CERNEY

# Trainee Sentiment Analysis

## Insights from Op Legio Roto 3

April 2026

# Contents

# Introduction

This report analyses trainee feedback collected through the Declared Exit Poll (DEP) process across the five courses currently delivered within Op LEGIO – Basic Recruits Training (BRT), Squad Leaders Course (SLC), Platoon Leaders Course (PLC), Instructor Course (IC) and Platoon Combat Medic Course (PCMC). The DEP system is designed to provide structured qualitative and quantitative feedback to training teams and higher command, enabling both immediate adaptation and longer-term evolution of training design.

Trainee sentiment is gathered using a combination of online questionnaires and structured face to face interviews. Given that all courses were delivered within the same operational setting and timeframe, the findings provide a robust basis for identifying systemic strengths and development opportunities in training delivery.

# Executive Summary

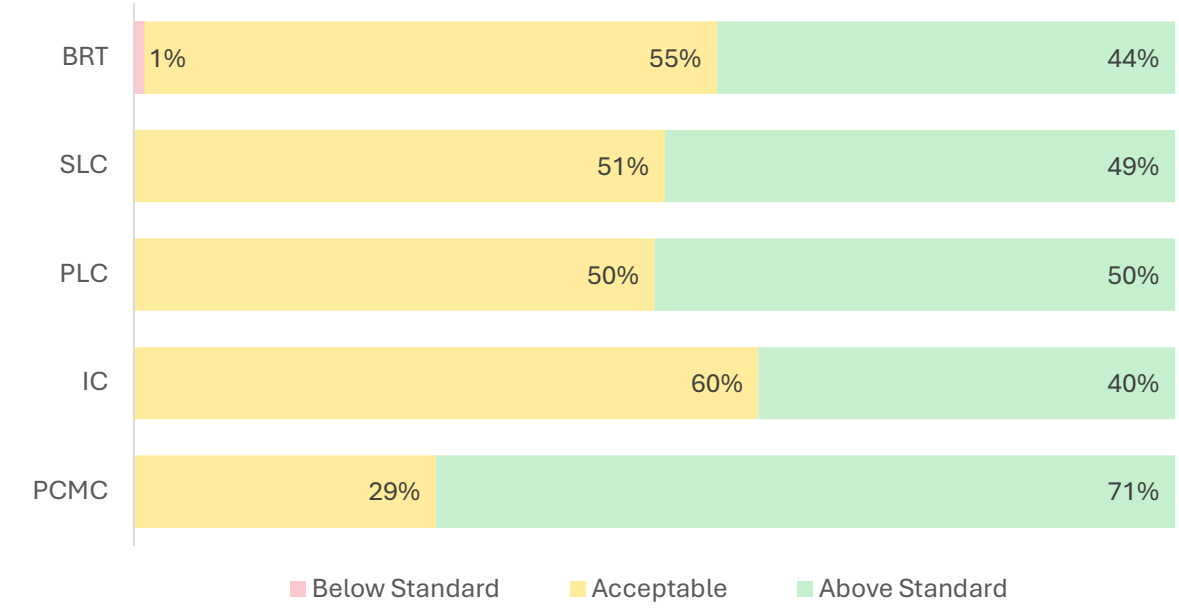
Across all five courses, training delivery is consistently assessed as effective by trainees, particularly in relation to instructor quality, structured delivery, and the development of core competencies. Trainees repeatedly highlight the professionalism, clarity, and credibility of instructors as a defining strength of the programme. This is evident across all cohorts, with weapons, leadership, and medical training all benefiting from strong instructional delivery.

However, despite this strong foundation, three systemic issues emerge across all datasets. First, there is a consistent and quantifiable demand for increased training time and repetition across key modules. Second, training realism is perceived to lag behind the current conditions of the battlefield in Ukraine, particularly in relation to drone threats, trench construction, and urban combat environments. Third, the structure of training, particularly in leadership courses, appears to constrain decision-making development by limiting trainee autonomy during execution.

These issues are not isolated to individual courses but are consistently observed across all five, indicating a systemic rather than localised challenge.

## Almost all trainees rated the training overall as acceptable or higher

**Overall validation by course (% of trainees)**



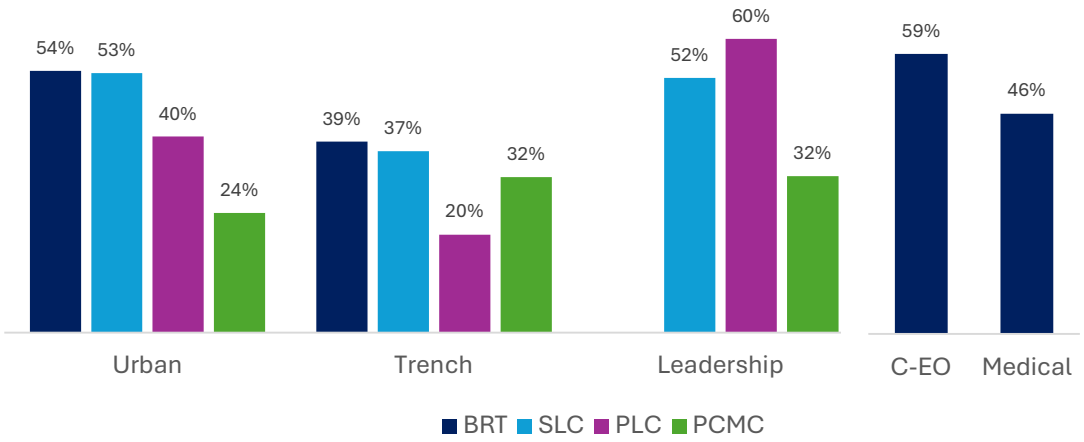
# Training Time and Repetition

A dominant and quantifiable theme across all courses is the requirement for increased training time and repetition in core skill areas. This is most clearly evidenced in the Basic Recruits Training course, where 59% of trainees explicitly requested additional time on Counter-Explosive Ordnance (C-EO) training, representing the highest demand signal across any module. Similarly, 46% of BRT trainees requested more time on medical training.

This pattern is reinforced in leadership training. Approximately 52% of Squad Leaders Course trainees requested increased time on leadership theory and decision-making processes, while 60% of Platoon Leaders Course trainees expressed the need for more time to understand and apply Tactical Leadership Procedures (TLPs) before progressing into practical scenarios.

## Demand for increased training focuses on high risk and complexity

**More time requested by trainees by course and module (%)**




Qualitative feedback supports these quantitative results. Trainees consistently describe insufficient repetition as a limiting factor in skill acquisition, with comments indicating that tasks are often conducted only once, preventing consolidation of learning. This is particularly evident in field modules, where trainees report that a lack of repeated exposure reduces confidence and limits their ability to apply skills under pressure.

