

The Future of Learning in the U.S. Government

December 9, 2019

Presenters:

A. Reese Madsen, Detailee to CHCO Council / Intelligence and Security
Chief Learning Officer, Department of Defense

Jason Briefel, Executive Director, Senior Executives Association

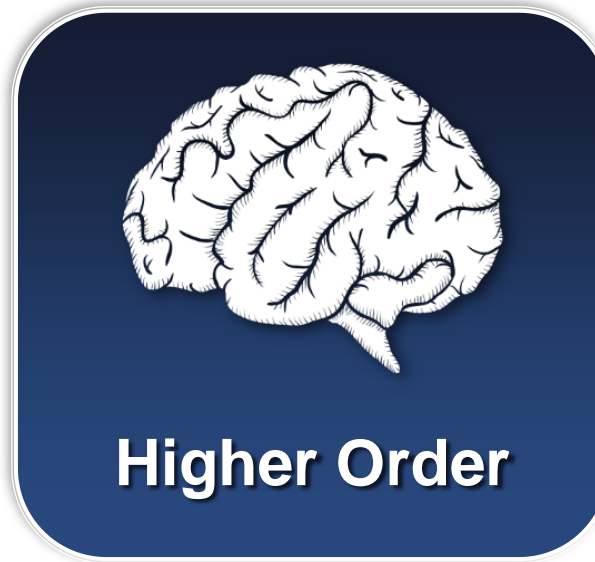
Ryan Changcoco, ATD

Current Environment

- The President's Management Agenda (PMA) is a key driver for Talent Development (Workforce for the 21st Century and Reskilling).
- While many work towards meeting this PMA goal, there is no strategic view with whole-of-government approach.

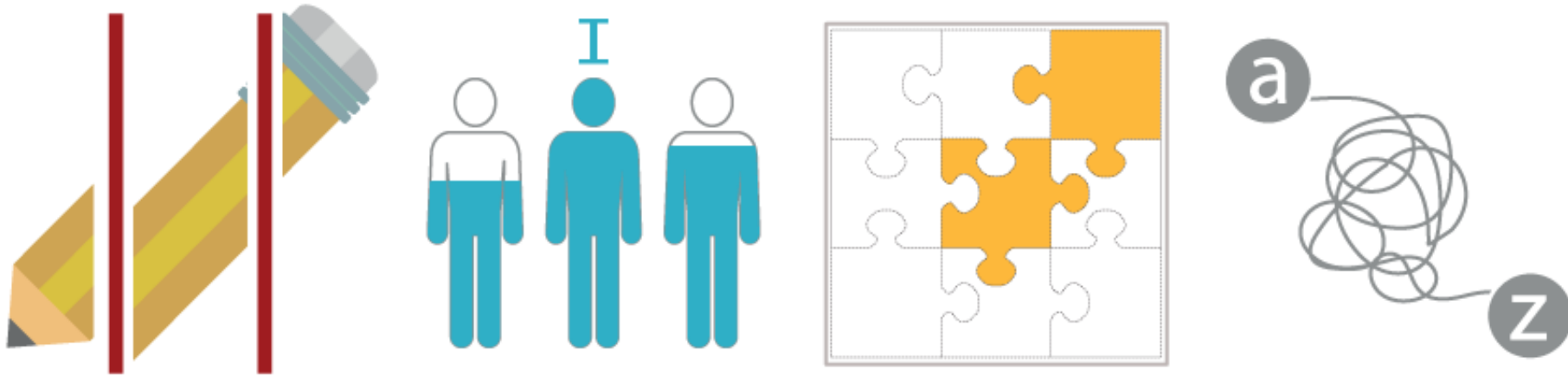
The Federal Government Talent Trilogy





Increasing **demands** placed on personnel

But our learning and development system is **antiquated**



Stovepiped

Most learning experiences are disconnected from one another; events lack cohesion and treat learners as “blank slates.”

Inefficient

Most training and education is “one-size-fits-all,” which means top students waste time and bottom students fail to master all content.

Weak Data

Training, education, and personnel management systems rely on spotty data, which are often locked in unreachable data silos.

Convoluted

Operational goals and outcomes generally lack direct connections to training and education offerings, reducing agility and traceability.

