

Training Programs



The U.S. military in Japan is primarily looking to recruit those with experience, but there is a system to train inexperienced people at the Yokosuka Naval Base. Here we introduce two systems, the "Apprenticeship Program" to develop ship repair technicians, and the "Engineering and Planning Development Program (EPDP)" to train engineers.

SRF-JRMC Apprenticeship Program – To Become a Professional Workman through 4-year Program

US Naval Ship Repair Facility Yokosuka and Japan Regional Maintenance Center (SRF-JRMC), has been conducting ship repair for the U.S. Navy 7th Fleet for many years; however, because numerous proficient technicians with excellent skills and expertise have retired since the 1980s, the Apprenticeship Program for trainees has been established. This program, which is modeled on the apprenticeship program conducted in the Navy shipyards in the United States, plays an important role in training Japanese employees to become skilled workmen.

The first term of the Apprenticeship Program to prepare new hires for ship repair workforce dates back to October 1985.

After joining the shipyard and attending the new employee orientation, the trainee will be assigned to a factory, as determined at the time of employment, and will receive basic education for four month in each specialty. After this, employees receive long-term English training which is taught in English only. English classes are conducted by instructors sent from the agency, in accordance with the program offered by the United States Department of Defense (DoD) Language Institute at the Lackland Air Force Base in Texas.

After the English training, students learn skills focusing on practical training under the guidance of instructors and foremen at each workplace. Many students have completed this Apprenticeship Program since the program was implemented and factory managers and foremen from among these graduates are still active in many SRF-JRMC workplaces.



- ▶ Application period: Scheduled twice a year (around July and January)
- ▶ Eligibility: Ability to understand Japanese language at the level of High school graduate or equivalent
- "SRF-JRMC Apprenticeship Program" has begun at SRF-JRMC Sasebo Detachment since April, 2017.
See ▶ <https://www.lmo.go.jp/recruitment/index3.html#srf-sasebo>



Engineering and Planning Development Program (EPDP) – To Become an Expert in Technical Support through 4-year OJT

SRF-JRMC is a full-service ship repair facility for US Navy vessels to include complex maintenance, modernization, docking, fly-away, and emergency repair. In order to carry out these duties, SRF-JRMC must maintain a technical workforce with specialized knowledge of ship repair. For this reason, SRF-JRMC has established the Engineering and Planning Development Program (EPDP) to sustain skilled personnel with a longterm perspective.

The purpose of this program is to develop and mentor inexperienced personnel to become fully qualified specialists in four years as a member of Engineering and Planning & Estimating Divisions. Applicants are required to understand general engineering principles and theory from either mechanical, electrical, electronics, structural, or naval architectural fields. An applicant with knowledge of college level engineering is requested for this program.

EPDP consists of a combination of classroom instructions on ship repair technics and theories, on the job training (OJT) at work sites, and English language training provided by SRF-JRMC Language Training Division as part of the curriculum. Off the job training (OFF-JT) may also be provided to acquire certification(s) required for the job.

Although English ability is not required at time of employment, knowledge, skill, work attitude and English ability will be evaluated periodically and the EPDP program is targeted to be completed in four years.

Motivated and enthusiastic individuals are wanted to join SRF-JRMC to accomplish our mission "Keep the SEVENTH Fleet Operationally Ready."



- ▶ Application period: Scheduled around March
- ▶ Eligibility: Completion of 4-year college/university in any field or one year of clerical, technical or administrative work experience in any field.
- See the movie "Linchpin of Pacific" that introduces SRF-JRMC on ▶ <https://www.srf.navy.mil/About-Us/Linchpin-of-the-Pacific/>



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