

Technical Training **STRATEGY & ROADMAP**

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Federal Aviation
Administration

AT A GLANCE

Just as technological advances in aviation continue to change the way the National Airspace System (NAS) operates, technological advances in learning methods continue to change how training is delivered. To keep pace, the Technical Training (AJI-2) organization is transforming ATO's learning approach to more efficiently and effectively develop and deliver the right training, at the right time, to the right person, through the right method. This will help ensure controllers and technicians have the skills, abilities, and knowledge they need when they need it to successfully and safely operate our constantly evolving airspace system.



our mission **WHY WE EXIST**

Knowledge and skill transfer to the right person, at the right time, in the right way, at the right place.

our principles **WHAT GUIDES US**

- > **Transparency:** We will make data driven choices openly with context, welcome feedback, and use every opportunity to keep information available.
- > **Collaboration:** We will work with our stakeholders to understand what they need from us and how we can develop and deliver valuable training that is retained.
- > **Iteration:** We will continually assess how effective our learning approach is so we can improve what we do and how we do it.

TODAY...ONWARD

our current state HOW THINGS ARE

Technology is changing the way people learn, access, and best absorb information.

Decision makers need greater insight into learners' progress, performance, and future needs so they can make informed training investment and job performance decisions.



The FAA continues to rely on classroom model of instruction and the responsibility for training is fragmented across many stakeholders.

The NAS is constantly changing, placing increased demands on our learning innovation, throughput, and agility.

Transparency & Accountability

our future state HOW WE WANT THINGS

Content Platform

Process Redesign

Future Design

Technology

Stakeholder Transparency

Evolve Technical Training Organization

We will redesign our platform for content development and management to allow for centralized controls and greater flexibility of content creation, reuse, delivery, and access.

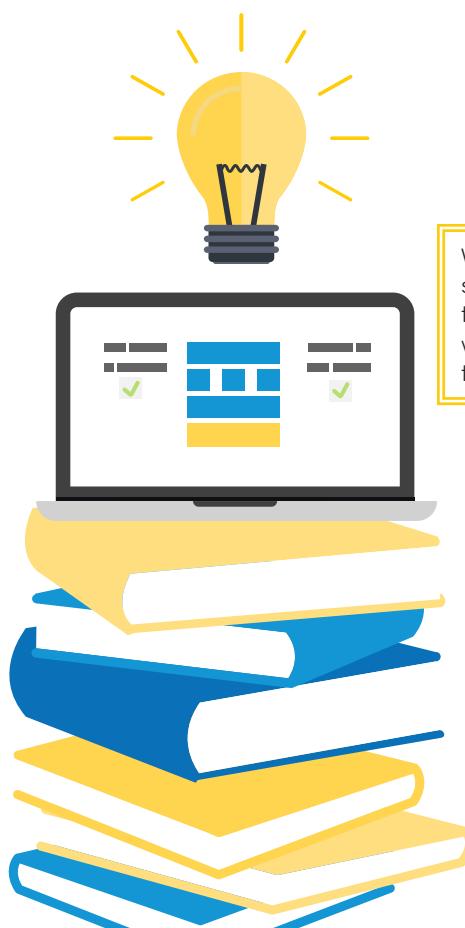
We will continue to foster and expand our partnerships with industry and academia to define the future of learning for the FAA.

We will establish clear lines of communication with our stakeholders to understand their requirements and needs.

We will update our development processes to allow for agility in managing and maintaining courses throughout their lifecycle.

