

# Modular Initial Officer Training (MIOT)

## **Military Induction Module (MIM) – Weeks 1 to 6:**

The first 6-week module contains all the basic generic skills and knowledge required to induct a civilian into military service; it closely mirrors the Basic Recruit Training Course undertaken by all non-commissioned entrants into the RAF at RAF Halton. Students who attend this module can expect to study subjects such as; foot drill, military discipline, weapon training, skill at arms, basic field-craft, first aid and use of Chemical, Biological, Radiological and Nuclear (CBRN) equipment, physical training and education, and perhaps most significantly military ethos and our core values (RISE). These activities will support their transition into the military.

## **Developmental Module 1 (Dev 1) – Weeks 7 to 12:**

In the Dev1 module the emphasis is on Relational, Individual and Collaborative learning, this is summed up as “Knowing and leading yourself in order to lead others”. Cadets will develop their physical and mental resilience and focus on authentic leadership principles, behaviors and capacities. The physical education and training programme will continue to focus on conditioning, nutrition and health. The principles of leadership in command will be introduced, along with working in teams. Supporting this programme will be a trip to the Robson Resilience Academy Centre at Crickhowell; using an AT setting to develop leadership fundamentals. This module culminates in a week-long exercise where the cadets will live in an austere environment and will practice leading small teams in a deployed military scenario. Alongside the leadership programme cadets will begin learning about the use of Air and Space Power. Initially this will be delivered and facilitated by the College's academic partner, Portsmouth Business School and will focus on historical, theoretical and doctrinal studies. Later in the course this knowledge will be brought to life using a realistic Air Command and Control (AirC2) context.

## **Developmental Module 2 (Dev 2) – Weeks 13 to 18:**

During this module the emphasis shifts to 'Explore Leadership – Practice and Develop', focusing on Command and Control (C2) and in-depth elements of RAF leadership. Mid-way through this module there will be mini-C2 simulated exercise where students will learn to apply the theory in a more practical scenario. In the second half of this module, the course splits and completes a 'carousel' of 3 disciplines; AirC2 in the Air and Space environment, Line Management Responsibilities and finally, Care and Welfare in Leadership. The AirC2 element will be taught off site at the RAF's Air and Space Warfare Centre. The aim of this week is to bring to life the theory they've learned so far and help them understand how they will be tested in the final module. The Care and Welfare Elements will be delivered by our Padres in their training Centre. Here, students will learn how to support staff and protect their health and wellbeing. The Line Management weeks will be delivered at OACTU and concentrate on staff appraisals, discipline, military law, interview techniques, service writing and verbal skills. Students will be expected to maintain their physical fitness as the programme facilitates a shift from directed Physical Training towards more self-directed exercise. Our Physical Training Instructors will provide ongoing education to students so that they have the confidence to maintain their own physical fitness and encourage and promote the same from their future subordinates. Maintaining fitness levels is a key aspect of the course and Cadets will be expected to undertake their own fitness training.

## **Consolidation Module (Consol) – Weeks 19 to 24:**

The final 6-week module is further divided into the Consolidation Phase and the Transition & Graduation (T&G) Phase. The Consolidation phase is designed to give cadets the opportunity to demonstrate their understanding of the course material through a mixture of practical and written activities. Over a 4-week period the cadets will undertake an Air C2 based exercise, a deployment to the Robson Resilience Centre at Grantown on Spey, a week-long management simulated exercise and finally, a week of academic assessment in

Air & Space Power and General Service Knowledge for officers.

The outcome of these activities, when combined with the RISEs assessment scores acquired throughout the course, will give OACTU staff a complete picture of each cadet's suitability and enable them to recommend either graduation, re-training or removal from training. Successful cadets will then undertake the 2-week T&G Phase which will deliver a myriad of just-in-time interventions which aim to support newly commissioned officers in their next appointment. It will offer practical advice on how to get the most from the opportunities that the Service will offer throughout their careers. After a final brush up of drill and ceremonial skills, the graduation parade marks a fitting culmination of 24 weeks of learner centered development. Most importantly the Graduation Parade offers the families and friends of the graduating officers the opportunity to share in their success.

The graduation ball takes place that evening and is considered by many newly graduated Officers to be one of the most symbolic elements of the day as, in addition to the festivities, you will gather in the College Hall rotunda just before midnight to hear your name read out from the graduation scroll along with your commissioned rank, confirming your transformation to a Commissioned Officer in the RAF.

Modular Initial Officer Training Course (M)IOTC					
Military Induction Module					
Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Arrival, Kitting, medical, General Service Knowledge, Drill, PEd, RISE	First Aid, PEd, GSK	CBRN, PEd, GSK	Weapons, PEd, GSK	Confirmation of practical training	GSK Exam, RAFFT, move to Dev1
Developmental Module 1					
Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Serving airmen arrive, Self-Awareness, Knowing self, A&S Power, PEd	Teams, leading small teams, self-regulation, A&S Power, PEd, peer review, GSK	RRC Crickhowell - authentic leadership, resilience, followership, team dynamics	RAF Leadership - types and styles, leadership in command, A&S Power, PEd	Team leadership, trust, diversity, innovation, Command, PEd, A&S Power	Practical Exercise
Developmental Module 2					
Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Command functions and tasks, A&S Power, PEd	Command and control, doctrine -principles, mission command, A&S power, PEd, Line Management	A&S Power, PEd, Line management, Stress management, Mini C2 exercise	Air C2 week -(AWS)	Mental Health, Welfare and Care in leadership week	Line manager responsibilities week
Consolidation - (Transition and Graduation)					
Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Air C2 Exercise	RRC Grantown on Spey	Exams	Office Management simulator	Change management, Phase 2 training, Officer development, Drill	Coaching, officer need to know, Graduation