



**Babcock**

# Training

**The Complete Solution**

# Introduction

Babcock provides an innovative range of products and services to enhance our customers' defence capabilities and critical assets. Our business is underpinned by a deep understanding of technology integration and engineering, infrastructure management and specialist individual and collective training design and delivery.

We're by our customers' side enabling them to fulfil their duty, managing all aspects of the training lifecycle – from initial consultation, training needs analysis, through to tailored design, implementation, delivery, and assurance.

As a training partner to UK MOD, UK Emergency Services and NATO, we support across Land, Sea and Air to design and manage the delivery of individual and collective training. Delivered through a mix of immersive and scalable, live, virtual, and constructive environments, our training ensures our customers have a robust pipeline of skilled individuals to protect communities and safeguard national security.

Our Babcock owned training products, such as the Replica Armoured Fighting Vehicle (R-AFV), Virtual Recognition Trainer (VRT) and the Babcock Immersive Training Experience (BITE) create near real learning environments which enhance the learning experience, delivering expedited acquisition of skill and ensuring warfighter readiness.

We're trusted by our international portfolio of customers to design, deliver, and assure the optimum training solutions, building long-term, output driven relationships with collaboration at the core.



## Our end-to-end training provision

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 Engage

# Training Consultancy

Defence organisations work in complex and challenging environments, where operational performance, risk and safety are dependent upon having the right people, with the right skills in the right place at the right time.

We have extensive training expertise across defence, and with more than 1,000 training professionals and a range of digital solutions, Babcock possesses deep knowledge and experience in defence and resilience training. Drawing on this expertise, we offer a comprehensive range of training consultancy services designed to help organisations enhance skills, improve individual and team performance, and achieve their strategic and operational goals.

Babcock specialises in the rigorous analysis of your training requirements and the development of bespoke and innovative training solutions, which can either be targeted training interventions, such as new training, or involve the provision of an end-to-end training system. Our approach provides you with the knowledge and tools to make sound investment decisions based on auditable and evidence-based recommendations for your training and learning solutions.

Working within your organisational model and vision we can provide:

- In-depth insight and guidance on all functions of the training lifecycle aligned with common defence acquisition and project management models
- Expert training insight and thought leadership to enable organisation advancement and future growth development, maximising returns from your investments in training
- Design and deliver training programmes utilising appropriate technology and human factors integration to realise enhanced knowledge and skills for individuals and teams while reducing time to competency
- Development of multi-media learning solutions, digitised part-task trainers, virtual learning environments and trainee supporting services
- Assurance of individual and team readiness, including competency management, to ensure safe to operate and manage risk within the training system

# Training Needs Analysis

Our Training Needs Analysis (TNA) team support organisations to respond to changes, whether it be new equipment and platforms, doctrinal or policy change, or organisational transformation.

We provide cutting edge tools alongside an agile approach delivered by highly experienced subject matter experts. We utilise several techniques to ensure the right approach for different training systems, ensuring the analysis includes a variety of training methods and technologies with a view to recommending the optimum training outcome which balances organisation needs.

We focus on delivering high quality analysis, which ensures the end user has the best training experience, ensuring confident and ready personnel. We work closely with our customers to ensure analysis delivers results which enhance both individual performance and overall organisational success.

To enhance and accelerate TNA outputs, our Training Analysis Model (TAM) is embedded into our processes. Developed in close collaboration with experts in TNA, our approach augments training and domain subject matter experts with AI support in a single user interface to rapidly identifying accurate, efficient, and auditable training recommendations. This provides a fully assured digital methodology for conducting TNA at pace with greater consistency in assessment of training requirement and subsequent outputs. This streamlines the process, resulting in faster, smarter, and more effective results.

Our support can range from a one day assurance visit, up to a large scale programmes, such as our work on naval platforms which has included detailed Defence Systems Approach to Training (DSAT) compliant TNA, examining individual role responsibilities and the associated training requirement for those on board.

# Training Design

Babcock Training offers comprehensive training design services for defence and emergency services, leveraging our extensive military and industry experience to develop training for individuals and collective audiences. Our team collaborates with subject matter experts to create effective training solutions, which can be tailored to specific training models or systems approaches.