The implication is that the current training design prioritises breadth over depth. While trainees are exposed to a wide range of skills, limited repetition prevents these skills from becoming instinctive under combat conditions. This constraint is most evident in high-risk modules such as medical training and C-EO, where additional practice would have a disproportionate impact on survivability and effectiveness. Increasing repetition within existing scenario-based training represents the most efficient way to address this gap.

# Realism and Battlefield Alignment

The most consistent criticism across all courses concerns the realism of training environments and alignment with current battlefield conditions in Ukraine, particularly within trench and urban modules. The most significant gap is the integration of drone threat across environments, followed by urban and trench design.

In trench training, trainees across multiple courses describe systems as unrealistic, citing insufficient depth, overly linear layouts, and lack of defensive features such as foxholes. PLC trainees noted trench systems do not reflect how positions are constructed and occupied under constant drone and artillery threat. Similar feedback appears in the SLC, where trenches were described as too shallow and insufficiently complex, and in the PCMC, where trainees highlighted limitations in casualty evacuation routes and protection from drone observation.

Urban environments are also criticised for lacking realism, limiting combat effectiveness. Trainees report facilities are too clean, too simple, and insufficiently representative of artillery-damaged terrain. Requests for rubble, damaged interiors, and more complex layouts are consistent across PLC, SLC, and PCMC cohorts. In the BRT course, 60% of trainees requested more time and greater realism in urban training.

A critical cross-cutting theme is insufficient integration of drone threats. Trainees across all courses identify drones as the primary threat and request increased exposure to reconnaissance and attack drones. Rural training feedback states drones *are "the biggest threat on the battlefield"*, with requests to improve detection, avoidance, and response. This aligns with open-source analysis of the war in Ukraine, which identifies unmanned aerial systems as a dominant factor shaping combat, alongside extended casualty evacuation timelines and degraded urban terrain. The convergence between trainee feedback and external reporting indicates an accurate understanding of battlefield conditions, while the training system is not fully keeping pace.

The implication is significant. While training builds foundational skills, gaps in realism risk producing confidence that may not translate into operational environments, creating risk to survivability and effectiveness. The most critical gap remains limited integration of drone threat. While trench design and urban realism matter, trainees consistently identify drones as the defining feature of the battlefield, and training that does not reflect this risks preparing soldiers for conditions that no longer exist.

# Weapons Training

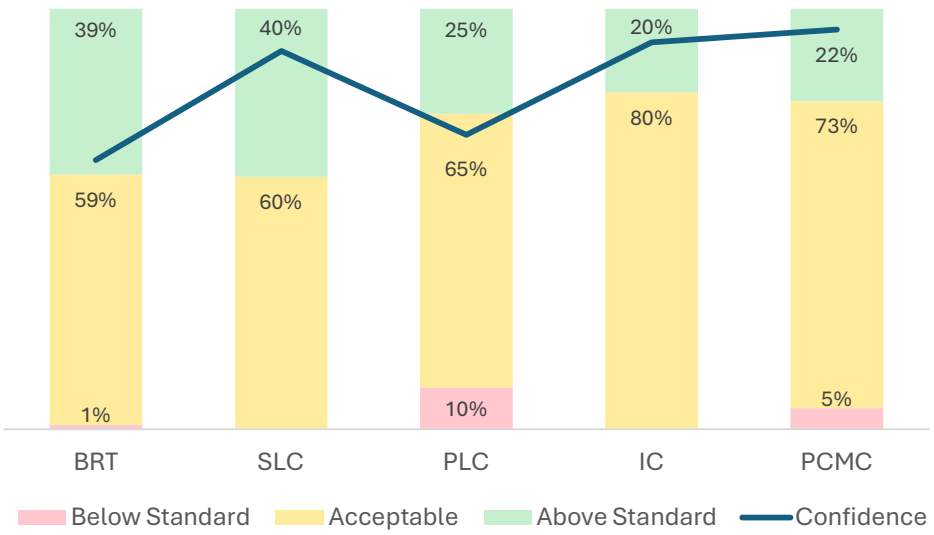
Weapons training is consistently identified as a strength across all courses, particularly in its ability to build confidence and establish safe handling practices. Trainees frequently highlight the clarity of instruction and the structured progression of drills, with one BRT trainee stating, *"I have never held a weapon in my entire life and feel comfortable now"*.

However, despite this strong foundation, there is a consistent demand for increased live firing and greater complexity in training. Trainees across BRT, SLC, and PCMC report insufficient exposure to dynamic shooting scenarios, including moving targets, stress shoots, and night firing. In the SLC, this is explicitly captured in the comment, *"We need more shooting at dynamic targets, almost everyone can shoot static targets"*.

Additionally, more experienced trainees, particularly within PCMC, report that weapons training is not sufficiently tailored to their experience level, limiting its perceived value. This indicates that while the training is effective for novice trainees, it lacks sufficient differentiation to challenge more experienced personnel.

The implication is that weapons training is currently optimised for baseline competence but does not consistently progress trainees to higher levels of combat proficiency. Increasing both the volume and complexity of live firing would significantly enhance training effectiveness.

**Weapons and range validation with confidence by course (% of trainees)**



# Medical Training

Medical training is one of the most consistently valued components across all courses. Trainees repeatedly highlight the relevance of training in areas such as tourniquet application and catastrophic bleeding, reflecting the realities of the battlefield. The emphasis on practical, hands-on training is particularly well received.

However, the primary limitation identified is insufficient time and repetition. As noted, 41% of BRT trainees explicitly requested increased time on medical training. In more advanced modules, such as Prolonged Casualty Care (PCC) on the PCMC, trainees report that training is too theoretical and lacks sufficient practical application.

There is a clear demand, most pronounced within the PCMC, for increased realism in medical training. Trainees highlight the need for longer-duration casualty care, more complex evacuation challenges, and training conducted under physical and cognitive stress. This theme is partially reflected in the BRT course through a strong demand for increased repetition, but is less developed in leadership-focused courses.

The implication is that medical training is highly effective but constrained by time allocation and scenario design. Given its direct impact on survivability, this represents a clear opportunity for increased investment.

# Leadership and Instruction Training

Leadership training across PLC, SLC, and IC courses is consistently described as well-structured and effective in building understanding and confidence. Trainees value the clarity of frameworks and the opportunity to practise planning and decision-making processes, with one PLC trainee noting, *"It has given me more confidence to perform my role"*.

However, there are two consistent limitations. First, trainees report insufficient time to fully understand and internalise leadership theory before applying it in practical scenarios. Second, and more significantly, trainees consistently highlight excessive instructor intervention during exercises, which limits their ability to make decisions, learn from mistakes, and develop autonomy.

This is reinforced by feedback from the IC, where trainees explicitly requested a more progressive training model, stating the need to *"start with the simple and finish at the highest level"*. Similarly, PLC and SLC trainees report that instructor or higher-level intervention during exercises reduces the realism of decision-making and limits learning.

