

Digital Learning Science | 17 August

Digital Learning Science

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Office of the Navy Inspector General

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Digital Learning Science

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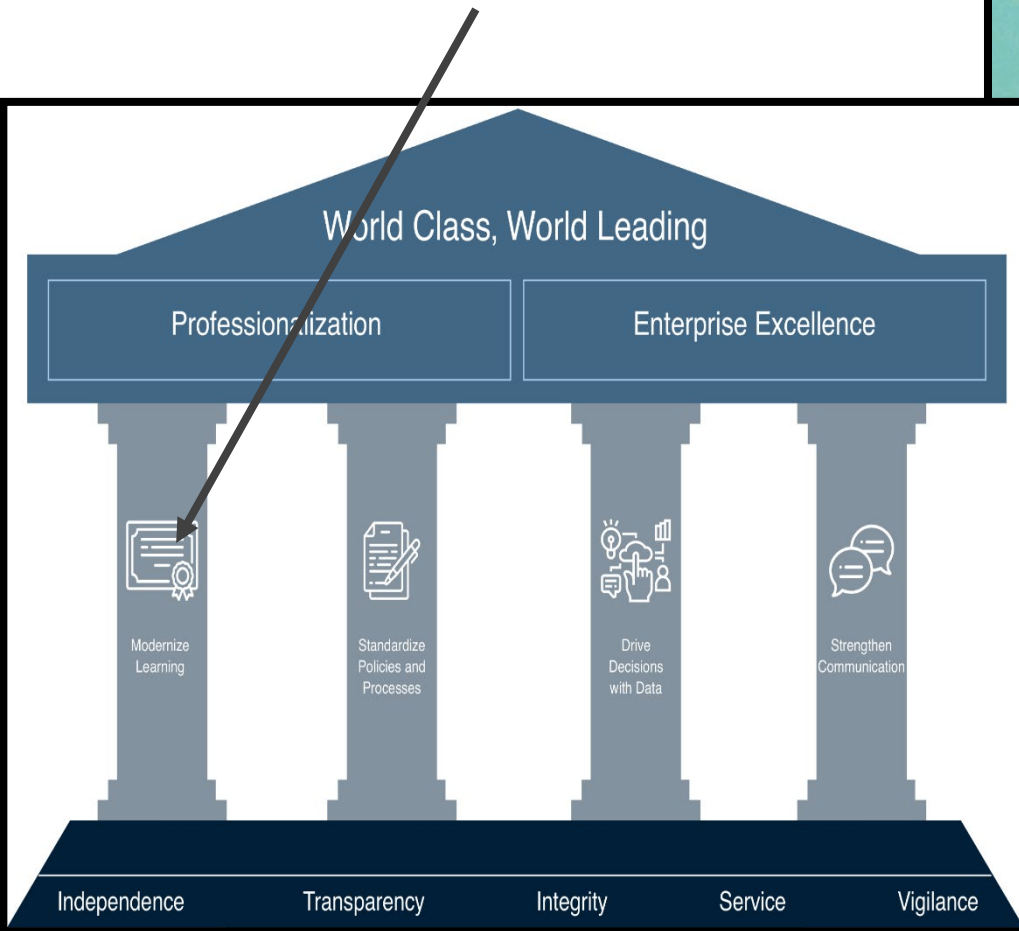


Fact or Fiction?

- A successful program works everywhere
- Having someone actively click on areas of a screen increases engagement
- Simulations are always the best way to train
- People can discover what they need to learn (discovery learning)
- SME trainers can't describe up to 70% of what learners need to know
- Learners "happiness" with a course means they have learned what they were taught



