

Abstract/Proposal Title:

Establishing the MOD wide architecture for education and training

Abstract/Proposal description:

Though the adage of any time, any place, just in time and just enough learning is well established, the concept itself is in not many organisations fully operational. Concerning the Netherlands Ministry of Defence the challenge was to find an overarching approach to IT based learning and conventional class based delivery of training that supports individual as well as group development and will be acceptable to all stakeholders within the organisation. In addition to the pedagogical aspects, the organizational and technical characteristics of such a mission prevent it from being a simple job. With the project SPOT! (standardizing of educational and training processes) the Netherlands Ministry of Defence aims to deliver a highly standardized, yet flexible, fully supported and future proof infrastructure for education and training.

Implications for Practice:

Every IT based implementation balances between the accommodation of specific user needs and the organizational demand for economical standards. Finding the right mix of pedagogical effectiveness and administrative efficiency and still preserve professional motivation is a ground rule for every successful IT based project that concerns (e)Learning and (e)Training. Significant Outcomes/Insights = - standardized process-, information- and organizational models describing 'how we work'.

- an integrated system of tools providing generic functionality (the education and training infrastructure)
- extended online and offline user support

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