Training Management System: The Missing Link

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BNH Expert Software

TRAINING MANAGEMENT SYSTEM: THE MISSING LINK

J. BAHLIS, PH.D., P. ENG.

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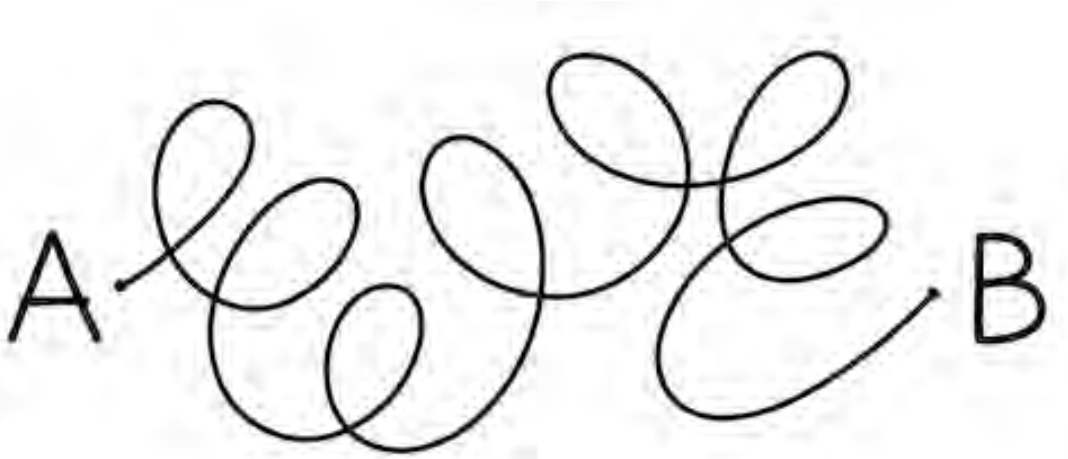
Doing More with Less

Transform
Modernize
Optimize
Innovate



Effective
Efficient

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Current Approach to Drive Efficiency

Leverage Training Technology:

- Computer Based Training (CBT)
- Gaming
- Training Devices
- Virtual/Augmented Reality
- Learning Content Management System (LCMS)
- Learning Management Systems (LMS)
- …

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Is this Enough …

If we do not know the root cause of the problem, we cannot solve it …

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Training Organization Focus

Supply qualified, operation ready individuals …

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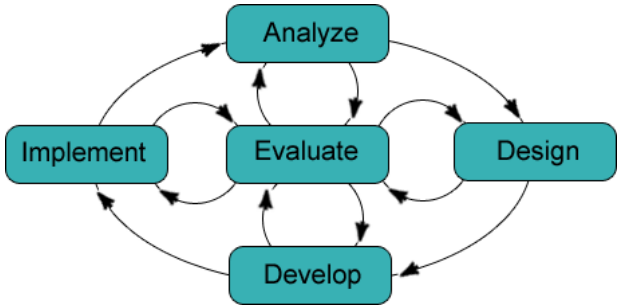
Why Training is Inefficient

Linear Organizational Structure …



Training Requirements Authority

Training Delivery Authority

Training Provider

Training Provider

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Why Training is Inefficient

Occupation/Job/Position Centric …

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Why Training is Inefficient

Procurement: Project Based …

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Why Training is Inefficient

Inadequate Data Sharing/Analysis Tools …

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Impact …

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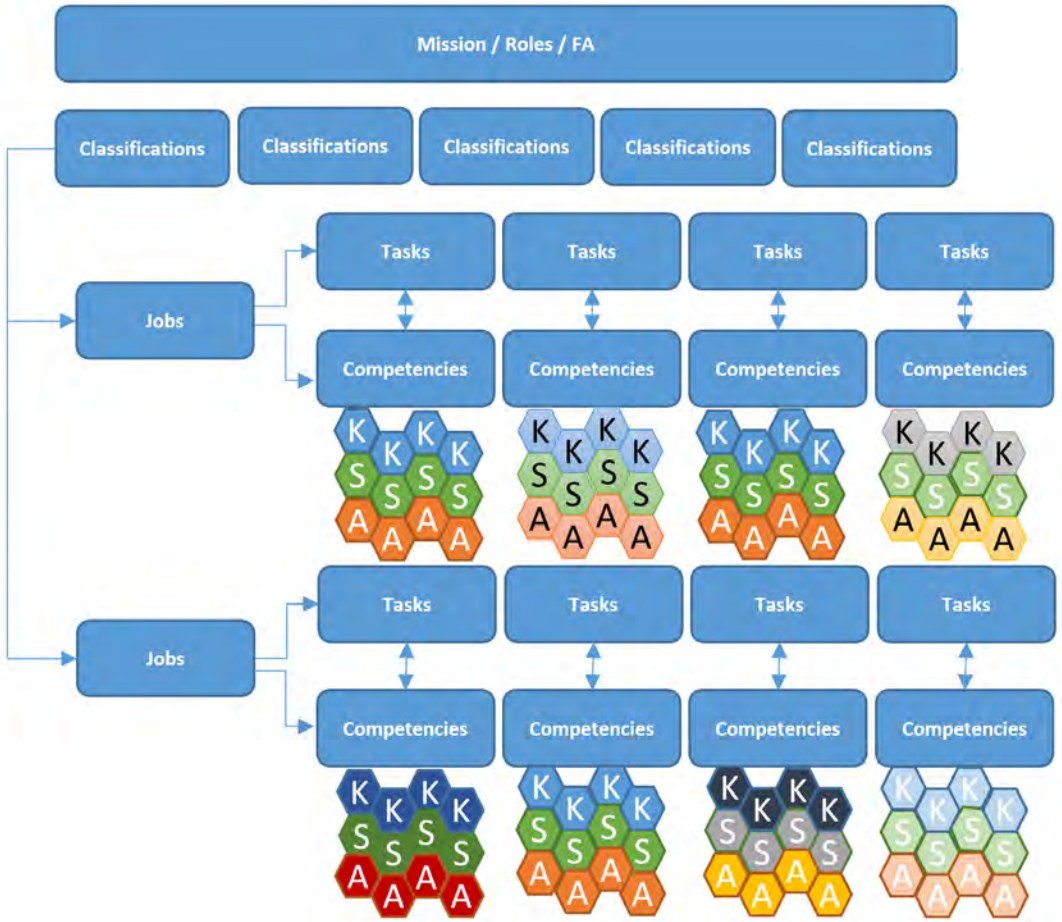
OPERATIONAL REQUIREMENTS

TRAINING REQUIREMENTS



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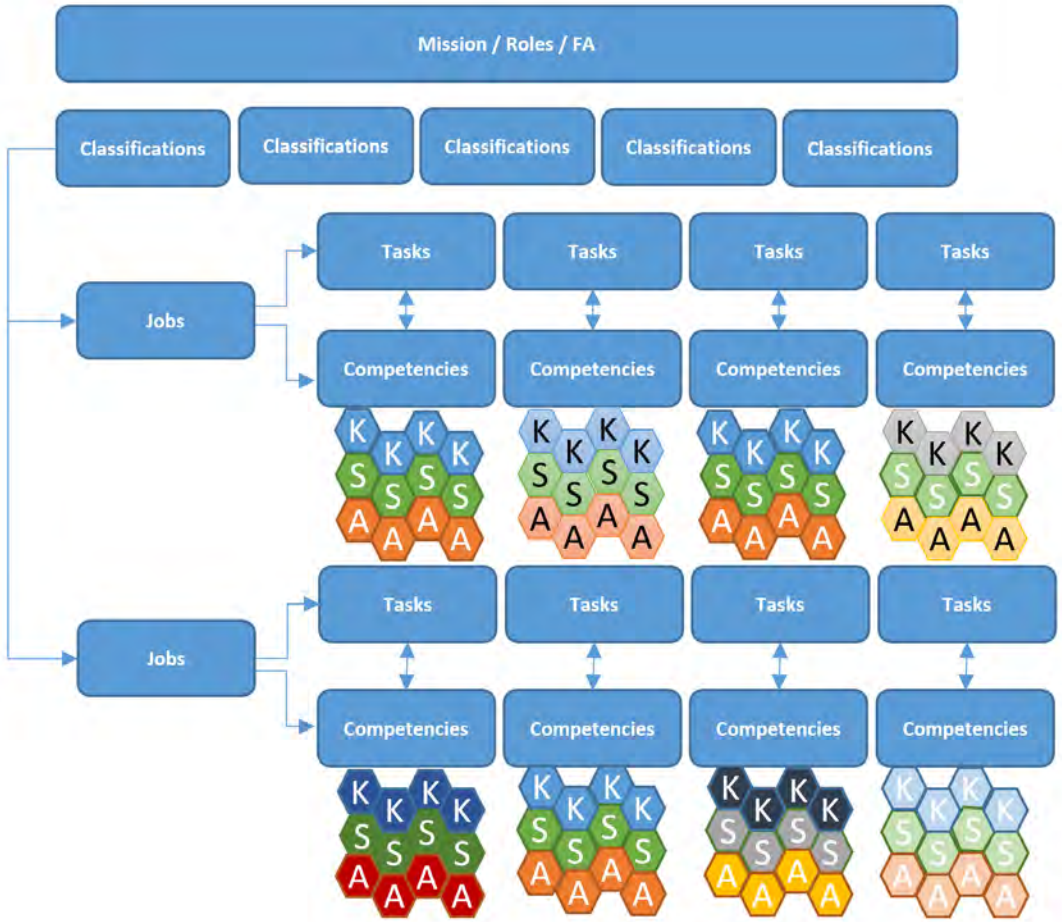

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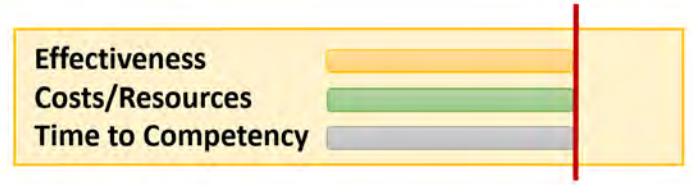