## Key capabilities include:

- Developing learning specifications and lesson plans using enabling objectives
- Creating valid assessments and Virtual Learning Environment (VLE) hosted assessment portals
- Introducing new technologies and modern learning approaches, such as interactive courseware, augmented reality, and gamification
- Building learner-centric training to enhance retention, utilising VLEs and modern methods like just-in-time training and spaced learning
- Ensuring deliverables meet quality standards through a two-stage process and internal quality assurance
- Adopting a holistic approach to the learning environment, considering trainees, learning spaces, and resources
- Conducting mandated assurance activities to drive training improvement
- Designing training that reflects the realism of operational environments
- Adhering to security protocols and compliance standards
- Continuously developing data analytical products and generative content tools to deliver assured automated elements of the design process and to inform the optimisation of schedules as a part of a holistic approach to course design

This approach ensures effective, engaging, and compliant training solutions.



## Plan

# Media Development

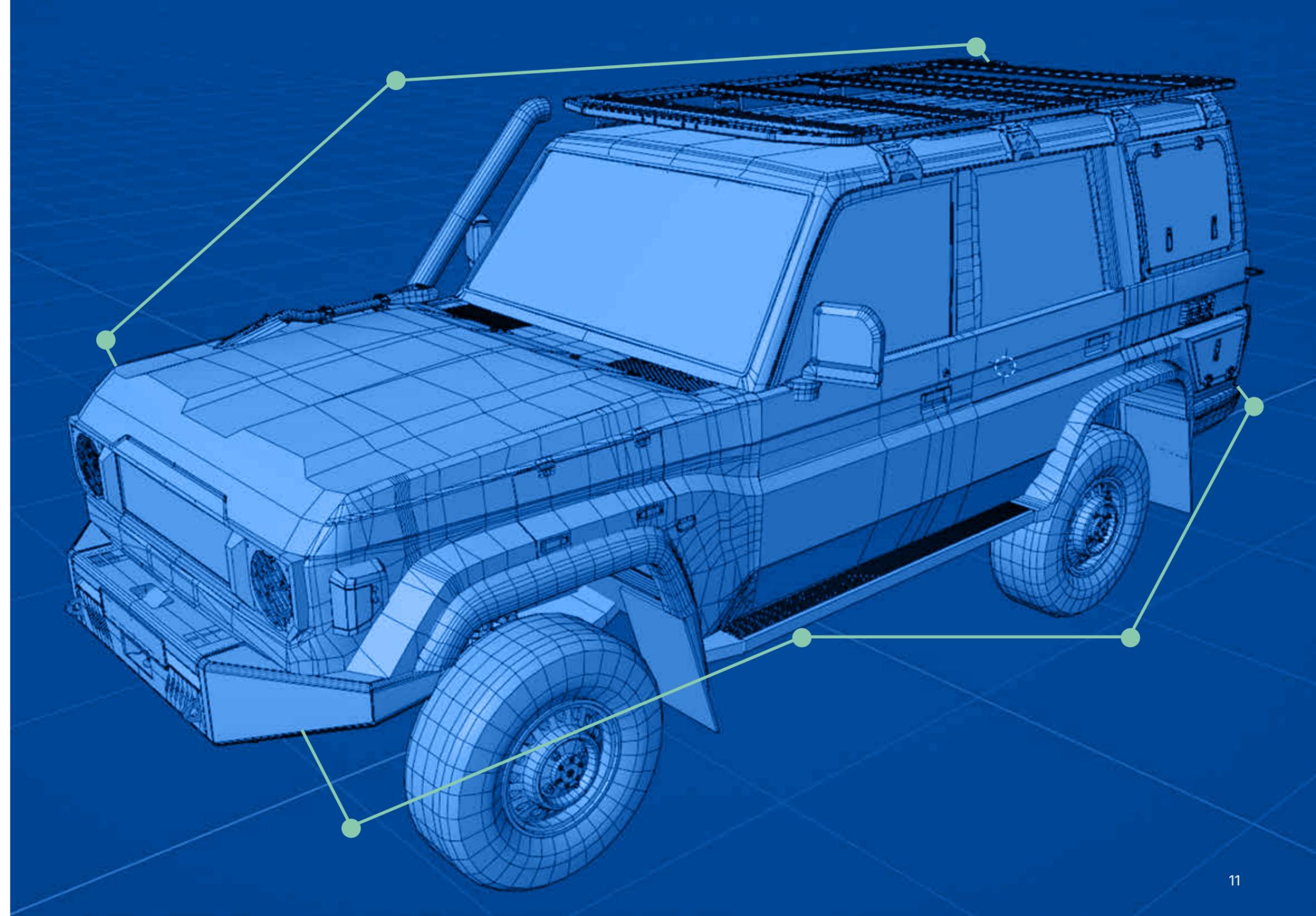
At Babcock, we create cutting-edge, technology-enhanced training solutions that set the standard in technical training. Our award-winning Training Media Team harnesses a vast range of digital capabilities, combined with a deep understanding of complex and technical training systems, to deliver tailored solutions that meet critical learning outcomes.