Modernize the NAVIG Learning





The Training Road Trip: Telling the Story

- **Then**
- **Now**
- **Phases**
- **Future**
- **Tips/lessons learned**



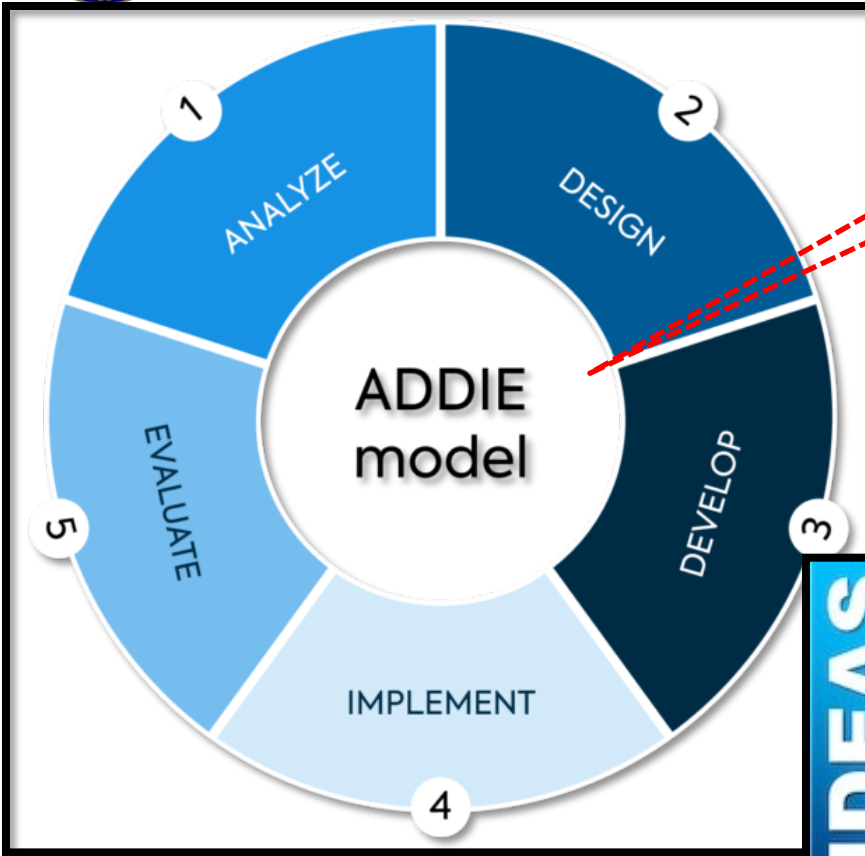


THEN

How is it currently conducted

- Binders of Paper Certificates
- Binders of Paper Class Materials
- Map Your Own Learning Path with Few Options
- Long Training Events
- Large Absences From Work to Attend Class
- One-Size-Fits-All Courses
- Primary face-to-face instruction led by only a few SMEs
- **Three course taught once a quarter.**
- **Primarily PPT (students read bullets)**





