



PROCEEDING ASEAN CADET SEMINAR 2023

THEME

THE ROLES OF THE YOUNG GENERATION IN ADVANCING
THE NAVY IN THE FUTURE



INDONESIAN NAVAL ACADEMY
SURABAYA, MARCH 31ST, 2023

Asean Cadet Seminar – ACS 2023
Indonesian Naval Academy, March 31st, 2023



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Indonesian Naval Academy

Asean Cadet Seminar 2023

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Asean Cadet Seminar – ACS 2023
Indonesian Naval Academy, March 31st, 2023

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Asean Cadet Seminar 2023

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PREFACE

Dear Fellow Cadets,

Let me begin by thanking all of our fellow Cadets from Asean Region for joining Asean Cadet Seminar that we had already conducted in March, 2023. It was such a pleasure and privilege for me to welcome you for the biennial event of future Z Generations named Asean Cadet Seminar 2023.

This year ACS 2023 was held with the tagline of “The Role of The Young Generation in Advancing The Navy in The Future”. With all of the problems happening in our nation and society, ACS 2023 brings breakthrough and enlightenment since the participants that represent Z Generations have their best thoughts, innovations, creativity, ideas and solutions which could benefit them in coming future.

Finally, let me once again thank you for joining ACS 2023. I would now appreciate your participation. Your presence in this event will truly colour the spirit of togetherness and friendships among Cadets in South East Asia region. May God Almighty Allah Subhanahuwata’ala grants countless blessing, knowlegde and opportunity to all of us.

Surabaya, March 31st, 2023
Chairman of Committee,

Dr. Agus Salim, S.H., M.Sc., P.S.C., CIQnR., CIQaR
Colonel Marine

WELCOMING SPEECH
GOVERNOR OF INDONESIAN NAVAL ACADEMY
AT ASEAN CADET SEMINAR (ACS) 2023
MARCH 31ST, 2023

Good morning to you all and thank you for coming to Indonesian Naval Academy in Surabaya.

The Honorable Vice Governor of Indonesian Naval Academy, Secretary of Indonesian Naval Academy, Senior Officers of Indonesian Naval Academy, Naval Attache of Malaysia, Acting Defence Attache of Laos, and All participant of Asean Cadet Seminar.

First of all, let's pray to the Almighty God so we are gathering here in the frame of Asean Cadet Seminar 2023 (two thousand and twenty three).

Ladies And Gentlemen,

On behalf of Indonesian Naval Academy, I would like to extend a warm welcome to fellow delegates from Asean Countries and thank you for your participation in this seminar, hopefully, this great opportunity can improve friendship and cooperation between the Navy, specifically the participants of Asean Cadet Seminar.

We are hosting two regional events in this year. Asean Cadet Sail and Asean Cadet Seminar. It is one of the important events in the frame of World Class Navy program. These events have been prepared for few months ago which involves the Naval Academies of Asean Countries. Without the supports of the Asean Countries, we may not conduct it to this day.

Ladies and Gentlemen,

This seminar is part of World Class Navy program held by Indonesian Naval Academy to enhance relationship among Cadets and allowing future Young Officers of each Asean Countries chances to expand experiences, knowledge, and wide range of network among Asean Navies.

As the Governor of Indonesian Naval Academy, I strongly support this program and follow it up by building World Class Naval Academy in order to be equal to other developed Countries Naval Academies.

Some positive values from this event such as knowledge and experience exchange along with cooperation in education. this event is also expected to be able to improve a better relationship among Asian Countries Cadets. Based on those background, Indonesian Naval Academy hold the Asean Cadet Seminar with the theme “***The Roles of The Young Generation In Advancing The Navy In The Future***”.

To conclude my speech, I would like to extend my gratitude for your presence today. I believe everything relate to this event has been prepared and coordinated well.

I personally hope that the experience in Indonesian Naval Academy will give deep impression and wonderful memories for us.

I wish God Almighty will always give us guidance and protection to all of us in keeping good relation among us.

Thank you.

Governor of Indonesian Naval Academy,

Endi Supardi, S.E., M.M., M.Tr.Opsla.,CHRMP., CRMP.
Major General Marine

SCHEDULE

Asean Cadet Seminar 2023

Indonesian Naval Academi, March 31st, 2023

TIME	ACTIVITY
07.00 – 07.50	DEPARTURE FROM HOTEL
07.50 - 08.00	SAFETY BRIEFING VIDEO FILLER
08.00 – 08.05	OPENING
08.05 – 08.10	SINGING INDONESIA RAYA ANTHEM
08.10 – 08.20	KEYNOTE SPEECH BY MAYJEN TNI (MAR) ENDI SUPARDI, S.E., M.M., M.Tr.Opsia, CHRMP, CRMP. GOVERNOR OF INDONESIAN NAVAL ACADEMY
08.20 – 08.25	PHOTO SESSION
08.25 – 08.30	BREAK
08.30 – 09.30	COUNTRY AND ACS 2023 THEME PRESENTATION 1ST SESSION (CAMBODIA, INDONESIA, MALAYSIA); DISCUSSION
09.30 – 10.30	COUNTRY AND ACS 2023 THEME PRESENTATION 2ND SESSION (SINGAPORE, THAILAND, VIETNAM); DISCUSSION
10.30 – 10.45	NOTULEN REPORT
10.45 – 10.50	SINGING BAGIMU NEGERI
10.50 – 11.00	EXTENDING CERTIFICATE
11.00	CLOSING

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ROYAL CAMBODIAN NAVY: THE ROLES OF THE YOUNG GENERATION IN ADVANCING THE NAVY IN THE FUTURE

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ABSTRACT

The Royal Cambodian Navy plays a critical role in safeguarding Cambodia's sovereignty and territorial integrity. To ensure its continued effectiveness in the face of evolving security challenges, it is essential to have a strong and capable navy that can leverage the latest technologies and innovations. In this regard, the young generation has a crucial role to play in advancing the Royal Cambodian Navy in the future. This paper explores the various roles that young people can play in supporting the development and expansion of the navy. The purpose of this paper is to discuss the roles of young officers as members of the RCN. The study draws on primary and secondary sources, including official government documents and reports, academic journals, and news articles.

Keywords: Young generation, Royal Cambodian Navy, Roles

1. INTRODUCTION

The Royal Cambodian Navy (RCN) is an essential component of Cambodia's national defense. The navy plays a vital role in protecting Cambodia's maritime interests and securing its borders against threats such as piracy, terrorism, and illegal fishing. As Cambodia looks to the future, it is essential to have a strong and capable navy that can respond to evolving security challenges. In this regard, the young generation has a crucial role to play in advancing the Royal Cambodian Navy in the future.

The young generation can play a critical role in advancing the RCN. Their innovative ideas, adaptability, and technological expertise are essential for

the navy to stay relevant and effective in modern times. With changing security threats and the need for constant adaptation, it is crucial to leverage the creativity and expertise of young people to develop new technologies, systems, and strategies that can enhance the navy's capabilities and ensure its continued effectiveness in fulfilling its mission

The young generation has a crucial role to play in advancing the RCN in the future. They will inherit the responsibility of safeguarding the seas, ensuring territorial integrity, and protecting the nation from external threats. With their fresh perspectives and new ideas, they can bring about positive changes and shape the future of naval operations.

According to a report published by the Naval War College Review, young people can bring fresh perspectives and innovative ideas to the navy that can help to develop new strategies and technologies to enhance its capabilities. The report highlights the importance of investing in young people to ensure that the navy remains relevant and effective in modern times.

The study argues that the nature of security threats is constantly evolving, and the navy must be able to respond quickly and effectively to changing circumstances. The young generation, with their adaptability and technological expertise, can play a crucial role in helping the navy to stay ahead of the curve.

The RCN is already taking steps to engage and empower the young generation. According to the Ministry of National Defense, Kingdom of Cambodia, the navy is actively seeking to recruit young people and offering technical training and educational programs to develop their skills and knowledge.

The advancements in technology and changing naval warfare tactics require new strategies and skills to effectively address these changes. The young generation, with their natural affinity for technology and innovative approach to problem-solving, can bring these new strategies and skills to the table. The RCN

must invest in the young generation by providing them with training and education to excel in their roles.