Through a highly collaborative design approach, we fuse creativity with advanced technology to supercharge learning outcomes. From initial prototypes to large-scale digital training content, our streamlined collaborative development process ensures engaging, effective, and future-ready training experiences.

Babcock supports our customers to achieve a seamless, blended training environment by integrating:

- High-fidelity modelling, animation, and simulation
- 2D and 3D interactive content
- Motion graphics, videography, and motion capture
- Immersive digital experiences

Our team ensure that training assets enhance outcomes through enhanced clarity and understanding, improved engagement, and enhanced credibility.



# Planning and Scheduling



Babcock Training has an experienced planning and scheduling team, providing services across a number of complex assets and resources to deliver the very best training result in what can sometimes be a challenging landscape. Babcock have developed cutting edge toolsets to automate processes, solve complex resource challenges through bespoke algorithm development and ultimately provide streamlined services to our customers.

The Optimiser is a training program which provides the functionality to integrate training requirement, resource and personnel data in one place. Optimising forecasts, with complex data sets for training scenarios in any domain.

As part of the Digital Training portfolio, the Optimiser is a key capability developed to support operational training personnel to effectively model, quantify and make informed decisions on changes in the training system.

#### Benefits of the Optimiser include:

- Rapid ingest, sorting and insight delivery of training event information. Utilising information such as required resources, cost and personnel SQEP to deliver schedule performance insight, whilst also identifying opportunities to optimise delivery
- Predictive scenario modelling for any time variable, as well as in-flight 'what-if' planning to support course of action delivery analysis
- Quantifiable information to support and measure impact of decisions and risk
- The application of malleable parameters to respond to specific customer challenges

# Individual Training

Babcock has extensive experience in delivering training at scale to defence and emergency services customers. Our customers include: the British Army, Royal Navy, international customers for a range of specialist operational courses, including underwater ordnance clearance, and the Metropolitan Police Service and London Fire Brigade.

Within these dynamic, complex training organisations, constant change is inevitable, driven by factors such as new requirements, regulatory and doctrine changes and feedback from operational delivery.

We offer a range of training delivery models, including conventional in-house learning, distributed training, or a blend of these methodologies, whilst always underpinned by the latest academic practice and training technologies.

We provide 'train-the-trainer' models which up-skill the professional and technical knowledge of your own training cadre to provide an enduring training capability. Alternatively, we can offer a range of service models which will see Babcock provide you with the qualified trainer capability you require.

In response to evolving understanding of learning theory and the application of technological methods and media, we are constantly trailing and investing in innovative ways to enhance how training is delivered.



# Collective Training

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Babcock's collective training service supports the design, delivery and evaluation of events delivered in constructive environments to deployable headquarters and individuals as well as to collective live events. This training will demonstrate usable readiness, pre-employment preparation and will act as an engine for change.