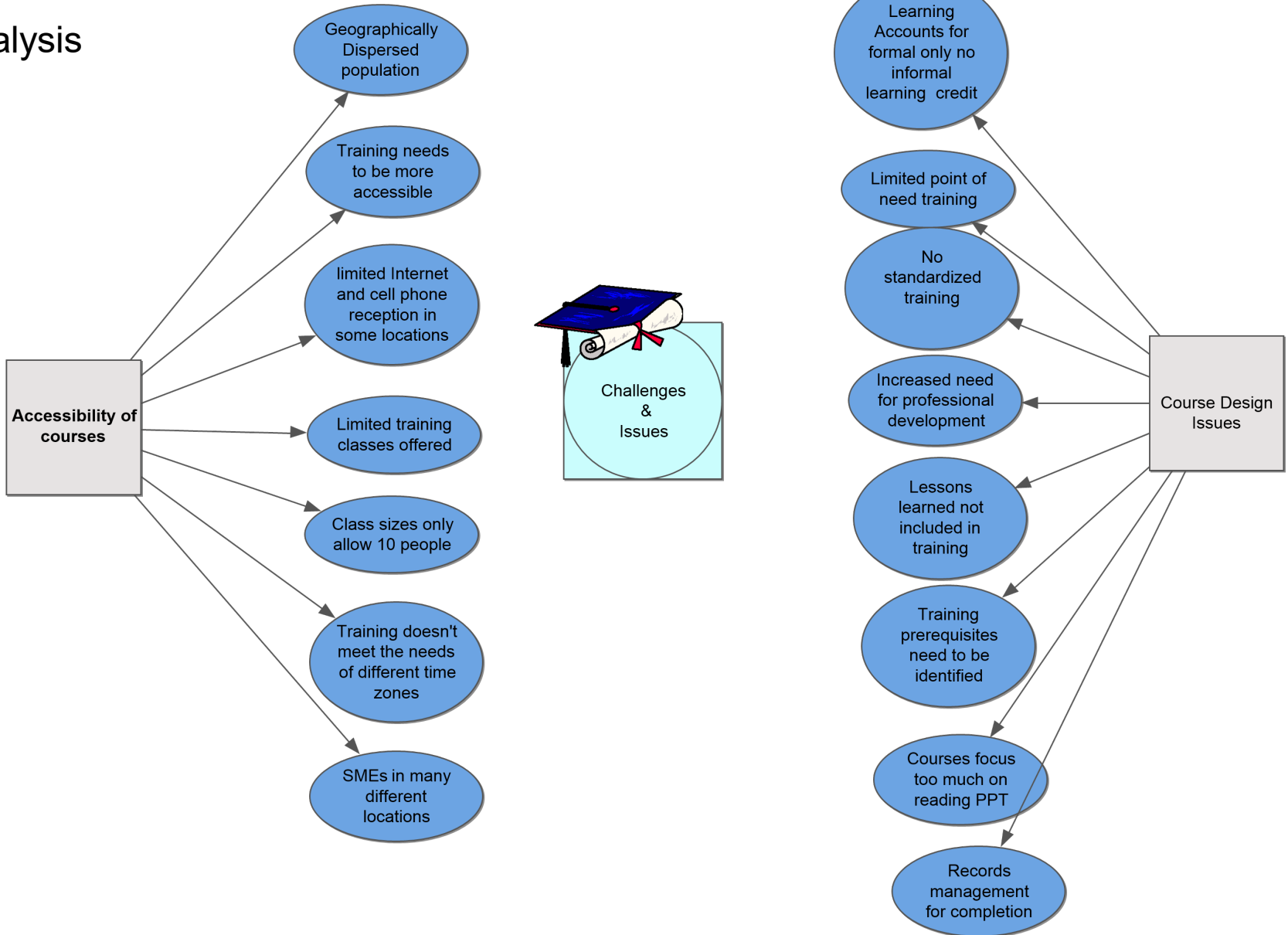
Not a lock-step process

Analysis





Analysis





Analysis

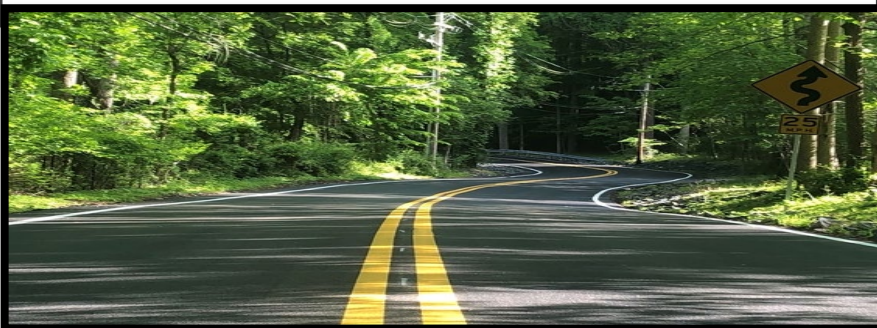
Challenges

- Geographically Dispersed Population, Worldwide
- Training needs to be accessible to everyone both inside and outside of a firewall
- Knowledge is decentralized (SMEs dispersed locations)
- Most training accounts for formal learning only, not informal
- Limited point of need training, currently OJT
- Some places have limited internet and cell phone connections
- Training is not standardized across the enterprise
- Increased need for professional development
- Training calendar that outlines multiple training opportunities



