty nerve-wracking experience."

But before the class began preparing food each day, Artlip, the Kendall College coordinator for the Navy program, fed them a steady diet of classroom instruction, including lessons on bulk cooking, sanitation and critical tasting.

According to Artlip, the program's curriculum resulted from combining the Navy's existing lesson plans with the college's sometimes more progressive syllabus. "When they decided to work through us, we took a good look at what (the Navy) was doing and asked for the right to change a few things," said Artlip, a chef with 31 years of experience. "After that, the Navy gave us a few requests, like wanting the students to spend so many hours a day in the galley preparing meals. We did what we could to meet those requests, and what came out was what we have now—a four-week program split between the base and here."

The outcome of the joint project was a class that would be split daily between working in the galley and bakeshop, with the two groups swapping out after one week. While in their respective assigned locations, the students worked directly off of official Navy recipe cards, breaking a long-held misconception, according to galley instructor Chef Peggy Ryan.

"I was very surprised by the quality of the Navy recipes we were told to use in the classes," she said. "I had always thought that Navy recipes would be a little sub par by my standards, like most bulk cooking recipes are. Whoever makes the Navy's recipes knows what they are doing."

That was welcome news for Sanders, who comes from a family steeped in cooking tradition. "I was worried a little that we wouldn't be able to cook more than the basic chicken and rice," he said. Sanders, who at one time worked as a cook for a national restaurant chain in Fort Lauderdale, Fla., has several siblings who also work in the food service industry. "It was fun to be able to do a bit more."

In Ryan's class, Sanders and company were taught the basics of preparing many types of breakfast, lunch and dinner food, including old favorites like egg omelets and regional delights such as jambalaya and Cajun macaroni. It all came under the observant eyes of Ryan, a former Italian restaurant owner in the Evanston area.

"You can tell that she does her job very well," Sewell said of Ryan. "She lets us have some freedom to get things done, but she is there to help us when we are struggling to do things correctly. She kind of sits quietly in the corner until we start getting off track, then she is there to set us straight."

The bakeshop classes taught by Chef Mark Kwasigroch were a standout. His class, which is typically upbeat and littered with humor, kept the students on their toes.

“I really wasn’t ready for his type of class,” Seaman Apprentice Daniel Herzog said. “He really tries to make things fun for us in class. Coming out of boot camp, most of us weren’t really expecting something like that.” Despite the surprise, most of the class seemed to enjoy Kwasigroch’s way of schooling students on the making of delicacies such as pies, cakes and many types of breads.

“We always had a lot of fun in his class, but we learned at the same time,” Goodrich said. “No matter what the result of our time with him was, there was always something we could get out of it. It was fun.”

And during their two weeks at Kendall, the young Sailors weren’t the only ones benefiting from the partnership. In a time of heightened appreciation for the country’s armed services, Artlip said everyone involved in the program found something to take pride in.

“I have always had a soft spot in my heart for the military,” Artlip said. “And in a roundabout way, this is my chance to give something back to the people who have fought for us throughout the years. Everyone who has contact with that class, from the instructors to the college kids who interact with them on a daily basis, should try to keep that in mind.”

And the Navy is also making the most of its time working with Kendall College, as well. Earle said the lessons learned from the culinary arts college has helped the Navy rework the way topics are taught at the Navy’s usual CS ‘A’ school at Lackland.

But for the Navy students attending Kendall College, the improvements being applied to Lackland’s operation are like the icing on a cake. For Sanders and the rest, getting a taste of the actual college experience was the most fruitful part. “It’s definitely something that I would love to do again,” he said. “It was a lot of hard work, and I’m going to graduate.”

And with all the cooking and baking going on, who knew that would be the sweetest smell of all?