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6. Navy Training Plan for TC-AIMS II.

6.1 Training Strategy. Training for personnel using TC-AIMS II in the U.S. Navy will be gained from a multitude of avenues. Initially training will be provided by the Joint Program Management Office (JPMO) and will consist of Instructor Key Personnel Training and System Extension Training. After the fielding of TC-AIMS II has occurred, follow-on sustainment training will come from institutionalized and general military training.

6.1.1 Instructor Key Personnel Training (IKP).

IKP training is provided to instructors and key personnel to facilitate training of personnel during the development and fielding of new systems or equipment. IKP Training will be provided for both the general user and the System Administrator / Database Administrator (SA/DBA). The purpose of IKP training is to develop a cadre of trainers that can implement the “Train the Trainer” concept for initial general military sustainment training. The JPMO for TC-AIMS II will provide IKP training to Navy representatives. IKP training will be conducted at the earliest practical date to allow sufficient time for the Navy to integrate the training into appropriate courses.

6.1.2 System Extension Training (SET).

The JPMO for TC-AIMS II will provide a training team to conduct operator, supervisor/manager and system/database administration training for IKPs at each training location. The SET packages will include all critical tasks identified during the Front End Analysis and design and development efforts selected for training in accordance with TRADOC Reg. 350-70 Training Development Management, Processes and Products; TRADOC Pam 350-70-2 Multimedia Courseware Development Guide and TRADOC Pam 351-13 Systems Approach To Training Analysis. The approved training package will be utilized to provide this initial training. Training for the Navy will be provided on-site at approximately 34 locations (22 OCONUS ITO locations, 8 ITO Regions, and 04 distinct Unit Move training locations. The Unit Move training Locations May have to be visited more than once each). Ideally, this training will either immediately succeed or immediately precede the fielding of new system hardware. As fielding schedules are developed, both the Navy implementation office and the JPMO will take this consideration into account while developing a training schedule. It is however, understood that representative system hardware supplied by the JPMO for training purposes will be utilized during SET events. After the SET event, monitoring and on-the-job training will occur. The purpose of the monitoring effort is to ensure training effectiveness; to provide individual assistance as required; and to remain until the training team is satisfied that the operators and managers have the capability to exercise the system to its full capacity. The team will ensure full conversion and operation of the system prior to departure from the training installation. This includes the training of operators, supervisors/managers, commanders and staff, and system/database administration critical tasks as required.

6.1.3 Institutional Training.

TC-AIMS II institutional training courses will be trained in the schools identified in Annex A. Currently there are two options under consideration for Institutional Training. First, the Navy Supply Corps School (NSCS), Athens, GA has indicated a willingness to evaluate the economic feasibility of developing a General Purpose User course for TC-AIMS II Users. Secondly, if this option is not economically feasible, sailors requiring training will need to attend the formal schools in place at the U.S. Army's Transportation School, Ft. Eustis, VA, or at the Marine Corps Service Support Schools at Camp Lejeune, NC. Navy Systems Administrators/Database Administrator institutionalized training will be obtained from one of the Army or USMC schools.

Each of these courses, including the potential NSCS course, is listed in Appendix A along with an estimated number of students per year.

6.1.4 Unit Sustainment Training.

Institutionalize training is not the only means to obtain proficiency with TC-AIMS II. The TC-AIMS II JPMO has incorporated Multimedia Embedded Training (ET) into the system that have hooks resident in the system software to affect Embedded Training (ET). Additionally, CD-ROM training disks will be provided with the first release of the application software and will be provided as the application is updated. These in conjunction with on-job-training provided by the IKP obtain some level of unit sustainment training. When combined with a complete copy of the system extension training package for those tasks not selected for ET, including Program Of Instruction (POI), Lesson Plans, and any other paper-based material is provided, the units shall have all required material necessary to provide units sustainment training.

6.1.5 General Military Education

Along with the institutionalized training effort and unit sustainment training mentioned above concerning the actual mechanics of using the TC-AIMS II application, the general concepts of TC-AIMS II and unit move procedures should be provided during General Military Education training time.

6.2 Training Constraints.

All currently envisioned training is contingent upon 100% availability of the resources identified in this STRAP and its annexes.

6.2.1 Limited training hours.

It is anticipated that adequate training hours will be available to cover the requirements for TC-AIMS II during the fielding effort and it's subsequent sustainment.

