

ELECTRONIC MANAGEMENT OF TRAINING TO MEET OPERATIONAL REQUIREMENT AT THE UNITED KINGDOM'S JOINT SERVICES' COMMAND AND STAFF COLLEGE'

Abstract

With ever-increasing pressure to increase military forces' efficiency, eLearning can often be envisaged as a mechanism to reduce expenditure by replacing residential training with distance learning. However, the UK's Joint Command and Staff College is developing an IT system which ensures residential training delivered within the Defence sector directly supports or enhances forces' operational capability.

The UK MoD's Defence Systems Approach to Training (DSAT) provides a well-established framework with which to verify the connectivity between training delivery and operational requirement. The DSAT uses a cyclical process of determining the operational requirement, developing training satisfying that requirement, evaluating the training delivered and its effect on the operational environment, and revisiting the requirement.

JSCSC and Serco, its commercial partner, are in the process of developing and delivering a bespoke Managed Learning Environment (MLE) which is DSAT compliant, thereby ensuring training is designed to meet the operational need.

The presented paper will demonstrate, by examining JSCSC design and implementation as a case study, how Curriculum Manager, an innovative training design and course-prioritisation application, ensures training delivered within the JSCSC satisfies the operational requirement.

While based on a military training model, the functionality provided by this application is readily transferable to the business environment, especially where employees are required to hold a specific skillset to conduct their duties.

It enables training designers to record the customer's operational requirement and subsequently detail what the JSCSC is capable of delivering. Developed training events can only command College resources provided the event directly relates to a recorded operational requirement.

The application interfaces with a commercial off-the-shelf (COTS) management information system, enabling designers to specify resources required for effective delivery. It also interconnects with a Virtual Learning Environment enabling the timed release of electronic-learning-based objects based on a relationship to the timetabled event.

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