According to a report published by the Asia Society Policy Institute, maritime security in the Indo-Pacific region is facing complex challenges that require the development of new strategies and tactics to address them effectively. The report highlights the importance of investing in the young generation to enhance maritime security and strengthen regional cooperation.

Furthermore, a study published in the Journal of Naval Science and Engineering emphasizes the importance of training and education in building a skilled and knowledgeable workforce in the navy. The study argues that investing in the development of human capital is essential for achieving operational excellence and maintaining a competitive advantage.

The RCN is already taking steps to invest in the young generation. According to the Ministry of National Defense, Kingdom of Cambodia, the navy has recruited a significant number of young people and is actively seeking to recruit more. The navy is also offering technical training and educational programs to develop the skills and knowledge of its personnel. The purpose of this study is to

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discuss the roles the of young officers as
members of the RCN.

2. DISCUSSION AND RESULT

The young generation has a critical role to play in advancing the RCN in the future. By joining the navy, developing new technologies and innovations, promoting public awareness, and promoting international cooperation, young people can contribute to the navy.

Joining the Navy One of the most critical roles that young people can play in advancing the RCN is to join the navy and serve the country. The navy needs skilled and dedicated personnel who can operate and maintain the advanced equipment and technology required for modern naval operations.

2.1 Overview of Importance Young Navy in ASEAN

Within the Association of Southeast Asian Nations (ASEAN), each member state has its own navy or maritime security force, which plays an important role in maintaining the security and stability of the region. The importance of young RCN officers in ASEAN lies in their potential to shape the future of naval security in the region. As the current generation of navy officers, we're responsible for leading the development and implementation of new strategies and policies to address the region's evolving maritime security challenges. we are also tasked with the

responsibility of maintaining strong partnerships with other ASEAN navies and with the wider international maritime community.

As a member of ASEAN, Cambodia has its own navy, known as the Royal Cambodian Navy (RCN), which plays a critical role in ensuring maritime security and stability in the region. The RCN has a range of responsibilities, including protecting the country's territorial waters, conducting patrols, and responding to natural disasters and other emergencies at sea. Young RCN officers have an important role to play in shaping the future of naval security in ASEAN. As the current generation of naval leaders, they are responsible for developing and implementing new strategies and policies to address the evolving maritime security challenges facing the region. This includes working to enhance the interoperability and coordination between ASEAN navies, as well as with the wider international maritime community.

Cambodia, along with other ASEAN member states, has established various mechanisms and initiatives to promote cooperation and coordination on maritime security issues. These include the ASEAN Maritime Forum, which serves as a platform for dialogue and cooperation on maritime issues, and the ASEAN Regional Forum, which brings together

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ASEAN and its partners to address security challenges in the region.

Furthermore, Cambodia has taken steps to enhance its capacity to respond to maritime security challenges. For example, in 2019, Cambodia signed a memorandum of understanding with Japan to enhance its maritime law enforcement capabilities, including through the provision of patrol vessels and training.

2.2 Advancing Naval technology in RCN

Developing New Technologies and Innovations. Another critical role that the young generation can play is in developing new technologies and innovations that can improve the navy's capabilities. Cambodia's young people are talented and innovative, and they can bring fresh perspectives and ideas to the navy's research and development efforts. By harnessing their creativity and expertise, the navy can develop new technologies and systems that can enhance its operations and make it more effective in fulfilling its mission. For example, young people can contribute to the development of unmanned surface vehicles (USVs) and unmanned aerial vehicles (UAVs) that can support naval operations.

Advancing naval technology in the RCN is important for enhancing the country's maritime security capabilities.

There are several strategies that can be employed to achieve this:

- a. Collaborate with other countries: International collaboration on research and development can provide the RCN with access to new technologies and expertise. Cambodia can explore partnerships with other navies, research institutions, and technology companies to facilitate knowledge and technology sharing. For example, Cambodia signed a memorandum of understanding with Japan in 2019 to enhance its maritime law enforcement capabilities, including through the provision of patrol vessels and training.
- b. Invest in research and development: Investing in research and development is essential for advancing naval technology. Cambodia can allocate funding for research and development programs that focus on developing new technologies and systems that can enhance the RCN's capabilities. This can include supporting research institutions and universities to conduct

- research in areas such as maritime security, cybersecurity, and underwater technologies.
- c. Upgrades and modernization of current equipment: The RCN can consider upgrading and modernizing its current equipment to enhance its capabilities. This can include retrofitting existing vessels with new technologies, such as advanced radar and communications systems. The navy can also invest in new equipment, such as unmanned aerial and underwater vehicles, to enhance its surveillance capabilities.
 - d. Training and development of human resources: Developing and training skilled personnel is important for advancing naval technology. Cambodia can provide training opportunities for personnel to develop specialized skills in areas such as engineering, technology, and cybersecurity. This can include training programs with partner navies and institutions, as well as local training initiatives.

Advancements in naval technology require a substantial investment of resources, time, and effort. Cambodia can implement a multi-faceted approach that involves collaboration, research, upgrading of current equipment, training of human resources, and the integration of new technologies.

2.3 Improving Naval operation

Improving naval operations is essential for maintaining effective maritime security and stability in the ASEAN region. This involves various strategies, including the development and application of new technologies and capabilities, enhancing training and education programs for sailors, improving communication systems and networks, and implementing new tactics and strategies to achieve mission objectives.

One key strategy for improving naval operations is the development and application of new technologies and capabilities. This includes investing in new ships and submarines, as well as advanced technologies such as unmanned aerial and underwater vehicles, advanced sensors, and cyber defense systems. These new technologies can help improve the effectiveness and efficiency of naval operations, and enhance the ability of naval forces to project power and maintain security in the ASEAN region.

Another important strategy is enhancing training and education programs for sailors. This involves providing training and development opportunities to help sailors improve their skills and knowledge in areas such as navigation, weapons systems, communication, and leadership. In addition, training on international laws and protocols related to maritime security can help ensure that naval forces operate in compliance with international norms.

Improving communication systems and networks is also crucial for effective naval operations. This includes investing in advanced communication technologies and networks that enable naval forces to coordinate and communicate effectively, both within their own forces and with other partner navies and agencies.

Finally, implementing new tactics and strategies is necessary to achieve mission objectives. This includes developing new operational concepts and strategies that enable naval forces to operate effectively in a rapidly changing and complex ASEAN environment. This can include joint operations with other partner navies and agencies, as well as new tactics for responding to emerging threats and challenges.

3. CONCLUSION

In conclusion, the young generation is an essential asset to the RCN's

advancement, providing fresh perspectives, innovation, and agility that are vital for the military to remain relevant and effective in today's world. The ASEAN Navy recognizes the importance of attracting and retaining younger generations by offering quality of life improvements and embracing diversity and inclusivity, creating an environment where new ideas and innovative approaches can be developed. Ultimately, collaboration between the young and experienced personnel is critical to the success of the RCN, ensuring that it remains equipped to handle the challenges of the future effectively. By valuing the contributions of the younger generation, promoting diversity and inclusivity, and fostering collaboration, the RCN can maintain its relevance and continue to advance its capabilities.

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INDONESIAN NAVAL ACADEMY CADET AS Z GENERATION IS READY TO ESCORT THE DEVELOPMENT OF THE INDONESIAN NAVY

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ABSTRACT

This paper explores the role of Indonesian Naval Academy cadets in advancing the Indonesian Navy in the context of Society 5.0. Society 5.0 is an industrial era supported by advanced technologies, such as AI and IoT. Generation Z, characterized by specific traits like critical thinking, awareness of technology, and a strong willingness to make changes, plays a crucial role in innovating and adapting to Society 5.0. The Indonesian Navy, as part of the state apparatus, needs to anticipate global developments and adapt military strategies to technological advancements. The government's policy aims to make Indonesia a strong maritime nation, and the Indonesian Navy has three universal roles: military, diplomacy, and constabulary. The Indonesian Naval Academy, responsible for educating and nurturing cadets from Generation Z, must make adjustments to the educational pattern and incorporate current technology. Cadets are expected to keep up with science and technology developments, have global insights, engage in discussion and research, and learn from mistakes. Their roles include defense, maritime diplomacy, and constabulary duties. Cadets must possess fighting values, leadership skills, and proficiency in the latest naval technology. Effective communication, particularly in a two-way manner, is crucial for intergenerational understanding. The Indonesian Navy's constabulary role involves maintaining sovereignty, protecting marine resources, ensuring security at sea, and supporting the government's blue economy concept. The paper highlights the importance of nurturing cadets to fulfill their roles and contribute to the advancement of the Indonesian Navy in the era of Society 5.0.