6.2.2 Current training materials.

TC-AIMS II software is being incrementally developed and fielded. TC-AIMS II training must be dynamic and support frequent modifications to the software. While the adequacy of the training material available may be acceptable, continued monitoring of

training material and the initial training made available by the JPMO during the various incremental releases is necessary.

6.2.3 System complexity.

The system must be simplicity designed to allow the identified job series (General Purpose User) to operate/maintain the system with minimal skill decay during periods of non-use. This is especially true for Navy unit move users, as the frequency of use is significantly less than that of the other Services. The system software must prohibit improper system operation that may adversely affect mission performance. The system must operate without jeopardizing the operator's ability to accurately and easily operate the system to standard. High-risk tasks will be identified for trade-off or redesign during task analysis. Multimedia training products will be provided with the system for maintenance of skill proficiency.

6.2.4 Software/hardware maintenance.

Operator maintenance of hardware and software will be identified in developing the training tasks for TC-AIMS II. The tasks identified must not be at a complexity level that exceeds the operator's capability or provide no skill creep as determined during the analysis process. The system developer must redesign the system if the task complexity exceeds the user's learning capability. This item will be included in training operational test readiness evaluation.

6.2.5 Reading Grade Level (RGL).

RGL for all support documents, to include the training package, will not exceed the 9th grade reading level. This reading grade level will be measured in accordance with AR 25-30, The Army Integrated Publishing and Printing Program.

6.2.6 Manpower constraints.

The system must exist with current manpower limitations.

6.2.7 Manpower and Personnel Integration (MANPRINT) Compliance.

Additional training constraints may be added as the System MANPRINT Management Plan (SMMP) tracks the development of TC-AIMS II through MANPRINT Joint Working Groups. Any additional training constraints will be documented in both the STRAP and the SMMP.

6.2.8 Reserve Component (RC) available time.

Training modules should be designed to insure RC personnel could be trained within available specified annual and monthly training periods (i.e., 4 hour blocks).

6.2.9 Schoolhouse resources.

Schoolhouse training is constrained by the availability of trained instructors, equipped classrooms, and available hours.

6.2.10 SET Resources.

System Extension Training is the responsibility of the Joint Program Management Office (JPMO) and may be constrained by a lack of trained instructors, equipped classrooms, and available hours.

6.3 New Equipment Training Strategy Summary.

6.3.1 Extension Training.

The system extension training for the Navy will be implemented by the JPMO, TC-AIMS II through a memorandum of understanding with each gaining command and site on how the extension training will be conducted. This coordination will provide guidance on when and where the training will be accomplished.

6.3.2 Chief, Navy Education and Training (CNET) Courses.

6.3.2.1 Advanced Individual Training.

An initial introduction to unit deployment concepts should be provided to Supply Corps Officers during their Basic Supply Corps Officer's Course, at NSCS, Athens, GA and to Civil Engineering Officers during their Basic Civil Engineer Officer's Course, at Port Hueneme, CA. These courses should include an introduction to the overall JOPES deployment process and TC-AIMS II. Coordination efforts between CNET, the school's curriculum directors, and the Navy's TC-AIMS II Implementation Office are just beginning and as details become available, amendments will be made to the STRAP.

6.3.2.1 Professional Development.

Target audiences for professional development include Field Grade Officers attending mid-career professional education at the Intermediate War College and the Senior War College. Junior Grade Officers should receive TC-AIMS II familiarization training at the Intermediate Supply Corps Officer's Course. Coordination efforts between CNET, the school's curriculum directors, and the Navy's TC-AIMS II Implementation Office are just beginning and as details become available, amendments will be made to the STRAP.

6.3.3 Multimedia Training.

The TC-AIMS II system will be fielded with a multimedia training capability. Other customary CNET training products such as printed educational and visual aids may be necessary for institutional training. The target TC-AIMS II hardware will be used to teach operators, maintainers, and supervisors. Specific general support requirements will be identified in STRAP updates.

