



# ROYAL BAHAMAS DEFENCE FORCE SCHOOL OF OFFICER TRAINING

# Commander's Intent – Operation Transformation



- 1). Set the national standard of excellence in leadership, integrity and achievement for the peace, security and prosperity of The Bahamas
- 4). Develop an accredited Maritime Training Academy for officer-training and development programs as well as Naval Infantry School
- 5). Increase personnel (Regular & Reserve Forces) to a combined strength of 5,000

# Training's Focus Statement



To become the Caribbean's Premier Maritime Defence Training Institution through the development and implementation of Defence and Maritime Law Enforcement academic and competency based training programs that inspires the highest standards of professionalism, integrity and excellence.

# OBJECTIVES



- ▶ SCHOOL DESCRIPTION
- ▶ Purpose
- ▶ Scope
- ▶ DURATION OF COURSES
- ▶ PREREQUISITES
- ▶ LEARNING OBJECTIVES
- ▶ LEARNING ACTIVITIES
- ▶ METHODOLOGY
- ▶ ASSESSMENT STRATEGIES
- ▶ COURSE CONTENT
- ▶ COURSE INSTRUCTORS/LECTURERS



# SCHOOL DESCRIPTION



- ▶ The School of Officer Training will comprise of **six (6)** foundational schools designed for entry into the RBDF Naval Officer Corps. The course content are comprehensive, intense, and designed to facilitate introductory training of responsibilities as a naval officer.
- ▶ The school will also introduce officer candidates into the military structure of the Royal Bahamas Defence Force; the rich history of traditions and customs; organizational policies and procedures, Defence Force legal system and finally, military etiquette





## PREREQUISITES

(Meet qualifications as outlined in Defence Force Instructions (DFIs))

- ▶ Academic
- ▶ Security Vetting
- ▶ Medical Screening
- ▶ Fitness Standard
- ▶ Recommendation by Commissions Board

# SCHOOL OF OFFICER TRAINING PREREQUISITES



Course Candidates	Age	Course Description	Duration of Course	Academic Qualification
Marines/Able Marines	<b>18yrs -26yrs</b>	<b>Young Officer Course (YOC)</b> Bahamas (Bah)	26 Weeks Midshipman	5 BGCSE, Equivalent or Above
Leading Seaman/Petty Officers	<b>31yrs-39yrs</b>	<b>Officer Candidate School (OCS)</b> Bahamas (Bah)	20 Weeks Sub Lieutenant	5 BGCSE, Equivalent or Above
Non-Commission/Senior Rate	<b>40yrs-50yrs</b>	<b>Officer Indoctrination School (OIS)</b> Bahamas (Bah)	15 Weeks Lieutenant	3 BGCSE, Equivalent or Above
Professional Civilians	<b>27yrs-50yrs</b>	<b>Direct Professional Officer (DPO)</b> SCC 5-10yrs, MCC 11-16yrs Bahamas (Bah)	9 Weeks Lieutenant- Commander	Bachelors Degree, Equivalent or Above
Civilians	<b>18yrs-26yrs</b>	<b>Civilian Young Officer Course (CYOC)</b> Bahamas (Bah)	26 Weeks Midshipman	5 BGCSE, Equivalent or Above
Professional Civilians	<b>27yrs-50yrs</b>	<b>Reserve Officer Candidate Indoctrination (ROCI)</b> Bahamas (Bah)	9 Weeks Lieutenant - Commander	Bachelors Degree, Equivalent or Above
Enlisted and Civilians	<b>18yrs-26yrs</b> <b>17yrs-22yrs</b>	YOC BNRC YOC USCG Academy	Midshipman Sub Lieutenant	5 BGCSE, Equivalent or Above

# School of Officer Training



## ► Purpose:

School of Officer Training will provide officer candidates with indoctrination principles necessary to effectively execute their role as newly commissioned Naval Officers. It also provide basic introduction to the fundamental aspects of leadership and management while providing practical knowledge of available references for initial professional training

## ► Scope:

School of Officer Training core curriculum includes **160-400 plus hours** of academic instruction, professional military training, and competency based training. The course content will include but is not limited to:, Leadership and Management, Defence Acts and Regulations and Organizational Policies, Defence Missions, Military Customs, Traditions, Naval History, International and Maritime Law, Fitness and Wellness Programs.



