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OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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OPNAV INSTRUCTION 1500.57C

From: Chief of Naval Operations

Subj: SURFACE AND EXPEDITIONARY WARFARE TRAINING STRATEGY

Ref: (a) CNO WASHINGTON DC 121702Z MAR 12 (NAVADMIN 083/12)
(b) OPNAV Executive Agent for Navy Manpower and Training
Designation Letter, 29 May 2012 (NOTAL)
(c) OPNAVINST 5420.113

Encl: (1) Surface and Expeditionary Warfare Training Committee
Charter
(2) Naval Sea Systems Command Program Manager Office for
Surface Training Systems Charter

1. Purpose. Per references (a) through (c), to establish policies and procedures to identify manpower and training requirements and develop plans and programs to satisfy those requirements, as well as to prioritize, budget and execute an integrated and effective surface and expeditionary warfare training plan. This instruction is a complete revision and should be read in its entirety.

2. Cancellation. OPNAVINST 1500.57B.

3. Discussion

a. Close coordination is required among fleet commanders; surface and Navy expeditionary type commanders (TYCOM); program executive offices (PEO); Commander, Naval Education and Training Command (NETC); Navy Personnel Command (NAVPERSCOM); and the Office of the Chief of Naval Operations (OPNAV) staff to develop, program, budget, execute and annually update an OPNAV approved surface and expeditionary warfare training plan that supports United States Fleet Forces Command (USFLTFORCOM) and Commander, United States Pacific Fleet (COMPACFLT) readiness requirements. As detailed in this instruction, this coordination is best accomplished through a standing committee of knowledgeable and accountable representatives who actively participate in the development and assessment of manpower and training requirements

and resourcing solutions. In addition, this instruction now incorporates Navy expeditionary warfare and the Navy Expeditionary Combat Command (NAVEXPDCMBTCOM) into the Surface Warfare Training Strategy with a new naming convention as "Surface and Expeditionary Warfare Training Strategy."

b. This instruction is applicable to all surface and expeditionary force manpower, training and human performance requirements except nuclear propulsion.

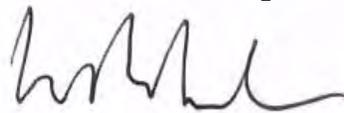
c. Enclosures (1) and (2) provide guidance for executing the policies and procedures of this instruction.

4. Action

a. The Surface and Expeditionary Warfare Training Committee shall ensure all manpower and training continuum requirements for individual, unit, integrated and sustainment phases of training are annually assessed, validated and endorsed by TYCOMs, COMPACFLT, and USFLTFORCOM via the OPNAV program objective memorandum (POM) process and results documented in the surface and expeditionary warfare training plan.

b. Manpower and training requirements not incorporated into the Surface and Expeditionary Warfare Training Committee input shall be addressed in collaboration with Fleet Training Integration Panel (FTIP), through the OPNAV POM or urgent operational needs processes.

5. Records Management. Records created as a result of this instruction, regardless of format and media, shall be managed per Secretary of the Navy Manual 5210.1 of January 2012.



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SURFACE AND EXPEDITIONARY WARFARE TRAINING COMMITTEE CHARTER

1. Objective. To improve the war-fighting performance and readiness of surface and expeditionary forces through effective communication and coordination in the development, planning, programming, budgeting, and execution of an integrated and effective surface and expeditionary warfare training plan.

2. Functions. The major functions of the Surface and Expeditionary Warfare Training Committee are:

a. Assess surface force and expeditionary manpower and training (M&T) continuum shortfalls as identified by USFLTFORCOM, COMPACFLT, TYCOMs, NETC, learning center(s) or other M&T stakeholders. In this capacity, develop detailed and executable POM M&T solutions to correct shortfalls by validating program and non-program of record training content across all phases of training to meet OPNAV and fleet requirements.

b. Act as advisor to the OPNAV staff, supporting Surface and Expeditionary Warfare Training Committee endorsed surface warfare, expeditionary warfare and information dominance M&T solutions where appropriate. This includes identifying M&T solutions that inform OPNAV Surface Warfare Tactical Requirements Group (SWTRG) and expeditionary warfare improvements program and common maritime technology working group investments.

c. Act as advisor to the PEOs by making critical assessments of PEO acquisitions and programs, with a special emphasis on the evaluation of program M&T adequacy and recommending and executing where appropriate resource sponsor and program manager (PM) budgeting, policy, management and acquisition decisions.