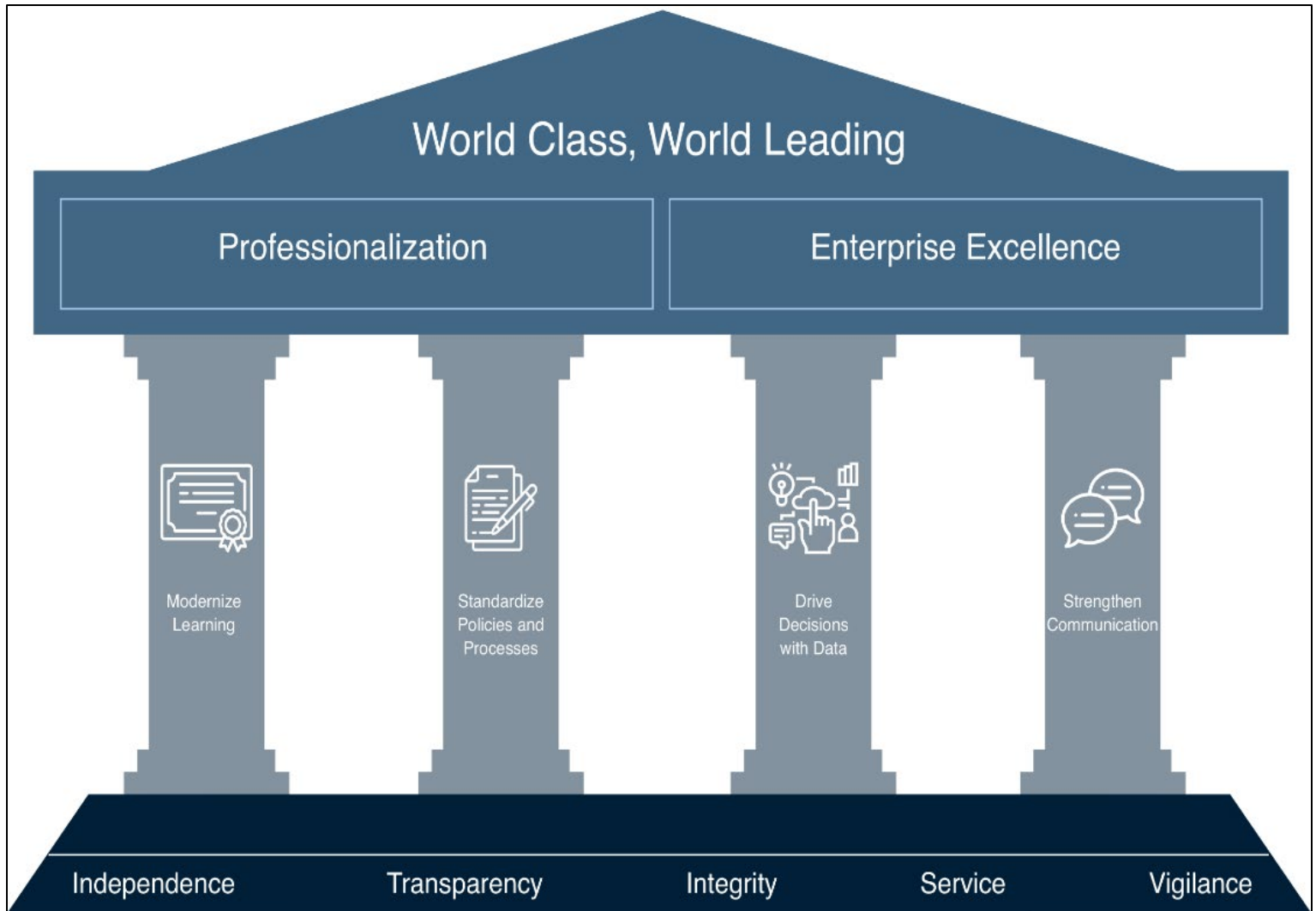
Challenges

- Current class sizes are too small and do not meet the demand/need
- Training does not meet the needs of different time zone
- Training does not include current lessons learned
- Limited funding for training and uneven dispersion of funds across the enterprise
- Courses need to be redesigned to better focus training on the need vs. PPT unity of practice site





Now





IG80 Training & Certification Initiatives

Provide learning ecosystem to train, educate, develop, and build a world-class NAVAL IG Enterprise

Mission: Designs and implements the NAVAL IG learning ecosystem to ensure enterprise personnel receive standardized professional training, leading to a world-class organization. To build a community of professionals through certification processes and learning opportunities, thereby enhancing trust and credibility with those we serve.

Goals

Lines of Effort (LOEs)

Endstate

Optimize
Build ecosystem

*(Improvement)**

Course Revisions
(101, 201, 202)



New courses
(Webinars, Hotline, **Report writing**, **Inspections** 301/410?)

Industry Collaboration
(Details, University internships)

Enhance
IG Program Relevance

*(Professionalization)**

Competencies (CIGIE)



NAVIG Symposium

Program Evaluation

NAVAL Enterprise Feedback (PTC, PT4B)

Enforce
Standards across training enterprise

*(Excellence)**

Data Collection Plan



Publish/Revise NAVIG Certification Manual

Marketing

NAVIG Strategic Plan (IG80 SOP)

IG80 Vision

Enhancing the quality of NAVAL IG professionals through training, education, and development by fostering innovation, trust, and collaboration ensuring the professionalization of a world-class organization.

- FY 22 Top Priorities

* - Aligns with NAVINSGEN Strategic Plan Core Purposes



Training to Support Certification Needs

	Team Member	Certification Specific KPIs	NAVIG 201 Course	NAVIG 202 Course	Currency Proficiency Requirements	40 CEUs Every Two Years
Intake Investigator	●	●	●		●	●
Investigator	●	●	●		●	●
MWBR	●	●	●	●	●	●
Inspector	●	●			●	●

Team Member

Mission, Authorities, Communication

1. NAVAL IG Mission and Authorities
2. Assigned Organization
3. Communications
4. Collaboration
5. NAVAL IG Standards

CIGIE General Competencies

1. Ethics and Integrity
2. Independence
3. Confidentiality
4. Professional Judgment
5. Objectivity



Technical Knowledge

1. Theories, principles, practices, techniques
2. Laws Rules, regulations, policies, legal requirements
3. Writing: format, clarity, grammar
4. Interview/focus groups

Leadership

1. Empowerment
2. Vision
3. Integrity
4. Self-knowledge
5. Communications
6. Competence

Intrapersonal Skills

1. Organizational awareness
2. Partnering
3. Teaching Others
4. Conflict Management
5. Teamwork
6. Influencing/Negotiation
7. Customer Service

Cognitive Skills

1. Planning/evaluation
2. Problem-solving
3. Reasoning
4. Learning
5. Creative Thinking
6. Decision Making
7. Critical Thinking