The implication is that while leadership training is structurally sound, it does not consistently develop independent decision-making under pressure. Adjusting the balance between instruction and autonomy would significantly enhance outcomes.

# Integration Between Courses

Integration between courses, between PLC and SLC and between IC and BRT, is consistently identified as a high-value component of training. Trainees report that integration improves realism, enhances communication, and provides valuable exposure to cross-level command dynamics.

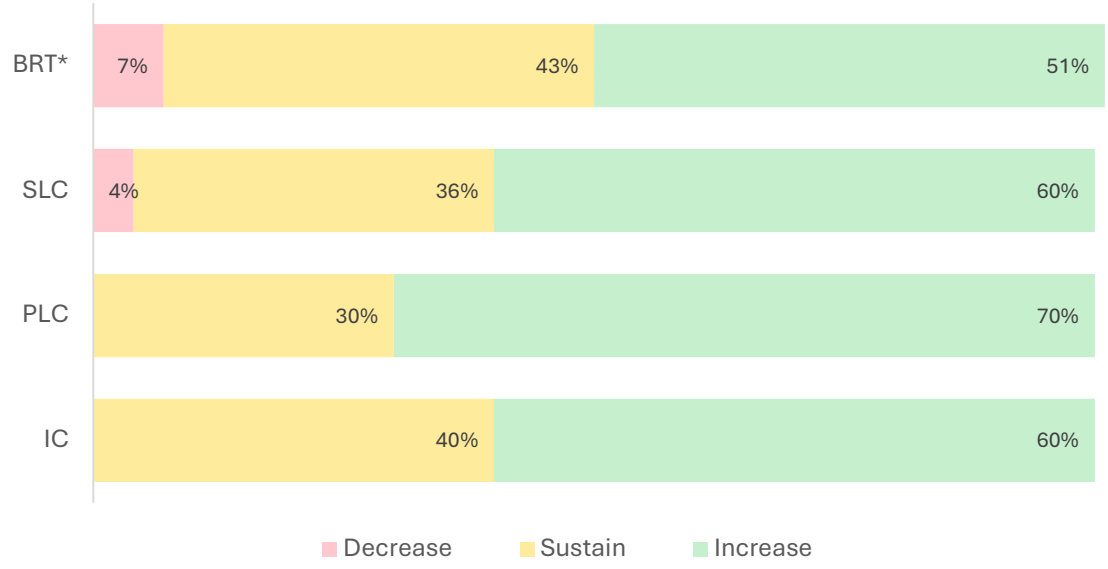
However, the effectiveness of integration is limited by insufficient time allocation, inconsistent coordination, and variability in trainee experience levels. For example, 60% of IC trainees requested increased time delivering lessons to BRT trainees, indicating that current integration opportunities are insufficient to fully develop instructional competence.

The implication is that integration represents a significant force multiplier within the training system but is currently underutilised due to planning and resource constraints.

## Course integration is highly valued by trainees of all experience levels

**Request for changes in time spent alongside other courses (% of trainees)**

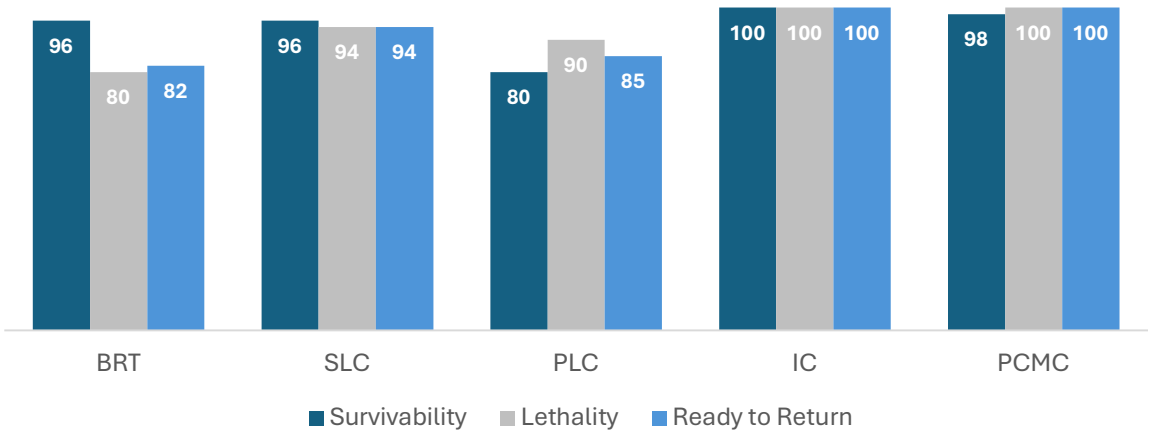
*Data excludes 1 BRT course who received no integrated lessons from IC



# Conclusion

## Training is considered highly effective by most trainees

**Golden thread ratings by course (% of trainees)**




The analysis demonstrates that the training system is fundamentally strong, with high-quality instruction, effective structure, and clear value delivered across all courses. However, the consistency of feedback across the separate cohorts indicates three systematic constraints.

The most critical of these are insufficient training time and repetition, gaps in training realism relative to current battlefield conditions, and structural limitations on decision-making development. These issues do not undermine the effectiveness of the training system but do limit its ability to fully prepare trainees for the realities of modern combat.

Addressing these gaps would not require a fundamental redesign of the training program but rather a targeted reallocation of time, resources, and emphasis to refine it in line with the realities of modern combat. The potential impact of these changes is significant, with clear benefits for trainee confidence, competence, and survivability on return to operations.

# Trainee Sentiment Report

## Basic Recruits Course | Roto 3 (A Coy) | MAR 2026

| Golden Thread Confidence | |
|---|---|
| Survivability | 95% |
| Lethality | 67% |
| Ready to Return | 78% |

| Overall Course Validation | |
|---|---|
| Above Standard | 38% |
| Acceptable | 61% |
| Below Standard | 1% |

## Weapons

| Confidence | |
|---|---|
| Safety | 99% |
| Maintenance | 99% |
| Zeroing | 95% |
| Static Positions | 99% |
| Fire and Manauvre | 91% |
| C-UAS | 84% |
| Machine Gun | 84% |
| **Overall** | 73% |

**Positive Feedback**
Strong confidence and positive sentiment around live firing, weapon handling, and instructor support. Trainees consistently valued practical shooting, particularly varied positions and exposure to optics, reinforcing confidence and perceived combat relevance.

**Improvements**
Clear demand for increased live-fire volume, variety (dynamic/moving targets), and individual coaching. Several trainees highlighted insufficient repetition and limited exposure to realistic firing conditions.

| Validation | |
|---|---|
| Above Standard | 60% |
| Acceptable | 69% |
| Below Standard | 1% |

**Training Recommendations**
Increase live-fire density and diversify serials (movement, night, stress shoots). Introduce structured individual coaching periods to correct fundamentals early and improve progression to dynamic firing.