We provide subject matter experts in Exercise Control (EXCON) to deliver a realistic contemporary operating environment, utilising real world terrain and detailed human terrain to support activity across all domains. We design and deliver a coherent and dynamic learning event aligned to your training objectives, testing the training audience and where the effects are measured. The lessons are promulgated to support after action reviews and wider warfare and force development.

Our Opposing Force (OPFOR) is selected, trained and rehearsed by Babcock's Threat specialists. This full spectrum capability will present a complex hybrid enemy force designed to make the training audience adopt novel approaches and undertake high tempo planning and execution. Babcock's OPFOR includes regular forces up to a peer plus enemy, irregular forces, proxies (including private military companies), criminals and state sponsored activity.

Our Audiences and Actors, the 'White/Grey Cell', are expert role players with the knowledge, skills and experience to create and deliver realistic and coherent injects, and live activity, that generate representative frictions at the appropriate level throughout the training event.

Babcock's Senior Mentors are former 1\* - 4\* commanders with exceptional experience, who know how to enrich the learning experience for commanders and their staff. Our extensive mentor pool will assist the training audience chain of command in developing their individual, small team and staff branch skills. Our proven 'Senior Mentor Handbook', recently adapted for use by NATO mentors, serves as a handrail for delivery.

## Deliver

# Audiences, Actors, Adversaries and Enemy (A3E) Training

Contemporary combat operations against a peer enemy are complex and uncertain.

Babcock's A3E training ensures your soldiers have a deep understanding of the human terrain in which they will train and fight. Your soldiers will learn to identify the threats they face, and to understand enemy tactics, techniques and procedures. And they will understand how to interact and influence the behaviours of the people they operate amongst. Babcock places A3E understanding at the heart of individual and collective training design and execution in live, virtual, and constructive domains.

Babcock's training events, designed and delivered by subject matter experts, and supported by our specially developed threat products, such as the Virtual Recognition Trainer, Recognition Training Cards and our Representative Armoured Fighting Vehicles, will align with your training objectives. Our A3E training is delivered using modern, blended learning with up-to-date content.

Babcock's professional wargaming experts support the development and delivery of operational and strategic wargames for NATO and the Alliance nations. Wargaming allows a safe-to-fail environment for testing and enhancing force readiness, and decision-making processes.

We will support you in ensuring your training audience learn how the A3E thinks and operates, ensuring their transition from training to operations is seamless.

## Deliver

# Apprenticeships

With a long history of delivering apprenticeship programmes across the defence and emergency service sectors, we provide the full suite of services including design, development, delivery, funding compliance and safeguarding protocols across our apprenticeship provision.

We deliver a range of programmes to defence customers, in trades ranging from vehicle mechanic through to animal care and welfare.

Within the emergency services, we establish the core skills required to do the job within a safe environment before they transition to the practical application of the skills 'on-the-job'.

### Aligning military training to recognised civilian qualifications

We develop the individual's qualification portfolio, developing existing military courses and career pathways to meet nationally recognised qualification standards. This raises both the military's operational capability and an individual's standing in the civilian job sector.

Learners are supported throughout their apprenticeships and assessed to make sure they meet the technical standards needed, ensuring they can apply their training in barracks or in the field.

Our training provides military personnel with the confidence and technical knowledge to tackle any engineering problem in any situation - with the qualifications they achieve setting them up for a successful civilian career after the armed forces.

## Deliver

# Training Products

Babcock provides an innovative range of products to enhance our customers' capabilities and critical assets. Our business model is underpinned by a deep understanding of technology integration and engineering.



The Babcock Immersive Training Experience (BITE) takes war fighters and front-line operators closer to the realities of live operations than any training solution on the market.

Through environmental effectors which physically attack all the users' senses, BITE delivers unparalleled training immersion to produce battle inoculation and better prepared, high-performing individuals and teams.

BITE is a cutting-edge, technology-driven training product. It captures and analyses data to provide dynamic control of training intensity and enhanced 'after action reviews.' The realistic and rich learning environment greatly increases skill acquisition, retention and optimises training outcomes.

It's a scalable, modular, adaptable and deployable training solution which ensure war fighters and front-line operators are mission-ready now.