d. Develop and publish the surface and expeditionary warfare training plan. The surface and expeditionary warfare training plan shall document significant training requirement shortfalls, requested and approved budget resources to correct shortfalls and serve as the surface and expeditionary M&T investment strategy. The Surface and Expeditionary Warfare Training Committee Executive Steering Committee (ESC) shall propose to the flag-Surface and Expeditionary Warfare Training Committee TYCOM, COMPACFLT and USFLTFORCOM flag endorsed POM issues to inform the annual OPNAV POM process and update of the surface and expeditionary warfare training plan. The surface and

expeditionary warfare training plan shall include M&T requirements and solutions to warfare training continuums and will be maintained by OPNAV Director, Surface Warfare Division (N96), Surface Warfare M&T (N96D1), OPNAV Expeditionary Warfare Division (N95), Expeditionary Warfare M&T (N959), with the assistance of Naval Sea Systems Command (NAVSEASYS COM) Program Manager Office of Surface Training Systems (PMS 339). OPNAV (N96D1) shall coordinate with OPNAV (N95), Deputy Chief of Naval Operations for Information Dominance (CNO (N2/N6)), OPNAV Director, Undersea Warfare Division (N97), and OPNAV Director, Air Warfare Division (N98) representatives as required. Recommendations for updates to the surface and expeditionary warfare training plan shall be reviewed at each Surface and Expeditionary Warfare Training Committee meeting.

e. Led by the assigned Surface and Expeditionary Warfare Training Committee Standing Action Group mission area chair, provide a forum to assess surface and expeditionary warfare areas and supporting M&T continuums.

3. Scope. The Surface and Expeditionary Warfare Training Committee ensures alignment between M&T program planning, execution and resources of a wide range of new and existing surface and expeditionary warfare and information dominance programs. Additional programs are added as necessary for the Surface and Expeditionary Warfare Training Committee to accomplish its objectives.

4. Membership

a. Surface and Expeditionary Warfare Training Committee members (0-7 or equivalent):

(1) USFLTFORCOM

(2) COMPACFLT

(3) Commander, Naval Surface Forces U.S. Pacific Fleet (COMNAVSURFPAC)

(4) Commander, Naval Surface Forces U.S. Atlantic Fleet (COMNAVSURFLANT)

- (5) CNO (N2/N6)
- (6) OPNAV (N95)
- (7) OPNAV (N96)
- (8) OPNAV Director Information, Analysis and Development Division (N15)
- (9) Commander, NAVEXPDCMBTCOM
- (10) OPNAV Director, Total Force Requirements (N12)
- (11) Commander, Navy Cyber Forces (COMNAVCYBERFOR)
- (12) NAVSEASYSYSCOM Deputy Commander for Surface Warfare (NAVSEA 21)
- (13) Commander, NETC

b. Surface and Expeditionary Warfare Training Committee ESC members (O-6 or civilian equivalent):

- (1) USFLTFORCOM Personnel Development and Allocation (N1) and Fleet/Joint Training (N7)
- (2) COMPACFLT Deputy Chiefs of Staff for Total Fleet Force Manpower and Personnel, and Operations, Training and Readiness (N1/N7)
- (3) COMNAVSURFPAC Assistant Chief of Staff, Manpower and Training and Readiness (N1 and N7)
- (4) COMNAVSURFLANT Assistant Chief of Staff, Manpower and Training and Readiness (N1 and N7)
- (5) OPNAV Assessments and Compliance Division (N2/N6C3), OPNAV Knowledge of the Environment Division (N2/N6F5), and OPNAV Director for Program Integration (N2/N6FP)
- (6) OPNAV (N959)
- (7) OPNAV (N96D1)

(8) OPNAV Acquisition and Human Systems Integration Branch (N151)

(9) NAVEXPDCMBTCOM Assistant Chiefs of Staff for Manpower and Personnel, and Training (N1/N7)

(10) OPNAV Current Manpower Allocation Branch (N122)

(11) COMNAVCYBERFOR Manpower, Readiness and Training (N1 and N7)

(12) NAVSEA 21 (PMS 339)

(13) NETC, Learning and Development Division (N1/N7)

(14) NAVPERSCOM Director, Enlisted Distribution Division (PERS 40), and Director, Surface Warfare Officer Assignments (PERS 41). Also, BUPERS Surface Warfare Officer Manager (BUPERS 31), Enlisted Military Community Manager (BUPERS 32) and Director, Production Management Office

c. Surface and Expeditionary Warfare Training Committee Standing Action Group members (O-6 or civilian equivalent):

(1) Center for Surface Combat Systems (CENSURFCOMSBATSYS)

(2) Surface Warfare Officers School Command (SWOSCOLCOM)

(3) Center for Information Dominance (CENINFODOM)