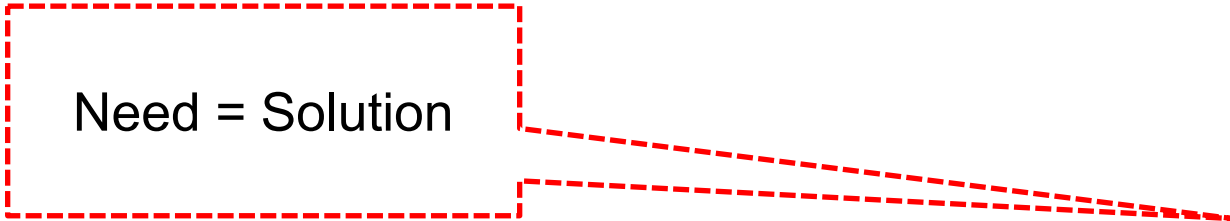
Communications

1. Writing
2. Oral Communication
3. Information Management

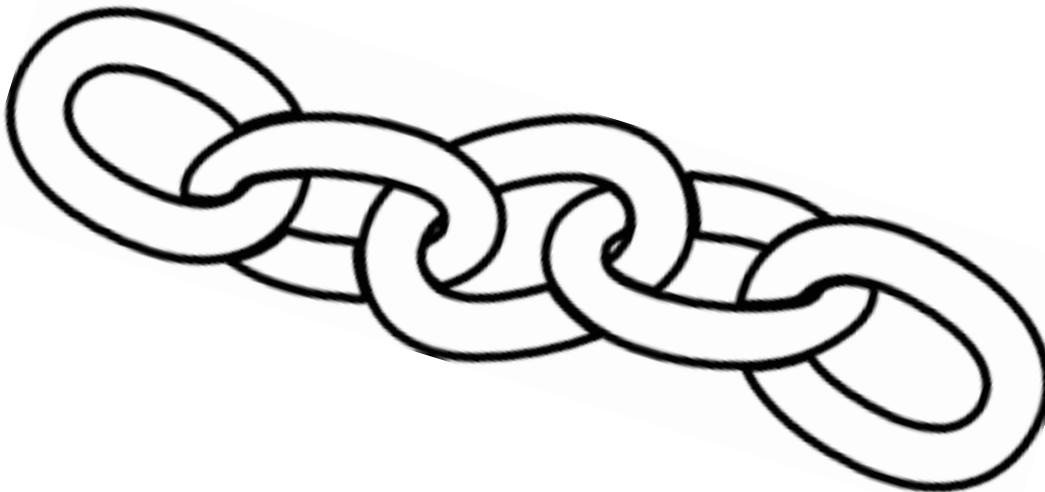
Interpersonal

1. Accountability
2. Attention to Detail
3. Self-management
4. Integrity/Honesty
5. Flexibility
6. Resilience
7. Interpersonal skills
8. Self-knowledge

Core Foundational Competencies



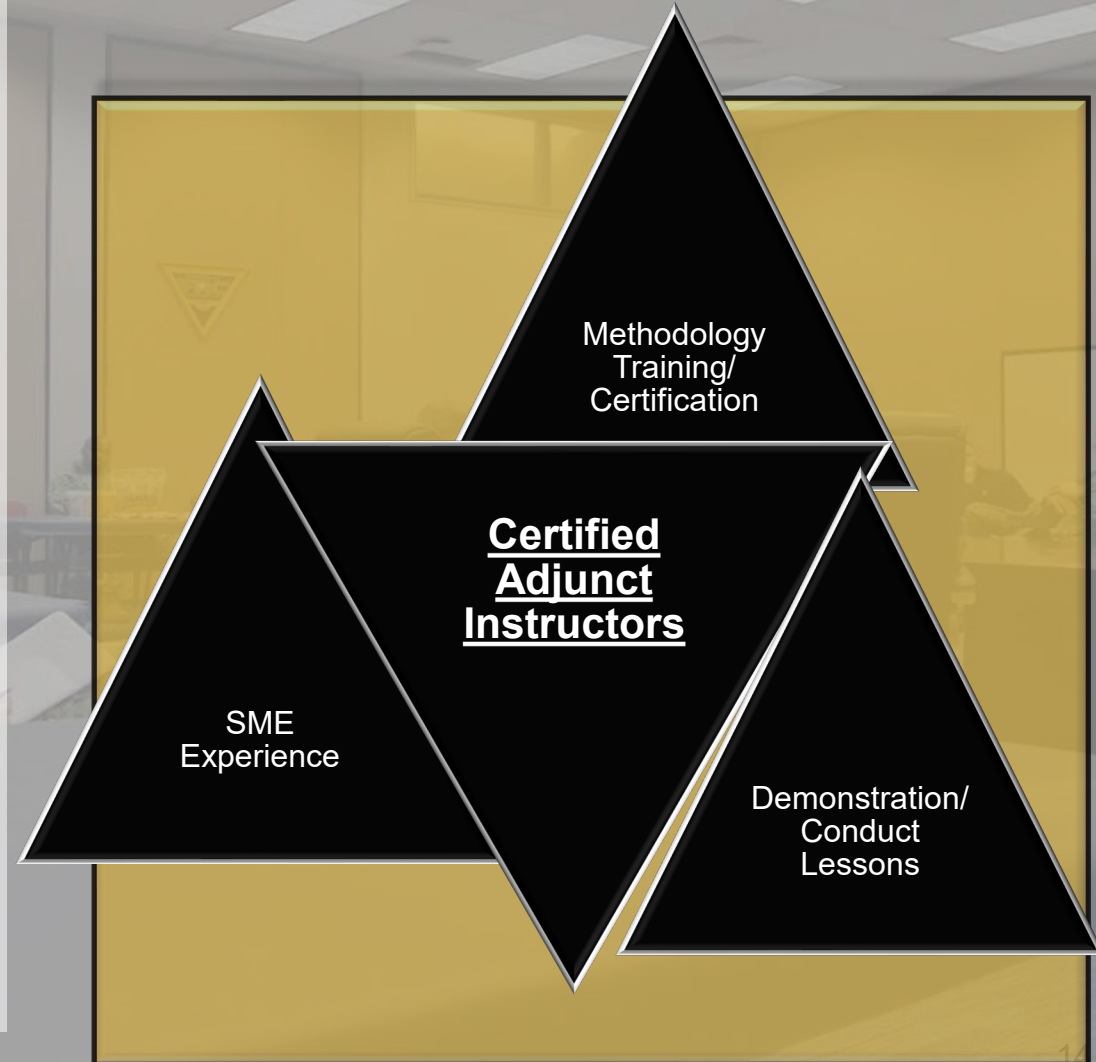
Link Certification Requirements to Training Plan