INTRODUCTION

The *Society 5.0* is a concept that makes human life easier with the existence of technology and technology is the part of humans themselves (Ahmadi & Ibda, 2020)(Septiawan, 2020). The concept of *Society 5.0* is not far different from the previous. The difference lies in the context of being focused. 4.0 Era is an industrial era supported by digital technology, meanwhile *Society 5.0* known

as an industrial era supported by advanced technologies such as AI, IoT and others (Darmawan, 2021). Technology and juvenile sophisticated society plays very important role. Generation Z dominated by young generations should quickly adapt and take part to innovate in *society 5.0* (Alfaruqy, 2022). Gen Z will eventually develop and innovate society 5.0 in line with the development of the era. Gen Z has

specific characteristics and characters such as critical thinking, progressive, aware of technology development, possess strong willingness to make changes, and no status quo minded. Furthermore, Gen Z tends to think instantly, unprocedural, materialistic, hedonic, and money oriented known as the silent generation or *iGeneration*.

TNI as one of the state apparatus should anticipate quickly and precisely to the global development. Military power is one of important elements because technology development has changed all military strategy order. Various defense equipment and supporting military infrastructure has applied and is supported with *Internet of Things (IoT)* and Big Data technology. The big challenge of military leaders today is a unique challenge to lead Z generations. Nowadays, TNI is encountered with condition that young military personnel (Z generation) that make the work atmosphere become more interesting and conducive. Dealing with such condition, in order to accommodate the dynamic young spirit of soldiers, TNI should uphold tradition and operation standard as the principle to maintain the pure essence of a military institution. This is not an easy task when military culture and social culture influencing someone's character. As a military member, those generation will

contribute to military transformation which is adaptive to human resources and the developing challenge.

Government Policy for the Indonesian Navy

As a country that has position strategically located between two continents and two oceans, Indonesia will face sovereignty problem. Presidential Regulation Number 16 year 2017 concerning Policy Indonesian Maritime World Maritime Axis (PMD) is a government vision to make Indonesia become a strong maritime nation. To support world maritime axis policy, universally The Indonesian Navy has 3 military roles : military role, diplomacy role and constabulary role known as the Trinity Universal roles of The Indonesian Navy (President of RI, 2017). The diplomacy role of the Indonesian Navy should be optimized by upgrading the quality of personnel to improve science and technology. In addition, synergy is needed to create a unified perception and action among all maritime stakeholders.

To make this happen, the current younger generation of the Indonesian Navy is able to take advantage of the latest weapons technology and form complex networks of friends and co-workers that were not able to be achieved by previous generations. If this is addressed positively, it will have the

opportunity to become a major asset for organization operating in the field of defense technology. Although it can also be a vulnerability because of the internet can basically be used to exploit personnel and undermine organizational culture. The first thing to highlight is that the TNI is now an organization that utilizes technology to make the recruitment process reach many locations in Indonesia and to be more transparent in every process. In addition, the current curriculum is more adaptive to development in science and technology as well as revolution in the military field. At last, the current administration of education is more well-organized, supported by a component of competent instructors through military educational institutions.

Indonesian Navy Educational Institution

TNI educational institution is the institution that establish, forge well as academic forum. As part of a military institution of three services, namely Army, Navy, and Air Force, TNI educational institution must remain strict, disciplined and uphold military hierarchy and honor. In addition, military educational institution also plays a role as a center for study, research and development of science. This means that TNI educational institution has a role and responsibility to

produce new thoughts and concepts for the advancement of the TNI and the Indonesian nation, including testing concepts, knowledge and doctrine with current realities and conditions.

The Indonesian Naval Academy (AAL) is one of the four educational institutions of the Indonesian Navy that conduct an effective and efficient process of education for cadets to produce graduates of Indonesian Navy Officers with a Bachelor of Applied Defense or S.Tr. Han. AAL has a vision that is to produce TNI AL officers who are responsive and capable. The profile of cadet graduates is a Sapta marga combat officer who has the basic technical skills of the marine dimension military profession as well as the potential for national defense science to be able to develop a career during his service. cadets come from generation Z, so the birth of this generation poses a new challenge for Indonesian naval academy to make adjustments to the pattern of education for cadets. There needs to be new breakthroughs in nurturing and educating cadets. Learning methods must be related to current technology.

The Role of Indonesian Naval Academy Cadets in Advancing The Indonesian Navy.

In order to deal with the complexity of tasks, cadets need to pay attention to several things, **first** being able to keep up with developments in science and technology, **second** having global, regional and national insights, **third** providing space for directed discussion and debate, **fourth** being able to explore opinions, ideas and ideas, **fifth** being able to carry out study and research in order to find a solution to a problem, and able to learn from existing mistakes.

The role of cadets to promote Indonesian Navy is by performing military, diplomacy and constabulary functions :

- a. The role of the Indonesian Navy is the main defense component of the maritime security, to enforce the law and secure the security in the sea. So, cadets must have the fighting values, strong character and leadership according to the noble values of the Indonesian people. Cadets must be able to maximize the application of character education so that they can go through the individual stages of becoming a character to produce navy officers who are professional, tough, modern, have national insight and are loved by the people. The next

role is Cadets as the Z generation should be skillful, responsive to any technology shocks and must be able to master the latest naval technology. The role of warships in 2030 will begin to change with the use of unmanned and remotely piloted systems, providing effect over a greater range with less risk to the carrier. Additionally, the need for greater mission flexibility and energy efficiency on board naval vessels is the application of technologies related to energy storage, production, delivery and reuse or energy management.

- b. The role maritime diplomacy of the Indonesian Navy is to uphold state sovereignty through soft diplomacy and hard diplomacy both in homeland and abroad. In this case, the role of cadets is to join Overseas Sailing Cruise (KJK LN). Next is to participate in military operations other than war such as social service, etc. Cadets also carry out synergy with institutions in Indonesia and abroad such as Saka Bahari Indonesia to invite

Indonesian youths who have maritime skills to join the Indonesian Navy. The current pattern of Cadets communication has also developed a lot to suit the times. The way of thinking about values that are considered important in classical communication is one-way communication (command), whereas currently, Cadets of Z Generation prefer two-way communication. How to deal with differences in communication styles across generations needs to be considered by providing communication knowledge to Indonesian navy personnel at various levels of ranks and positions. Currently effective communication must be the main provision to convey information and orders to be right on target.

- c. The role of the constabulary (police) of the Indonesian Navy is manifested through patrolling activities in the sea border areas all year long to maintain sovereignty at sea, protecting national marine resources and assets, maintaining security at

sea and promoting sea that are free from navigation threats. furthermore, Cadets are ready to realize the Indonesian government's blue economy concept. The concept aims to maintain marine health, open up investment opportunities, create jobs for the people, and even growth of national economic because the distribution of fisheries economic tends to grow in the eastern part of Indonesia in order to increasing the living standard of people in that region.

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THE ROLE OF YOUNG OFFICERS FOR THE FUTURE GENERATION OF THE ROYAL MALAYSIAN NAVY

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ABSTRACT

Young officers in the Royal Malaysian Navy (RMN) as one of the human resources are rooted in the navy's mission to protect the country's maritime interests and ensure regional security. Furthermore, the roles of young officers are closely linked to the RMN's broader objectives and national security interests. By actively shaping the navy's direction and development, young officers can help ensure the RMN remains a crucial contributor to regional stability and security. In light of this, this paper's objectives are to discuss the roles of young officers as members of the Royal Malaysian Navy. Some ways in which young officers can contribute to the future of the RMN consist of leading, serving those you lead, supporting your commander, and officer a history.