## Core Medical

| Confidence | |
|---|---|
| Care Under Fire | 82% |
| Tactical Field Care | 93% |
| CASEVAC | 81% |
| **Overall** | 76% |

**Positive Feedback**
Hands-on elements, particularly tourniquet application and realistic demonstrations, were highly valued and improved confidence in life-saving procedures under pressure.

**Improvements**
Increased practice in tactical situations was requested, particularly applying own TQ and CASEVAC the injured with improvised stretchers, reflecting the threat in theatre.

| Validation | |
|---|---|
| Above Standard | 30% |
| Acceptable | 69% |
| Below Standard | 1% |

**Training Recommendations**
Increased repetition and scenario-based stress training would improve trainees ability to apply skills on the battlefield. Consider additional learning aids (visual/printed/digital) to reinforce understanding.

## Counter Explosive Ordinance (C-EO)

| Confidence | |
|---|---|
| Identify | 87% |
| Marking | 93% |
| **Overall** | 83% |

**Positive Feedback**
Practical identification and neutralisation tasks were well received, especially when interactive or scenario-based, improving understanding of mine threats.

**Improvements**
Significant demand for more practice and realism, with gaps in both theoretical understanding and practical exposure to varied mine types and scenarios.

| Validation | |
|---|---|
| Above Standard | 19% |
| Acceptable | 82% |
| Below Standard | 2% |

**Training Recommendations**
Increase practical repetitions across varied mine types and environments. Integrate C-EO serials across other modules to reinforce awareness in all situations rather than isolated learning.

# Trainee Sentiment Report

## Basic Recruits Course | Roto 3 (A Coy) | **MAR 2026**

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## Rural

| Confidence | |
|---|---|
| Assault | 86% |
| Defend | 88% |
| Patrol | 86% |
| C-UAS | 79% |
| C-EO | 75% |
| **Overall** | 61% |

**Positive Feedback**
Training felt realistic and useful. Trainees liked working in open ground that looked similar to real conditions. Patrols and attacks helped them understand how to move and fight together as a team. This made the training easy to connect to real operations.

**Improvements**
Trainees requested more time and more practice. Many said they did not repeat drills enough to feel confident. Some only completed tasks once, which is not enough to learn properly or improve.

| Validation | |
|---|---|
| Above Standard | 25% |
| Acceptable | 70% |
| Below Standard | 5% |

**Training Recommendations**
Increase time for rural training and reduce classroom teaching. Run more short scenarios so trainees can repeat tasks several times. Add enemy role players to make it more realistic and help trainees learn how to react under pressure.

## Trenches

| Confidence | |
|---|---|
| Assault | 86% |
| Defend | 97% |
| C-UAS | 92% |
| C-EO | 83% |
| **Overall** | 75% |

**Positive Feedback**
Trench training was very useful and closely linked to real fighting. Trainees improved how they move, communicate, and fight in tight spaces. Clear and simple communication in trenches was a key strength.

**Improvements**
Some trenches were not realistic enough. Layouts were too simple, and trainees did not practise enough. This reduced confidence, especially when clearing corner. Several trainees asked for improved communication between platoons, and practice of command words earlier in the course.

| Validation | |
|---|---|
| Above Standard | 34% |
| Acceptable | 65% |
| Below Standard | 1% |

**Training Recommendations**
Build more realistic trench systems, wider, deeper and more complex. Increase the number of repetitions, especially for clearing trenches and corners. Add enemy role players to improve realism and decision-making.

## Urban

| Confidence | |
|---|---|
| Assault | 90% |
| Defend | 94% |
| Patrol | 84% |
| C-UAS | 80% |
| C-EO | 79% |
| **Overall** | 66% |

**Positive Feedback**
Urban training was interesting and useful. Trainees valued working in different buildings, which helped them learn how to adapt. Room clearing and team drills improved confidence in fighting in built-up areas.

**Improvements**
Trainees wanted more realism and more practice. Many said they needed more repetitions to feel confident, with 60% of trainees requesting more time spent on urban training. There was also a request for enemy role players to make training more realistic.

| Validation | |
|---|---|
| Above Standard | 39% |
| Acceptable | 59% |
| Below Standard | 1% |

**Training Recommendations**
Increase the number of repetitions of key drills like room clearing. Use enemy role players to make training more realistic. Add more complex buildings and scenarios so trainees can practise adapting to different situations.

# Trainee Sentiment Report

## Basic Recruits Course | Roto 3 (B Coy) | MAR 2026

| Golden Thread Confidence | |
|---|---|
| Survivability | 97% |
| Lethality | 92% |
| Ready to Return | 85% |

| Overall Course Validation | |
|---|---|
| Above Standard | 50% |
| Acceptable | 49% |
| Below Standard | 1% |

## Weapons

| Confidence | |
|---|---|
| Safety | 99% |
| Maintenance | 99% |
| Zeroing | 93% |
| Static Positions | 99% |
| Fire and Manauvre | 89% |
| C-UAS | 71% |
| Machine Gun | 92% |
| **Overall** | 64% |

**Positive Feedback**
Trainees commented on the variety of scenarios they were exposed to throughout training, particularly fall-when-hit targets and night shoots. The focus on safe weapon handling drills and the high standard of instruction were highlighted by both trainees and UKR command. *"I have never held a weapon in my entire life and feel comfortable now"*

**Improvements**
Trainees requested more time on the ranges to build their confidence and skills. Several trainees requested that the ranges be consolidated so that the training is delivered in one consistent block of training to reinforce their learning.

| Validation | |
|---|---|
| Above Standard | 39% |
| Acceptable | 59% |
| Below Standard | 1% |

**Training Recommendations**
Maintain the focus on safety throughout all range training and scenarios involving weapons. Where possible, adjust the training program so that all weapons handling and ranges are delivered across consecutive days to cement learning through repetition.

## Core Medical

| Confidence | |
|---|---|
| Care Under Fire | 82% |
| Tactical Field Care | 97% |
| CASEVAC | 95% |
| **Overall** | 79% |

**Positive Feedback**
Many trainees sited tourniquet application and dealing with catastrophic bleeds as the most valuable training, reflecting the threat in theatre.

**Improvements**
41% of trainees requested more time be spent on medical training, with an emphasis on practical lessons or scenarios.

| Validation | |
|---|---|
| Above Standard | 37% |
| Acceptable | 62% |
| Below Standard | 1% |

**Training Recommendations**
Build medical and CASEVAC scenarios into each of the training environments (rural, urban and trenches) to reinforce the theoretical lessons trainees have received.

## Counter Explosive Ordinance (C-EO)

| Confidence | |
|---|---|
| Identify | 85% |
| Mark | 88% |
| **Overall** | 82% |

**Positive Feedback**
The exposure to different types of mines that are found on the battlefield was seen as particularly useful to those with no previous military experience.