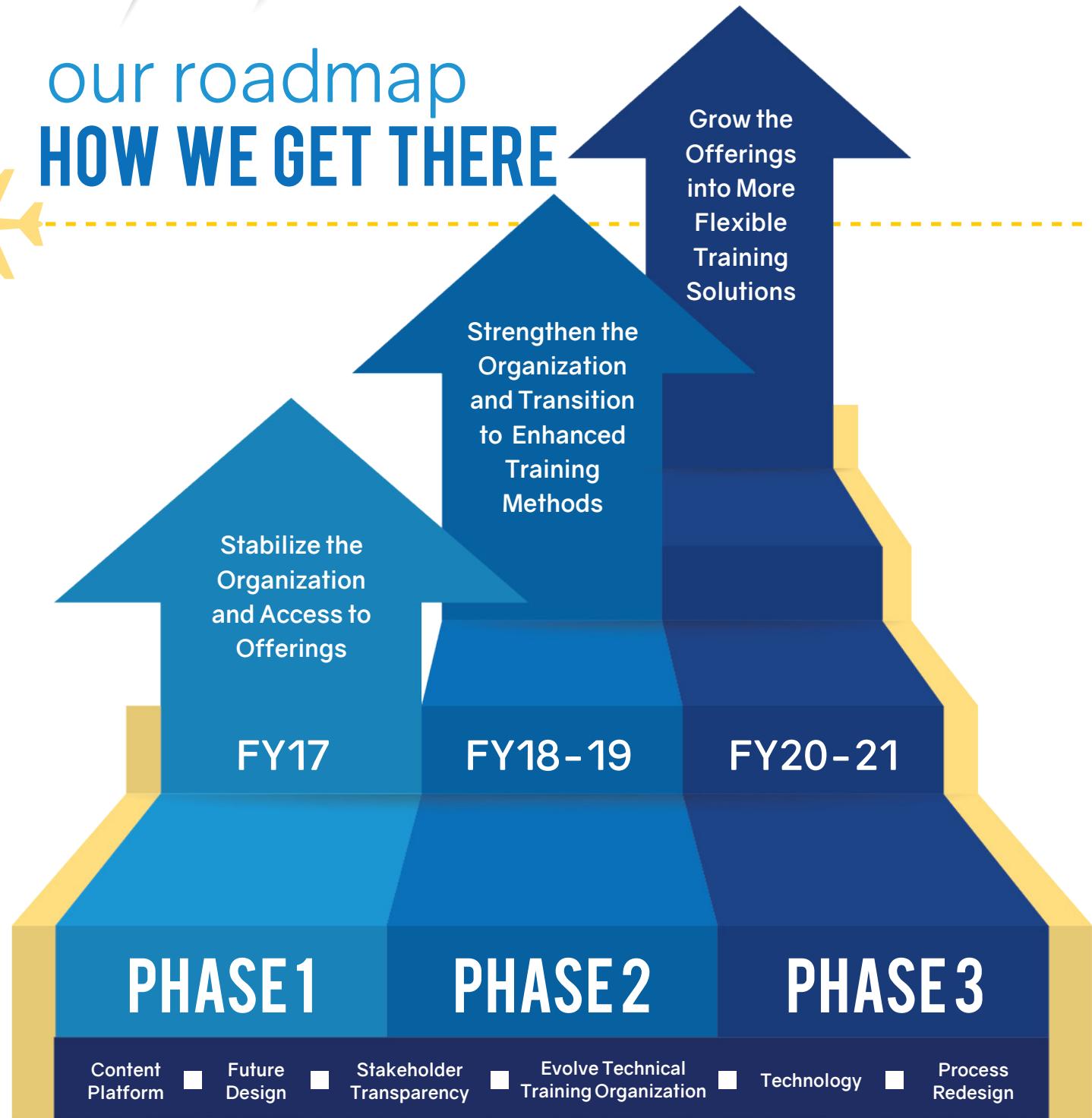
We will create an implementation and integration strategy for simulation platforms and other training technologies (e.g., mobile, web-based, virtual classes, performance support) to improve the learning environment.

We will continually assess our business goals to verify organizational alignment, growth, staffing, and development.