# School of Officer Training



## LEARNING OBJECTIVES

- To enhance leadership skills
- To develop management skills
- To improve communication skills
- To improve time management skills
- To foster and inculcate RBDF's core tenets and naval traditions
- To reinforce physical fitness standards
- To introduce theory and practical principles applicable to Seafarers.
- To develop an awareness of current affairs
- To expound on International Law
- To develop an appreciation of Naval bearing and standards for officers.

## LEARNING ACTIVITIES

In addition to content delivery and evaluation, the course work will require candidates to participate in Community Development Projects, and daily physical fitness routines.

# School of Officer Training



## METHODOLOGY

The primary method of content delivery shall be classroom sessions of instructional periods utilizing PowerPoint presentations and practical base competency training. Each session consist but not be limited to, two (2), forty-five (45) minute periods.

## ASSESSMENT STRATEGIES

Each module is assessed through written and/or practical evaluations that are based on the materials and instructions covered in the modules. Participants are assessed on their comprehension as well as their ability to demonstrate the appropriate application in their duties and leadership positions.

The evaluations will comprise of the following structure:

Military Aptitude.....	30%
Health & Readiness (Fitness).....	20%
Academics.....	50%
<b>Total.....</b>	<b>100%</b>

# SCHOOL OF OFFICER TRAINING



## GRADING SCALE

A set of criteria outlining what percentage represents what grade and expectations for achieving these grades.

Description	Range	Letter Grade
Distinction	90 – 100	A
Honours	80 – 89	B
Pass	70 - 79	C
Inadequate	60 – 69	D 69 & below Fail
	50 – 59	E
NIL	49 – and below	F

# School of Officer Training Cont.



- ▶ **Course Content** –created, is in alignment with international training curriculum and academic standards, adjustments and localizing of material will be done with proposed lecturers
- ▶ **Proposed Lecturers List** – created and submitted (Officers, SME)
- ▶ **Training Site** – Appropriate site is needed (Maritime, short term; south gate, short term)

# ROYAL BAHAMAS DEFENCE FORCE

YOUNG OFFICER COURSE (YOC) 25 –Weeks

DIRECT PROFESSIONAL OFFICER (DCO) 21- Weeks



Two (02) Progression Exams {3<sup>rd</sup> , 6<sup>th</sup> , 9<sup>th</sup> , & 12<sup>th</sup> Week }

Phase 3 – Competency Based Assessments

PHASE 1 MILITARIZATION	PHASE 2 MARITIME/NAVAL INFANTRY	PHASE 3 LEADERSHIP AND MANAGEMENT	PHASE 4 COMMUNITY ENGAGEMENT
<ul style="list-style-type: none"> <li>• Indoctrination (Barracks Life)</li> <li>• Core Values</li> <li>• Character Development</li> <li>• Defence Acts &amp; Regulations</li> <li>• Defence History</li> <li>• Introduction Divisional System</li> <li>• First Aid</li> <li>• Organization</li> <li>• communications</li> <li>• Power of Command/Ceremonial</li> <li>• Professional Military Ethics</li> <li>• Service and Report Writing</li> <li>• Trafficking in Persons Brief</li> <li>• Physical Fitness and Swim</li> <li>• Naval Customs &amp; Courtesy</li> </ul>	<ul style="list-style-type: none"> <li>• Weapons Introduction (Small Arms)</li> <li>• Damage Control</li> <li>• Deck Watch Officer Duties</li> <li>• Fire Fighting</li> <li>• International Law</li> <li>• Maritime Law Enforcement</li> <li>• Navigation</li> <li>• Power of Command/Ceremonial</li> <li>• Rules of the Road</li> <li>• Seamanship</li> <li>• Ship Stability</li> <li>• Survival</li> <li>• STCW</li> <li>• Physical Fitness and Swim</li> <li>• Sea Trip/ Practical</li> </ul>	<ul style="list-style-type: none"> <li>• ILM Competency Based Training (Level 3)</li> <li>• Current Affairs</li> <li>• Defence Management</li> <li>• Human Resource Management</li> <li>• Leadership</li> <li>• Maritime Crisis Management &amp; Seaport Security</li> <li>• Motivation Theory</li> <li>• Power of Command/Ceremonial</li> <li>• Public Speaking</li> <li>• Physical Fitness and Swim</li> </ul>	<ul style="list-style-type: none"> <li>• Community Service</li> <li>• Divisional Officer Responsibilities</li> <li>• Duty Officer Duties</li> <li>• Power of Command/Ceremonial</li> <li>• Physical Fitness and Swim</li> <li>• Passing Out/Graduation</li> </ul>
<b>PROGRESSION EXAM – 3<sup>RD</sup> WEEK</b>	<b>PROGRESSION EXAM – 7<sup>TH</sup> WEEK</b>	<b>COMPETENCY BASED ASSESSMENTS</b>	
<b>➔6 WEEKS◀</b>	<b>➔10 WEEKS◀</b>	<b>➔6 WEEKS◀</b>	<b>➔3 WEEKS◀</b>