Problem



Today, Training and Education is a collection of disconnected legacy LMS, HR systems, and even paper based classrooms and scantron test taking equipment. Each of the departments and agencies has its own, non interoperable approach.

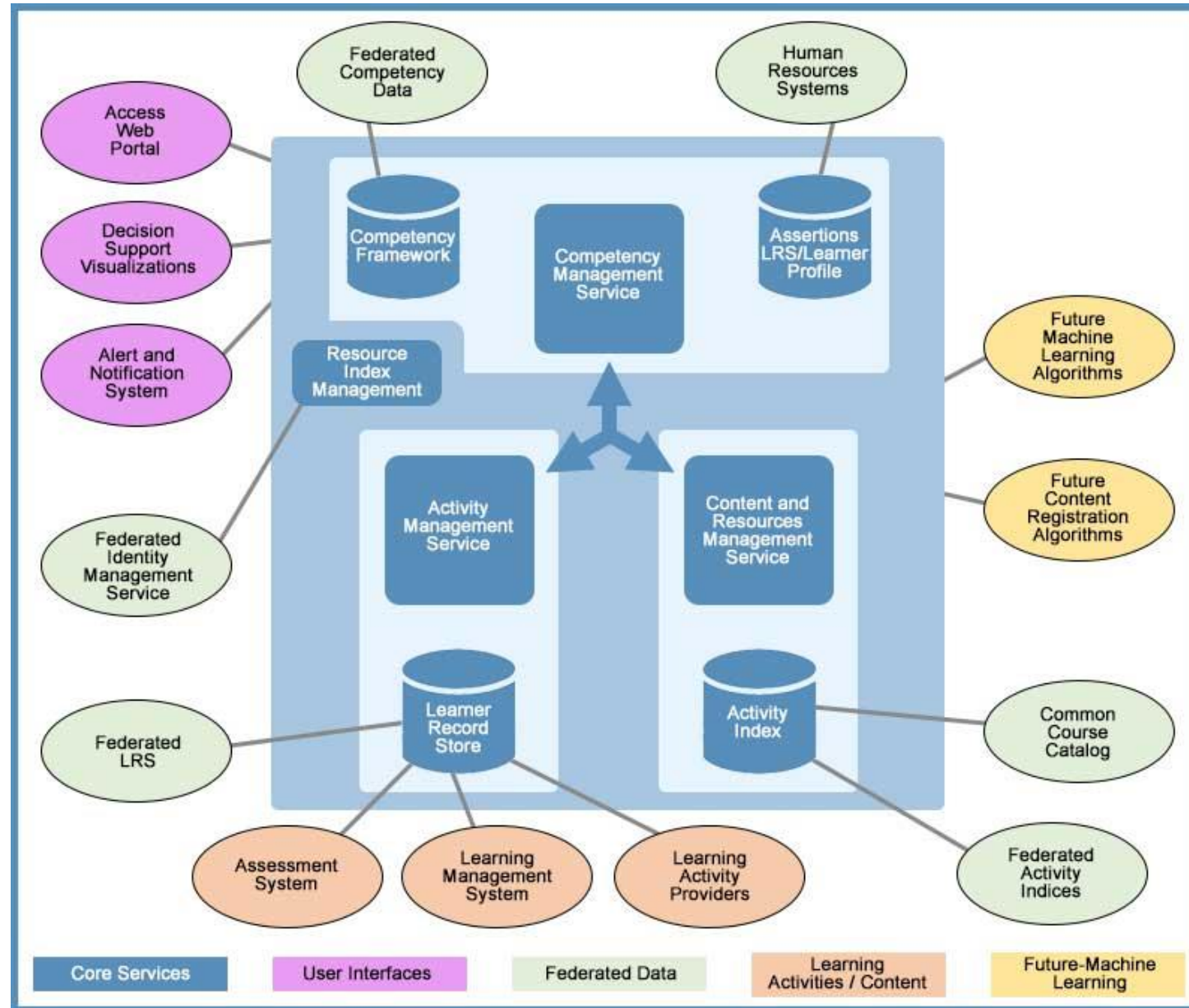
And at what cost? No discernible accounting of government TD costs, but believed to be between 200 billion and 1 trillion dollars – a year.

