

Future Sailor Preparatory Course



Fitness and Academic Program

LT Ben Pedersen
Future Sailor Prep Course Lead
Recruit Training Command





Executive Overview

▪ Purpose

- Provide path to execution of two 3-week Future Sailor Preparatory Courses (FSPC) for academic and physical fitness remediation in FY23 and beyond, given current and future resourcing and operational conditions and requirements.

▪ Problem Statement

- The Navy is currently challenged to meet its recruiting goal with a projected miss of between 7K-12K in FY23. While a myriad of societal factors potentially impacted the recruiting environment, the COVID-19 pandemic directly impacted recruiting, as evidenced by the FY21 decline of approximately 9 percent in Service application test results on the standardized Armed Forces Vocational Aptitude Battery (ASVAB). Applicant obesity has also increased, reducing the recruitment pool for otherwise qualified applicants.

▪ Recommendations

- Establish FSPC located at Recruit Training Command in Great Lakes with two separate tracks: FITNESS and ACADEMIC.
 - 3-week rolling curriculum for a max of 90 days, modeled after Army's Future Soldier Prep Course
 - Phase 1 – Fitness Program (Recruits with Body Composition Assessment 26.1%-32% Male; 36.1%-42% Female)
 - Phase 2 – Academic Program (ASVAB requirements: CAT IV 21-30)

▪ Desired End State

- Establish sufficient resources that support enduring operating capacity required for both FSPC tracks.
 - To supply the Fleet with Qualified, Prepared, Engaged, and Connected Warfighters on Day 1.

Transformation

S2025

Enterprise
Support

Force
Development

Force
Management



FSPC Programs Construct

FSPC- Fitness Program

Applicant Criteria

- Males
 - BF%: 26.1-32%
- Females
 - BF%: 36.1-42%

Completion Criteria

- Males
 - BF%: $\leq 26\%$
- Females
 - BF%: $\leq 36\%$

Separation Criteria

- Unable to achieve DoDI allowed accession BF% by completion of 90 days
 - Recruit can be allowed to continue on in FSPC Training past 90 days with Commanding Officer approval (Holistic assessment)
- Poor potential (motivation/discipline/refusal to train)
- Entry Level Separation

FSPC- Academic Program

Applicant Criteria

- ASVAB
 - CAT IV A: 21-30
- Future Expanded Operations (tent.)
 - CAT IV B: 10-20
 - Potential Nuclear Rating candidates

Completion Criteria

- ASVAB Improvement
 - Score of 31+ (CAT III)
 - Opportunity to “re-designate” to new rating
- Completion of 90 day Program
 - If improvement does not meet above standards, Recruit will be enrolled into BMT with original rating

Separation Criteria

- Poor potential (motivation/discipline/refusal to train)
- Entry Level Separation



FSPC Programs Overview

FSPC- Fitness Program

Fitness Prep

- NOFFS (Navy Operational Fitness and Fueling System) Equipment/Training Program
- Low Impact Cardio/ Graduated Running Program
- Mobility/ Stretching Routines

Curriculum

- Nutrition
- Sleep Hygiene
- Warrior Toughness
- My Navy Coaching
- Militarization

***Registered Dietician to teach nutritional lessons and provide individualized nutritional counseling**

FSPC- Academic Program

Academic Prep

- Arithmetic Reasoning
- Mathematical Knowledge
- Reading Comprehension
- Verbal Knowledge

Curriculum

- Physical Training
- Warrior Toughness
- My Navy Coaching
- Militarization

***Civilian educators to teach academic lessons and provide individualized tutoring sessions**



Future Sailor Prep Course (FSPC) Fitness Overview

Future Sailor Prep Course Training Pipeline

Fitness Program Eligibility: Up to 6% over BF standards
 Fitness Program Graduation: Within DODI 1308.03 standards
 Academic Program Eligibility: ASVAB CAT IV: 21-30
 Academic Program Graduation: ASVAB CAT III: 31+

Led by RDC Qualified Staff

- Top Performers
- Emphasis on mentorship
- No 'Shock and Awe'

Fitness Program → Improve Performance and Minimize Risk

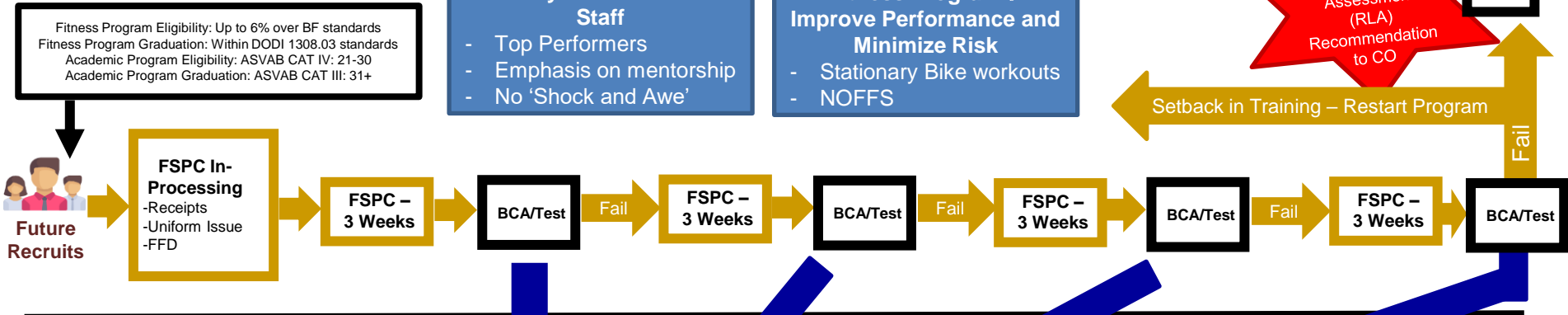
- Stationary Bike workouts
- NOFFS

Recruit Leadership Assessment (RLA) Recommendation to CO

ELS

Setback in Training – Restart Program

Fail



Standard Basic Military Training Pipeline

Enrolled in Division in P-5 Day of Training
 - All other in-processing requirements already met

Future Sailors

In-Processing

Basic Military Training

Leverage Available Resources/Known Best Practices

- Army Soldier Prep Course
- Warrior Toughness
- Nutritional Literacy Lesson
- TAD Personnel
- NOFFS

Positively Impact Lower Attrition

- Improved peer leadership
- Sailorization
- Embrace Navy Culture



QUESTIONS?