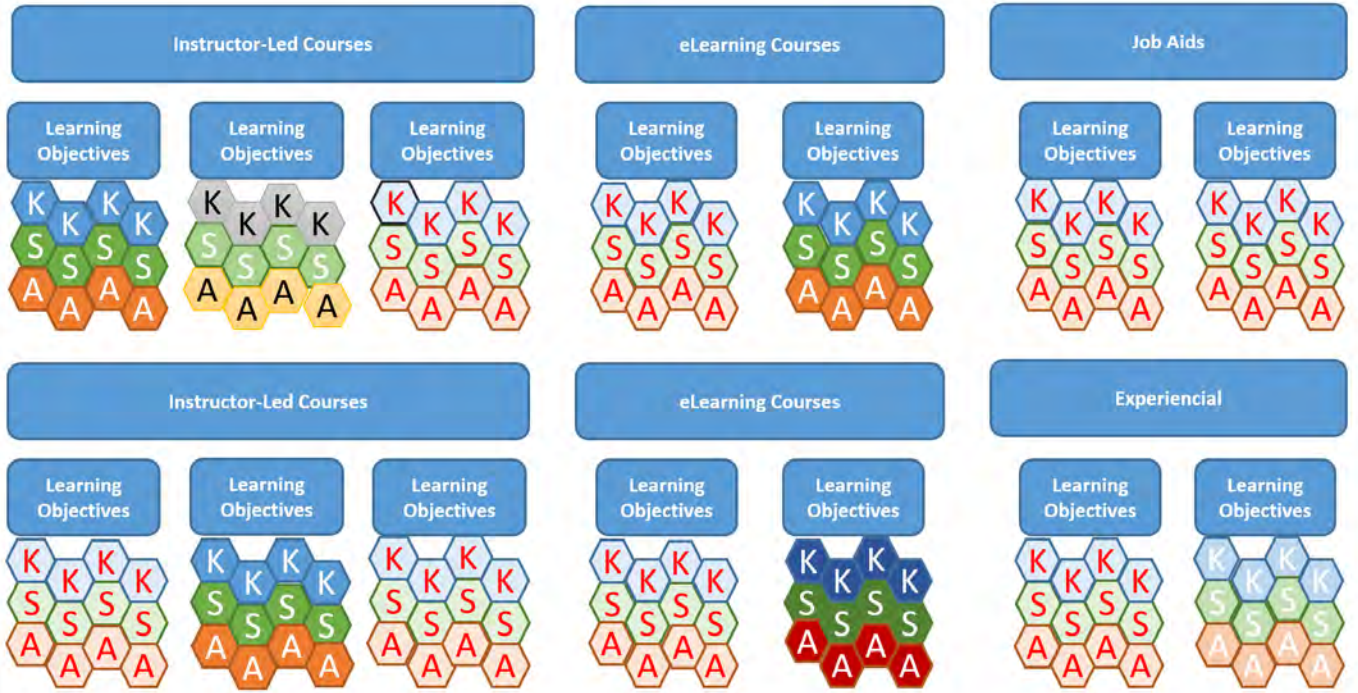

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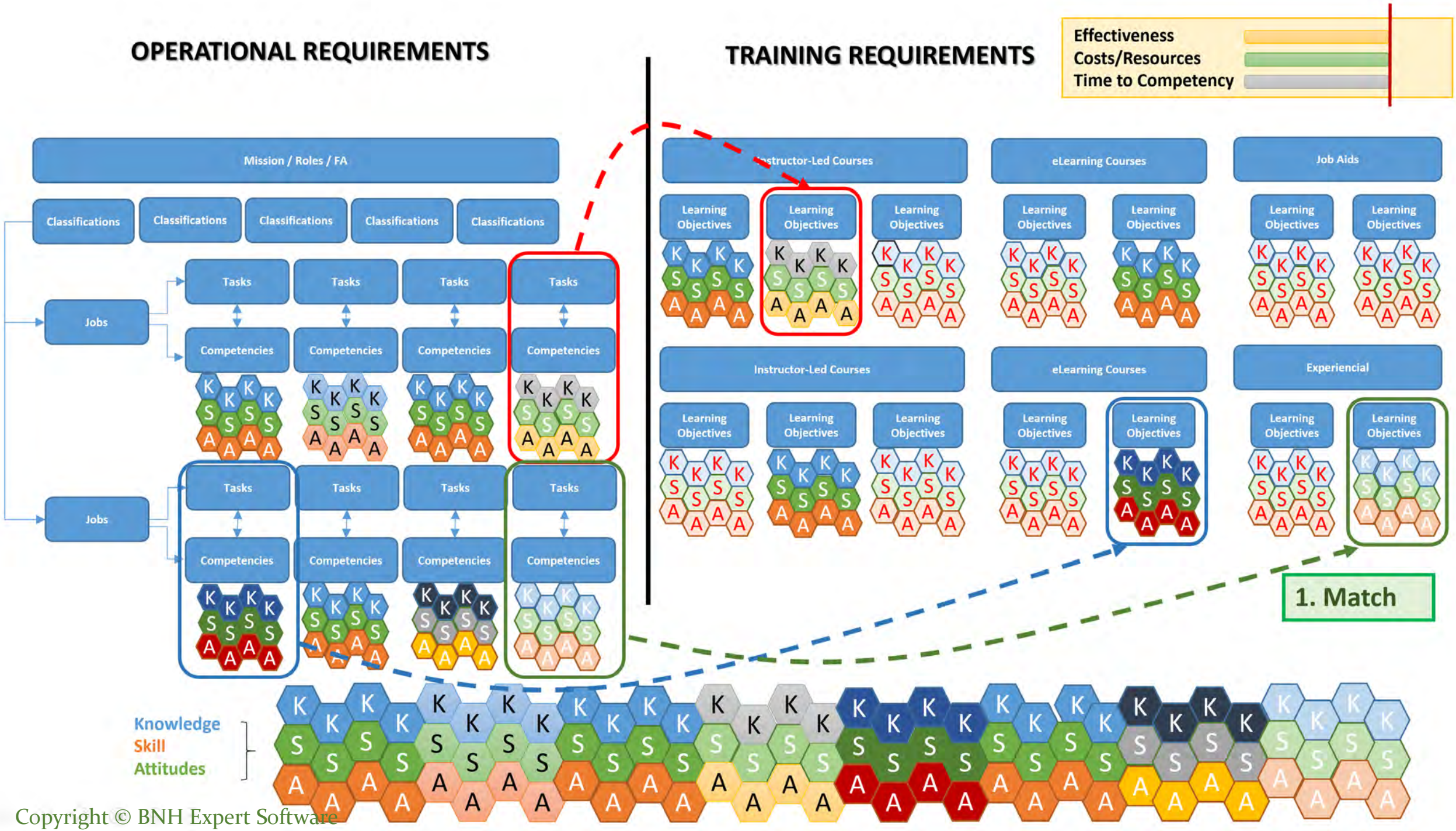

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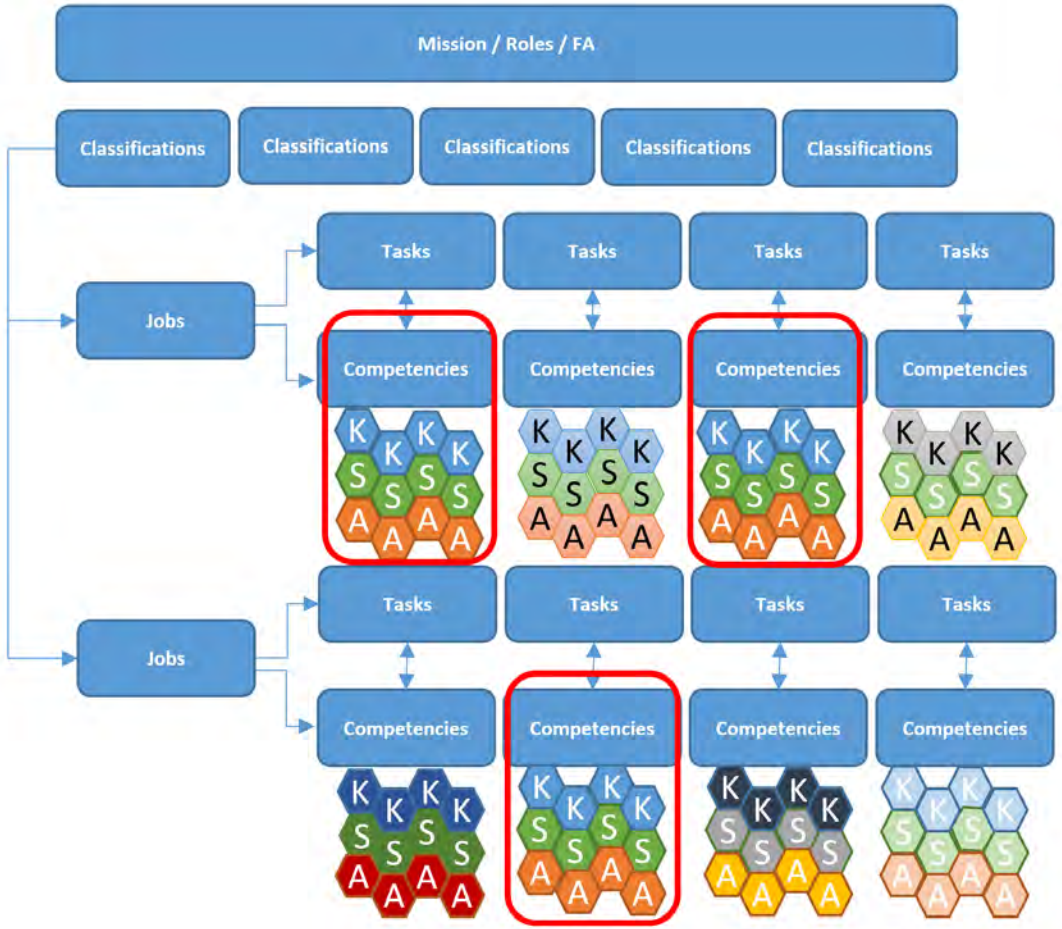

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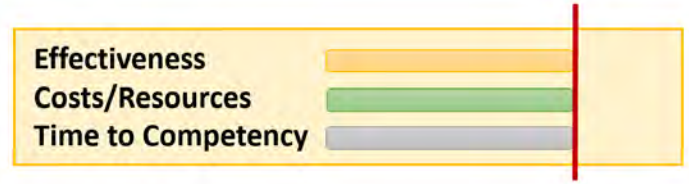