Deleted: the SMMP, Training Support Requirement (TSR), and

6.3.4 Training Device Strategy.

There are no known requirements for training devices or training simulators. All training on the system hardware or software will be accomplished on actual representative hardware used for all operators, maintainers, and supervisors during extension, individual, and sustainment training. Hands-on communication and systems interface training will be accomplished at the work site using the actual equipment during the On-The-Job-Training (OJT)/mentorship phase training

6.4 Training Test Support Strategy.

6.4.1 Training Test plan.

The training test plan will be IAW AR 73-1, Test and Evaluation Policy and DA Pam 73-1, Test and Evaluation Guidelines. The assumption is that this Test and Evaluation Policy is sufficient for the Navy to accept the recommendations of USA CASCOM and the Army Operational Test and Evaluation Command (OPTEC) on these issues.

6.4.2 Operational Tester.

USA CASCOM will provide the Army annex for the TTSP to the operational tester (Army Operational Test and Evaluation Command (OPTEC)) approximately 60 days prior to the operational test. The operational tester will be evaluating the effectiveness and suitability of the training as a part of the total evaluation. USA CASCOM training evaluators will conduct the training Operational Test Readiness Evaluation (OTRE) of the final training package when the operational test players are being trained. An OTRE will be conducted for all training provided. The training will include ET, Help, the POI, Task Selection Matrix (TSM), Lesson Plans (LP), Practical Exercises (PE), tests, tutorials and manuals (on-line and paper-based). USA CASCOM will issue a training Operational Test Readiness Statement (OTRS) through TRADOC to OPTEC as a result of the OTRE. The Navy will rely on this OTRE as the official validation of training effectiveness.

6.4.3 Training Evaluators

The Navy will provide an evaluator to observe the Training Validation.

6.5 Significant Training Issues at Risk.

6.5.1 Multimedia Training.

Development of multimedia training is at risk without the support of all Services and the resources devoted by the Project Officer TC-AIMS II. Multimedia training is essential to meeting Navy fielding and sustainment goals (time constraints, resources/costs, and volume of trainees). Therefore, without multimedia training, combat readiness is at risk. The Navy will rely heavily on Multi-Media training because most of the users in the Navy will be doing TC-AIMS II as an additional duty and will not be allowed the time or money to attend a formal training course.

6.5.2 Embedded Training.

The ability of embedded training to meet commanders' needs in helping to sustain sailor proficiency on TC-AIMS II must be evaluated. Currently, an agency has not been identified that would properly assess the ability of embedded training functionality within TC-AIMS II.

6.5.3 Selected Tasks.

The capability to train all tasks selected in the task analysis process using multimedia training must be analyzed. Tasks that do not lend themselves to multimedia training must be addressed with a paper-based training package.

6.5.4 Communications.

System administrators must receive training for deploying and repairing communication lines for the system when laptops are deployed in a client-server environment. This training refers to setting up a TC-AIMS II network in a remote or deployed environment. Users do not require training in laying and repairing communications at fixed facilities, bases and stations. A source for this training must be identified.

6.5.5 Training Products.

Training products must be evaluated to ensure they adequately train system tasks to operators, supervisors, and system administrators.

6.5.6 Manuals.

Manuals and system screens must be developed to the maximum reading grade level of the target audience.

6.6 Hardware.

Every attempt will be made to procure a common hardware platform for TC-AIMS II, however the rapid life cycle of computer hardware will necessitate the fielding of different platforms. For the most part these differences should be transparent to the TC-AIMS II user. The procurement of hardware that does not meet the current or future requirements of the TC-AIMS II software would create a severe negative impact on the quality of User Training.

6.7 Training Tasks.

All major training tasks have been identified for the Unit Move User and SA/DBA courses. These training tasks have been identified in JPMO's Fielding IKP Training Statement of Work (DRAFT) dated 4 February, 2000. Training tasks remain to be identified for the ITO / TMO version of TC-AIMS II.

6.8 Current Professional Development Training.

The impact of TC-AIMS II on current professional development training courses in schools will be minimal. Where there is an impact on current courses, the addition will be only a few hours in duration.

6.9 Post - Fielding Evaluation Summary.

A Post Fielding Training Effectiveness Analysis (PFTEA) will be scheduled for TC-AIMS II after it achieves initial operational capability. USA CASCOM Information Systems Directorate will review the system operation within 180 days of the initial fielding. Appropriate recommended changes to system products based on the results of this review will be provided to the TC-AIMS II JPMO.