Project Overview
Certification Manual
Symposium
Learning Portal
Course Revision 101
Course Revision 201 & 202
IG Leadership Skills Webinars
Data Citizen
IG60 Hotline and Case management courses (design phase)
Train-the-Trainer (T3) certification
IG80 SOP
IG80 Detail Assignment



Small Staff
Need to expand instructional capabilities



- Train-the-Trainer (T3) IG80 Certification
 - Collaborate with other Echelons across the NAVIG Enterprise
 - Establish a common operating picture to become authorized to adjunct teach NAVINSGEN courses.
- Policy in Development
 - Instructional Methodology & Rubric
 - SME Qualifications Required
 - Observe, Instruct Virtual, F2F Instruction



Need = Time/Space/Analytics

What is a Learning Portal?

A learning portal is a gateway to all the courses, resources, and instruments that facilitate teaching and learning. It's a place where you store all your documents, podcasts, videos, presentations, and so on.

Learning portals can also include applications that facilitate communication: Discussion forums, messaging services, email, calendars, and so on.

In its simplest form, a learning portal can be a shop-front where your learners can discover or be assigned content.

In its complex form, a portal can be an ecosystem for managing all teaching and learning experiences.

ONE-STOP SHOP



Learner and Learning Facilitator

LEARNING OUTCOMES

(e.g., Run-time rules, individual run-time performance, paradata)

EXPERIENCES

(Available learning opportunities, e.g., course, scenarios, learning multimedia, even jobs)

Competencies
(Common Currency)

LEARNER PROFILE

(e.g., longitudinal attributes, performance, enterprise learner records)





NAVINGEN Learning Portal

Phase 1 - Foundations

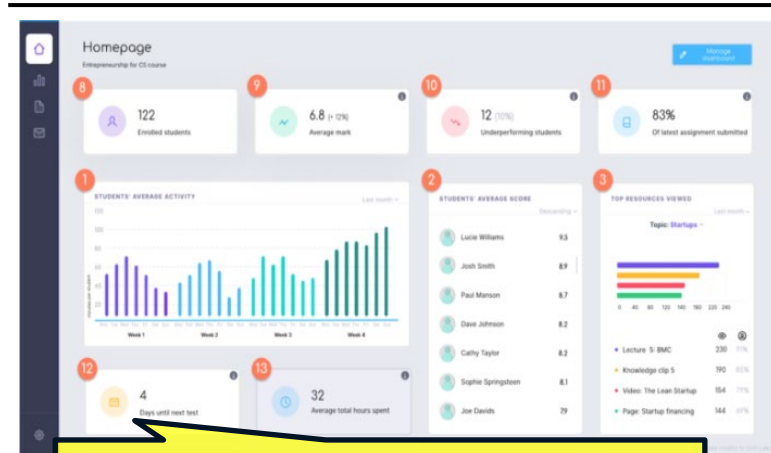
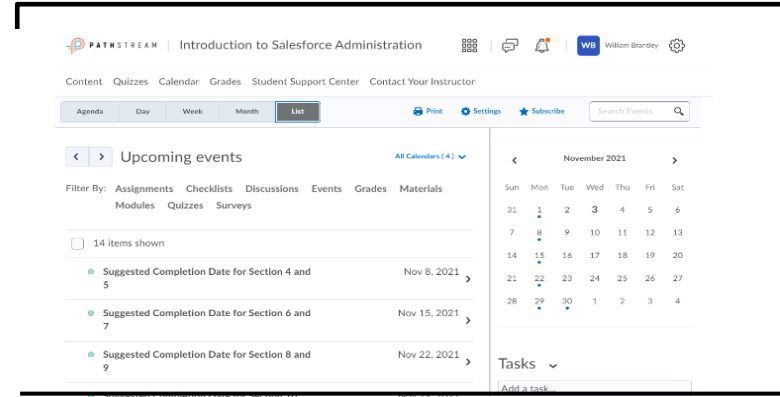
- Redesign current courses to achieve greater effectiveness and efficiencies
- Build Partnerships
- Align with Needs (Certification Manual, competencies)
- TWMS for records management