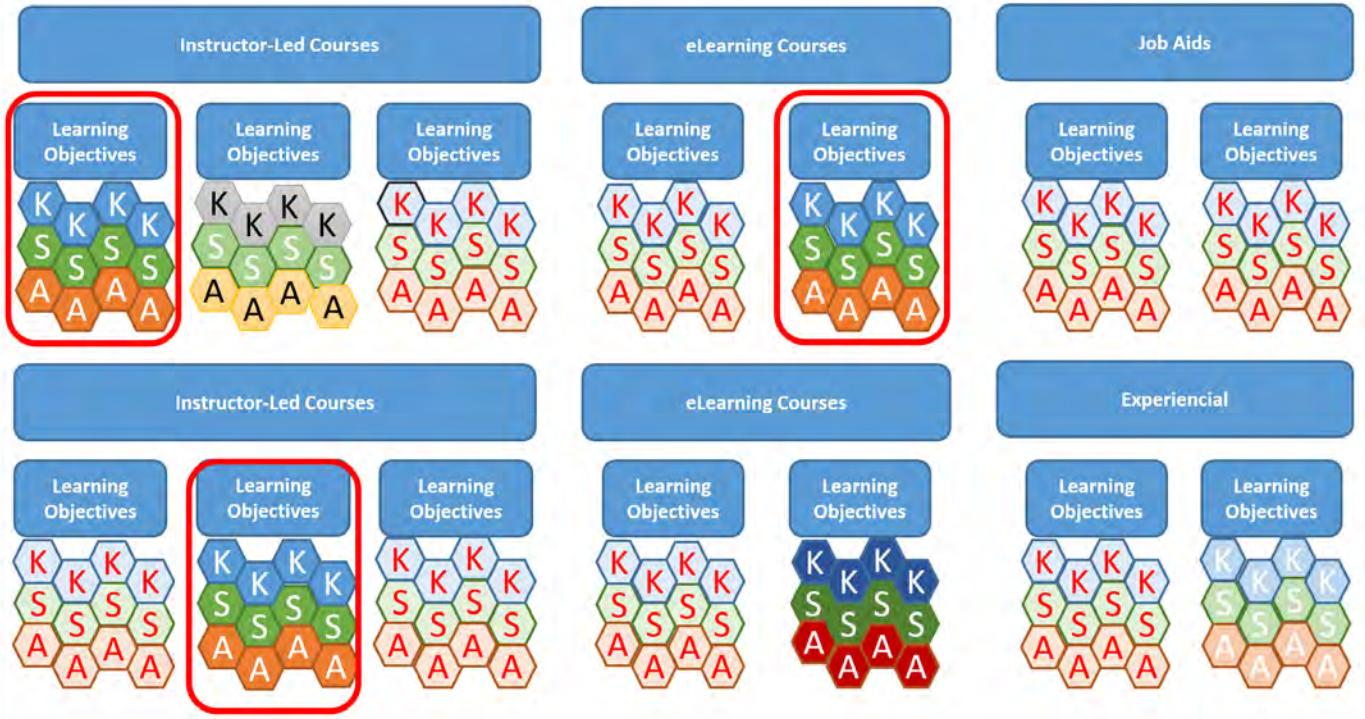

2. Duplications

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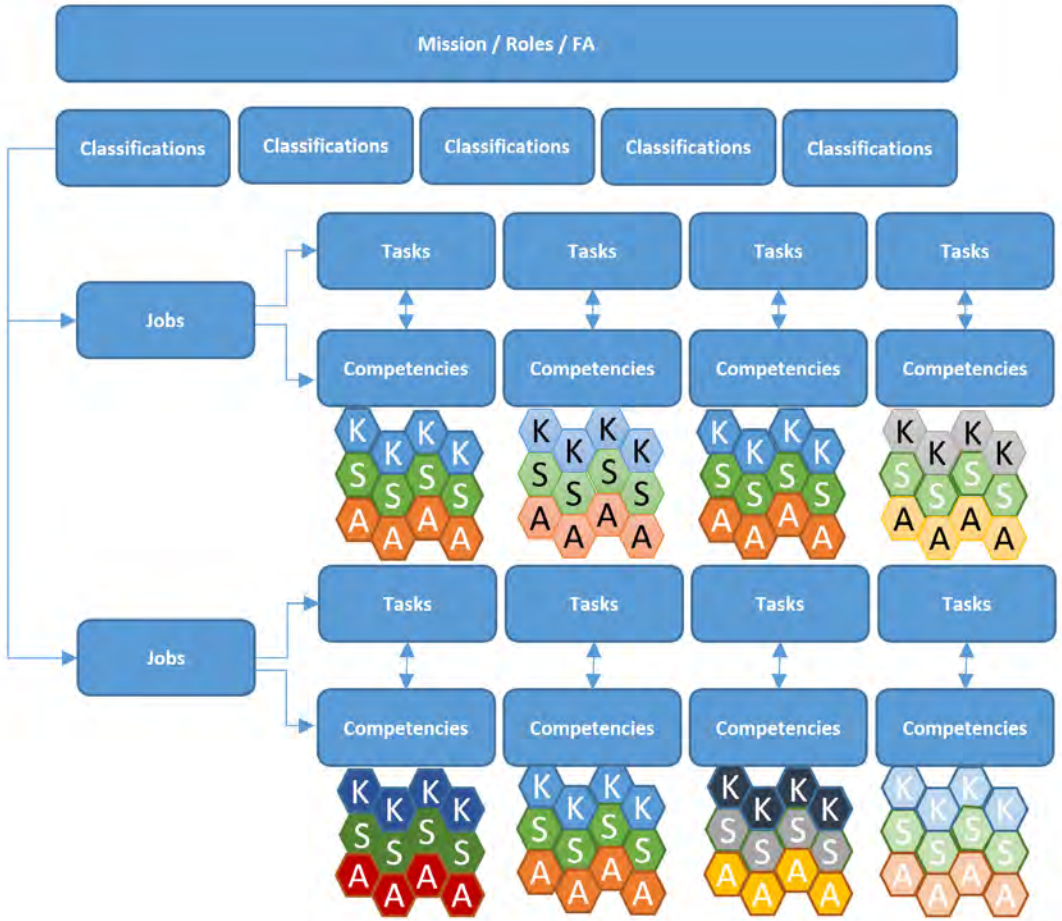

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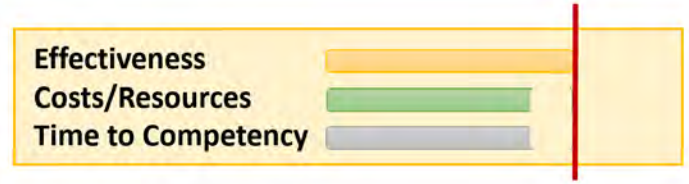

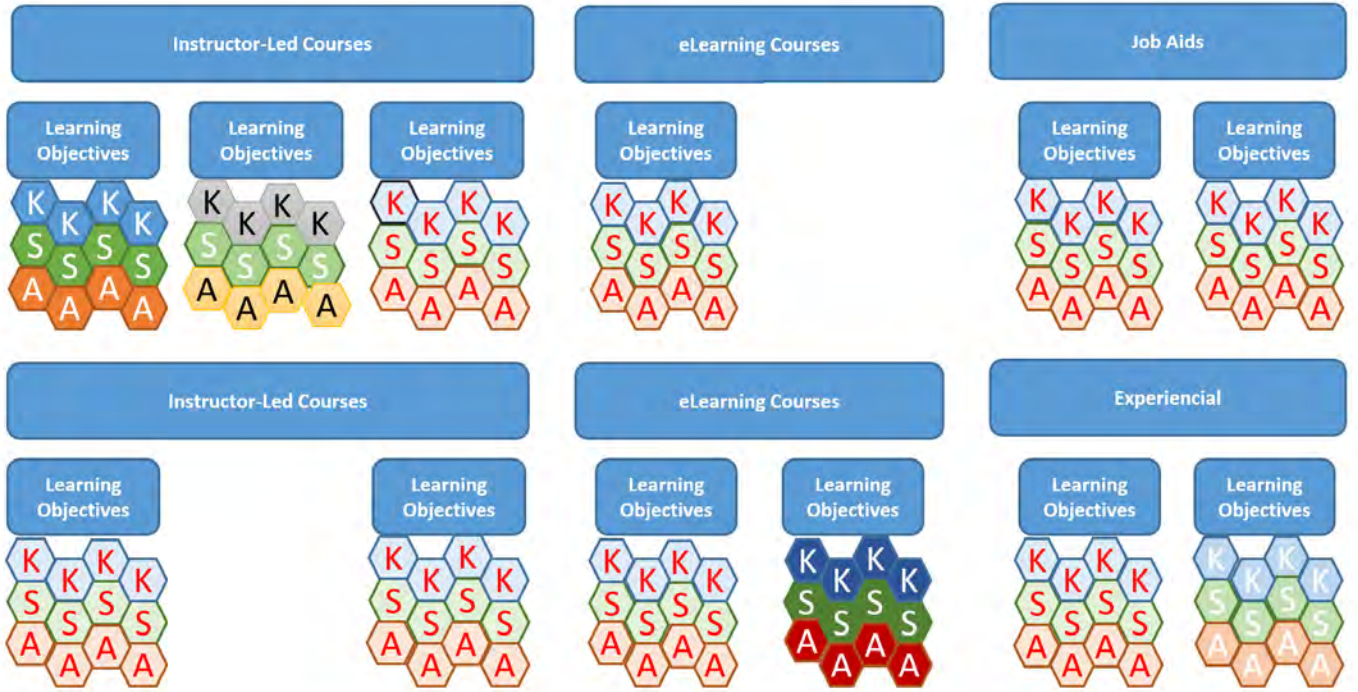

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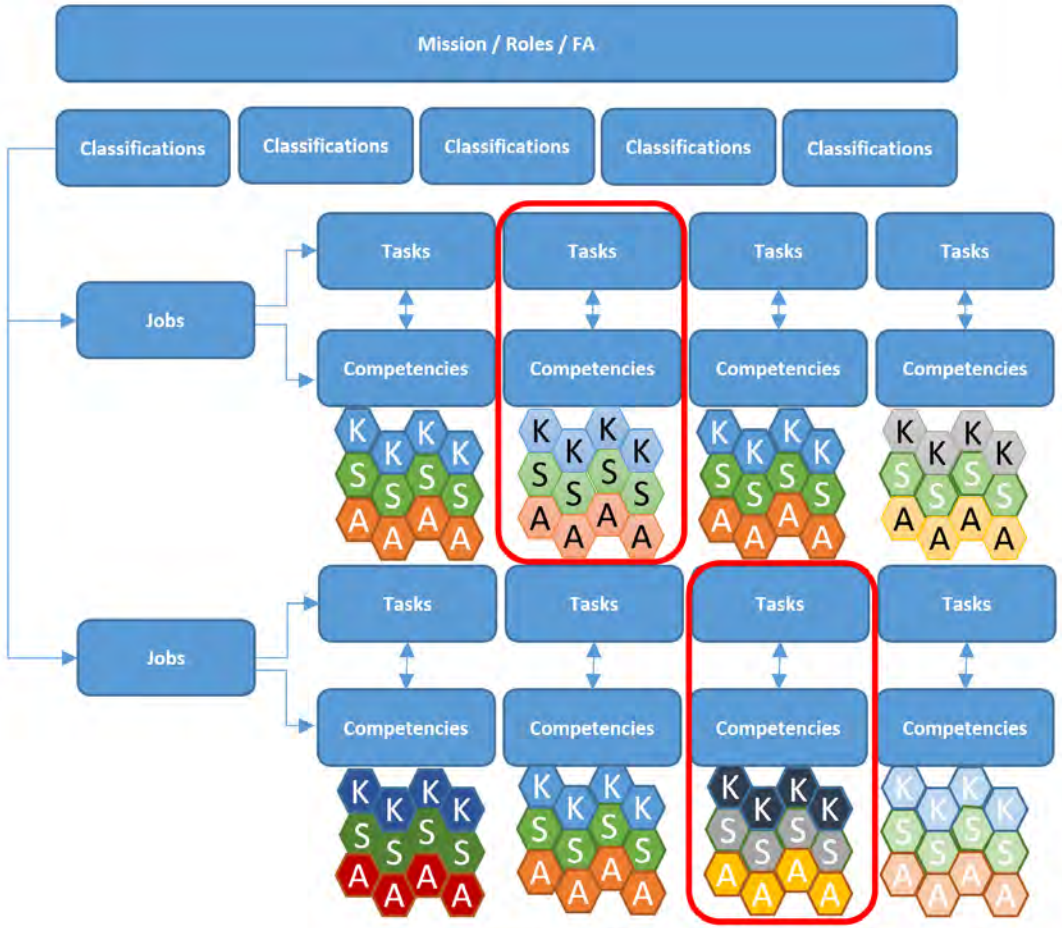
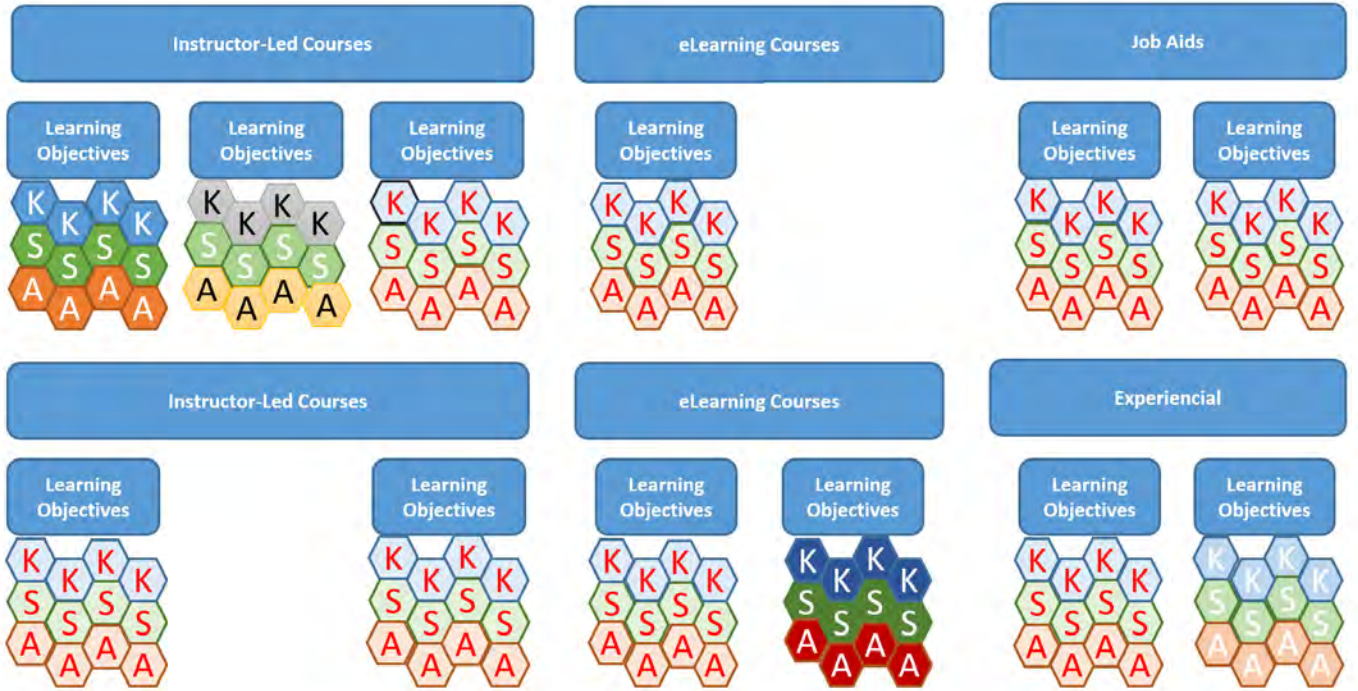