# ROYAL BAHAMAS DEFENCE FORCE

## Officer Candidate School (RBDF-OCS) 20-Weeks



Two (02) Progression Exams {3<sup>rd</sup> and 7<sup>th</sup> Week}  
 Phase 3 – Competency Based Assessments

PHASE 1 MILITARIZATION	PHASE 2 MARITIME/NAVAL INFANTRY	PHASE 3 LEADERSHIP AND MANAGEMENT	PHASE 4 COMMUNITY ENGAGEMENT
<ul style="list-style-type: none"> <li>• Indoctrination (Barracks Life)</li> <li>• Core Values</li> <li>• Character Development</li> <li>• Defence Acts &amp; Regulations</li> <li>• Defence History</li> <li>• Divisional System</li> <li>• First Aid</li> <li>• Organization</li> <li>• Communications</li> <li>• Power of Command/Ceremonial</li> <li>• Professional Military Ethics</li> <li>• Service and Report Writing</li> <li>• Trafficking in Persons Brief</li> <li>• Physical Fitness and Swim</li> <li>• Naval Customs &amp; Courtesy</li> </ul>	<ul style="list-style-type: none"> <li>• Weapons Introduction (Small Arms)</li> <li>• Damage Control</li> <li>• Deck Watch Officer Duties</li> <li>• Fire Fighting</li> <li>• International Law</li> <li>• Maritime Law Enforcement</li> <li>• Navigation</li> <li>• Power of Command/Ceremonial</li> <li>• Rules of the Road</li> <li>• Seamanship</li> <li>• Ship Stability</li> <li>• Survival</li> <li>• STCW</li> <li>• Physical Fitness and Swim</li> <li>• Sea Trip/Practical</li> </ul>	<ul style="list-style-type: none"> <li>• ILM Competency Based Training (Level 3)</li> <li>• Current Affairs</li> <li>• Defence Management</li> <li>• Human Resource Management</li> <li>• Leadership</li> <li>• Maritime Crisis Management &amp; Seaport Security</li> <li>• Motivation Theory</li> <li>• Power of Command/Ceremonial</li> <li>• Public Speaking</li> <li>• Physical Fitness and Swim</li> </ul>	<ul style="list-style-type: none"> <li>• Community Service</li> <li>• Divisional Officer Responsibilities</li> <li>• Duty Officer Duties</li> <li>• Power of Command/Ceremonial</li> <li>• Physical Fitness and Swim</li> <li>• Passing Out/Graduation</li> </ul>
<b>PROGRESSION EXAM – 3<sup>RD</sup> WEEK</b>	<b>PROGRESSION EXAM – 7<sup>TH</sup> WEEK</b>	<b>COMPETENCY BASED ASSESSMENTS</b>	
<b>→4 WEEKS←</b>	<b>→8 WEEKS←</b>	<b>→6 WEEKS←</b>	<b>→2 WEEKS←</b>