Keywords: Royal Malaysian Navy, young officers, roles

1. INTRODUCTION

The duty of defending the maritime nation and maintaining national security has been delegated to the Royal Malaysian Navy (RMN), a military organization. Therefore, ensuring that the RMN's mandate is carried out professionally is crucial to protecting the nation's sovereignty. The RMN recently discovered a sharp decline in the competency of Navy personnel (Bakar & Whab, 2021). One of the causes of this is a need for more training resources, training skills, and training attitudes. It is important to remember that competency-based research has underlined that issues may arise with intrinsic skills, talents,

traits, knowledge, and attitudes essential for successful job performance (Shet et al., 2019)

The desired talents for Navy personnel to accomplish their duties in their separate units have been identified and specified. The abilities were required according to Navy criteria, including watchkeeping duties on bridges, mechanical responsibility, and all other approved competencies. It is crucial to consider the organizational and external climates when establishing the competency approach in the RMN. The initial intent was for competencies to be created in the context of industry, strategic, and competitive pressures, as

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well as the availability of human resources (Spencer & Spencer, 1993). To ensure that the Navy People adhere to their policies, laws, and people, competency models should be proposed in the context of RMN.

An organization can become successful and efficient through ongoing training and organizational learning through education ongoing training and organizational learning through education, an organization can become successful and efficient. However, collaboration is a viable option for education and training (Bakar & Whab, 2021).

Training and education must be considered with resources, information, attitudes, and skills. The higher authority in the RMN ensures that each soldier receives the finest instruction and training, is carried out most effectively, and yields the best outcomes. Activity and education efficacy are evaluated when it comes to fulfilling job performance requirements for both peacetime and wartime duties comes to fulfilling job performance requirements for both peacetime and wartime duties, training and education efficacy are evaluated. Additionally, it is crucial to maintain and expand the country's readiness level, maintaining and raising its readiness to defend its sovereignty from any maritime danger. RMN has created multiple education degrees through

military or higher education institutions to suit the training and education requirements (Bakar & Whab, 2021).

The RMN states that competence management strives to assist Navy personnel in acquiring the critical skills required to meet the performance requirements for their positions. Therefore, in order to become experts and cooperate with the RMN projection strategy, these abilities must be refined and developed. As a result, it is critical to investigate and offer guidance on how RMN develops the best human resources to meet current and future needs. Young officers in the Royal Malaysian Navy (RMN) as one of the human resources are rooted in the navy's mission to protect the country's maritime interests and ensure regional security.

Furthermore, the roles of young officers are closely linked to the RMN's broader objectives and national security interests. By actively shaping the navy's direction and development, young officers can help ensure the RMN remains a crucial contributor to regional stability and security. In light of this, this study's objectives are to discuss the roles of young officers as members of the Royal Malaysian Navy (RMN).

2. DISCUSSION AND RESULT

The roles of young officers are based on the principles of leadership, professionalism, and innovation. They must demonstrate leadership qualities, such as effective communication, decision-making, and problem-solving skills. Additionally, young officers must uphold the highest standards of professionalism, including integrity, respect, and a strong work ethic.

Young officers are also expected to be innovative and adaptable, as the RMN faces an ever-changing and dynamic maritime environment. By embracing new technologies, developing new tactics and strategies, and continuously improving the RMN's capabilities, young officers can help ensure the Navy remains a modern and effective force for the future.

2.1 Young Navy Officer

Young Navy Officer received their commissions into the trades through various programs, including those for cadet officers, graduates of the Malaysian Defense University, and professional duty officers. As future leaders of the RMN, young officers have a vital role in achieving these goals and safeguarding the country's sovereignty (Sinaga, 2021).

a. Young Navy Officers are Royal Malaysian Navy (RMN) members.

They are newly commissioned officers who have completed their initial officer training and are

expected to uphold the Navy's core values (Sinaga, 2021). The Navy upholds these core values as it carries out its duties and protects the country. No matter where they are, all Navy personnel should have the fundamental value of justice in mind. Officer and sailor conduct should reflect the essential values of the navy on both a personal and professional level. They are responsible for carrying out a range of duties and responsibilities, including maintaining the readiness of their assigned ships or units, conducting maritime security operations, and supporting national defense objectives.

Additionally, as the future leaders of the RMN, young Navy Officers have a critical role in shaping the navy's direction and development. They are expected to demonstrate leadership qualities, innovative thinking, and a commitment to continuous improvement to ensure the RMN remains a modern and effective force for the future.

As members of the RMN, young Navy Officers are an essential part of the Navy's workforce and play a vital role in ensuring the nation's

maritime interests are protected and its security is maintained.

- b. Defends and helps protect the country and their allies

Young Navy officers are responsible for defending and helping protect the country and its allies. The RMN's primary mission is to safeguard Malaysia's maritime interests and ensure regional security and young Navy officers play a crucial role in achieving these objectives.

They are trained to operate and maintain a wide range of ships, aircraft, and other naval assets, which can be used to conduct maritime security operations, support national defense objectives, and assist allied forces. They may be involved in counter-piracy operations, anti-smuggling efforts, search and rescue missions, and disaster relief operations, both domestically and internationally.

Furthermore, as members of a global community of naval forces, young Navy officers are often called upon to work with allied and partner navies to address shared security challenges. Through joint exercises, training programs, and other cooperative activities, young Navy officers can build relationships and promote regional stability and security.

As defenders of the nation and its allies, young Navy officers in the RMN have a critical role in safeguarding Malaysia's maritime interests and ensuring regional peace and stability.

- c. Young officers must work together to accomplish everyday tasks, job assignments, and special missions

As officers in the Royal Malaysian Navy (RMN), young Navy officers must work together to accomplish everyday tasks, job assignments, and special missions. Collaboration and teamwork are essential to the success of the RMN, and young Navy officers play a critical role in fostering a culture of cooperation and mutual support within the organization.

In the RMN, young Navy officers have various roles and positions, including commanding ships, leading units, and serving in specialized functions such as naval aviation, engineering, and logistics. They are responsible for ensuring that their assigned tasks and responsibilities are completed efficiently and effectively while maintaining high standards of professionalism and performance.

Moreover, young Navy officers in the RMN are trained to work in teams and collaborate with other

branches of the Malaysian Armed Forces and regional and international partners. They are often called upon to work together to achieve shared objectives, such as conducting joint exercises, supporting disaster relief operations, and combating transnational threats.

In summary, as officers in the RMN, young Navy officers must collaborate effectively to achieve the Navy's mission and objectives. They must demonstrate leadership, professionalism, and teamwork to ensure the RMN remains a modern and effective force for the future.

- d. Young officers must behave in ways that demonstrate core values

As officers in the Royal Malaysian Navy (RMN), young Navy officers must behave in ways that demonstrate the core values of the Navy. These values, which include professionalism, integrity, loyalty, teamwork, and commitment, are essential to the success of the RMN and reflect the high standards of conduct and performance expected of all Navy personnel.

The RMN uses its Core Values to cultivate a culture. The difficulties come from getting Navy personnel to internalize the Core Values as a guideline for their lives, not simply at

work. To set a good example for professional behavior, each sailor should be taught the essential values of the Navy *Honour, Loyalty, Courage, and Pride* make up the essential values (Bakar & Whab, 2021). Respecting others' dignity means doing so regardless of status, religion, or ethnicity. Maintaining the faith placed in one means being loyal to one's shipmates and the RMN. To be courageous is to be in good spirits. Being proud represents exhibiting the highest level of military discipline and being excellent. In order to achieve the organizational goals of the Navy, the attitude and way of life that comprises honesty and obedience in serving the RMN must be reflected in the core values. These guiding principles can also encourage positive thinking, beliefs, and the development of the RMN's future. These principles are intended to be ingrained when performing the task on land or a ship. It addresses behaviors, perspectives, and feelings to develop into a good sailor. The real purpose of these basic principles is to inspire the Navy People to perform well and to acknowledge their teammates when it matters, demonstrating a togetherness that cannot be

duplicated elsewhere. Therefore, developing an excellent employee, such as a sailor, requires good values (Whab & Bakar, 2021)

The happiness of Navy personnel is important in keeping them engaged under diverse working circumstances. When people enjoy what they do, they feel more appreciated and satisfied in their employment. The basic values are practiced at the start of their careers and remain constant throughout their time with RMN. Therefore, it should go without saying that a Navy person's life will be significantly impacted by their awareness of and internalization of the core values.