TRAINING REQUIREMENTS

Effectiveness
Costs/Resources
Time to Competency



3. Training Gaps ????

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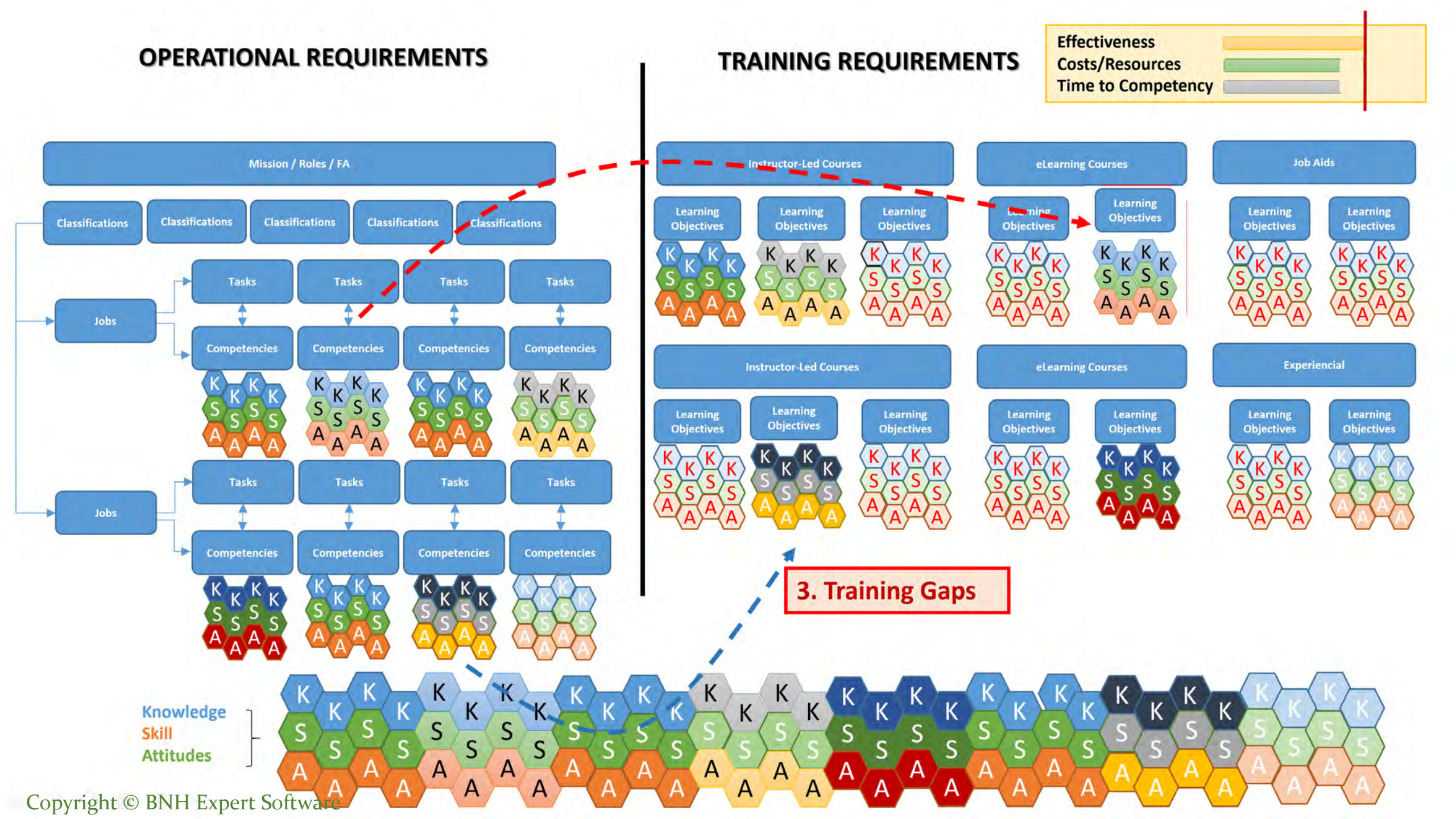

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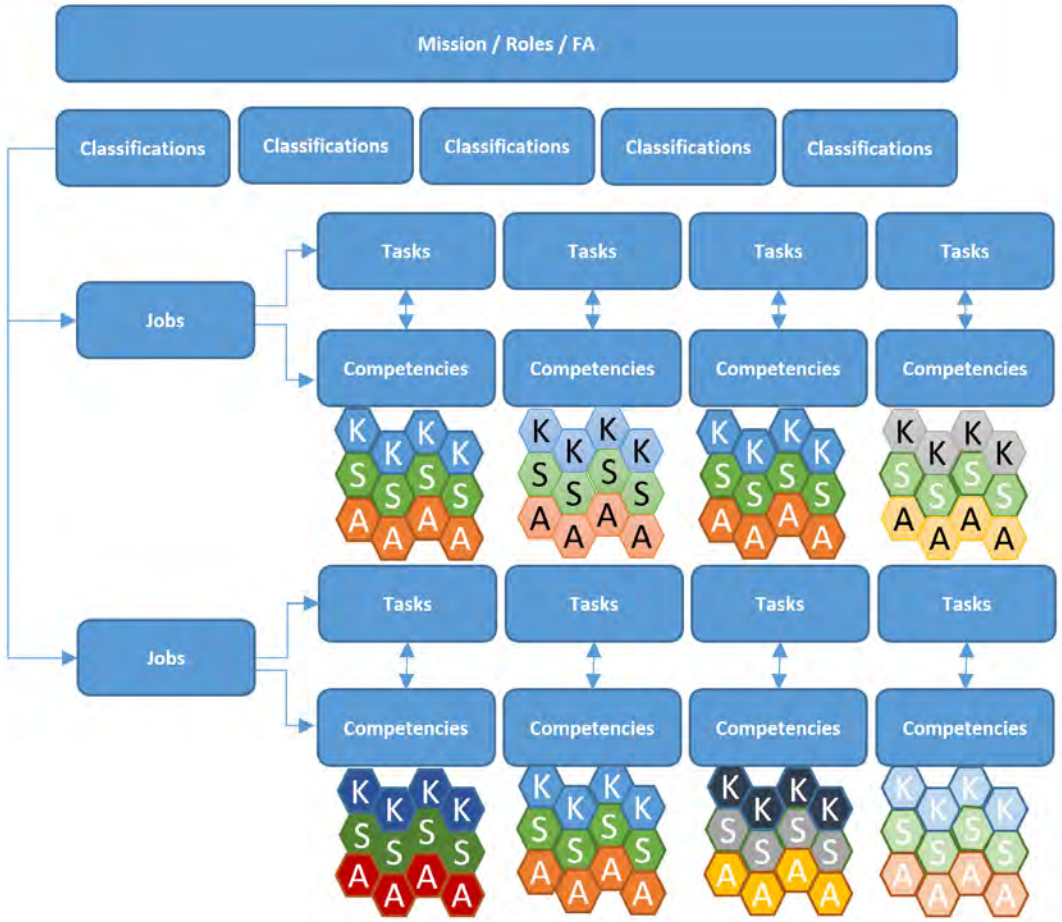

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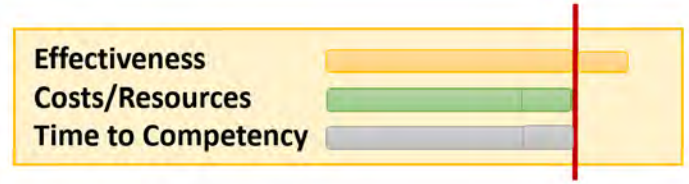