(4) Afloat Training Group Pacific/Atlantic (AFLOATRAGRUPAC/LANT)

(5) Tactical Training Group Pacific/Atlantic (TACTRAGRUPAC/LANT)

(6) Expeditionary Warfare Training Group Pacific/Atlantic (EWTGPAC/LANT)

(7) Fleet Electronic Warfare Center (FEWC)

(8) PEO Integrated Combat Systems Aegis (Integrated Warfare Systems (IWS) 1.0)

(9) PEO Future Combat Systems, Open Architecture, and Human Systems Integration (IWS 7.0)

(10) PEO Integrated Combat Systems Ship Self Defense System (IWS 10)

(11) PEO Littoral Combat Ship (PEO LCS)

(12) Navy Air and Missile Defense Command (NAVAMDCOM)

(13) Naval Mine and Anti-submarine Warfare Command (NMAWC)

(14) Space and Naval Warfare Systems Command (SPAWARSYSCOM)

(15) Navy Manpower Analysis Center (NAVMAC)

(16) TYCOM Readiness Desks

(17) Center for Explosive Ordnance Disposal and Diving (CENEODDIVE)

(18) Center for Seabee and Facilities Engineering (CENSEABEEFACENG)

(19) Center for Security Forces (CENSECFOR)

(20) Navy Warfare Development Command (NAVWARDEVCOM)

(21) Surface Warfare Development Group Squadron (CDS-26)

d. The Surface and Expeditionary Warfare Training Committee membership and requirements flow are shown in figure 1-1.

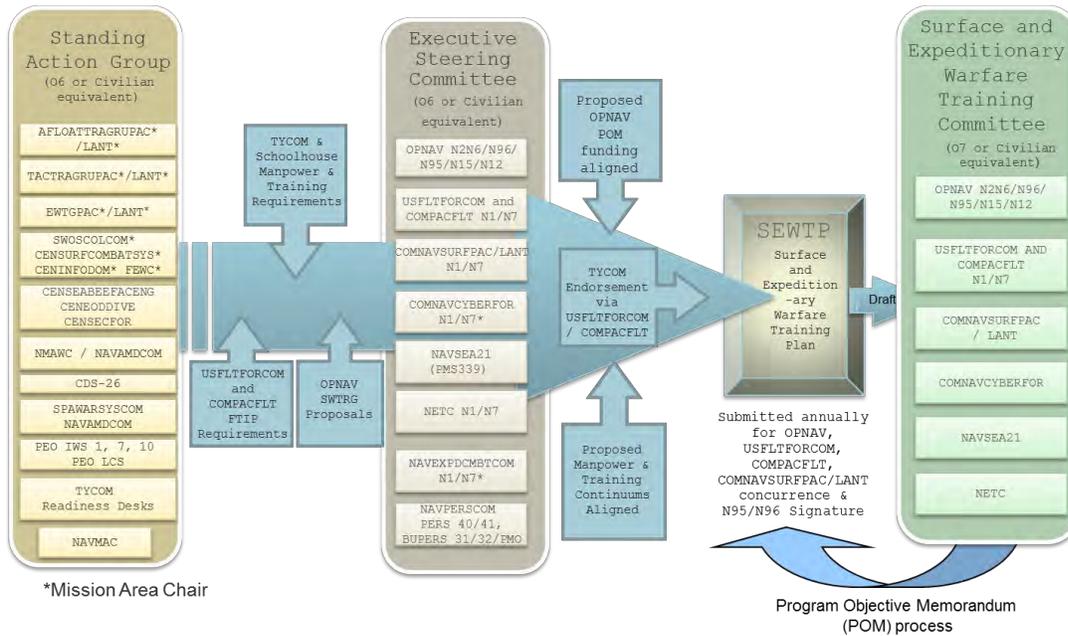


Figure 1-1

e. Other fleet organizations and commands not specified in this list may be included as members of the Standing Action Group as deemed necessary by the Surface and Expeditionary Warfare Training Committee ESC.

5. Responsibilities

a. OPNAV (N95), OPNAV (N96), COMNAVSURFPAC, COMNAVSURFLANT, and NAVEXPDCMBTCOM collaboratively shall chair the Surface and Expeditionary Warfare Training Committee providing direction and guidance as required.

b. OPNAV (N959), OPNAV (N96D1), COMNAVSURFPAC and COMNAVSURFLANT N7s, and NAVEXPDCMBTCOM N7 shall schedule meetings, propose agendas, forward tasks for implementation, assess mission area chair training reviews and other inputs from Surface and Expeditionary Warfare Training Committee members for action, maintain historical files and complete other administrative action as required. Meetings should be coordinated with the host learning site and conducted via the most economical method to achieve the meeting objectives and may include both video teleconferencing and formal meetings.

c. In collaboration with the ESC chairs, Surface and Expeditionary Warfare Training Committee ESC members have the following general responsibilities:

(1) Provide timely resolution of issues.