In the opinion of Tan Sri Ahmad Kamarulzaman bin Hj Ahmad Badaruddin, the four fundamental values are the benchmarks for success in the organization. When the law is broken, such as through disciplinary actions and declining job performance, these four fundamental principles are applied as a preventative strategy. Additionally, the Navy People's basic principles serve as the cornerstone of constructing their culture and traditions and significantly increase the effectiveness of anti-graft initiatives. Only those who uphold all the core values as employees can best represent RMN performance. As a result, the RMN people's dignity and sense of patriotism can be enhanced by the

fundamental values. Discipline-related issues, avoidable accidents, and decreased organizational commitment among Navy personnel should all result from this. In order to raise the level of competency among Navy personnel, it is important to emphasize the importance of these fundamental principles (Bakar & Whab, 2021).

Overall, these values are essential for young Navy officers in the RMN to uphold, and they form the foundation of a strong and effective Navy that is respected both domestically and internationally.

2.2 *Roles of a Young Officer*

The roles of young officers in the Royal Malaysian Navy (RMN) are crucial for the future of the navy and the country. Young officers are the future leaders of the RMN and are responsible for shaping the navy's direction and development.

Here are some ways in which young officers can contribute to the future of the RMN

a. Lead

Young officers in the Royal Malaysian Navy (RMN) are expected to be leaders, regardless of their duty position. They must be ready to make critical decisions, take charge of their unit, and lead by example.

One of the key qualities of a good leader is the willingness to make sacrifices and set the standard

for their subordinates. Young officers in the RMN must be willing to lead from the front and never ask their associates to make sacrifices that they are not willing to make.

By setting the standard and upholding the highest levels of professionalism, conduct, and performance, young officers can inspire their subordinates to strive towards excellence and achieve their mission objectives. This is especially important in the context of the RMN, where the safety and security of the country and its citizens may depend on the effectiveness and readiness of its naval forces.

Then, by embodying the qualities of leadership, sacrifice, and professionalism, young officers in the RMN can play a critical role in building a solid and effective navy that is capable of fulfilling its mission to defend and protect the country and its allies.

b. Serve those you lead.

That is right. As leaders, young officers in the Royal Malaysian Navy (RMN) must be genuine and serve those they lead. By developing strong relationships with their subordinates, they can inspire and motivate them to achieve amazing

feats and ultimately help to build a more effective and cohesive team.

One way to build strong relationships with subordinates is through counseling. By taking the time to get to know each individual on a personal and professional level, young officers can better understand their strengths and weaknesses, their goals and aspirations, and their individual needs and concerns. With this knowledge, they can develop tailored plans and provide guidance, support, and resources to help each individual achieve their full potential.

By serving those they lead and developing strong relationships, young officers can also create a culture of trust, respect, and teamwork within their units. This can foster a sense of belonging and loyalty and help build a highly motivated and effective team dedicated to achieving its mission objectives.

c. Support your Commander

Supporting your commander is critical for young Royal Malaysian Navy (RMN) officers. This involves understanding the principles of mission command and the commander's intent and working within legal and lawful limits to execute orders effectively.

In the context of the RMN, the commander is responsible for setting the overall direction and strategy of the unit and making critical decisions that affect the safety and security of the country and its citizens. As young officers, it is important to recognize that the commander has a broader perspective and access to more information than individual officers or subordinates and that they are ultimately responsible for the success or failure of the mission.

By understanding the commander's intent and mission command principles, young officers can work more effectively within their limits to execute orders and achieve mission objectives. This involves taking the initiative, being proactive, and communicating effectively with subordinates to ensure everyone is aligned with the commander's intent and working towards the same goals.

At the same time, it is also essential to recognize the limits of your authority and expertise and seek guidance and support from superiors or subject matter experts when necessary. By working together as a team and supporting the commander's decisions, young officers can help build a strong and effective navy better equipped to

defend and protect the country and its allies.

d. An officer a History

Young officers in the Royal Malaysian Navy (RMN) should be students of history and should strive to immerse themselves in their profession. By studying the successes and failures of the past, they can gain valuable insights and lessons that can be applied to their current roles and situations.

History is an essential tool for young officers in the RMN, as it provides a context for understanding the challenges and opportunities they face. By studying the history of naval warfare and the evolution of maritime technology and tactics, young officers can better understand the strategic and operational considerations underpinning naval operations. This knowledge can help them to make better decisions and anticipate challenges more effectively.

In addition, studying history can help young officers to develop critical thinking skills and to hone their ability to analyze complex situations. By examining historical case studies and learning from the experiences of past naval leaders, young officers can develop a broader perspective

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and a more nuanced understanding
of the factors that contribute to
success or failure.

CONCLUSION

By embodying the principles of servant leadership, young officers in the RMN can profoundly impact their subordinates and their units and help build a stronger and more capable navy that is better equipped to defend and protect the country and its allies.

Then, by embracing their role as officers of history and committing themselves to lifelong learning, young officers in the RMN can build a strong foundation of knowledge and expertise that will enable them to excel in their roles and make meaningful contributions to the Navy and the country.

Last but not least, the roles of young officers in the RMN are rooted in the navy's mission, values, and national security interests. Young officers play a vital role in ensuring the RMN remains a strong and capable force for the future by demonstrating leadership, professionalism, and innovation.

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REPUBLIC OF SINGAPORE NAVY: ROLES OF THE YOUNG GENERATION IN ADVANCING THE NAVY IN THE FUTURE

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ABSTRACT

The Republic of Singapore Navy (RSN) is critical in safeguarding Singapore's sovereignty and prosperity, particularly in light of increasing regional challenges. As the future custodians of the Navy, the young generation of naval officers faces several challenges, including climate change and cybersecurity. To advance the Navy for the common good of the region, young officers must engage in diplomacy, deepen mutual trust, and collaborate with regional partners. This paper explores the challenges faced by the RSN and the role of the young generation in advancing the Navy in the future.

Keywords: *Republic of Singapore Navy, roles, young generation*

1. INTRODUCTION

Globalization has created an interconnected world, and the Association of Southeast Asian Nations (ASEAN) Member States share sea lines of communication (SLOCs) that are becoming increasingly congested with both merchant vessels and extra-regional navies. While several existing issues will be inherited by the young generation, regional and global developments cause additional challenges, which are increasingly cross-border and unconventional. Pressing, longer-term issues such as climate change and cyber security will significantly impact the young generation and navies. It is crucial to explore what young officers can do to better navies for the common good of the

region. First, Background and Regional Development Globalization has improved interconnectivity, which has led to the growth of international trade and economic interdependence. The ASEAN Member States share Sea Lines of Communications (SLOCs), which are vital to their economies. The regional waters, particularly the South China Sea, are increasingly congested with merchant vessels and extra-regional navies (Xu, 2020). Second, *Protracted/Future Challenges* The young generation will inherit several existing issues, and regional and global developments will cause additional challenges. These challenges are increasingly cross-border and unconventional, such as terrorism,

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piracy, transnational crime, and
cybersecurity (Huxley, 2019).

Next, *Future Challenge*: Climate Change is a pressing, longer-term issue that will significantly impact the young generation and navies. Rising sea levels will lead to the loss of natural resources, displacement of populations, and possible increased frequency of misunderstandings and incidents at sea. Furthermore, the increased probability of severe weather events will heighten the risk of accidents at sea and increase the demand for humanitarian aid (Huxley, 2019). At last, *Future Challenge: Cybersecurity and Digital Threats* Cybersecurity is relatively unfamiliar territory for the naval sector. Attacks could be launched by both non-state and state actors, presenting an opportunity for perpetrators to misattribute responsibility. Hijacking vessels through hacking automated ship-handling systems could increase the risk of accidents at sea (Javorsek & Weaver, 2019).

As the future guardians of the Navy, the younger generation of naval officers face several challenges, including climate change and cyber security. To advance the Navy for the common good of the region, young officers must engage in diplomacy, deepen mutual trust and collaborate with regional partners. This paper discusses what young officers can

do to better navies for the common good of the region.

