

1980



DEPARTMENT OF THE NAVY
CARRIER AIRBORNE EARLY WARNING TRAINING SQUADRON 120
NAVAL AIR STATION, NORFOLK, VA. 23511

IN REPLY REFER TO

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From: Commanding Officer, Carrier Airborne Early Warning Training
Squadron 120
To: Chief of Naval Operations (OP-05D2)
Subj: Command History for Calendar Year 1980 (OPNAV Report 5750-1)
Ref: (a) OPNAVINST 5750.12C
Encl: (1) RVAW 120 Command History, CY-80

1. In accordance with reference (a), enclosure (1) is submitted.

R. A. Allen
R. A. ALLEN

Copy to:
Director of Naval History

CARRIER AIRBORNE EARLY WARNING TRAINING SQUADRON

COMMAND HISTORY, CALENDAR YEAR 1980

1. COMMAND ORGANIZATION. Commanding Officers to date:

CAPT R. A. ALLEN, USN	19 January 1980 - Present
CDR J. J. DITTRICK, JR., USN	29 July 1978 - 18 January 1980
CDR C. J. KING, JR., USN	15 April 1977 - 28 July 1978
CDR H. J. BERNSEN, USN	19 December 1975 - 14 April 1977
CDR J. D. LARISON, USN	1 November 1974 - 18 December 1975
CDR T. P. MCCLENAHAN, USN	6 July 1973 - 30 October 1974
CDR W. P. COURTNEY, USN	25 July 1972 - 5 July 1973
CDR R. A. SPARGO, USN	12 July 1971 - 24 July 1972
CDR D. G. W. TERRY, USN	17 July 1970 - 11 July 1971
CDR R. A. PETTIGREW	8 August 1969 - 16 July 1970
CDR T. E. NEWARK	1 October 1968 - 7 August 1969
CAPT S. L. CORNER	1 July 1967 - 30 September 1968

2. SUMMARY OF OPERATIONS. Carrier Airborne Early Warning Training Squadron One Two Zero is a shore-based command whose primary mission is to indoctrinate and train naval aviators, naval flight officers, aircrew and maintenance personnel in the operation and maintenance of the Grumman E-2C "Hawkeye" aircraft and systems in order to provide a maximum level of air combat readiness in the fleet units.

During calendar year 1980, the Operations Department provided the overall scheduling and coordination which enabled 29 pilots, 42 NFO's, and 7 flight technicians to complete the E-2C training syllabus. In addition, transition training for west coast E2C squadrons continued with 9 NFO's and 4 flight technicians transitioned to the E2C.

The squadron flew 3438.8 hours, logged 11,471 field landings, and 357 day/176 night carrier landings. Many of these hours occurred during the preparation and execution of 4 carrier qualification evolutions which took place aboard the USS EISENHOWER (CVN 69), USS INDEPENDENCE (CV-62), USS NIMITZ (CVN 68), and USS AMERICA (CV 66). The performance of the Maintenance Department during the year made possible these achievements. For reporting purposes the Maintenance Department is responsible for 11 aircraft; however, the average on board count for the year was 7. With the implementation of the Subsystem Component Impact Reporting System (SCIR), mission capability for 1980 increased to 42.5% while most fleet commands have experienced a marked decrease with the SCIR.

As a result of an increase in fleet E-2C squadron NFO manning, from 12 to 15 NFO's, RVAW 120 experienced a traumatic surge in RNFO training requirements. The increased training tempo was adversely affected by a serious decrease in the 15F8 Weapon System Trainer (WST) availability. The erratic availability of the 15F8 was responsible for the transfer of RNFO's to fleet squadrons with minimal or, in some cases, no exposure to the critical tactics phase of FRS training. COMNAVAIRLANT, WING 12, FASOTRAGRULANT, NAVAIRSYSCOM, and RVAW 120 met on numerous occasions to discuss solutions to the various 15F8 problem areas.

The Operational Flight Trainer (OFT) was finally delivered in the spring of 1980. Numerous discrepancy reports were being corrected at the end of CY 80. The OFT is expected to be RFT in the spring of 1981.

The Training Development Department (TDD) underwent reorganization. It was established as a section of the Operations Department. The civilian contractor (CALSPAN) contract was not renewed for FY 81. It was determined, after extensive liaison with Navy support organizations, that equivalent services could be provided internally in a more efficient, less costly manner.

Towards the end of 1980, it became apparent that the increased demands on the E-2 community, in conjunction with inadequate NFO manning, would finally impact the E-2 FRS. As a result of national tasking for E-2C support on Iceland, RVAW 120 was required to augment VAW 124 with two NFO instructors for a period of one month. Fleet augmentation by FRS instructors in order to preclude a C-4 manning readiness rating was expected to continue through mid-1981.

The Command's safety efforts in 1980 were directed toward a continued balanced, management-oriented aviation and general safety program. Programs were developed and designed to enhance the squadron's safety posture, improve mission capability, and stimulate safety awareness in all hands on an individual basis. Identification and immediate correction of two adverse trends highlighted departmental cooperation to resolve hazard potential before its effect could be felt.

The Safety Department acts as a nucleus of the squadron safety program; command support of the "Action, not lip service" motto has been total and without reserve. A few of the most noteworthy areas in which this command has moved in 1980 are recommended improvements in E-2C egress capabilities and survival equipment, incorporation of a centralized gyro system in the E-2C and installation of propeller control panel.