**Improvements**
As with the medical training, the overwhelming request from trainees was to increase the time spent on C-EO. 56% of trainees requested more time, the highest across any module of the course.

| Validation | |
|---|---|
| Above Standard | 26% |
| Acceptable | 64% |
| Below Standard | 10% |

**Training Recommendations**
Reinforce the basic C-EO training by incorporating mines and boobytraps into scenarios throughout the course. Sustain the 'hook and drag' method, it is described as more relevant to current combat situations than prodding.

# Trainee Sentiment Report

## Basic Recruits Course | Roto 3 (B Coy) | **MAR 2026**

## Rural

| Confidence | |
|---|---|
| Assault | 94% |
| Defend | 96% |
| Patrol | 97% |
| C-UAS | 79% |
| C-EO | 81% |
| **Overall** | 72% |

**Positive Feedback**
Several trainees praised the rural training for cementing basic soldiering skills such as camouflaging positions and tactically patrolling. The instructors were praised for building trainees' skills and confidence through repetition and increasingly complex scenarios.

**Improvements**
Drones are now the biggest threat on the battlefield, and trainee feedback reflected this. There were requests from both trainees and Ukr Commanders to increase the drone exposure so they can learn how to hide, react and defend themselves.

| Validation | |
|---|---|
| Above Standard | 41% |
| Acceptable | 57% |
| Below Standard | 2% |

**Training Recommendations**
Increase the use of Unmanned Air Systems (UAS) throughout. A combination of recce and attack drones will add to the level of realism and develop trainees' basic tactical skills to minimise the threat.

## Trenches

| Confidence | |
|---|---|
| Assault | 90% |
| Defend | 93% |
| C-UAS | 83% |
| C-EO | 87% |
| **Overall** | 74% |

**Positive Feedback**
The inclusion of other training modules was highlighted for increasing the reality of trench training, particularly the use of EO and UAS. For many trainees, this training reinforced the need to communicate and work as a team.
*"I know how to behave like a weapon in the trenches"*

**Improvements**
Most feedback was focused on creating training that reflects the current situation on the front line. Booby trapped entrances, a more dynamic enemy and increasing the us of EW equipment were all requested to add realism to scenarios.

| Validation | |
|---|---|
| Above Standard | 42% |
| Acceptable | 56% |
| Below Standard | 2% |

**Training Recommendations**
Sustain the use of enemy UAS and develop C-UAS techniques such as netting and EW. Utilising the Instructor Course (IC) will help to incorporate add to the realism of all aspects of the training.

## Urban

| Confidence | |
|---|---|
| Assault | 95% |
| Defend | 97% |
| Patrol | 93% |
| C-UAS | 84% |
| C-EO | 84% |
| **Overall** | 76% |

**Positive Feedback**
Tactics on room clearance and moving on stairs were often highlighted by trainees. Adding the complexity of booby traps and night serials helped trainees to consolidate the skills they learnt.

**Improvements**
Trainees would like more practical training on how to patrol and move between buildings. Several trainees requested the SAAB equipment, for themselves and to be added to drones, so they can better understand the effectiveness of their actions.

| Validation | |
|---|---|
| Above Standard | 46% |
| Acceptable | 54% |
| Below Standard | 0% |

**Training Recommendations**
The addition of moving between buildings would reflect the reality of most trainees' role on the ground. Increasing the UAS threat and incorporating medical scenarios would enhance the realism and complexity of training.

# Trainee Sentiment Report

## Squad Leaders Course | Roto 3 | MAR 2026

| Golden Thread Confidence | |
|---|---|
| Survivability | 96% |
| Lethality | 94% |
| Ready to Return | 94% |

| Overall Course Validation | |
|---|---|
| Above Standard | 49% |
| Acceptable | 51% |
| Below Standard | 0% |

## Core Weapons

| Confidence | |
|---|---|
| Safety | 95% |
| Maintenance | 96% |
| Zeroing | 95% |
| Static Positions | 95% |
| **Overall** | 90% |

**Positive Feedback**
Trainees valued the opportunity to shoot a variety of distances and using additional equipment, particularly NVGs and machine guns (MG). Instructors were consistently praised for their instruction and clear teaching methods.

**Improvements**
More time on the ranges and the inclusion of moving targets to build proficiency was frequently requested. *"We need more shooting at dynamic targets, almost everyone can shoot static targets"*

| Validation | |
|---|---|
| Above Standard | 40% |
| Acceptable | 60% |
| Below Standard | 0% |

**Training Recommendations**
Increase dynamic shoots, both moving targets and trainee movement, prioritising complex ranges over repetitive drills. Maintain strong instruction while expanding night, MG and C-UAS training.

## Core Leadership

| Confidence | |
|---|---|
| Managing Troops | 98% |
| Responsibilities | 96% |
| LOAC & CPERS | 86% |
| Troop Wellbeing | 94% |
| **Overall** | 84% |

**Positive Feedback**
Clear, structured teaching and supportive instructors are consistently highlighted. Trainees reported having increased understanding and confidence managing personnel.

**Improvements**
52% of trainees requested more time on theoretical leadership and decision making. More planning scenarios would help clarify decision making processes before implementing them on the ground.

| Validation | |
|---|---|
| Above Standard | 48% |
| Acceptable | 52% |
| Below Standard | 0% |

**Training Recommendations**
Strong instruction and leadership exposure build confidence, but training requires more time, practical scenarios, and stress induced decision making opportunities to fully develop combat ready leaders.

## Integration with Platoon Leaders Course (PLC)

**Positive Feedback**
Working with the PLC was highly valued and added a level of realism, helping trainees understand the importance of planning and delivering clear orders.

**Improvements**
Increased radio allocation was requested to improve comms between command elements. Trainees would like more opportunity to integrate with the PLC earlier in the course

| Validation | |
|---|---|
| Above Standard | 21% |
| Acceptable | 75% |
| Below Standard | 4% |

**Training Recommendations**
Integration is realistic and valuable for command development, but requires better communications, greater inclusion of junior leaders in planning, and more time and autonomy to execute tasks effectively.

# Trainee Sentiment Report

## Squad Leaders Course | Roto 3 | MAR 2026

## Rural

| Confidence | |
|---|---|
| Orders | 96% |
| Conduct Rehearsal | 96% |
| Defend | 96% |
| Assault | 89% |
| Electronic Warfare | 72% |
| **Overall** | 64% |

**Positive Feedback**
Trainees praised the realism of scenarios, particularly the use of drones and a dynamic enemy that enabled them to make reactive command decisions.

**Improvements**
The use of communication equipment was requested by a number of trainees to reflect how they would operate on the front line. There were frequent requests for more drones and the ability to engage these with functional EW equipment.

| Validation | |
|---|---|
| Above Standard | 39% |
| Acceptable | 59% |
| Below Standard | 1% |

**Training Recommendations**
Highly realistic training with strong drone and EW integration, but requires more drones, improved comms, and longer, higher-pressure scenarios to fully replicate battlefield conditions.