2. DISCUSSION AND RESULT

As the Republic of Singapore Navy (RSN) continues to grow and adapt to the challenges of the 21st century, young officers have a critical role in advancing the navy for the common good of the region, consisting of:

2.1 Diplomacy and Deepening of Mutual Trust

Building and maintaining strong relationships with neighbouring navies promotes regional stability. As such, young officers should work towards strengthening the bonds forged by their predecessors by keeping open channels of communication to resolve misunderstandings and differences. Doing so can create opportunities to resolve regional challenges collaboratively and enhance mutual trust (Koh, 2019). Young officers can maintain and build open communication channels to resolve misunderstandings and differences, create opportunities to resolve regional challenges collaboratively, and enhance regional stability. As a young officer in the Republic of Singapore Navy (RSN), one of goals is to engage in diplomacy and deepen mutual trust with other regional navies. To achieve this, they will focus on

strengthening the bonds forged by their predecessors and work towards maintaining open communication channels to resolve misunderstandings and differences.

In addition, young officer RSN will aim to create opportunities for collaborative efforts to address regional challenges. This can be achieved by organizing joint training exercises, sharing resources, and collaborating on search and rescue missions, among other initiatives. By working together, they can foster trust, build relationships, and create a more stable and secure maritime environment in the region.

Another important goal is to enhance regional stability. The young officer can achieve this by actively participating in regional security initiatives and discussing regional security issues. By doing so, they can stay informed of regional developments and contribute to the overall stability and security of the region.

As a young officer in the RSN, their focus on diplomacy and mutual trust is crucial to maintaining regional peace and stability. Through efforts, they can build on predecessors' work and help create a more collaborative and harmonious relationship between regional navies.

2.2 *Collaboration: HADR*

The RSN has a long history of supporting regional humanitarian

missions. Young officers can build on this legacy by collaborating with neighbouring navies in HADR operations. Such collaborations can improve inter-state relationships and enhance regional stability. For example, in July 2018, RSAF transported aircraft airlifted humanitarian supplies to Laos. They relieved civilians displaced by flash floods from the Xe Pian-Xe Namnoy dam collapse in Attapeu province (Koh, 2019).

As young officer in the Republic of Singapore Navy (RSN), they can contribute to collaborative efforts in humanitarian assistance and disaster relief (HADR). The Republic of Singapore Air Force (RSAF) demonstrated an excellent example of such efforts in July 2018.

The RSAF transport aircraft airlifted humanitarian supplies to Laos to relieve civilians displaced by flash floods resulting from the Xe Pian-Xe Namnoy dam collapse in Attapeu province. This operation demonstrates the effectiveness of collaborative efforts between nations in times of crisis.

As a member of the RSN, they can support these types of HADR operations by working with other regional navies. They can help coordinate the logistics and resources required for such operations and provide support with personnel and equipment.

Additionally, They can participate in joint training exercises with other navies to enhance the readiness and effectiveness of HADR operations. This will help ensure the RSN is prepared to respond quickly and effectively in a disaster or humanitarian crisis.

Overall, collaboration in HADR is crucial in ensuring the safety and well-being of communities in times of crisis. As young officers in the RSN, they can play a vital role in these efforts and contribute to a more collaborative and harmonious relationship between regional navies.

2.3 Collaboration: COVID Relief

The COVID-19 pandemic has posed unprecedented challenges to countries worldwide, including the region. Young officers can contribute to regional efforts to combat the pandemic by collaborating with neighbouring navies in COVID relief efforts. For example, Singapore launched the 'Oxygen Shuttle' program to deliver emergency oxygen supplies to Indonesia, demonstrating strong mutual support and collaboration between governments and navies in tackling shared, unexpected challenges (The Straits Times, 2021).

As young officer in the Republic of Singapore Navy (RSN), they can contribute to collaborative efforts in COVID-19 relief. Singapore's 'Oxygen Shuttle' program demonstrated an excellent example of such efforts, which

delivered emergency oxygen supplies to Indonesia during the COVID-19 pandemic.

The Oxygen Shuttle program involved RSN's Endurance-class landing ship tank (LST) and two RSAF C-130 transport aircraft. The LST delivered oxygen cylinders to Indonesia's Batam Island, while the C-130s airlifted oxygen concentrators from Singapore to Jakarta.

This collaboration demonstrated strong mutual support and collaboration between governments and navies in tackling shared, unexpected challenges. It highlights the importance of cooperation and collaboration between countries to address crises like COVID-19 effectively.

The young officers can support these collaborative efforts by working with other regional navies and governments. They can help coordinate logistics and resources required for such operations and provide support through personnel and equipment.

Collaboration in COVID-19 relief efforts is crucial in ensuring the safety and well-being of communities in the region. As young officers in the RSN, they can play a vital role in these efforts and contribute to a more collaborative and harmonious relationship between navies and governments in the region.

2.4 Collaboration: Transnational Crime

Collaborating with neighbouring navies in transnational crime operations can help strengthen inter-state relationships and enhance regional stability. Young officers can work with their counterparts in the region to share information and coordinate efforts in tackling transnational crimes such as piracy and smuggling.

As a young officer in the Republic of Singapore Navy (RSN), they can play an essential role in efforts to combat transnational crime in the maritime domain. A recent example of such efforts was demonstrated in November 2022 when robbers boarded a barge carrying scrap metal in the region.

The tug reported the incident to the Vessel Traffic Information System (VTIS) in Singapore, relaying the information to the Indonesian International Liaison Officer LCDR Amar of the Information Fusion Centre (IFC). The IFC is a maritime security centre that facilitates the exchange of information and supports multinational efforts to combat maritime security threats in the region.

He then worked with the Indonesian Navy (TNI AL) and Batam Marine Police to respond to the incident. As a result, all seven sea robbers were arrested, and 400kg of scrap metal was seized.

As young officers in the RSN, they can support these efforts by working with

other regional navies and maritime security centres. They can help gather and share information about maritime security threats and coordinate responses to incidents like the one described above.

They can also participate in joint training exercises with other navies to enhance the readiness and effectiveness of anti-transnational crime operations. This will help ensure that the RSN is prepared to respond quickly and effectively to such incidents in the future.

Overall, combating transnational crime in the maritime domain is essential to ensuring the safety and security of shipping lanes and preventing threats to regional stability. As young officers in the RSN, they can play a vital role in these efforts and contribute to a more collaborative and harmonious relationship between regional navies.

2.5 Golden Opportunities

Young officers have many opportunities to contribute to advancing navies, such as participating in joint military exercises, attending conferences and seminars, and pursuing advanced education and training.

As a young officer in the Republic of Singapore Navy (RSN), taking advantage of golden opportunities to build bonds and forge stronger relationships with other young officers in the region is important. This will help to prepare them for future

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challenges and promote cooperation and collaboration between navies in the ASEAN region.

One such opportunity is the ASEAN Navy Young Officers Interaction (ANYOI) program. This program brings together young naval officers from ASEAN member states to participate in activities and events designed to enhance understanding, build relationships, and promote cooperation between regional navies.

As a participant in ANYOI, they will have the chance to discuss regional security issues, participate in joint training exercises, and develop personal relationships with their counterparts in other navies. This will help them build mutual trust and understanding, essential for effective collaboration and cooperation in times of crisis.

In addition to ANYOI, there may be other opportunities for them to participate in joint training exercises, conferences, and other events that promote regional cooperation and collaboration. These events provide an excellent platform for them to build relationships, exchange ideas, and develop practical skills that will be invaluable throughout their career.

Overall, taking advantage of golden opportunities like ANYOI is crucial to building a solid network of relationships with other young naval officers in the

region. This will prepare them for future challenges and promote cooperation and collaboration between navies in the ASEAN region, ultimately contributing to regional peace and stability.

3. CONCLUSION

The future presents significant challenges for the Republic of Singapore Navy. Still, the young generation of naval officers can help advance the navy's capabilities and better the common good of the region. Diplomacy and collaboration in HADR, COVID-19 relief, and transnational crime are crucial to enhancing regional stability and security. Furthermore, it is essential to recognize that the RSN's success in meeting future challenges will depend on the young officers' ability to build on the foundations laid by their predecessors and adapt to changing circumstances. By actively advancing the navy's capabilities, young officers can help ensure the RSN remains vital to regional peace and stability.