# Deliver Training Products

## The Representative Armoured Fighting Vehicle (R-AFV)

Users in complex threat environments require fully immersive live training environments that represent and replicate the physical and human terrain they will confront on operations. This requires realistic representation of both enemy and allies' equipment: including their armoured fighting vehicles. Babcock's Representative Armoured Fighting Vehicle (R-AFV) delivers that essential realism.

Our R-AFV is a significantly more affordable realism enhancement to the use of visually modified, military crewed, in-service armoured vehicles. The R-AFV's physical construct, signatures, and mobility deliver the realism that cues individual and team behaviours, triggers appropriate drills, and forces decision making across the chain of command.

Based on a commercial-off-the-shelf platform, the R-AFV is modified to requirement, with a suitable detachable frame and applique skin. The vehicle delivers appropriate noise and light effects and has AFV 'dressing' to deliver a realistic operational BMP-3 effect. The crew can remove the skin and frame and stow it for transportation so the base platform can transit public roads.

## The Virtual Recognition Trainer (VRT)

We deliver a unique e-learning package which enables soldiers to recognise allied and threat battlefield vehicles and helicopters and gain critical insights into their capabilities.

The battlefield is complex and congested. Soldiers and commanders must be able to quickly differentiate between friend and foe, to understand equipment capabilities and know how to react with certainty to signature platforms. We provide the essential skills which allow them to identify, understand and win.

The VRT is a Babcock designed, produced, and managed e-learning package, delivered on your chosen knowledge platform and accessible via mobile, tablet and desktop devices:

- Multiple land, aviation, air, and maritime platforms are available
- Information on platform use and likely user intent, and a self-test function
- 360° zoom view to highlight recognition features from any angle and range

## Babcock's Recognition Training Playing Cards

The web-based recognition trainer content can also be delivered as a pack of 52 regular playing cards. The playing cards deliver key information through recurrent exposure.

This medium encourages peer-to-peer learning and reinforces the competitive nature of service personnel. The cards are ideally suited for deployed personnel and for encouraging interaction in newly formed teams.



# R-AFV

The R-AFV provides users with an affordable, usable, available, realistic, and deployable training solution.

# Integrate, Govern, Develop and Assure Through Life Support

## Training technologies

In today's dynamic training landscape, integrating leading edge training technologies is paramount for effective learning outcomes. We're committed to revolutionising learning experiences through a strategic fusion of commercial and academic partnerships, coupled with our in-house expertise in training technology.

## Expertise

As part of Babcock International Group, we coordinate a wealth of knowledge and experience, bringing together a diverse range of training skills. This interdisciplinary collaboration ensures our solutions are meticulously crafted to meet our customer's needs.

## Innovation

Our portfolio boasts an array of training technologies including smart driver simulators, digital media assets and immersive experiences, all of which can be integrated into our customers' training systems. From replicating real-world scenarios to fostering experiential learning, our solutions cater to diverse learning objectives, preparing learners for the application of real-world skills.

## Data driven continuous improvement

Central to our training technologies is the use of data to inform decision-making and optimise learning experiences. By integrating analytics and valuable insights into user behaviour and performance, metrics can be gathered to enable informed decision making. By leveraging data analytics, we unlock actionable intelligence that drives continuous improvement and refinement.



## Specialist Infrastructure

We provide estates and facilities management for the UK Armed Forces and emergency services at several sites. Our state-of-the-art facilities feature an indoor carbonaceous fire house, Urban Search and Rescue (USAR) training rig and a multi-functional incident command suite.

## Quality and Assurance

We provide independent oversight over quality and assurance in our delivery, utilising a range of mechanisms to ensure our output is high quality, and meets the required outcomes. This includes:

- Independent observations of teaching, learning and assessments
- Deep-dive and self-assessment monitoring visits
- Feedback from delegates / learners, employers and staff
- Evaluation of performance data and results
- Self-assessment report and quality improvement plan
- Implementation of innovation and continuous improvement
- Evaluation of impact and effectiveness of change



Creating  
a safe and  
secure  
world  
**together**



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