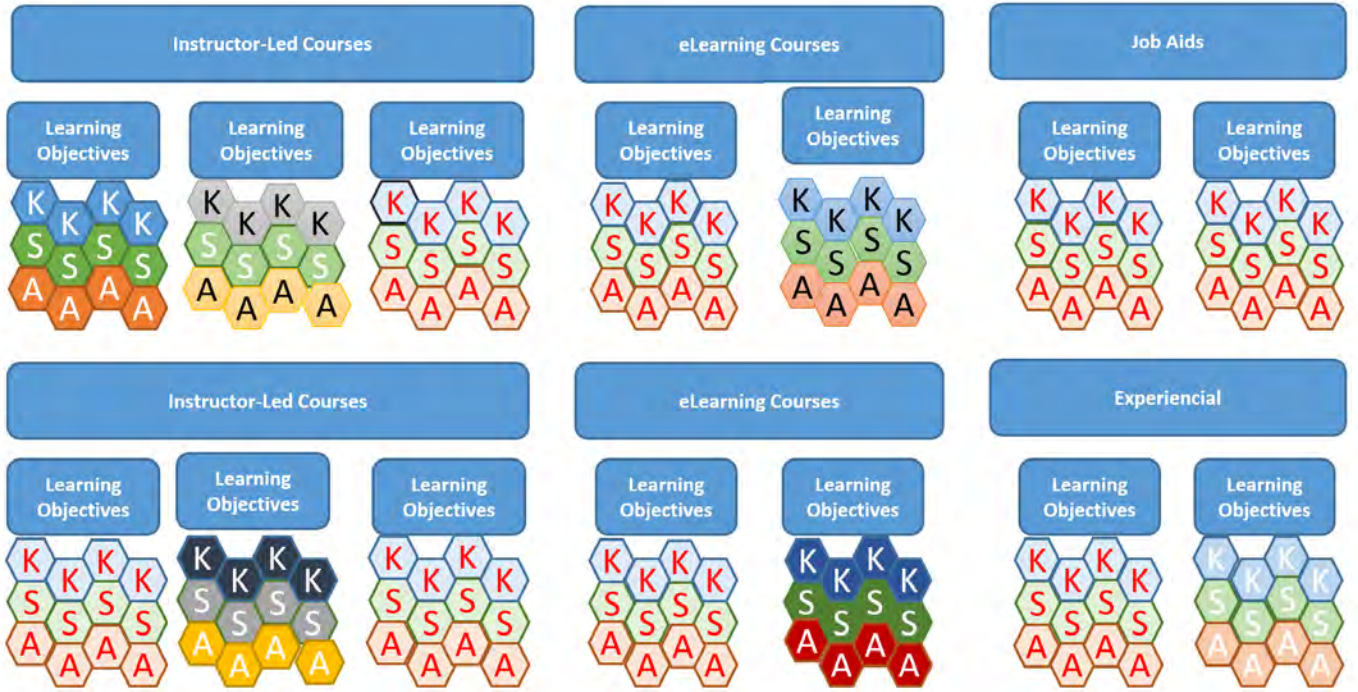

3. Training Gaps

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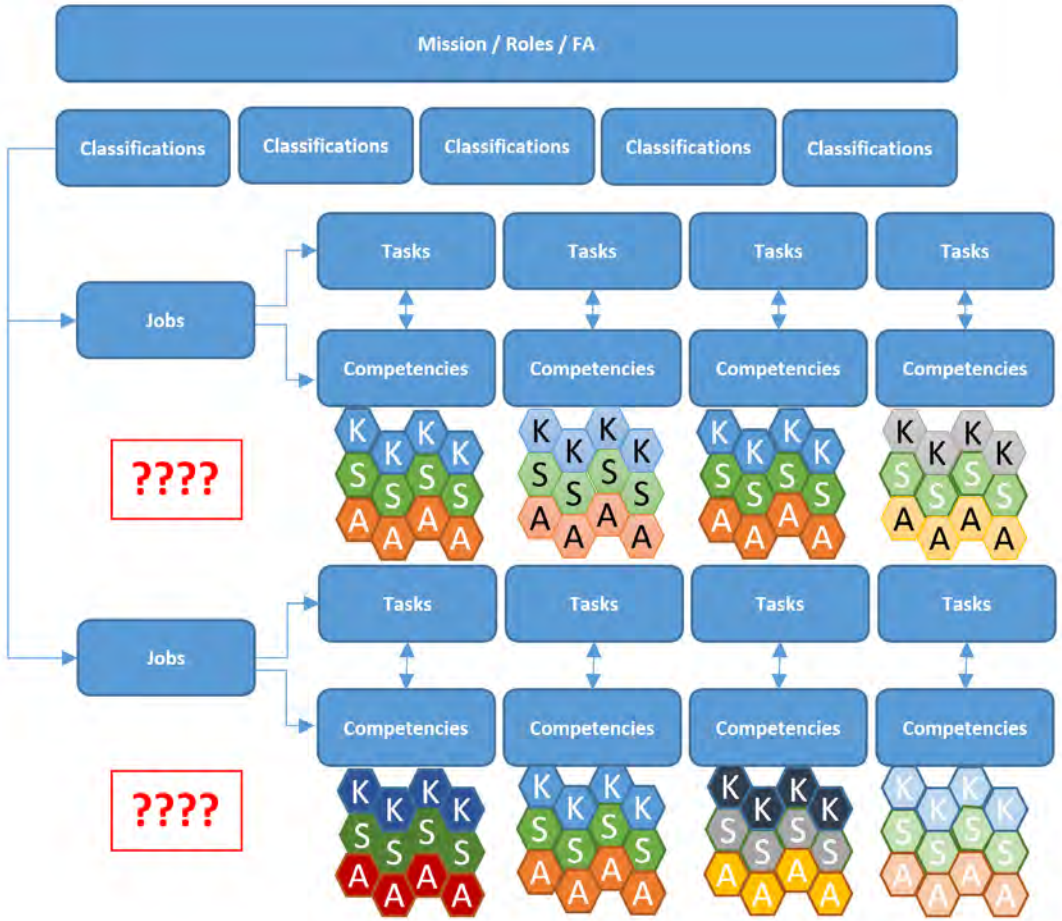

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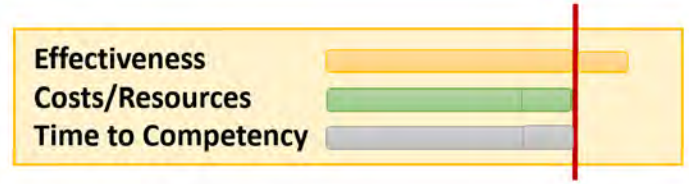

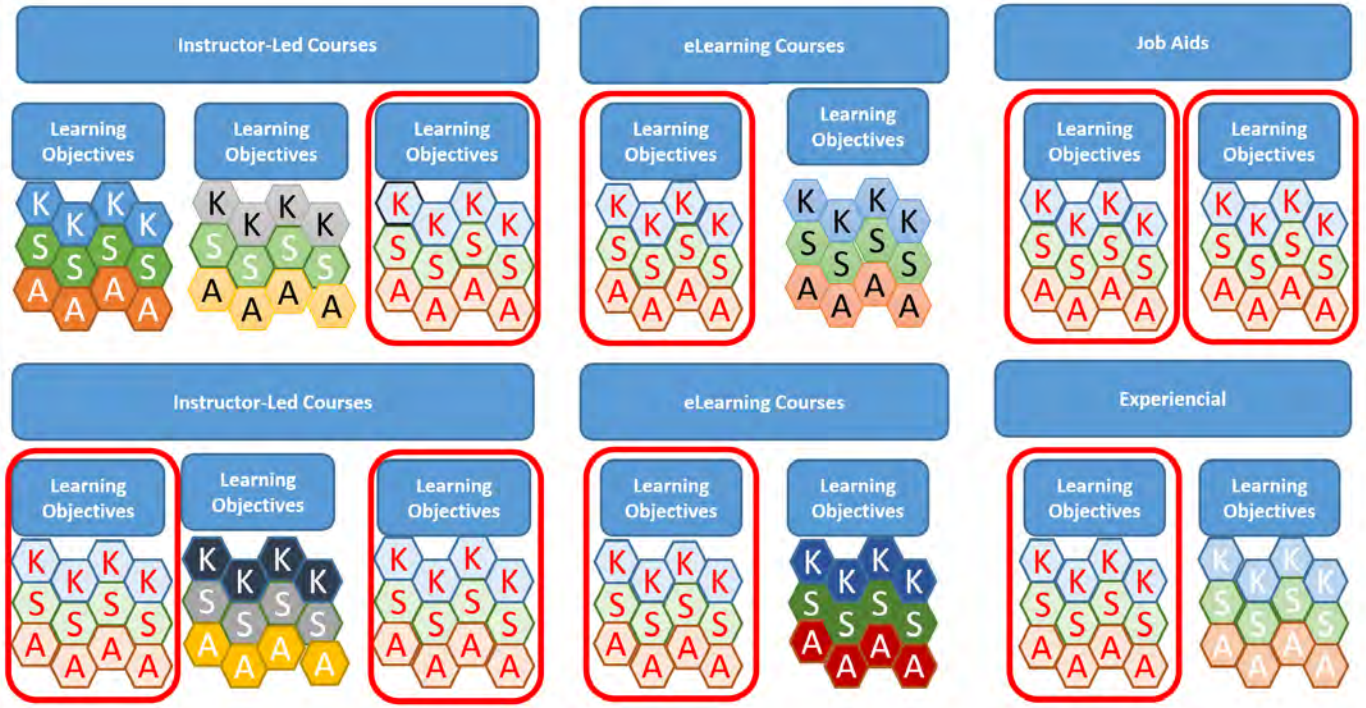

4. Unnecessary / Over Training

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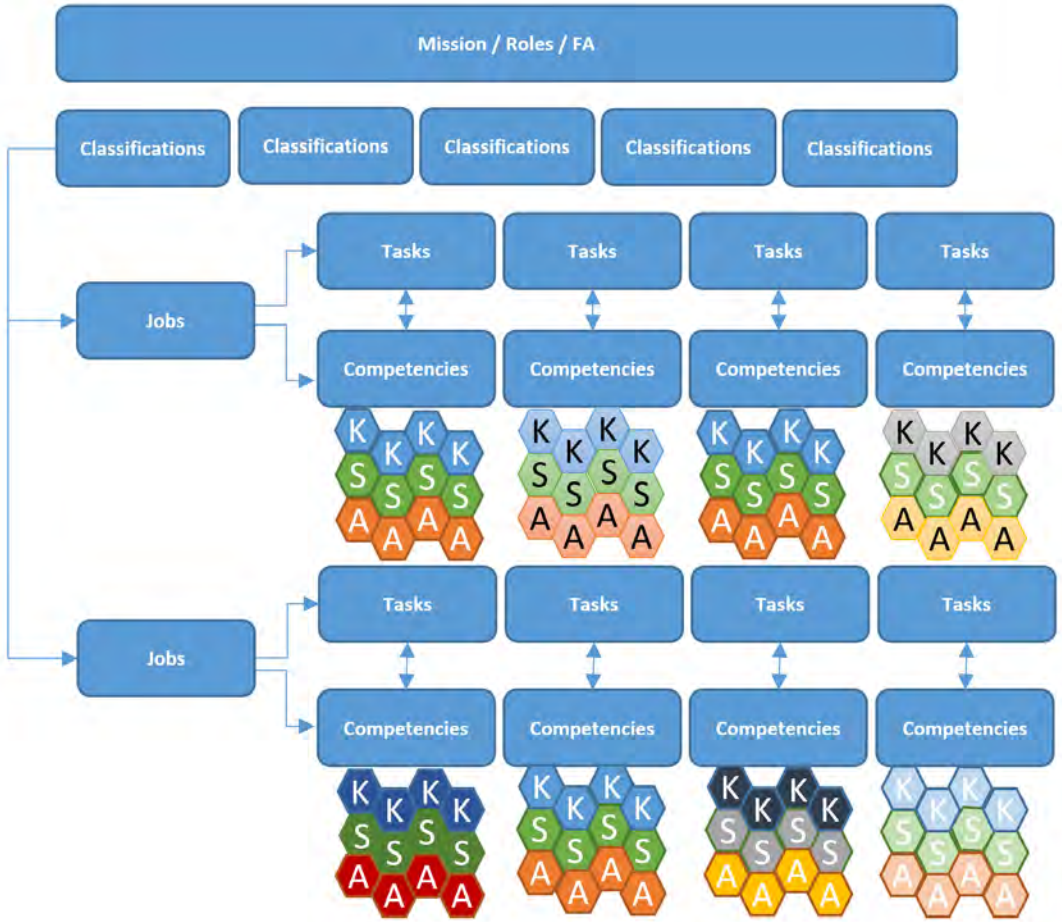