## Trenches

| Confidence | |
|---|---|
| Orders | 94% |
| Conduct Rehearsal | 98% |
| Defend | 90% |
| Assault | 91% |
| Electronic Warfare | 70% |
| **Overall** | 84% |

**Positive Feedback**
Trainees consistently valued the realism created by enemy role players, drones, artillery effects, grenades, and SAAB systems. Instructor demonstrations, explanations, and the progression from lessons to practical activity were well received.

**Improvements**
The most frequent request was for a more realistic trench system, with current ones being seen as too shallow, narrow and insufficiently complex. Repeated comments mention a lack of radios, making command and control more challenging.

| Validation | |
|---|---|
| Above Standard | 43% |
| Acceptable | 56% |
| Below Standard | 1% |

**Training Recommendations**
Trench training is valued for its realism, practical assaults, and strong instruction. Creating deeper trenches, stronger drone/EW integration, and improved communications would better reflect modern trench warfare.

## Urban

| Confidence | |
|---|---|
| Orders | 95% |
| Conduct Rehearsal | 94% |
| Defend | 95% |
| Assault | 90% |
| Electronic Warfare | 71% |
| **Overall** | 66% |

**Positive Feedback**
Trainees value CQB drills, room clearing, and structured approaches to entering and fighting in buildings. Instructor guidance, sequencing, and clarity of drills are consistently praised.

**Improvements**
A more complex urban village was requested by many trainees, incorporating obstacles such as rubble and furniture to create a more realistic training environment. Over half of trainees (52%) requested more time on this module.

| Validation | |
|---|---|
| Above Standard | 39% |
| Acceptable | 59% |
| Below Standard | 1% |

**Training Recommendations**
Urban training is realistic with strong CQB instruction, but requires larger, more complex environments, greater drone/effects integration, and more time and repetition to fully develop combat-ready urban skills.

# Trainee Sentiment Report

## Platoon Leaders Course | Roto 3 | MAR 2026

| Golden Thread Confidence | |
|---|---|
| Survivability | 80% |
| Lethality | 90% |
| Ready to Return | 85% |

| Overall Course Validation | |
|---|---|
| Above Standard | 50% |
| Acceptable | 50% |
| Below Standard | 0% |

## Core Weapons

| Confidence | |
|---|---|
| Safety | 75% |
| Maintenance | 70% |
| **Overall** | 70% |

**Positive Feedback**
Trainees consistently highlight instructor competence as a key strength, delivering well organized and structured training. The focus on safety was seen as particularly valuable and transferable to operational environments.

**Improvements**
Some trainees viewed the weapons training as unnecessary and would like to spend that time focusing on leadership skills. Those with less experience requested shooter at longer distances and moving targets

| Validation | |
|---|---|
| Above Standard | 25% |
| Acceptable | 65% |
| Below Standard | 10% |

**Training Recommendations**
Well delivered training with strong instructors, structure and safety provides a solid foundation. Further gains are achievable through more complex live firing, including fire control orders, and closer alignment to trainee experience.

## Core Leadership

| Confidence | |
|---|---|
| Managing Troops | 90% |
| Responsibilities | 90% |
| LOAC & CPERS | 90% |
| Troop Wellbeing | 75% |
| **Overall** | 75% |

**Positive Feedback**
Clear frameworks and structured teaching, paired with opportunities to practice, enhanced decision making skills amongst trainees.
“It has given me more confidence to perform my role”

**Improvements**
60% of trainees requested more time on core leadership skills to build their understanding and confidence of TLP before utilising them in scenarios.

| Validation | |
|---|---|
| Above Standard | 40% |
| Acceptable | 60% |
| Below Standard | 0% |

**Training Recommendations**
Training is delivered well with clear instruction and a strong structural foundation, additional value achievable by focusing on more TLP theory with demonstrations early in the course before expanding to theoretical then practical scenarios.

## Integration with Squad Leader Course (SLC)

**Positive Feedback**
Working with the SLC was broadly useful for developing communication, shared understanding, and cross-level cooperation, especially when Squad Leaders (SLs) were given space to act.

**Improvements**
Effectiveness varied with SLC motivation and experience; common issues were over-direction by instructors and insufficient freedom for SLs to make decisions.

| Validation | |
|---|---|
| Above Standard | 20% |
| Acceptable | 80% |
| Below Standard | 0% |

**Training Recommendations**
PLC-SLC integration should be retained, it adds clear value. Training would improve if instructor intervention during serials was reduced, and both PL and SL were given greater freedom to make decisions, mistakes, and learn through AAR.

# Trainee Sentiment Report

## Platoon Leaders Course | Roto 3 | MAR 2026

## Rural

| Confidence | |
|---|---|
| Plan Orders | 100% |
| Deliver Orders | 95% |
| Engagement Area | 90% |
| Hasty | 85% |
| Assault | 70% |
| Defend | 80% |
| After Action Review | 90% |
| **Overall** | 65% |

| Validation | |
|---|---|
| Above Standard | 30% |
| Acceptable | 65% |
| Below Standard | 5% |

**Positive Feedback**
This was viewed as one of the more useful field modules because it combined planning, movement, offensive and defensive action, and practical command decision-making in a way that felt relevant to platoon commanders.

**Improvements**
The main weaknesses were limited realism in some serials, not enough drone, artillery, and battlefield effects. Several trainees also indicated that instructor or SLC intervention sometimes reduced the platoon commanders' ability to plan, command, and learn independently.

**Training Recommendations**
Improve realism by adding more cover, more drone and indirect fire effects, and greater trainee freedom to execute plans with less intervention before structured AAR.

## Trenches

| Confidence | |
|---|---|
| Plan Orders | 90% |
| Deliver Orders | 80% |
| Engagement Area | 85% |
| Hasty | 85% |
| Assault | 80% |
| Defend | 80% |
| After Action Review | 90% |
| **Overall** | 65% |

| Validation | |
|---|---|
| Above Standard | 20% |
| Acceptable | 70% |
| Below Standard | 10% |

**Positive Feedback**
Training was valued for giving PLs exposure to assault, defensive action, UAV integration, and repeated practice followed by review. Trainees appreciated being able to test actions, receive feedback, and try again, particularly when supported by SAAB made performance clearer and reinforced learning.

**Improvements**
Consistent feedback was that the trench system did not reflect current battlefield conditions in Ukraine. Trainees described trenches as too long, lacking sufficient foxholes, and not representative of how troops now occupy, and survive in trench systems shaped by drones, artillery, and constant observation.

**Training Recommendations**
Adapt trench lanes to reflect current battlefield design, this would make trench actions more tactically credible and improve transferability of training back to real operations.