PATH TO SUCCESS

our roadmap **HOW WE GET THERE**



PHASE 1(FY17)

Stabilize the Organization and Access to Offerings

- > Update AJI-2 training development standards and procedures to provide guidance for changes required by training transformation
- > Transform the Technical Operations Quota Management Processes
- > Begin risk-based management assessment on Technical Operations and Air Traffic curriculum to prioritize course conversions, updates, and cancellations
- > Conduct analysis of the Technical Operations Environmental curriculum for alignment of prerequisites, learning objectives, and content to produce recommendations on curriculum improvement
- > Complete Technical Training (AJI-2) realignment
- > Evaluate experience and knowledge required to achieve the strategic priorities, goals, and mission
- > Identify and document roles and functions for Technical Training (AJI-2) managers and staff
- > Complete stand-up of a Learning Content Management System with enterprise capability
- > Develop prioritization methodology for migration of content and development into the Learning Content Management System
- > Build relationships with key strategic partners through the Center of Excellence and Air Traffic Collegiate Training Initiative (AT-CTI) programs
- > Document process for the evaluation and integration of technology solutions
- > Develop the concept of operations for the common simulation platform
- > Finalize version 1 of the simulation strategy
- > Develop curriculum oversight process
- > Support development of the Managers Training Dashboard
- > Create process to evaluate Technical Operations NAS Security and National Enterprise Operations (NSEO) curriculum
- > Implement solicitation and evaluation process for Controller Training Contract innovation projects
- > Develop strategic plan for the operations and maintenance of Tower Simulation System
- > Develop implementation plan for integrating Safety Suite, TRAX and the National Training Database into the Comprehensive Electronic Data Analysis and Reporting (CEDAR) tool

PHASE 2 (FY18)



Strengthen the Organization and Transition to Enhanced Training Methods

AJI-2 intends to “join the conversation” across the FAA and the training industry as we shape the future together. This phase concentrates on more flexible methods of training that we can begin to introduce into our offerings.

- > Continue to build relationships with Center of Excellence partners, implement solutions, and identify future research requirements
- > Begin collaboration with strategic partners to develop the FAA Enterprise Learning Model to guide technology acquisition and training development and delivery activities
- > Adjust the technology and simulation strategy to align with the Enterprise Learning Model and account for anticipated increases in space and Unnamed Aircraft System demands
- > Begin migration and development of curriculum into the Learning Content Management System
- > Finalize integration of the Learning Content Management System with the Enterprise Learning Systems
- > Enhance course metrics and analytics based upon the foundational process and standardization work of Phase 1
- > Define the requirements and develop the acquisition strategy for the common simulation platform
- > Develop migration plan to centralize databases to enhance training management capabilities and learner experience
- > Continue refinement of the curriculum oversight, technology acquisition, and development processes
- > Identify and begin acquisition of resources required to offer greater accessibility of our services and enhanced measures of service
- > Continue to acquire and align Technical Training resources to accomplish strategic priorities
- > Continue assessment and management of the Technical Operations and Air Traffic curriculum course conversions, updates, and new courses

PHASE 3(FY19-21)

Grow the Offerings into More Flexible Training Solutions

We will introduce a ‘new era’ of training where our offerings are mostly characterized by their flexibility. This phase is defined by how well we prioritize and integrate recommendations from COE and ARAC.

- > Increase ability to monitor success and accelerate time to integrate new technologies into the Enterprise Learning Model
- > Execute full implementation of the Learning Content Management System as the foundation for the Enterprise Learning Model
- > Continue to build relationships with COE partners, implement solutions, and identify future research requirements
- > Continue to monitor the execution of the technology and simulation strategies and make adjustments as required
- > Refine course metrics and analytics to support anticipatory training development via reactionary development
- > Continue centralized migration of training databases
- > Identify and begin acquisition of next version of technology and learning management resources to continue revolution of FAA training development and delivery capabilities.
- > Continue assessment and management of the Technical Operations and Air Traffic curriculum course conversions, updates, and new courses
- > Continue the pursuit of process improvement and adjust the organization for effectiveness