Phase 2 - Requirements

- Integrated data strategy linking learning events to achievement competencies and certifications Occupational alignment Informal, formal,
- Apply a competency-based framework to Training
- Apply a learning ecosystem to NAVINGEN training

Phase 3: Integration

- Integrate RMS, CMS, LMS seamlessly
- Data to populate dashboard
- Career path suggestions
- Certification requirement tracking
- Discussion Boards
- Training Catalogue
- LMS = Moodle



Learner and Instructor Dashboard Digital Learning Portal



Quick Peek

Phase 1 – Foundations

Task	Current Solution
201 Basic Hotlines Investigator	Scheduled completion NOV 2022
202 MWBR	Scheduled completion NOV 2022
Inspections course	Partnerships and Analysis phase through FY2022
Build partnerships Universities	USC, ODU, UVA, Virginia Tech, George Mason
Professional Development ops	2 Personnel start in JUL & AUG
TWMS	101 Certificate tracking
Certification Tracking	SharePoint

Phase 2 - Requirements

Task	Current Solution
Usable LMS	JKO/Moodle
Course catalog	NEL- (Navy ELearning)
Competency based framework	Certification manual (Industry competencies; CIGIE)
Integrated data strategy	Authoritative Database (data lake)
Course Redesign 101	Completed JUN 2022
Reviewing other course options	Course equivalents
Partnerships	Advanced Distributed learning

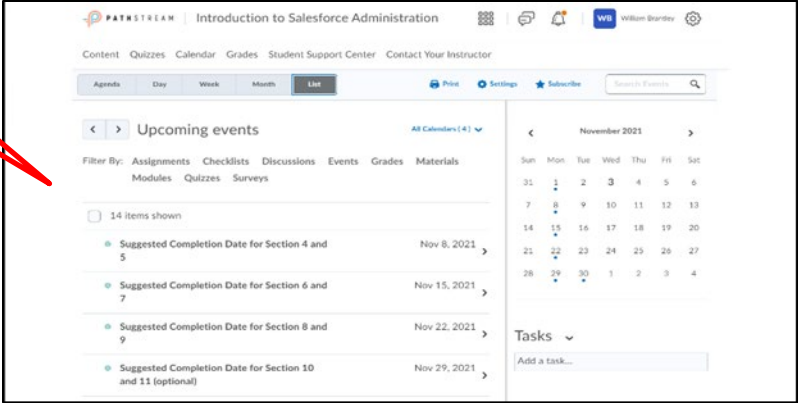




Where we want to go: NAVIG Learner Profile

- Learning anywhere
- Across multiple Devices
- Keeps track of progress
- Bookmarks critical events
- Display a comparison picture of where you are and your peers
- Supervisor Dashboard
- Certification tracking and recommendation
- Chunked instruction
- One to Two click access
- Accredited courses

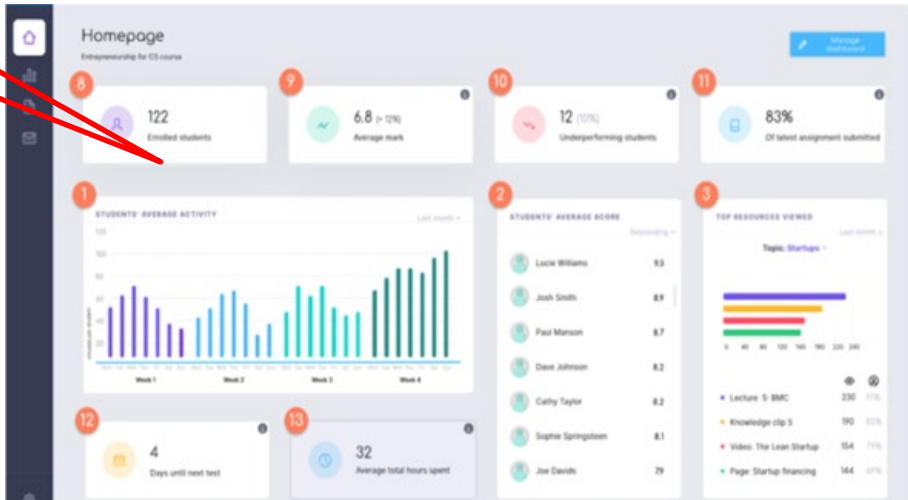
Upcoming Events Calendar view



Across multiple devices



Course Student Profile



https://demo.madlx.org/#/dashboards?d_id=6c8a5492-bc2c-453a-ac3b-f185d20386ac



Tips/Lessons Learned

- Analysis is critical
- Change management must be done iteratively and with buy-in
- Have a multi-level communications plan
- Bells and whistles are not always needed (cognitive load theory)
- Learning-2-Learn embedded strategies are critical for self-paced courses
- Pilot courses and assessments prior to full implementation
- Adaptive & Intelligent tutoring systems can range in complexity to meet learner needs
- Setbacks will happen! Use them as a learning tool vs. punitive measure
- Identify and maximize team skill sets
- Don't be afraid to reach out of your organization for help . . . It's a micro to macro team effort
- Start early on your program evolution methodology
- Set goals and benchmarks