## Urban

| Confidence | |
|---|---|
| Plan Orders | 95% |
| Deliver Orders | 75% |
| Engagement Area | 75% |
| Hasty | 85% |
| Assault | 65% |
| Defend | 80% |
| After Action Review | 90% |
| **Overall** | 60% |

| Validation | |
|---|---|
| Above Standard | 25% |
| Acceptable | 65% |
| Below Standard | 10% |

**Positive Feedback**
Trainees valued the chance to combine command decisions with movement and combat actions in built-up areas, especially when the enemy behaved realistically and when the training created opportunities to think through urban tactical problems under pressure.

**Improvements**
Feedback highlighted that the site was too small, too simple, and insufficiently representative of damaged urban terrain in Ukraine. Trainees requested more rubble, blast damage, clearance drills, drones, and complex terrain to reflect actual urban combat conditions.

**Training Recommendations**
Increase urban realism through larger and more complex facilities, damaged-building effects, more clearance serials, and routine drone threats to better mirror modern urban fighting.

# Trainee Sentiment Report

## Instructor Course | Roto 3 | MAR 2026

| Golden Thread Confidence | |
|---|---|
| Survivability | 100% |
| Lethality | 100% |
| Ready to Return | 100% |

| Overall Course Validation | |
|---|---|
| Above Standard | 40% |
| Acceptable | 60% |
| Below Standard | 0% |

## Weapons Handling Lesson

| Confidence | |
|---|---|
| Plan | 92% |
| Deliver | 92% |
| Assess | 92% |
| **Overall** | 92% |

**Positive Feedback**
Training was effective in building confidence and familiarity with modern weapon systems. Trainees valued practical drills, exposure to new platforms, and structured delivery that supported both personal skill development and teaching capability.

**Improvements**
Some issues were noted with instructional clarity, translation, and alignment between demonstrations and explanation, alongside gaps in relevance to Ukrainian drills and inconsistent trainee baseline competence.

| Validation | |
|---|---|
| Above Standard | 20% |
| Acceptable | 80% |
| Below Standard | 0% |

**Training Recommendations**
Maintain strong practical focus but improve clarity, standardisation, and alignment to Ukrainian drills, particularly shooting from both shoulders, while accounting for varying trainee skill levels.

## Live Fire Exercise (LFX)

| Confidence | |
|---|---|
| Plan | 96% |
| Deliver | 96% |
| Assess | 96% |
| **Overall** | 96% |

**Positive Feedback**
LFX built confidence in planning and delivering live-fire lessons, with trainees valuing structured planning and opportunities to practice delivering instruction in controlled conditions.

**Improvements**
Training lacked progression and realism, with perceived restrictions and limited variation between lessons reducing exposure to realistic instructional challenges.

| Validation | |
|---|---|
| Above Standard | 32% |
| Acceptable | 68% |
| Below Standard | 0% |

**Training Recommendations**
Improve realism by increasing lesson progression and reducing unnecessary restrictions, enabling trainees to practise a wider range of live-fire instructional scenarios and teaching methods.

## Knowledge Lesson

| Confidence | |
|---|---|
| Plan | 100% |
| Deliver | 88% |
| Assess | 96% |
| **Overall** | 88% |

**Positive Feedback**
The knowledge module provided strong structure for lesson planning and delivery, supported by SOPs, slides, and materials that improved understanding of instructional frameworks.

**Improvements**
High information density and limited processing time reduced understanding, with some trainees struggling to absorb content fully or apply it effectively.

| Validation | |
|---|---|
| Above Standard | 44% |
| Acceptable | 56% |
| Below Standard | 0% |

**Training Recommendations**
Reduce information density per session and allow more time for consolidation, enabling trainees to better absorb and apply knowledge. Delivering lessons to other courses would help build confidence and instructional skills.

# Trainee Sentiment Report

## Instructor Course | Roto 3 | **MAR 2026**

## Skill Lesson

| Confidence | |
|---|---|
| Plan | 100% |
| Deliver | 96% |
| Assess | 100% |
| **Overall** | 96% |

**Positive Feedback**
Skill development was effective in building instructional confidence, particularly through practical teaching opportunities that allowed trainees to apply methods and deliver lessons.

**Improvements**
Inconsistent instructor approaches and interruptions during delivery reduced effectiveness, with feedback often provided mid-lesson rather than after completion. The majority of trainees requested more time delivering to the BRT.

| Validation | |
|---|---|
| Above Standard | 40% |
| Acceptable | 56% |
| Below Standard | 4% |

**Training Recommendations**
Deliver feedback after lesson and ensure consistency across instructors in teaching and evaluation methods. Utilise the existing skill set of trainees when delivery lessons to BRT to build confidence and maximise learning for recruits.

## Field Exercise

| Confidence | |
|---|---|
| Plan | 92% |
| Deliver | 92% |
| Assess | 92% |
| **Overall** | 92% |

**Positive Feedback**
Field exercises provided valuable opportunities to apply instructional skills in realistic environments, supporting planning, coordination, and delivery under field conditions while reinforcing practical teaching ability.

**Improvements**
Limitations included reduced realism, coordination issues between instructors, and inefficient use of time due to scheduling or location conflicts, which affected continuity of training. Trainees requested progressive lesson delivery - *"plan for us to start with the simple and finish at the highest level"*.

| Validation | |
|---|---|
| Above Standard | 39% |
| Acceptable | 59% |
| Below Standard | 1% |

**Training Recommendations**
Enhance realism by incorporating elements such as UAVs, explosions, and live-fire effects, while improving coordination and scheduling to maximise training time and continuity. Progressive lesson delivery would help build confidence.

## Integration with BRT

**Positive Feedback**
Integration with BRT provided valuable real-world teaching experience, enabling trainees to apply instructional skills with live students and adapt delivery based on trainee needs and performance levels.

**Improvements**
Challenges included limited time for integration, insufficient understanding of the BRT syllabus, and short notice to plan for lessons, which reduced the effectiveness of lesson delivery. 60% of trainees requested more time spent delivering lessons to the BRT to build their skills teaching new recruits.

| Validation | |
|---|---|
| Above Standard | 16% |
| Acceptable | 60% |
| Below Standard | 24% |

**Training Recommendations**
Increase time allocated to BRT integration, improve alignment with the BRT syllabus, and prepare instructors to adapt teaching to lower trainee competence levels.

# Trainee Sentiment Report

## Platoon Combat Medic Course | Roto 3 | **MAR 2026**

CERNEY

| Golden Thread Confidence | |
|---|---|
| Survivability | 98% |
| Lethality | 100% |
| Ready to Return | 100% |

| Overall Course Validation | |
|---|---|
| Above Standard | 71% |
| Acceptable | 29% |
| Below Standard | 0% |

## Core Weapons

| Confidence | |
|---|---|
| Safety | 95% |
| Maintenance | 95% |
| **Overall** | 95% |

**Positive Feedback**
Weapons training was well delivered and useful for refreshing core skills, with strong instructor credibility and good value for less experienced trainees.