# ROYAL BAHAMAS DEFENCE FORCE

## Officer Indoctrination School (RBDF-OIS) 15-Weeks



Two (02) Progression Exams {2<sup>nd</sup> and 6<sup>th</sup> Week}

Phase 3 – Competency Based Assessments

PHASE 1 MILITARIZATION	PHASE 2 MARITIME/NAVAL INFANTRY	PHASE 3 LEADERSHIP AND MANAGEMENT	PHASE 4 COMMUNITY ENGAGEMENT
• Indoctrination (Barracks Life)	• Weapons Introduction (Small Arms)	• ILM Competency Based Training (Level 3)	• Community Service
• Core Values	• Damage Control	• Current Affairs	• Divisional Officer Responsibilities
• Character Development	• Deck Watch Officer Duties	• Defence Management	• Duty Officer Duties
• Defence Acts & Regulations	• Fire Fighting	• Human Resource Management	• Power of Command/Ceremonial
• Defence History	• International Law	• Leadership	• Physical Fitness and Swim
• Divisional System	• Maritime Law Enforcement	• Maritime Crisis Management & Seaport Security	
• First Aid	• Navigation	• Motivation Theory	
• Organization	• Power of Command/Ceremonial	• Power of Command/Ceremonial	
• Communications	• Rules of the Road	• Public Speaking	
• Power of Command/Ceremonial	• Seamanship	• Physical Fitness and Swim	
• Professional Military Ethics	• Ship Stability		
• Service and Report Writing	• Survival		
• Trafficking in Persons Brief	• STCW		
• Physical Fitness and Swim	• Physical Fitness and Swim		
• Naval Customs & Courtesy			
<b>PROGRESSION EXAM – 2<sup>ND</sup> WEEK</b>	<b>PROGRESSION EXAM – 6<sup>TH</sup> WEEK</b>	<b>COMPETENCY BASED ASSESSMENTS</b>	
<b>→3 WEEKS←</b>	<b>→6 WEEKS←</b>	<b>→4 WEEKS←</b>	<b>→2 WEEKS←</b>

# ROYAL BAHAMAS DEFENCE FORCE

Direct Professional Officer Training (RBDF-DPO) 09-Weeks

Reserved Officer Candidate Indoctrination (RBDF-ROCI) 09-Weeks

One (01) Progression Exam {3<sup>rd</sup> Week}

Phase 2 – Competency Based Assessments



PHASE 1 MILITARIZATION	PHASE 2 LEADERSHIP AND MANAGEMENT	PHASE 3 COMMUNITY ENGAGEMENT
<ul style="list-style-type: none"> <li>• Indoctrination (Barracks Life)</li> <li>• Core Values</li> <li>• Character Development</li> <li>• Defence Acts &amp; Regulations</li> <li>• Defence History</li> <li>• Divisional System</li> <li>• First Aid</li> <li>• Organization</li> <li>• Power of Command/Ceremonial</li> <li>• Professional Military Ethics</li> <li>• Service and Report Writing</li> <li>• Trafficking in Persons Brief</li> <li>• Physical Fitness and Swim</li> <li>• Naval Customs &amp; Courtesy</li> </ul>	<ul style="list-style-type: none"> <li>• ILM Competency Based Training (Level 3-4)</li> <li>• Current Affairs</li> <li>• Defence Management</li> <li>• Human Resource Management</li> <li>• Leadership</li> <li>• Maritime Crisis Management &amp; Seaport Security</li> <li>• Motivation Theory</li> <li>• Power of Command/Ceremonial</li> <li>• Public Speaking</li> <li>• Physical Fitness and Swim</li> </ul>	<ul style="list-style-type: none"> <li>• Community Service</li> <li>• Divisional Officer Responsibilities</li> <li>• Duty Officer Duties</li> <li>• Power of Command/Ceremonial</li> <li>• Physical Fitness and Swim</li> </ul>
<b>PROGRESSION EXAM – 3<sup>rd</sup> WEEK</b>	<b>COMPETENCY BASED ASSESSMENTS</b>	
<b>→3 WEEKS←</b>	<b>→4 WEEKS←</b>	<b>→2 WEEKS←</b>