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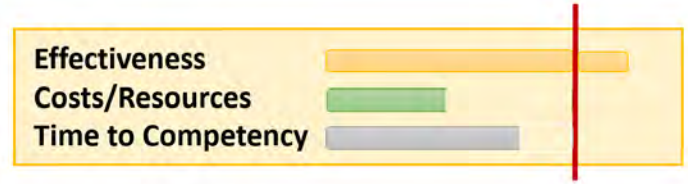

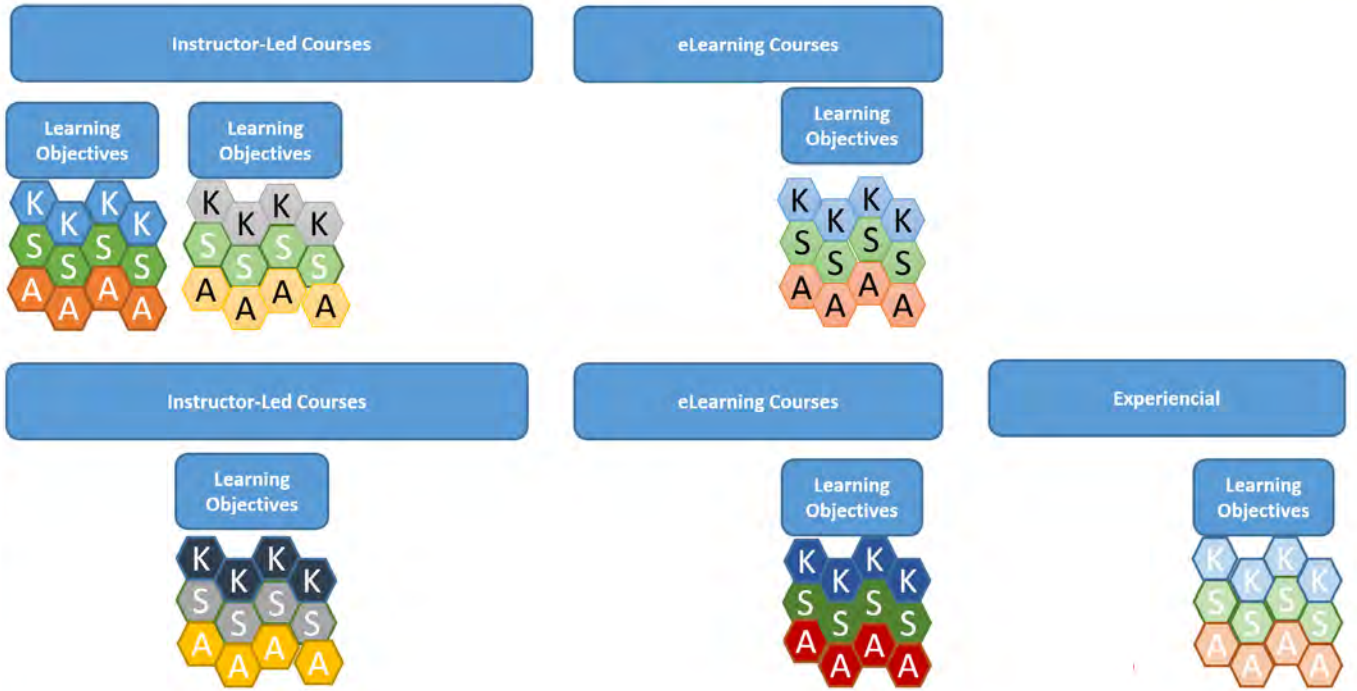

4. Unnecessary / Over Training

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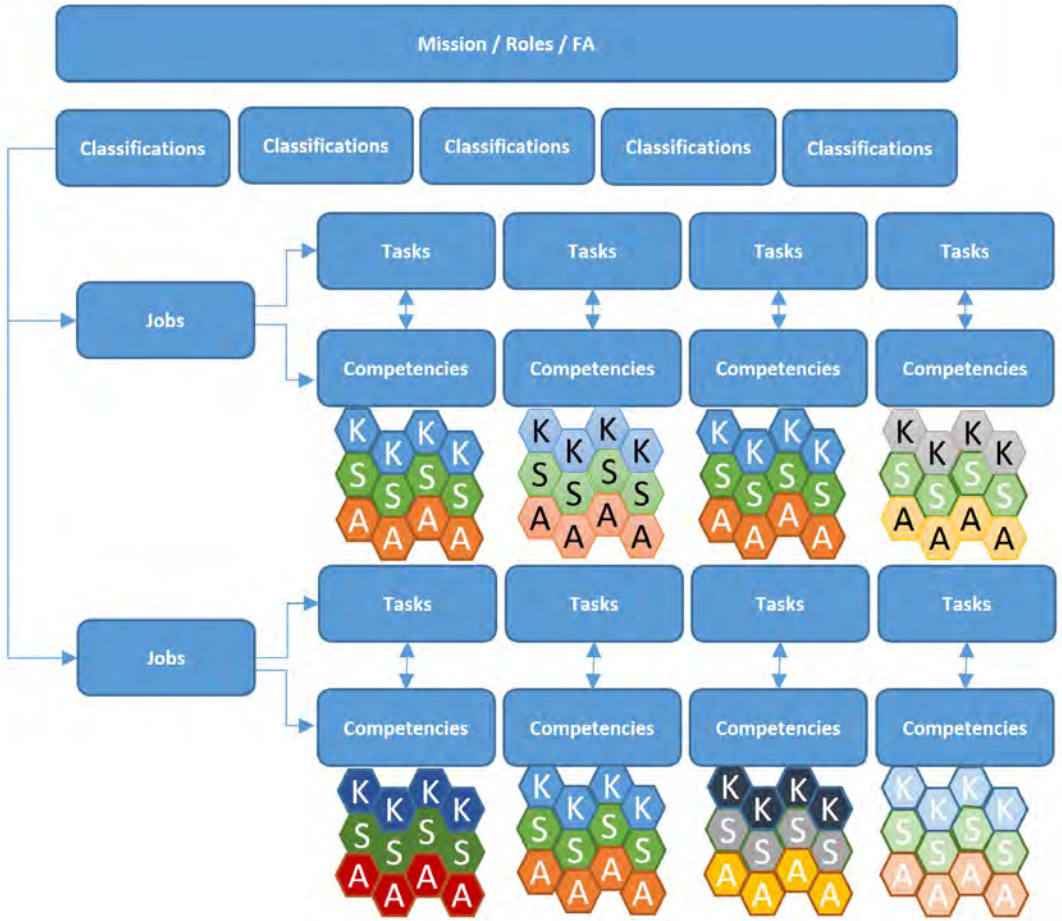

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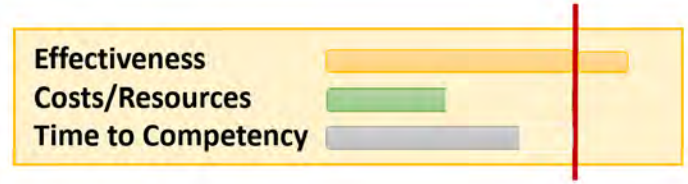

