

**CONSOLIDATING TRAINING AND EDUCATION FOR SURFACE WARRIORS**  
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**NORFOLK, Va.** – Two Navy Learning Centers were recently introduced to bring together the research, development, implementation, and management of the professional tools and opportunities for surface engineers and professional mariners. The centers, Center for Surface Operations (CSO) and Center for Naval Engineering (CNE), are two of 13 being officially established over the next several months by the Naval Personnel Development Command (NPDC) as a result of the Navy's Revolution in Training. The centers will be specifically tasked with developing professional continua for each surface warrior enlisted rating.

These continua will serve as the roadmap by which all Sailors will navigate their careers in the Navy by outlining all professional and personal development and growth milestones and tracking the individual Sailor's progress through promotion. To achieve the goal of developing a more agile, more responsive training and education structure that will increase operational readiness and ensure successful mission accomplishment, the centers are engaged in intensive job task analyses (JTA) to identify what surface warriors need to know and when they need to know it. These JTAs will help both CSO and CNE to identify potential overlaps in training and to eliminate those redundancies.

"The mission of the [Learning Centers] is to develop training and education, by using the best practices available, and the best technologies available, to maximize our Sailors' proficiencies," said CSO Commanding Officer Capt. Steven Johnson. "By encouraging our Sailors to be the very best they can be, and supporting those efforts with the very best tools and opportunities, we will achieve the Chief of Naval Operation's vision of a more responsive, more agile Navy."

Analysis of the engineering task database at CNE led to the removal of several such repetitions and resulted in the consolidation of more than 250,000 engineering job tasks to a list of just over 10,000 knowledge requirements. The ten current surface engineering ratings are now supported by separate foundational training in the form of A schools and augmented, as required, by C, F, and G school. CNE reviewed these engineering training programs and aligned current certifications and qualifications to each of the ten ratings. This identified the resources, with both the Navy and civilian industry, which would ultimately be used to define, validate, and align requirements along the new proposed engineering continua. These continua will enable surface warriors to satisfy the current and future requirements to operate, maintain, and repair engineering systems; obtain industry certifications, qualifications and licenses that are widely recognized and accepted; and facilitate the process by which they may obtain higher education relevant to their Navy occupation.

"This is a unique moment in time, all the elements are in place and aligned to enable us to revolutionize the way we train and educate our Sailors," said CNE Commanding Officer Capt. Paul Holmes. "We have an unprecedented opportunity to make a major difference and to help shape the Navy of the future."

Both Learning Centers will serve as the knowledge managers for the occupational and mission areas consistent with the Surface Community, utilizing Navy Knowledge Online (NKO), the Navy's new single point access portal for career management and professional and personal development. NKO required CSO and CNE to develop, populate, and subsequently manage their own portal interests via their Center pages. On these pages, surface warriors will find all the information that is relevant to a given occupational cluster, specific job task, or mission area, including technical manuals and schematics, reference materials for courses, links to appropriate

training and education sites and other career management tools, as well as chat rooms and message boards to access subject matter experts and focusing on systems, equipments, and programs taught by the individual centers.

"Our goal is to create a Navy in which all Sailors, both active and reserve, afloat and ashore, are optimally assessed, trained, and assigned so they can contribute their fullest to mission accomplishment," said CNO Adm. Vern Clark. "We owe those who promise to serve, the best possible training throughout their Navy experience so they can succeed and prosper in their professional and personal lives."

To log into NKO and visit your Learning Center, visit [www.nko.navy.mil](http://www.nko.navy.mil)

## **SIDEBAR ITEM**

The Learning Centers are aligned by functional areas of responsibility (AOR), which include both occupational fields and mission areas.

Center for Surface Operations, San Diego, Calif.

AOR: Boatswain's Mate, Quartermaster, Signalmen, Seamen, Seaman Apprentice.

Center for Naval Engineering, Norfolk, Va.

AOR: Damage Controlmen, Electrician's Mate, Enginemen, Gas Turbine Systems Technician (electrical and mechanical), Hull Technician, Interior Communications Electrician, Machinist's Mate, Machinery Repairmen, Firemen, Firemen Apprentice.