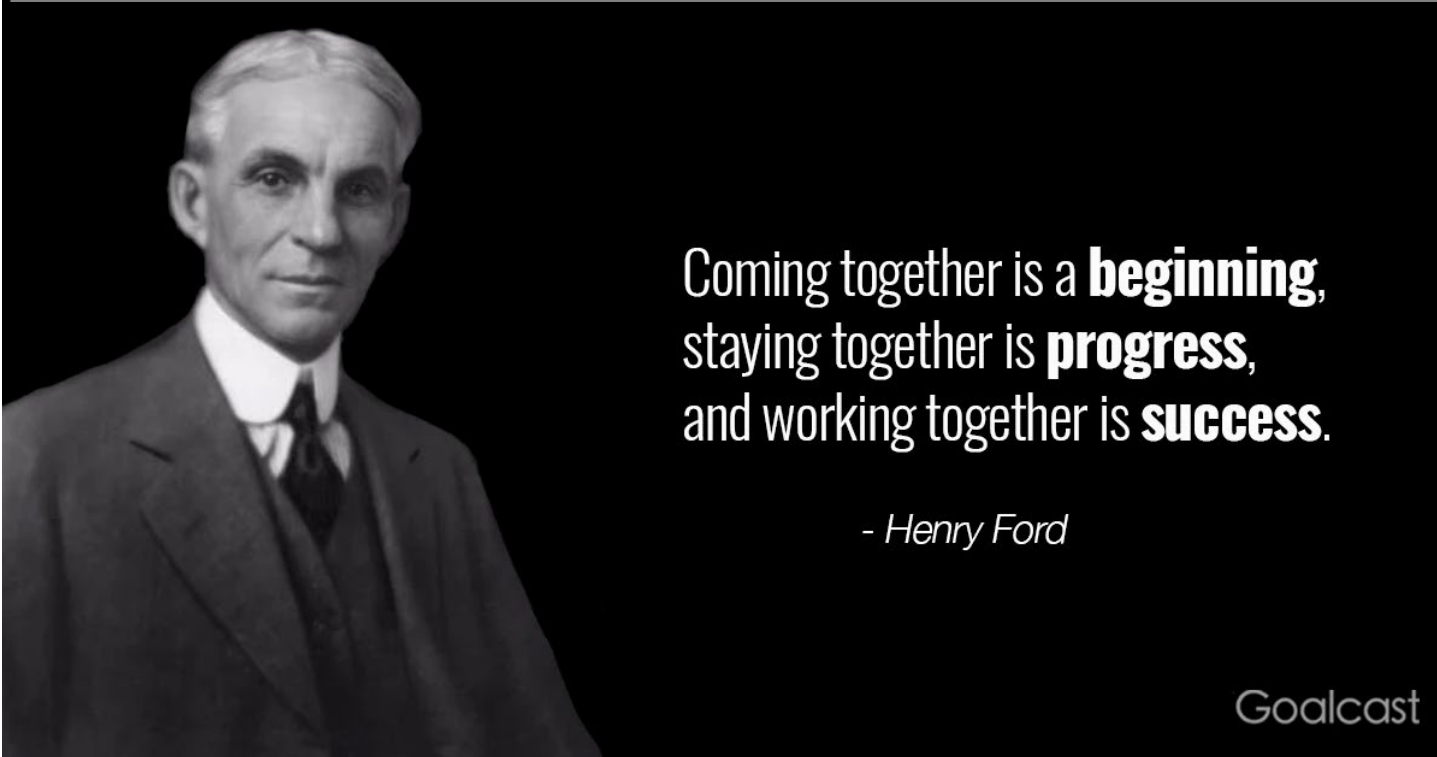


- **What can you do?**

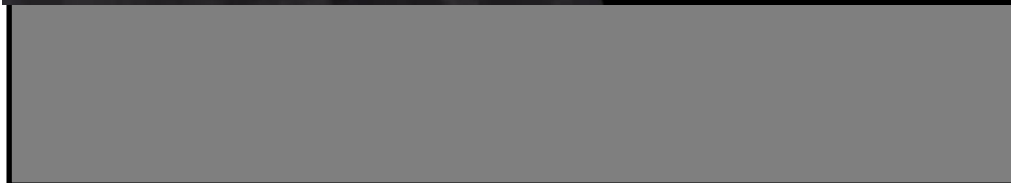
- Looking to offer professional development opportunities
- Share your stories and successes, we may adopt them or partner with you
- This is a TEAM effort (not just a Naval Team effort)



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Goalcast





Naval Inspector General
Independent – Vigilant – World Class

Questions?



“All Sailors, Marines, and Civilians in the Department of the Navy will operate as one team to protect the American people and our interests in the most effective and efficient way possible, with our actions guided always by our core values.”