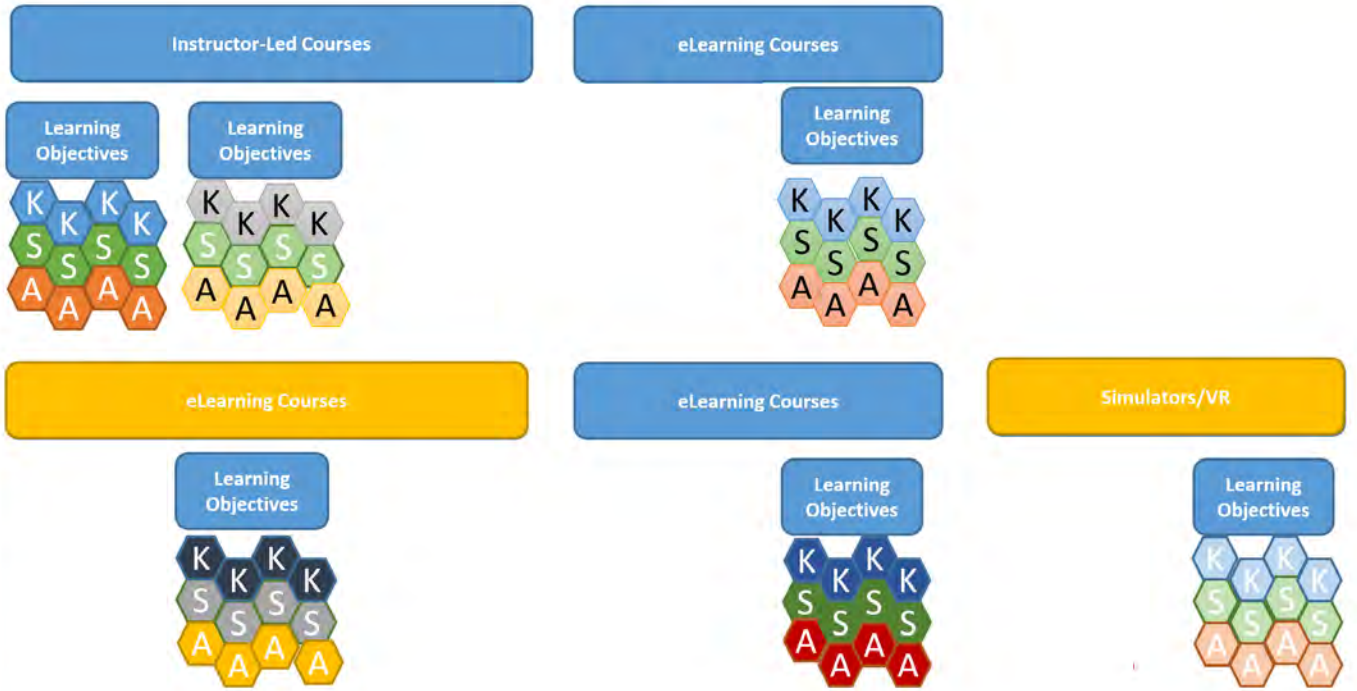

5. Leverage Training Technology

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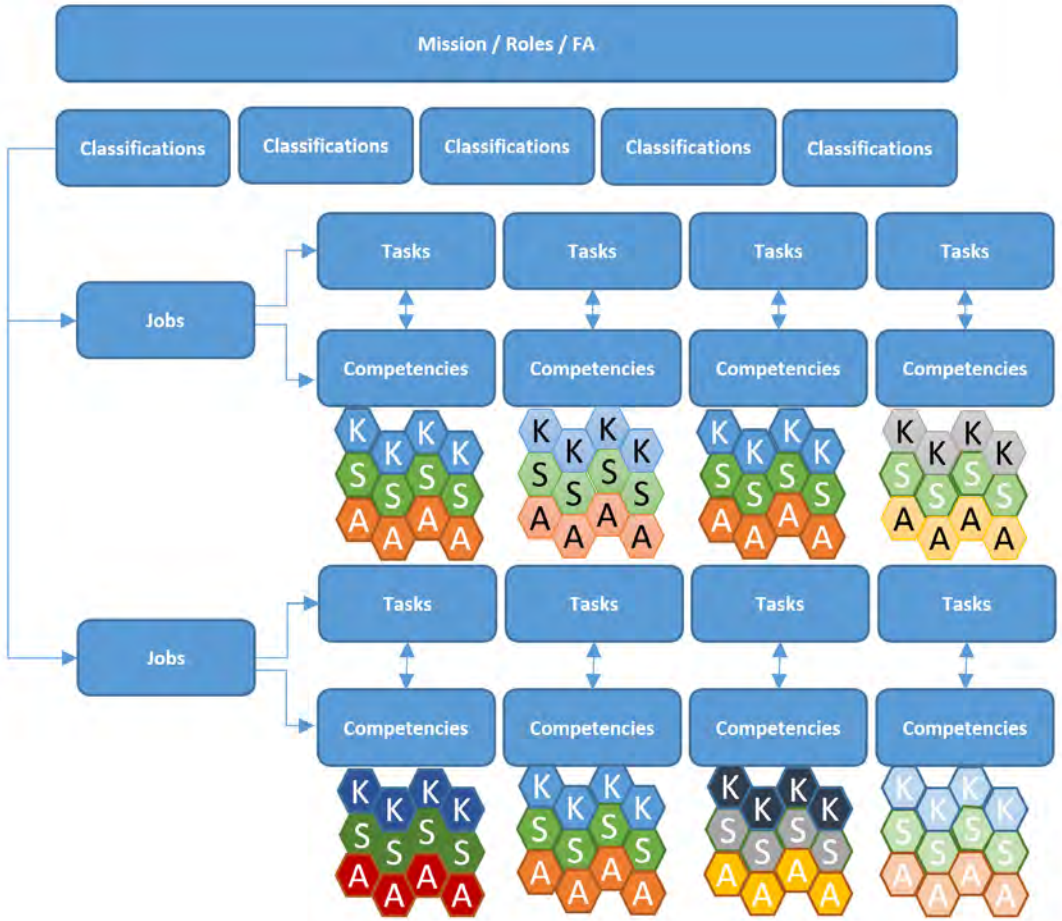

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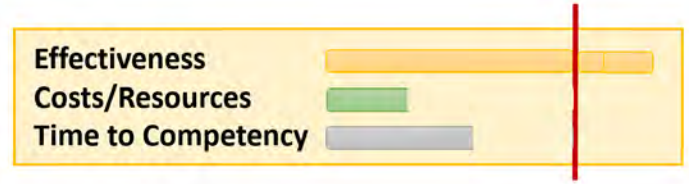

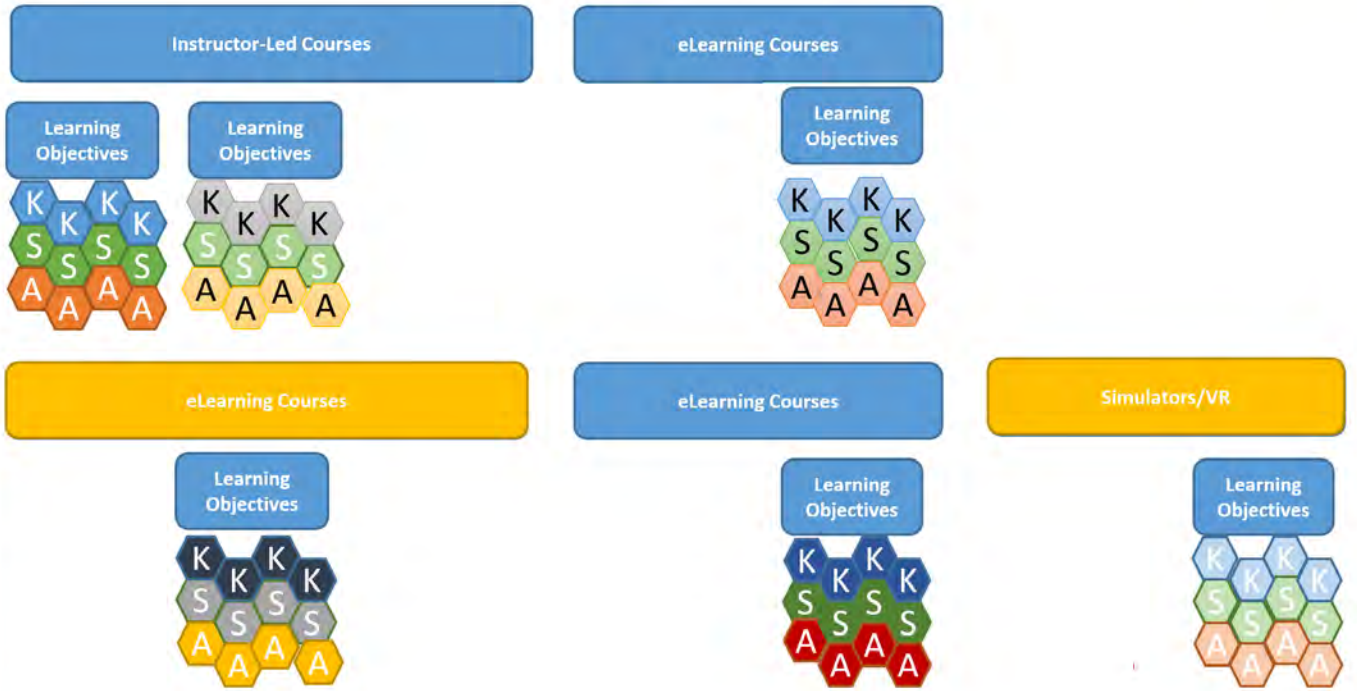

5. Leverage Training Technology

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SOLUTION: TRAINING MANAGEMENT SYSTEM

ADVISOR ENTERPRISE

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Training Management System

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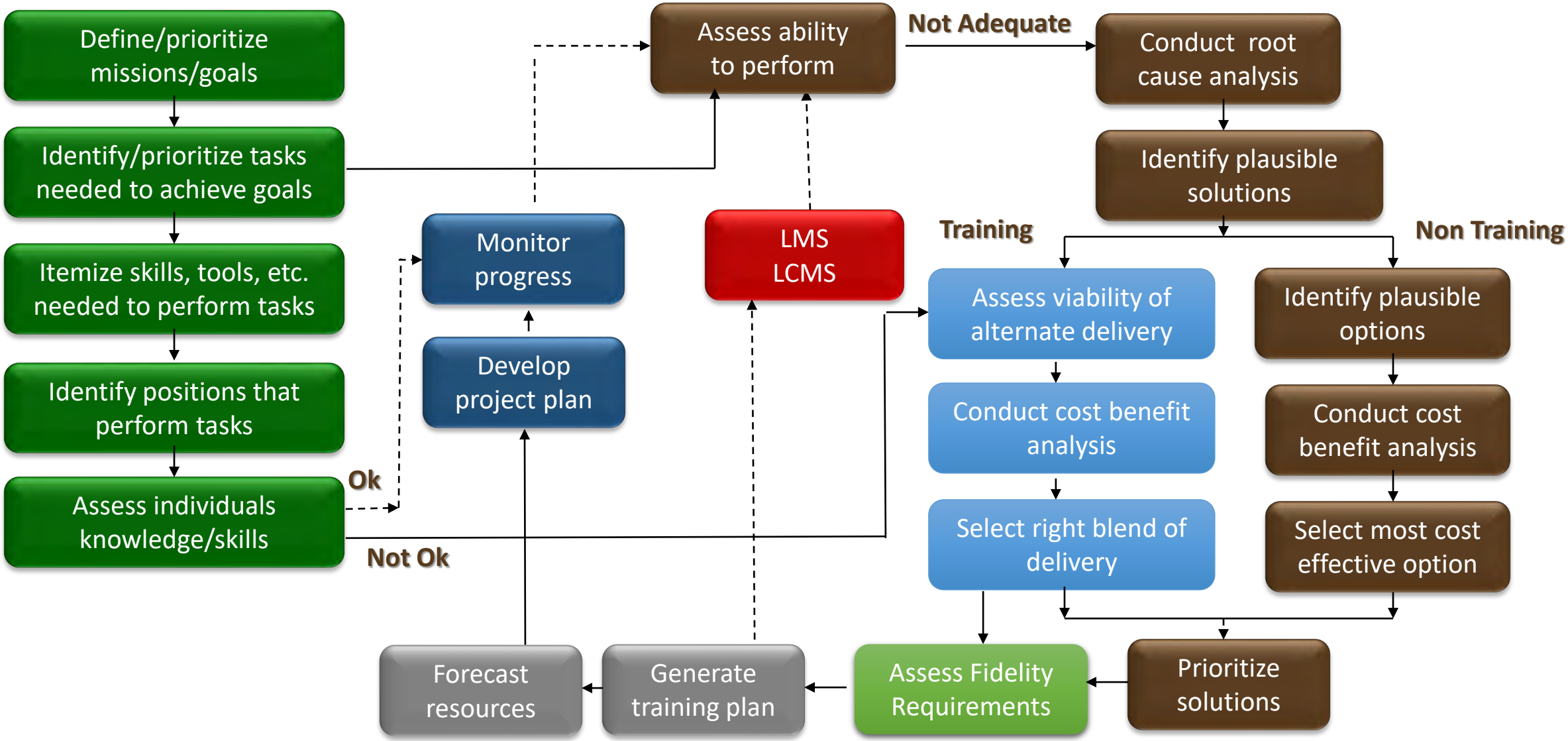
Training Management System



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Training Management System Benefits …

System of Record …

- Store all data in a centralized database
- Facilitate data management & update
- Facilitate Collaboration with colleagues worldwide