(2) Assign action items to mission area chairs.

(3) Validate all waterfront training efforts.

(4) Validate and forward to the flag-Surface and Expeditionary Warfare Training Committee, mission area chairs M&T continuum assessments, proposed investments and offsets to inform annual OPNAV POM M&T inputs.

(5) Ensure TYCOM development and approval and fleet commander endorsements of Surface and Expeditionary Warfare Training Committee core issues to inform annual OPNAV POM M&T decisions.

(6) Assist in development of annual OPNAV sponsor program proposals for their respective organizations, ensuring cross-sponsor and TYCOM coordination to meet training committee endorsed core requirements; and

(7) Advise Standing Action Group and ESC members when an OPNAV sponsor program proposal does not include training committee endorsed core requirements.

d. The Standing Action Group shall support the ESC and be led by an assigned mission area chair when required. Standing Action Group members shall identify M&T shortfalls and submit to the ESC a mission area chair assessment of assigned continuums. The assessment shall incorporate known TYCOM and fleet requirements and include manpower requirements, training systems, facilities, human performance requirements, mission area training status, POM investments and potential offsets for new investments. The Standing Action Group members may charter working groups to examine specific areas of interest in greater depth and will receive reports from these groups as required.

e. Mission area chairs shall brief the Surface and Expeditionary Warfare Training Committee on the status of

assigned M&T continuums, or phases thereof, in person or via video teleconferencing networks. In addition, mission area chairs shall:

(1) Propose, review and inform the training committee of the effect of POM decisions as applicable.

(2) Propose offsets for new programs and investments.

(3) Charter and oversee M&T continuum working groups, leveraging organizations and subject matter experts as required to complete Surface and Expeditionary Warfare Training Committee ESC assigned tasks.

(4) Support periodic job task analysis reviews.

(5) Assign training continuum action officers to participate in the Surface and Expeditionary Warfare Training Committee Standing Action Group.

(6) Provide Surface and Expeditionary Warfare Training Committee secretariat support to the ESC co-chairs when Surface and Expeditionary Warfare Training Committee meetings are conducted at their learning sites. This support includes coordinating with the designated host activity for audio and video services, site tours and Surface and Expeditionary Warfare Training Committee flag briefs.

(7) In collaboration with COMNAVSURFPAC and COMNAVSURFLANT N7s, NAVEXPDCMBCOM N7, and PMS 339, validate all waterfront training efforts.

f. Members shall provide agenda items and issue papers to the ESC chairs for consideration and discussion by the Surface and Expeditionary Warfare Training Committee ESC and provide timely responses to assigned action items. Participating commands should limit their number of representatives to the minimum required to adequately address agenda items and should include members with the appropriate levels of decision-making authority.

6. Reporting Requirements. The Surface and Expeditionary Warfare Training Committee ESC members shall report to their

respective chain of command and inform other ESC members when decisions affect flag-Surface and Expeditionary Warfare Training Committee proposed or endorsed POM investments.

7. Frequency of Meetings. The Surface and Expeditionary Warfare Training Committee shall meet semi-annually, rotating meeting locations among learning sites and fleet concentration areas, staying aligned with the OPNAV POM process.

8. General Guidelines

a. Because the Surface and Expeditionary Warfare Training Committee is an executive decision-making body, non-Department of Defense personnel shall not participate in training committee meetings without specific authorization by the chairs.

b. Surface and Expeditionary Warfare Training Committee members shall be supported and funded by their respective parent staffs and commands for participation in training committee meetings and related activities.

NAVAL SEA SYSTEMS COMMAND PROGRAM MANAGER OFFICE FOR SURFACE
TRAINING SYSTEMS CHARTER

1. Purpose. Define the roles and responsibilities of the NAVSEASYS COM PMS 339.

2. Background. NAVSEASYS COM PMS 339 supports the goals outlined in this instruction through validation of NAVSEASYS COM program management decisions supporting the execution of OPNAV M&T requirements. This function is conducted in collaboration with OPNAV resource sponsors, NAVSEASYS COM, fleet, and training stakeholders with the objective of improving and sustaining efficiencies and effectiveness across all phases of surface and expeditionary training (e.g., schoolhouse, unit, and integrated). This effort follows the best practices of established warfare community training PMS.