This command has continued to pioneer the systems approach to NATOPS procedures and maintain a constant involvement with airframe and system growth/modification. A few of these items accomplished or submitted to enhance mission capability and/or safe operation of the E2C are movement of VHF-20B radio to cockpit, electrical testing of electrical interface between internal and external power, increase indications of vapor cycle faults to the cockpit, and color coding circuit breakers for fire isolation emergency procedures.

RVAW 120 originated the management seminar safety standdown concept. This program involves the traditional "hands-on" aspect coupled with small, representative groups to examine problem/problem-potential and recommend corrective actions. This year has seen RVAW 120's safety standdown program expanded to include precise drills designed for specific objectives ("hands-on"), advanced planning well ahead of a target date, and more all-hands involvement. RVAW 120's safety standdown efforts have been recognized by CNAL; this command's program is now the CNAL "go by" for prospective commanding officers' safety briefings on what a safety standdown is supposed to accomplish.

The command has recognized that intra-squadron communication is all important and an absolutely necessary ingredient of a successful and comprehensive safety program. One way of accomplishing the responsibility and authority functions is the "One Page Program Bullet" method. This method offers an overall program goal, who is responsible, who to report to, and available references. This method has enhanced communication, clarified responsibility, granted required authority, and served notice that the areas are not simply given the traditional lip service. A specific example of program results in an RVAW 120-designated "Safety Pro" becoming the "COMNAVAIRLANT Safety Pro of the Week."

RVAW 120 has instituted an innovative approach to the areas of facilities safety and general safety. Although not new to the private sector, the use of a safety technician is new to the aviation squadron. Since inception, the idea-turned-action has produced exceptional results; continuity, job

knowledge, and job performance promise tremendous returns for the shore-based replacement training squadron. One example of this facet is RVAW 120's Safety Work Request Control System. An integral part of the squadron NAVOSH Program, this command's system has been recognized as a model for others.

The fact that safety continues to be the primary concern of this command is evidenced by six and one-half years of accident-free flying completed by RVAW 120. Innovative Safety Department manning, new and expanding ideas toward the safety standdown, a straightforward systems approach to NATOPS procedures, personnel survival equipment and aircraft hardware improvements, no-nonsense NAVOSH implementation, and new programs aimed at loss-control are but a few of the areas in which this command is moving. The squadron emphasizes efficient management to obtain the maximum use of available assets and to plan for the future. The most critical attribute of the RVAW 120 safety program, however, is complete command support with participation of all hands.

Fleet Readiness Aviation Maintenance Personnel (FRAMP) Department is responsible for training replacement enlisted maintenance personnel for the east and west coast operational fleet squadrons utilizing the E-2C aircraft as well as the East Coast Readiness Squadron (FRS). Total CY 80 training consisted of completing 261 "pipeline" students in 11 organizational and 6 intermediate level curriculums developed for support of the E-2C. The following is a limited breakdown of the training accomplished by rating/level:

<u>AT</u>	<u>AD</u>	<u>AM</u>	<u>AME</u>	<u>NDA/PC</u>	<u>AE</u>	<u>SUPVRS</u>	<u>AIMD</u>
80	5	17	4	89	29	3	34

At the March Maintenance Training Requirements Review (MTRR) Conference at Miramar, California, it was agreed that the West Coast had better facilities to fully train AD's, AM's, and AME's. This switch in training responsibility has saved the Navy both time and money in the accomplishment of enlisted training. All avionics training is provided on the East Coast.

In July 1980, FRAMP embarked on a new approach through a Maintenance Training Improvement Program (MTIP) which assesses maintenance proficiency of East Coast E-2C technicians and mechanics. For years maintenance training has been plagued by the lack of definition of specific objectives; that is, there has been no objective way to predefine weak areas in order to determine what training is needed by which personnel. Accordingly, there has been no alternative but to attempt a comprehensive training program (i.e., cover the whole syllabus for all personnel) even though it is felt that many personnel are already qualified in many areas. Because of the understood redundancy of such an approach, it has been all too easy to let training slip in order to meet production goals on the assumption that "most of the men are checked out already." That assumption may or may not be valid, and the stakes in aviation are too high to make it valid in

any case. What was needed was a means to assess individual qualifications in each rate and work center to provide a basis for an individualized training program.

This testing commenced in July and to date there have been three squadrons tested with plans to incorporate this approach into all E-2C squadrons during their turnaround training time. The test results when linked to Wing-12 Refresher Training (which is taught by Grumman representatives), squadron in-house training, NAMTD, and formal civilian courses offer wide latitude in setting up a comprehensive squadron training plan. MTIP is an innovative approach to identification of enlisted technical skill deficiencies and development of tailored enlisted training plans, work center by work center, and individual by individual. MTIP is designed to raise the level of maintenance expertise in minimum time via the most efficient methods available. This in-house, self-help program is a positive counter to the continuing manning and/or experience level expertise shortfalls that currently exist in today's Naval Air Force. In fact, this program offers the only real-time solution to these problems. There is no pool of talent for assignment in any squadron, so we must create the talent needed by efficient training of the people we have.

Retention statistics for 1980 were 14 percent while petty officer advancement results were 59 percent.

Highlights of CY 1980 included the delivery in May of the 2F-110 (operational flight trainer) which is expected to be ready for training in early 1981. Also in May, the squadron received its first ARPS retrofit aircraft—the first of six to come in preparation for total transition to the APS 125 radar. Four more were delivered by the end of 1980. In December the squadron managed a 110% effort which produced a seven aircraft flyover allowing all personnel to end 1980 with much pride and satisfaction.

Looking down the road, RVAW-120 is scheduled to move its NFO Training Facilities into a new building in 1983. The new tactics trainer is expected to be ready for training in 1984.