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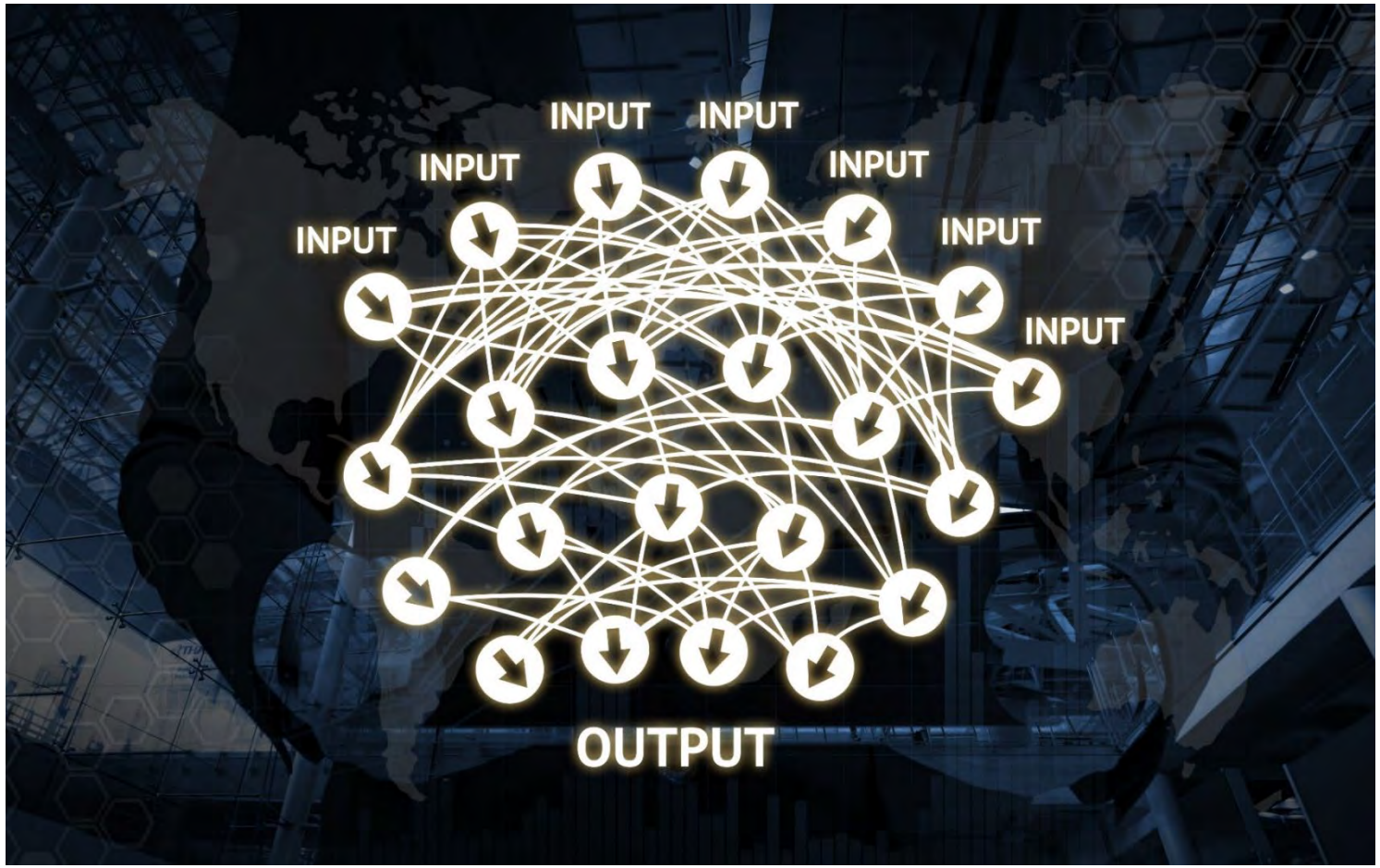
Training Management System Benefits …

Maintain Consistency

Preserve Integrity &

Track Changes made by each team member



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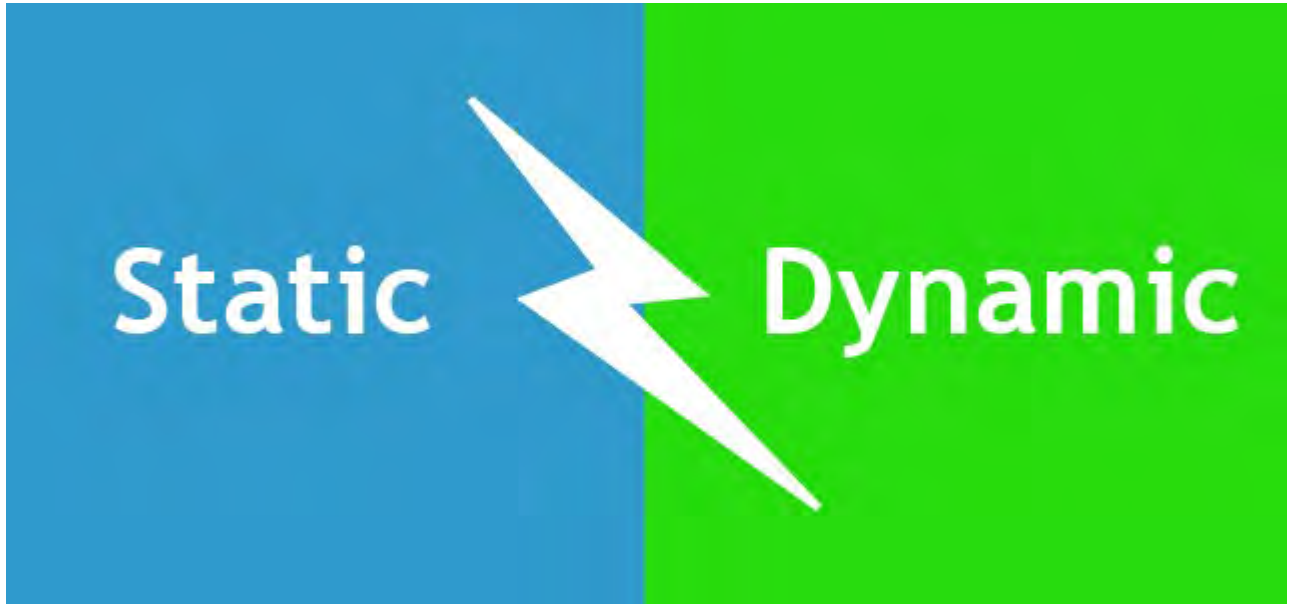
Training Management System Benefits …

Preserve Training Effectiveness by Assessing Impact of Change …

- ❑ Missions/Goals
- ❑ Systems
- ❑ Jobs
- ❑ Policies
- ❑ Documentation



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Training Management System Benefits …

Forecast Personnel/Resource Requirements

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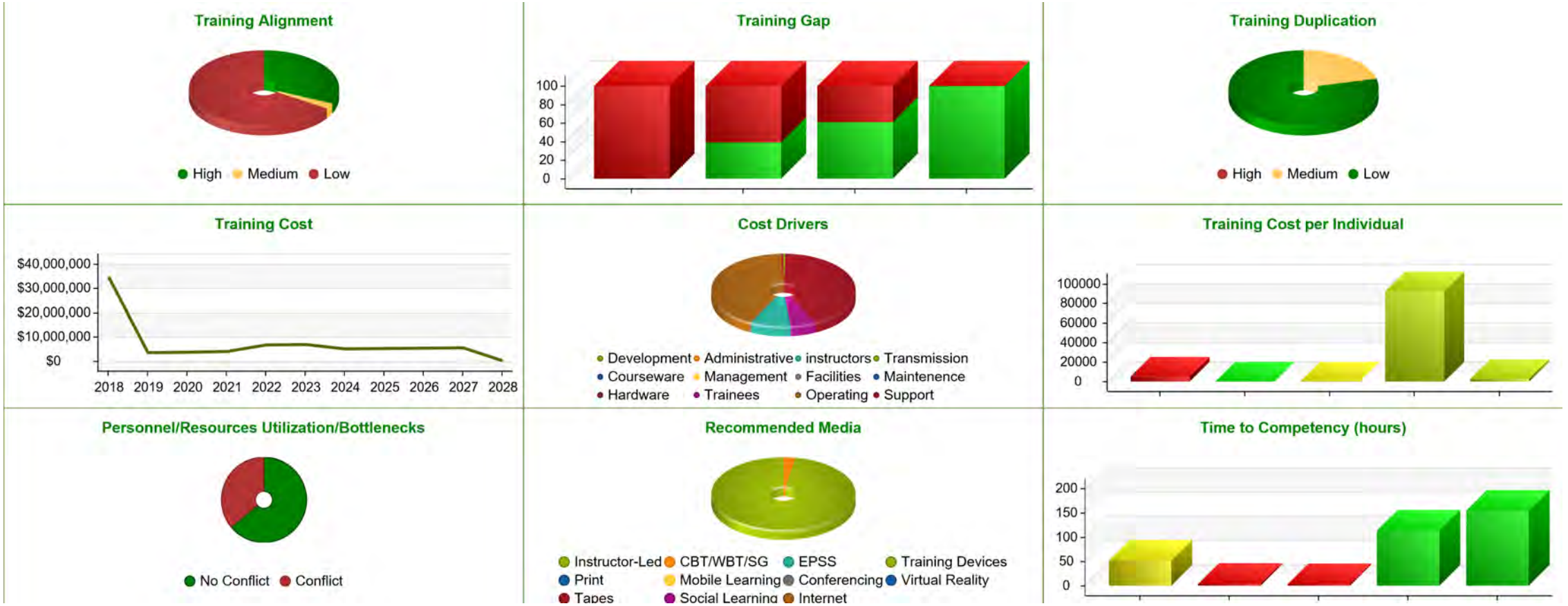
Training Management System Benefits …

Provides Snapshot of Health of Training …



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Training Management System Benefits

Simplifies and Speeds Analysis …

Streamlines:

- Data Collection
- Data Analysis
- Data Management
- Data Updating
- Data Reuse
- Data Sharing
- Report Generation

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Training Management System Benefits

Continually Drives Training Efficiency …

- Identify Gaps
- Identify Duplications
- Identify Unnecessary Training
- Uncover Cost Drivers
- Leverage Technology
- Assess impact of change
- Generate Audit Trail

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Training Management System Benefits

CDN Air Force ATTR
Identified 275 hours of common training between ACS, AVN, AWS & AVS

US Dept. of Treasury
Reduced credit training from 15 to 12 months.

CDN Air Force FPT
Maintenance of infrastructure accounted for 55% of budget.

CDN Army LVC TS
Identified $49.3 million in potential savings through ADVISOR over 10 years

UK Army Live Fire Review
Identified through ADVISOR £140 million in potential savings in 10 years

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Training Management System Benefits

Support Multiple Standards
US DOD: MIL-HDBK-29612-2A
US AF Handbook 36-2235
US AF AETC Handbook 36-2203
US Army TRADOC Pamphlet 35-70-6
Canadian Forces Individual Training & Education (CFITES)
UK: Joint Service Publication (JSP) 822
AU: Defence Training Model
S6000T

ADVISOR … "the preferred decision support tool" for UK MoD

JSP 822

ADVISOR "… to determine the most effective and efficient media for a given situation"

CFITES Vol. 4

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Training Management System

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ADVISOR ENTERPRISE

Plan better… Achieve more!

For more info:

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