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THE ESSENTIAL ROLES OF ROYAL THAI NAVAL CADETS IN ADVANCING THE NAVY IN THE FUTURE

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ABSTRACT

The Royal Thai Navy has a vision to be the maritime security organization with influence and responsibility in the region while maintaining excellent management. Royal Thai Naval cadets play an essential role in achieving this vision by developing the Navy's human resources, contributing to its modernization efforts, building partnerships with other navies in the region, and upholding the Navy's values of professionalism, integrity, and excellence. This paper aims to analyze the essential roles of Royal Thai Naval cadets in advancing the Navy in the future.

Keywords: *Royal Thai Naval Cadet, Roles, Navy*

1. INTRODUCTION

The Royal Thai Navy (RTN) is the naval force of Thailand, responsible for protecting the country's maritime interests, maintaining security in the region, conducting search and rescue operations, and contributing to international peacekeeping efforts. The Navy's vision is to be the maritime security organization with influence and responsibility in the region while maintaining excellent management. The Royal Thai Naval cadets are the future leaders of the Navy, who will be responsible for advancing the Navy's capabilities and achieving its vision.

The roles of Royal Thai Naval cadets in advancing the Navy in the future are essential. They include developing the Navy's human resources, contributing to

its modernization efforts, building partnerships with other navies in the region, and upholding the Navy's values of professionalism, integrity, and excellence.

Developing the Navy's human resources: Royal Thai Naval cadets receive training in various fields, including navigation, seamanship, engineering, and leadership, which they will apply when they become commissioned officers. The cadets must ensure that they have the necessary skills and knowledge to carry out their duties and develop the Navy's human resources.

Contributing to the Navy's modernization efforts: The Royal Thai Navy is continuously modernizing its fleet, and the cadets will play an essential role in operating and maintaining the Navy's modern equipment. They must embrace

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innovation and technology and contribute to the Navy's modernization efforts.

Building partnerships with other navies in the region: The cadets have a responsibility to build partnerships with other navies in the region to enhance the Navy's capabilities and achieve its vision of being the maritime security organization with influence and responsibility in the region. The Navy's partnerships with other navies in the region will enable it to share knowledge and expertise, participate in joint exercises and operations, and contribute to regional stability.

Upholding the Navy's values of professionalism, integrity, and excellence: The cadets must uphold the Navy's values of professionalism, integrity, and excellence, and maintain excellent management. They must lead by example and set a high standard of professionalism in their conduct, both on and off duty. The Navy's reputation and its ability to achieve its vision depend on the professionalism and integrity of its cadets and officers. This paper aims to analyze the roles of Royal Thai Naval cadets in advancing the Navy in the future.

2. DISCUSSION AND RESULT

2.1 Guidelines Development

The RTN has been continuously developing guidelines to enhance its

capabilities and strengthen its position as a leading maritime security organization in the region. Two of the significant guidelines for the RTN's development are training personnel and developing the capabilities of its military bases.

- a. Training personnel: The RTN has been implementing measures to train its personnel to be excellent in language, law, and international treaties. The Navy understands the importance of efficient communication during combined and international exercises and operations, and hence it has been focusing on enhancing its personnel's language skills. Additionally, the RTN has been educating its personnel on the importance of international law and treaties, which is essential for the Navy's participation in international exercises and operations. The RTN's training and education programs have been aimed at providing its personnel with the necessary skills and knowledge to efficiently present their views and be open to outside views and knowledge. This approach has enabled the Navy to develop strong partnerships

with other navies in the region and participate in various international forums and exercises.

- b. Developing the capabilities of the military base: The RTN has been continuously developing the capabilities of its military bases to enhance its operational capabilities. The Navy has been providing its military ships and equipment with modern technology, which has been essential in maintaining its maritime security interests. Additionally, the RTN has been investing in developing its infrastructure, including ports, naval bases, and communication systems, to improve its overall capabilities. The RTN's focus on developing its military bases has enabled it to operate efficiently and effectively. The Navy's modernized fleet and enhanced infrastructure have significantly improved its operational capabilities, enabling it to maintain its maritime security interests and participate in international operations.

2.2 *The roles of naval cadets in advancing the navy in the future*

The roles of naval cadets in advancing the navy in the future are crucial for the Navy's continued success in achieving its vision. These roles include developing leadership skills, learning new skills for future missions, and demonstrating commitment.

- a. Developing leadership skills: Leadership skills are paramount for any naval officer, and this is especially true for naval cadets who will be the future leaders of the Navy. Effective leaders inspire, direct, and encourage their crew to successfully complete missions. Therefore, the development of leadership skills is critical for naval cadets to advance the Navy in the future.
- b. Learning new skills for future missions: Naval cadets must learn new skills to prepare for future missions. Acquiring new skills gives cadets more opportunities to contribute to the Navy's mission and switch to different work when needed. Essential skills that naval cadets should learn include communication, time management, decision-making, leadership, adaptability, and more. Learning new skills also gives naval cadets a sense of accomplishment and a

way to continuously improve their abilities.

- c. Demonstrating commitment: Commitment is an essential quality for naval cadets who want to advance the Navy in the future. A committed naval officer is dedicated to achieving their objectives and maintains clarity in decision-making, even in high-pressure scenarios. Demonstrating commitment to the Navy's mission and values is essential for naval cadets to become effective leaders in the future.

3. CONCLUSION

The roles of Royal Thai Naval cadets in advancing the Navy in the future are essential. They must develop the Navy's human resources, contribute to its modernization efforts, build partnerships with other navies in the region, and uphold the Navy's values of professionalism, integrity, and excellence. The cadets' dedication and commitment to their roles will enable the Royal Thai Navy to achieve its vision of being the maritime security organization with influence and responsibility in the region while maintaining excellent management.

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THE ROLES OF REPUBLIC OF VIETNAM NAVY'S CADETS AS THE YOUNG GENERATION IN ADVANCING THE NAVY IN THE FUTURE

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ABSTRACT

The Republic of Vietnam Navy has played a crucial role in protecting the nation's maritime interests and ensuring national security. As the country progresses toward the future, the young generation emerges as a vital force in advancing the navy's capabilities. This paper examines the significant roles played by the cadets as the young generation in advancing the Republic of Vietnam Navy. With a focus on education, training, technological advancements, and international integration, the study highlights the contributions of the young generation in shaping the future of the navy. Through their enthusiasm, skills, and commitment, they play a vital role in strengthening the navy's capabilities and ensuring national security. The findings emphasize the importance of investing in the education and training of the young generation to meet the complex challenges faced by the navy in the future.

Keywords: Republic of Vietnam Navy, young generation, cadets, roles

1. INTRODUCTION

During its thousands of years of history, Vietnam has been through a lot of large and small wars in order to regain our freedom. After overcoming countless difficulties and challenges, our country finally restored its inherent beauty. Entering a period of innovation and development, Vietnam is reaching out to become one of the rapidly developing countries to build a society and a better life for its people. Thereby, the work that is the most focused by the government is the innovation in the process of education and training and integration in military thinking,

the profound purpose is to train the young generation to become the key force to protect the unity and integrity of the country's sovereignty.

Vietnam is a country located in Southeastern Asia bordering the Gulf of Thailand. The geography consists of hills and densely forested mountains in the northwest. Though suffering from the harsh wars, Vietnam overcomes its hard past to become an attractive tourist destination with various gorgeous highlights. My country is proud to Theylcome even the most fastidious

vacationers. the Vietnamese people are friendly and hospitable to each other.

The islands have always been an important part of the country, so the navy is the core force to protect the country from potential dangers. Vietnamese naval academy is a place to train and educate future commanders. The Navy, also known as the Vietnam People's Navy has 6 branches: Surface ships, Marine infantry, Missiles - Coast Guard, Naval Air Force, and Submarines, on May 7, 1955, The Ministry of National Defence established the Coastal Defense Department. The mission of the Department is to help the General Command to direct the coastal defense troops; train officers, staff, and sailors; manufacture tools and means for the navy. Later, May 7 was chosen as the founding date of the People's Navy of Vietnam.

