

CASE STUDY

British Army - IDT(A) and Sandhurst



Training International Learners and Trainees (TILT)

Background

Each year, around 1,500 military students from over 100 countries train with the British Army and the Royal Military Academy Sandhurst in the UK. Beyond this, expert instructors deploy worldwide via Short Term Training Teams (STTTs) to work with allied forces.

The experience of international students is crucial — it shapes their views of the British Army and the UK and builds lasting strategic partnerships across global defence networks. The Army Education Corps identified a vital gap; the current instructor training did not prepare staff to effectively support international students, especially in overcoming language barriers and cultural differences.

We were tasked with designing and delivering a specialised programme to equip instructors with a wider range of instructional techniques, as well as the tools, methods and cultural awareness needed to deliver inclusive, impactful training. This initiative boosts instructional quality in general and reinforces the British Army's dedication to international collaboration.

Our Solution

We enhanced our unique Training International Learners and Trainees (TILT) course to empower British Army instructors with an expanded repertoire of teaching techniques, enabling them to enter the classroom better prepared and more confident. Deeply attuned to the complex cultural dynamics they will encounter, the instructors are also able to employ new techniques needed to deliver engaging training to new generations of learners. Each course is meticulously tailored to reflect the specific blend of nationalities and cultures each group will work with, ensuring relevance and practical applicability.

Since its launch in 2016, TILT has been successfully delivered to over 2,000 UK military instructors across key institutions and units, including the Land Warfare Centre, International Defence Training (Army), the Royal Military Academy Sandhurst, the Army Special Operations Branch (ASOB Rangers), and the Royal Gurkha Regiment. This widespread adoption underscores the programme's critical role in enhancing instructional effectiveness and fostering cross-cultural understanding within the British Army.

Outcomes and Impact

Since 2016, Sterling has consistently delivered up to 10 TILT courses annually, attracting instructors from every regiment and military school. The programme's broad adoption reflects its recognised value across the British Army's diverse training community. As a direct result of the training, instructors consistently report significant improvements, including:

- Enhanced student engagement and active participation, fostering a more dynamic and inclusive learning environment
- Reduction in repetition, misunderstandings and instructional errors, leading to more efficient and effective communication
- Greater ability to address diverse student profiles and language proficiency levels, ensuring that all learners' needs are met with precision
- Minimisation of cultural barriers' impact, promoting mutual respect and smoother classroom dynamics
- Innovative adaptation of teaching methods, enabling instructors to deliver content that benefits the entire student cohort
- Substantial savings in lesson planning time, allowing instructors to focus more on delivery and student interaction

Together, these outcomes contribute not only to elevated instructional quality but also to stronger, more effective international military partnerships.

Sterling Training's course addresses an identified gap in the instructor's training. There is no doubt that the training enhances the international student's experience, which leads to better Defence Engagement. The course has the potential to be rolled out across the MOD, as well as the many Short Term Training Teams that deploy abroad to deliver military training."

***Lieutenant Colonel James Askew,
SO1, International Defence Training (Army)***

About Sterling Training

Since 2015, Sterling Training has been a trusted partner to the British Army and international military and defence organisations, delivering programmes that elevate operational effectiveness, deepen defence engagement, and advance professional competence and service standards. Our expertise spans:

- Specialist defence instructor development
- Tailored cultural and linguistic preparation courses for international military personnel
- Comprehensive operational and technical training programmes
- Customised product and military language training

Our distinctive, intelligent and discussion-driven training approach is highly valued across defence communities for driving sustainable, long-term transformation. By combining practical skills with strategic insight, our programmes consistently deliver measurable return on investment while accelerating organisational growth and individual excellence.



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