**Improvements**
The main feedback from trainees was limited live firing, too little practical range time, and mixed relevance for experienced trainees who felt the content added less at their level.

| Validation | |
|---|---|
| Above Standard | 22% |
| Acceptable | 73% |
| Below Standard | 5% |

**Training Recommendations**
Weapons training remains a useful foundation and should be continued. Increasing live firing and tailoring delivery more clearly to Combat Medic requirements and trainee experience level would enhance training.

## Core Leadership

| Confidence | |
|---|---|
| Managing Troops | 95% |
| Responsibilities | 98% |
| LOAC & CPERS | 85% |
| **Overall** | 80% |

**Positive Feedback**
Training built confidence, responsibility, and structure, helping trainees think more clearly about leading others and making decisions. “Leadership in Ukraine is always about discipline, here is about motivation.”

**Improvements**
The package was often seen as too short and too basic, with requests for more practical leadership, more time, and more focus on field application.

| Validation | |
|---|---|
| Above Standard | 39% |
| Acceptable | 61% |
| Below Standard | 0% |

**Training Recommendations**
Leadership training is highly valued. Expanding practical scenarios, decision-making, and role specific command responsibilities would improve relevance while maintaining the module’s strong structural and confidence-building effect.

## Combat Medic

| Confidence | |
|---|---|
| Massive Bleed | 100% |
| Airways | 100% |
| Shock | 98% |
| Hypothermia | 100% |
| Rapid Decisions | 93% |
| **Overall** | 90% |

**Positive Feedback**
This was one of the strongest modules. Trainees consistently praised the high quality instruction, practical focus, useful resources, and clear gains in confidence across trauma care.

**Improvements**
32% of trainees requested more time on this module, more repetitions, and more depth in areas such as burns, head trauma, pharmacology, and casualty movement.

| Validation | |
|---|---|
| Above Standard | 78% |
| Acceptable | 22% |
| Below Standard | 0% |

**Training Recommendations**
Training delivery has improved core skills and confidence amongst trainees. Where possible, expand time for repetition, complexity, and advanced casualty care scenarios to improve depth and retention.

# Trainee Sentiment Report

## Platoon Combat Medic Course | Roto 3 | **MAR 2026**

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## Prolonged Casualty Care (PCC)

| Confidence | |
|---|---|
| Delayed Evacuation | 100% |
| Monitoring | 95% |
| Pain Management | 100% |
| Airway Management | 100% |
| CASEVAC | 95% |
| **Overall** | 93% |

**Positive Feedback**
Trainees recognize PCC as highly relevant to the current battlefield, where evacuation delays are common. Practical scenarios, pain management, burns, shock, documentation, and longer-duration care were all seen as useful, especially when taught through realistic cases or supported by field exercises.

**Improvements**
The main concern was that PCC was too short and too lecture-heavy, with not enough hands-on practice. Trainees felt instructors lacked understanding of the current battlefield and the realities of PCC in theatre, limiting the applications of training.

| Validation | |
|---|---|
| Above Standard | 49% |
| Acceptable | 49% |
| Below Standard | 2% |

**Training Recommendations**
PCC should be expanded as it is increasingly central to modern combat. A shift to more practical, extended and fatigued scenarios with an emphasis on working with limited equipment would better reflect the situation in theatre.

## Psychology

| Confidence | |
|---|---|
| Self Regulation | 93% |
| Combat Stress | 98% |
| Unit Mental Health | 93% |
| **Overall** | 83% |

**Positive Feedback**
Self regulation and iCover were seen as important tools for increasing combat effectiveness. Several trainees described the training as better structured than equivalent training they had seen before.

**Improvements**
Several trainees struggled to see how the scenarios translated to real combat conditions, and others felt the module was too short, too theoretical, or insufficiently stress-tested

| Validation | |
|---|---|
| Above Standard | 34% |
| Acceptable | 59% |
| Below Standard | 7% |

**Training Recommendations**
The main gain would come from clearer scenario design, more repetition of simple usable tools, and stronger integration with field activity so trainees can see how key skills work before, during, and after combat situations.

## Rural

| Confidence | |
|---|---|
| Treat Under Fire | 95% |
| Prolonged Care | 98% |
| MASCAL | 98% |
| CASEVAC | 93% |
| **Overall** | 88% |

**Positive Feedback**
Rural training was widely seen as realistic and valuable, combining treatment, evacuation, MASCAL, and planning in a field relevant to medic tasks. Casualty actors, varied scenarios, and exposure to CASEVAC problems were all highlighted as strong features of this package.

**Improvements**
Trainees requested increased drone threats, more realistic CASEVAC timelines and more demanding scenarios to test decision making under stress. Scenarios in bunkers or shelters would replicate the environments trainees are likely to face on the front line.

| Validation | |
|---|---|
| Above Standard | 49% |
| Acceptable | 51% |
| Below Standard | 0% |

**Training Recommendations**
Training would become even more valuable with harder CASEVACs, greater drone pressure, and more layered scenarios that force trainees to apply treatment, movement, and command decisions while physically and cognitively stressed.

# Trainee Sentiment Report

## Platoon Combat Medic Course | Roto 3 | **MAR 2026**

## Trenches

| Confidence | |
|---|---|
| Treat Under Fire | 95% |
| Prolonged Care | 100% |
| MASCAL | 93% |
| CASEVAC | 93% |
| **Overall** | 83% |

**Positive Feedback**
Trainees valued the realism of hardship and the chance to practice moving casualties through constrained spaces, particularly when combined with realistic pressure and a need to maintain care in awkward terrain.

**Improvements**
The main criticism was the physical realism of the trench system. Some trainees requested more MASCAL, better casualty evacuation routes, and more realistic protection from drones, all indicating that the environment works as a training concept but needs updating to match battlefield realities.

| Validation | |
|---|---|
| Above Standard | 34% |
| Acceptable | 66% |
| Below Standard | 0% |

**Training Recommendations**
The trench system needs refinement to reflect current battlefield construction and casualty movement demands. Stronger integration of drone and EO threats would improve tactical realism and prepare trainees for current operations.

## Urban

| Confidence | |
|---|---|
| Treat Under Fire | 100% |
| Prolonged Care | 100% |
| MASCAL | 98% |
| CASEVAC | 98% |
| **Overall** | 95% |

**Positive Feedback**
Several comments highlighted the facility itself, the clarity of organisation, and the training value of operating in structures, moving casualties through constrained spaces, and thinking through urban-specific problems in a controlled but relevant setting.

**Improvements**
Trainees requested a more damaged, artillery affected environment that better reflected the challenges of CASEVAC in an urban area of the frontline. Increased drone threat and more complex casualty scenarios would challenge trainees further.

| Validation | |
|---|---|
| Above Standard | 51% |
| Acceptable | 49% |
| Below Standard | 0% |

**Training Recommendations**
Adding rubble, damaged interiors, more concealment problems, and more complex casualty extraction routes would improve realism and better prepare medics for casualty care and evacuation in contemporary urban combat settings.


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