Navy Annex B, Unit / Sustainment Training

SCHOOL: Navy Supply Corps School

1. General Purpose User (GPU) **(UNIT MOVE)**
2. **COURSE:** TRANSPORTATION COORDINATOR'S AUTOMATED INFORMATION FOR MOVEMENTS SYSTEM II (TC-AIMS II)
3. **TRAINING STRATEGY:**

- a. Narrative: Approximately 80 hours of TC-AIMS II instruction is planned. This instruction will concentrate on hands-on training using TC-AIMS II.
- b. Location: Navy Supply Corps School, Athens, GA
- c. Lesson Plans: 1st Qtr FY 01
- d. Course Start: 3d Qtr FY01

Year:	FY01	FY02	FY03	FY04
Classes:	1	3	3	3
Student Load:	30	30	30	30

5. **ANALYSIS REQUIREMENTS:**

(537) Total Unit Move Users
(1/2) Need training due to attrition
(268) Need Training
(1/3) Of these will be able to travel
(89) Students Per Year

Eighty-Nine Students / Year spread between all available courses (Navy / Army / USMC).

6. **DOCUMENTS:**
7. **TRAINING EQUIPMENT/SUPPORT REQUIRED:** One TC-AIMS II terminal per student and one AIT suite per every four students.

Navy Annex B, Unit / Sustainment Training

1. **SCHOOL:** Navy Supply Corps School
2. **MOS:** General Purpose User (GPU) (**ITO / TMO**)
3. **COURSE:** TRANSPORTATION COORDINATOR'S AUTOMATED INFORMATION FOR MOVEMENTS SYSTEM II (TC-AIMS II)
4. **TRAINING STRATEGY:**

a. Narrative:

(1) Approximately 80 hours of TC-AIMS II instruction is planned. This instruction will concentrate on hands-on training using TC-AIMS II.

(2)

- b. Location: Navy Supply Corps School, Athens, GA
- c. Lesson Plans: 3d Qtr FY 02
- d. Course Start: 1st Qtr FY03

Year:	FY03	FY04	FY05	FY06
Classes:	1	1	1	1
Student Load:	24	24	24	24

5. **ANALYSIS REQUIREMENTS:**

6. **DOCUMENTS:**

- a.
- b.

(144) Total ITO / TMO Move Users
(½) Need training due to attrition
(72) Need Training
(1/3) Of these will be able to travel
(24) Students Per Year

Twenty-Four Students / Year spread
between all available courses (Navy /
Army / USMC.

7. **TRAINING EQUIPMENT/SUPPORT REQUIRED:** One TC-AIMS II terminal per student.

Navy Annex B, Unit / Sustainment Training

- 1. **SCHOOL:** US Army Transportation School
- 2. **MOS:** General Purpose User (GPU)
- 3. **COURSE:** TRANSPORTATION COORDINATOR'S AUTOMATED INFORMATION FOR MOVEMENTS SYSTEM II (TC-AIMS II)

4. **TRAINING STRATEGY:**

a. Narrative: Functional TC-AIMS II will be taught to system users and systems administrators. Approximately 120 hours of TC-AIMS II instruction are planned. This instruction will concentrate on hand-on training using TC-AIMS II, both the information management and simulation capabilities of the system, to automate unit deployment operations in both CONUS and OCONUS.

- b. Location: Fort Eustis, VA
- c. Lesson Plans: 4Q FY00
- d. Course Start: 1Q FY01

Year: FY01 FY02 FY03
Classes:
Student Load:

5. **ANALYSIS REQUIREMENTS:**

6. **DOCUMENTS:**

- a.
- b.

(537) Total Unit Move Users (½) Need training due to attrition (268) Need Training (1/3) Of these will be able to travel (89) Students Per Year Eighty-Nine Students / Year spread between all available courses (Navy / Army / USMC.
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7. **TRAINING EQUIPMENT/SUPPORT REQUIRED:** None

Navy Annex B, Unit / Sustainment Training

- 1. **SCHOOL:** USMC Service Support Schools
- 2. **MOS:** 0431 Basic Logistics Embarkation Specialist
- 3. **COURSE:** N3004H1 BASIC LOGISTICS EMBARKATION SPECIALIST
- 4. **TRAINING STRATEGY:**

a. Narrative: The Basic Logistics Embarkation Specialist course is a four-week period of instruction. Approximately two weeks of this instruction will be dedicated to TC-AIMS II. Functional TC-AIMS II will be taught to system users. Approximately 80 hours of TC-AIMS II instruction are planned. This instruction will concentrate on hand-on training using TC-AIMS II, both the information management and simulation capabilities of the system, to automate unit deployment operations in both CONUS and OCONUS.