The young generation carries enthusiasm, energy, creativity, diligence, and hard work. They dare to think, and do, and not afraid of difficulties and hardships. They are the seeds, the decisive factor in building and defending the Fatherland. Bringing passionate patriotism along with the desire to serve the Fatherland, and serve the army, the young generation is capable of doing anything and achieving any achievements they dream about.

To achieve the goals of firmly protecting independence, sovereignty, territorial unity and integrity, peace, and national interests as well as to actively and proactively participate in preserving peace and stability in the region and the world, the Vietnam People's Navy is built to become a revolutionary, regular, highly-skilled, and modernized force with some services advancing straight to modernity. To build up the force capability, the young generation becomes the key to enhancing innovation in terms of education and training, technology approaching and international integration to meet the mission requirements.

The cadets a young generation, with their energy, creativity, and dedication, holds the key to advancing the navy and ensuring its modernization. This paper explores the roles of the young generation in advancing the Republic of Vietnam Navy and highlights the efforts made by the Vietnamese Naval Academy in training and preparing future naval officers.

2. DISCUSSION AND RESULT

2.1 Discussion

The Significance of the Young Generation:

Vietnam naval cadets as the young generation possess enthusiasm, energy, and a willingness to overcome challenges. They are the seeds of the future, entrusted with the responsibility of building and

defending the Fatherland. Their passion for serving the country and the navy makes them capable of achieving remarkable feats. As future leaders, they have received valuable lessons and knowledge from the sacrifices of previous generations.

Vietnamese naval academy is a place to train and educate future commanders. So, as cadets, they are trained in various aspects to become potential officers. Cadets are trained not only to have good physical abilities but also positive attitudes and behaviors of a future officer.

a. Majors and skills (knowledge)

The cadets can choose to study one of the majors such as Navigation, Theyapons, Machines, and Radar. In Vietnam, cadets are required to have majors and develop specific skills (knowledge) for several reasons: By selecting majors such as Navigation, Theyapons, Machines, and Radar, cadets can specialize in specific areas of military expertise. This specialization allows them to acquire in-depth knowledge and skills related to their chosen field, enabling them to become proficient in their respective roles within the military.

Operational Efficiency, having cadets with specialized majors and skills enhances the operational

efficiency of the military. Each major corresponds to a critical aspect of military operations, and cadets who focus on these areas can contribute their expertise to specific tasks or missions. This division of labor ensures that the military can effectively carry out its various operations with a competent workforce.

Readiness and Preparedness, by receiving education and training in specific majors, cadets are better equipped to face the challenges and demands of their future military roles. The knowledge and skills gained during their studies help them develop a solid foundation in their respective fields, preparing them for the practical application of their expertise once they graduate and enter active service.

Teamwork and Collaboration, in the military, effective teamwork and collaboration are crucial. By having cadets with different majors and skill sets, the military can foster a collaborative environment where individuals with diverse expertise can work together towards common objectives. This interdisciplinary approach promotes synergy, innovation, and problem-solving capabilities within the military ranks.

Professional Development, the requirement for cadets to choose majors and develop specific skills is also aimed at their personal and professional development. It allows them to delve deeper into their areas of interest, gain advanced knowledge, and acquire technical skills that are relevant to their future military careers. This educational experience provides a solid foundation for their continuous learning and growth within the military.

b. Physical training

In order to meet the requirements of working in a harsh sea environment, any naval officer must have consistent health and mind. Therefore, in addition to specialized knowledge, physical strength is an indispensable factor for a naval academy cadet. They get training from the smallest things, like going to bed at 10 pm and waking up at 5 am, then exercising or running to create positive energy for a new day. Besides that, by doing special sports for naval cadets, they can improve their ability to deal with tough situations at sea. The ability to swim is the first factor to evaluate a naval officer, a cadet has to swim 3 km

within 120 minutes to qualify for graduation.

c. Soft skills

The Naval Academy in recent years has made changes in teaching methods. Learners are the center of the class. Cadets have to prepare the new lesson in advance, then give a presentation in class, the teacher will give comments and help with unsolved problems. To meet that requirement, They have to develop some necessary soft skills. First of all, it is the ability to present in front of the class, which means They have to be confident, and fluent to deliver clear messages. Secondly, the ability to use software such as PowerPoint, Word, and Excel is important for cadets. They need that to serve a long-term career. Favorite clubs such as football, volleyball, guitar, or many team-building activities are always active as a playground for cadets after stressful school hours.

Learning foreign languages is important for international integration, They are fully encouraged to learn English and Russian here. There are many opportunities to improve our abilities, such as participating in a foreign language club, competing with other

military and civilian schools, and organizing cultural exchanges.

In addition to regular school hours, They often take part in many activities to interact with civilian universities, which enhances the relationship between our army forces and the people. They often participate in community services such as cleaning an area, helping local people with difficulties, and Blood donation: It is a great pleasure for us to strengthen the bond between the local residents.

d. Improving leadership

Every year, the Naval Academy sends the cadets to many countries such as Russia, India, China, and many others. This is a good chance for every cadet to improve their skills, knowledge, and personal experience.

Moreover, with the target of creating friendships with many countries in the Asian region. In recent years, our sailing ship 286 Le Quy Don has set sail to some Southeast Asian nations, and shortly, They hope to have journeyed on this trip to other bigger countries like China, Japan, Korea, or even Russia.

In the situation of the new world, the tasks and requirements

that are assigned to the navy are more and more complex and difficult. For that reason, the young generation today is well educated in order to achieve the basic knowledge of the military in general and the navy in particular. They are always the leading force in receiving new knowledge, and new technologies and have the ability to access to infinite resources that the army offers. They are trained to proficiently use the most advanced and modern Weapons of the Navy Army as well as to become good commanding officers who are suitable for the conditions set by the Army.

Young people in the army are also given many opportunities to learn and interact with military cadets from other countries. The process of experiencing and participating in military external activities will enhance the solidarity between ASEAN countries and around the world, and expand relationships and sustainable cooperation with other countries in the region.

As a cadet of the Naval Academy, representing the young generation in the Navy in particular and the Vietnamese People's Army in general, I am also responsible for enhancing the dignity and

revolutionary ideals as well as studying and mastering military knowledge. Loyal to the revolutionary career and devoted to the cause of protecting the sovereignty of the sea and islands of the country. Actively promote the national tradition, the army in general, and the Navy in particular, and become a good example for the next generation to follow and study.

2.2 Result

Cadets as The young generation in Vietnam, particularly naval cadets, play a significant role in advancing the Republic of Vietnam Navy and ensuring its modernization. Through education, training, and international engagement, cadets at the Vietnamese Naval Academy acquire the necessary knowledge and skills to become competent naval officers. They uphold revolutionary ideals, demonstrate loyalty to their country, and actively contribute to safeguarding the sovereignty of Vietnam's sea and island.

The Vietnamese Naval Academy serves as a training ground for future commanders, providing them with the necessary knowledge and skills to become proficient naval officers. Cadets choose majors such as Navigation, Weapons, Machines, and Radar, allowing them to specialize in specific areas of military expertise and contribute their

expertise to the military's operational efficiency.

Physical training is essential for cadets to meet the demands of working in a harsh sea environment, including swimming proficiency and overall physical fitness. The Naval Academy emphasizes the development of soft skills such as presentation skills, proficiency in software usage, foreign language learning, and participation in community activities, enhancing the overall capabilities of naval cadets.

Leadership skills are enhanced through international experiences and interactions with cadets from other countries, fostering solidarity and cooperation among ASEAN countries and beyond.

The young generation in the navy is committed to upholding revolutionary ideals, studying and mastering military knowledge, actively promoting national traditions, and protecting the sovereignty of the country's seas and islands.

3. CONCLUSION

Cadets as The young generation of the Republic of Vietnam Navy hold the key to its future success and advancements. Through their participation in education, training, technological advancements, and international integration, they contribute

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significantly to the navy's capabilities and overall operational effectiveness. As the guardians of maritime security, their enthusiasm, skills, and commitment will enable the Republic of Vietnam Navy to face the challenges of the future and protect the nation's interests with unwavering dedication.

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