3. PMS 339 Roles and Responsibilities

a. Assist OPNAV and fleet validation of manpower and Navy training system plans (NTSP) for surface and expeditionary programs procured and managed by participating acquisition resource managers (PARM) and PM.

b. Assist NAVSEASYS COM PARMs and PMs development and implementation of manpower plans and NTSPs to meet OPNAV and fleet requirements. This includes ensuring annual updates align with POM investments as described in the annual surface and expeditionary warfare training plan or other OPNAV resource document.

c. As the NAVSEASYS COM training support agent, provide presence at fleet concentration areas and learning centers to validate M&T plans prior to and routinely after transfer to the training agent and advise PARMs and PMs when requirements are not met.

d. Conduct and coordinate analysis as necessary and recommend manpower and NTSP changes to meet flag endorsed Surface and Expeditionary Warfare Training Committee requirements. This should include potential impacts to current and future requirements and any known "offsets" that may be applied.

e. Act as OPNAV's surface program NTSP review authority prior to individual PMs submitting to OPNAV (N95) and OPNAV (96) for final acceptance. Establish NAVSEASYS COM front-end analysis and training planning process methodology standards to meet OPNAV requirements.

f. Manage funds for the development, acquisition, operation and maintenance, sustainment, modernization, overhaul, and decommission of schoolhouse and waterfront shore-based training systems. This includes upgrades for courseware due to ship change documents or doctrine, organization, training, materiel, leadership and education, personnel, facilities change requests as directed by OPNAV surface and expeditionary warfare training plan or NTSP requirements.

g. Assist OPNAV (N959) and OPNAV (N96D1) in development and execution of surface and expeditionary warfare training plan requirements.

h. As required, coordinate TYCOM and mission area chairs validation of non-organic engineering, navigation, combat systems and deck shipboard training content. This includes ensuring both program and non-program of record shipboard training content is submitted to PMS 339 for training continuum stakeholder assessment prior to receiving TYCOM and resource sponsor approval for implementation.

i. As team ships fleet introduction agent provide pre-commissioning crew support services at the pre-commissioning detachments in Norfolk and San Diego and at the new construction shipyards through obligation and work limiting date. These services include administrative, pay and personnel, manning and training (including crew scheduling and phasing plan development and execution), logistics, and departmental administrative program initiation support.

j. Assess all ship change documents and engineering change proposals (ECP), as they pertain to non-nuclear surface ships, for impacts to M&T requirements and validate a resourcing plan (funding) supports the ship change documents and ECP. Where M&T funding shortfalls exist, PMS 339 shall notify the resource sponsor who shall identify the required transfer of funds to PMS 339 to sustain any associated schoolhouse training systems or

training devices. Exemptions will be made when a resource sponsor and program office agrees to identify M&T funding within their respective budget exhibit.

4. Organizational Relationships

a. PMS 339 reports to NAVSEASYSKOM Deputy Commander for NAVSEA 21.

b. PMS 339 is a member of the Surface and Expeditionary Warfare Training Committee ESC, also consisting of senior members representing OPNAV (N15), OPNAV (N12), CNO (N2/N6), OPNAV (N95), OPNAV (N96), USFLTFORCOM, COMPACFLT, TYCOMs, NETC, NAVPERSCOM and NAVSEASYSKOM.

c. PMS 339 is the NAVSEASYSKOM Submarine Training Systems Division (NAVSEA 07TR), Naval Air Systems Command Aviation Training Systems Program Office (PMA 205), and SPAWARYSKOM Fleet Readiness Directorate (SPAWAR 4.3.4) point of contact for acquisition issues related to surface training systems.

d. PMS 339 coordinates with PEO IWS, PEO LCS, NAVWARDEVCOM, and Missile Defense Agency to validate that current and planned ship embedded and shore training systems meet surface and expeditionary warfare training plan or NTSP fleet synthetic training requirements.

e. Per USFLTFORCOM/COMPACFLTINST 4760.1, PMS 339 coordinates with USFLTFORCOM Fleet Capabilities and Requirements, Concepts and Experimentations (N8/N9) in support of the Fleet Introduction Program. Additionally, PMS 339 will collaborate with USFLTFORCOM (N7) in support of non-Fleet Introduction Program fleet training issues and USFLTFORCOM (N1) for pipeline training and education where applicable.

f. PMS 339 assesses PARM and PM developed manpower and training plans (initial and revision) to meet OPNAV requirements, providing a concur or non-concur recommendation to the applicable resource sponsor (e.g., CNO (N2/N6), OPNAV (N95), OPNAV (N96)) prior to obtaining Deputy Chief of Naval Operations, Manpower, Personnel, Training and Education (CNO (N1)) concurrence.