- b. Location: Marine Corps Service Support Schools, Camp Lejeune, NC
- c. Lesson Plans: TBD
- d. Course Start: TBD

Year: FY01 FY02 FY03
Classes:
Student Load:

5. **ANALYSIS REQUIREMENTS:**

6. **DOCUMENTS:**

- a.
- b.

(537) Total Unit Move Users (1/2) Need training due to attrition (268) Need Training (1/3) Of these will be able to travel (89) Students Per Year Eighty-Nine Students / Year spread between all available courses (Navy / Army / USMC.
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7. **TRAINING EQUIPMENT/SUPPORT REQUIRED:** None

Navy Annex B, Unit / Sustainment Training

- 1. **SCHOOL:** USMC Service Support Schools
- 2. **MOS:** 0491 Combat Service Support Chief
- 3. **COURSE:** M03LBC1 COMBAT SERVICE SUPPORT CHIEF
- 4. **TRAINING STRATEGY:**

a. Narrative: The Combat Service Support Chief's course is a ??? week period of instruction. Approximately two weeks of this instruction will be dedicated to TC-AIMS II. Functional TC-AIMS II will be taught to system users. Approximately 80 hours of TC-AIMS II instruction are planned. This instruction will concentrate on hand-on training using TC-AIMS II, both the information management and simulation capabilities of the system, to automate unit deployment operations in both CONUS and OCONUS.

- b. Location: Marine Corps Service Support Schools, Camp Lejeune, NC
- c. Lesson Plans: TBD
- d. Course Start: TBD

Year: FY01 FY02 FY03
Classes:
Student Load:

5. **ANALYSIS REQUIREMENTS:**

6. **DOCUMENTS:**

- a.
- b.

(537) Total Unit Move Users
(½) Need training due to attrition
(268) Need Training
(1/3) Of these will be able to travel
(89) Students Per Year

Eighty-Nine Students / Year spread
between all available courses (Navy /
Army / USMC.

7. **TRAINING EQUIPMENT/SUPPORT REQUIRED:** None

Navy Annex B, Unit / Sustainment Training

UNIT/SUSTAINMENT TRAINING SYMBOL:	REQUIREMENTS CONTROL
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SYSTEM: TC-AIMS II	
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1. INDIVIDUAL TRAINING

a. Strategy:
 An embedded training system for TC-AIMS II will be developed with hooks that will reside on the fielded system. A users guide will provide instruction and guidance on how to use ET. Initial extension of TC-AIMS II will provide Computer Based-Computer Aided Instruction (CBI-CAI) with on-line Practical Exercises (PE) and paper based training. This training package will be left at each unit for conduct of sustainment training. The Project Officer TC-AIMS II is responsible to update and provide system changes to users to include any improvements to paper based training until total system fielding.

b. Products required to maintain individual skills:

Product	Date Required	Resource Documents	Responsible Agency
(1) On-line EUM (functional)	KP Training	TBD	TC-AIMS II JPMO
(2) End User Handbook (functional)	KP Training	TBD	TC-AIMS II JPMO

2. COLLECTIVE TRAINING

a. The individual tasks identified for TC-AIMS II will support several collective tasks. For the Navy, these tasks are new tasks, never before trained.

b. Products Required to Sustain Individual Skills: Identified in individual training above.

3. Unique Requirements Units Must Be Appraised Of To Prepare for System Fielding and Employment: Units must identify personnel that will be trained in TC-AIMS II. Additionally, each unit must examine it's deployment procedures and determine how information will flow between commands, and with the staff of each command.

COMMENTS:

Navy Annex C, Resource Summary

1. Personnel Requirements:

- a. To be determined by the Navy Supply Corps School, Athens, GA
- b.

2. Instructor Requirements:

- a. To be determined by the Navy Supply Corps School, Athens, GA
- b.

3. Training Equipment Requirements:

- a. Workstations - 30
- b. File servers - 1
- c. AIT equipment – 7 Suites
- d. Associated equipment - TBD by NSCS Athens, GA

4. Expendable Supplies:

- Labels For Bar Code Printer
- Ink for Bar Code Printer
- Paper For Reports

Navy Annex D, System Milestone Summary