ADL in Exercises - Guidance in a new Annex to the NATO ADL Handbook

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ADL in Exercises
Guidance in a new Annex to the NATO ADL Handbook

Agenda

• Background
• Deliverables - Annex to NATO ADL Handbook and Dashboard
• Results from using ADL in exercises
• ADL and Learning Analytics in future exercises
ADL in Exercises
Guidance in a new Annex to the NATO ADL Handbook

Major Tohmas Ax, Swedish Armed Forces
Background ADL in Exercises

Starting point; How do we make better use of our ADL capacity?
- Formal training, Yes
- Exercises, No

Why exercises? Scope, Time and Training Objectives!

SWE-US bilateral initiative. US DoD project called MADLx

Led to a task in NATO Training Group IT&ED
Guidelines & Best Practice for ADL in Exercises

THE NATO ADVANCED DISTRIBUTED LEARNING HANDBOOK
Guidelines for the development, implementation and evaluation of Technology Enhanced Learning

NATO Training Group
Task Group for Individual Training & Education Developments (IT & ED)

ADVANCED DISTRIBUTED LEARNING IN EXERCISES
Annex to NATO ADL Handbook

Exercise Planning and Execution Process

Best Practice:
- This is a planning process, based on twenty years of experience, developed from NATO Bi-SC 75-3 to fit into major multinational distributed exercises. Planning for ADL in such exercises fits well into the process and will be a major contribution to reach the process outcome and exercise objectives.

References:
- NATO Bi-SC Education & Training Directive 75-2
- NATO Bi-SC Collective Training & Exercise Directive 75-3
- NATO Bi-SC Education & Individual Training Directive 75-7
- NATO AMSP-05, CAX Best Practices
- Guidelines Methods in CAX VIKING
- NATO ADL Handbook
Exercise Cycle

Transparency:
- This general developed planning process, including deliverables over time in the different steps, fits well into an ADL in exercise planning, execution, and evaluation process.
Timeline: ADL in Exercises

-24 to -18 months
- Definition
  • Define scope/uses of ADL
  • Set ADL funding
  • ADL to train planners & managers

-18 to -12 months
- Specification
  • Specify ADL infrastructure/LMS hosting
  • Organize ADL in CPT
  • ADL to support information/introduction/instructions

-12 to -2 months
- Development
  • Develop ADL pre-training content
  • Define/develop micro-learning
  • ADL to support conferences/content workshops/manning

-2 to -1 months
- Infrastructure
  Install, secure, and test:
  • Learning Record Store (LRS)
  • Learning Management System (LMS)
  • Surveys

End of game to +6 months
- Execution
  • Data collection/security
  • Dashboard analysis/visualization
  • ADL to support event execution (repository/micro-learning)

End of game to +6 months
- Reporting
  • Data Analysis
  • ADL to support:
    • AAR/FIR/PXD/FER
    • Lessons Learned
    • Recommendations
    • ROI analysis
ADL in an Exercise

-24 to -18 months
- Training and ADL guidance
- ADL funding
- ADL in EPG
- ADL in draft EXSPEC
- Define ADL support (5W)

-18 to -12 months
- ADL training infrastructure
- LMS hosting
- ADL Workshop
- ADL organisation - CPT
- Design ADL support (5W)

-12 to -1 months
- Define roles and timeline
- CPT and TA ADL requirements
- ADL in manning process
- Define Microlearning
- ADL presented at MPC

0 to +1 month
- Data analysis
- Post Exercise Discussions
- Evaluation part of FIR/FER*
- Develop reports
- Host/Maintain LMS/Courses

+1 to +6 months
- FER and ADL analysis
- Financial review
- Lessons Identified and LL Recommendations

During execution
- ADL in job training
- ADL/Microlearning in execution
- Repository
- Data collection
- Dashboard

*FIR/FER=First Impression Report, Final Exercise Report
Results: Example from the Viking 22 Exercise

- Pre-execution: Pre-training
- During execution: Microlearning
- After execution: Analysis

Dashboard for Excon and Exeval
WELCOME TO VIKING 22
CRISIS RESPONSE OPERATION EXERCISE

MANDATORY COURSE

WATCH AN INTRODUCTION TO THE EXERCISE

SUPREME COMMANDER'S WELCOME VIDEO
**VIKING 22 Scenario: UN Mission in Midland**
Mandatory course that covers the scenario of Viking 22 from a UN perspective.

**VIKING 22 Scenario: NATO Crisis Response Operation (NFOR)**
Mandatory course that covers the scenario of Viking 22 from a NATO perspective.

**Sitaware**
This course covers the basic functions of the Sitaware HQ version 6.10.

Target audience: All staff personnel

What you will learn:
- Basics (ex. Sitaware HQ roles)
- Current Ops
- Information structure & tools
- Obiect interaction and ...

Target audience: OTM and other ...

**Exonaut**
This course demonstrates how to create observations, add an objective assessment, and add an activity assessment in Exonaut Compliance and Performance Manager (CPM), and it provides an overview of Exonaut Training and Exercise Manager (TEM) and the Exonaut dashboard.

Target audience: OTM and other ...
Observer Trainer Mentor (OTM)

This course covers the OTM overall mission, pre-event preparation, event execution and post-event evaluation.

Target audience: OTM

What you will learn:
- TM Mission
- Pre-event Preparation
- Event Execution
- Post Event Evaluation

CAX Method with ADL

This course gives the background of ADL integration in exercises and an overview of exercise planning.

Target audience: Exercise planners

What you will learn:
- Preparation and learning
- Exercise Planning Basics
- CAX Method

NATO ELTEC II Course

This is a NATO developed English language micro-learning training for staff officers covering writing skills for staff work in a NATO environment.

Target audience: Mainly for staff personnel in the NATO structure

What you will learn:
- Direct and Concise Language
- Gender Neutral Language
- Common Phrases

Exercise Management

This course provides an overview of how EXCON is organized, staffed, and functions, and it explains the basics of the gaming method, including the roles of OTMs, SITCEN PLANS, and SITCEN CURRENT.

Target audience: EXCON and OTM

What you will learn:
- Excon Organization
- Gaming Method
- Planning and Current
## Objectives Correlation Matrix

<table>
<thead>
<tr>
<th>Objective 1</th>
<th>Objective 2</th>
<th>Objective 3</th>
<th>Objective 4</th>
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<tr>
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### Objectives Correlation Input

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First Impression Report ADL V22

Observations:
• The use of the platform varied a lot (minutes to many hours)
• Coherent positive views about the value of the learning content
• The platform could be used to a larger extent
• The dashboard was mainly used for EXEVAL purposes

Recommendations:
• Add additional materials (Battle wheels, SOPs, checklists e.t.c.)
• Define minimum requirements for pre-training and Work Up Staff Training
• Create an Exercise Data Strategy
ADL & Learning Analytics in Future Exercises

Next steps in coming exercises:

- Stakeholder inputs to tailor make dashboard UI
- Collect data from multiple sources
- Collect more granular data
- Collect data in real time (or as close as possible)
- Connect with competency frameworks
- Add recommender (future effort)
- Common content repository
- Develop a persistent ADL Platform
Questions?
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