Solution

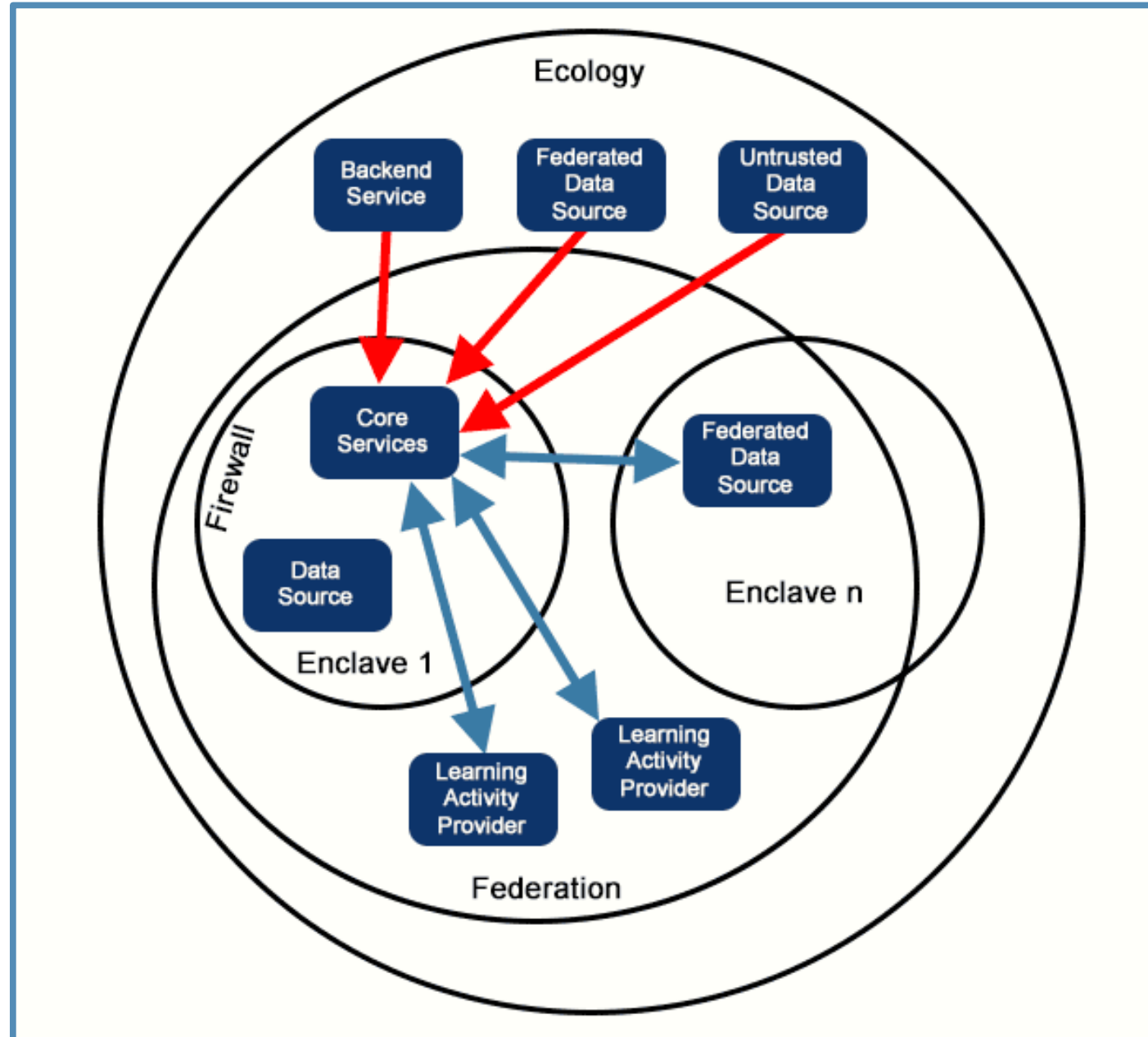


We want to be Implementing federated data structures and **services oriented architecture (SOA)** connected via **xAPI** on the **Global Information Grid (GIG)** to link training and education content, **competency-based learning (CBL)** and scheduled and unscheduled learning events by defining **open standards and business logic for interoperability.**

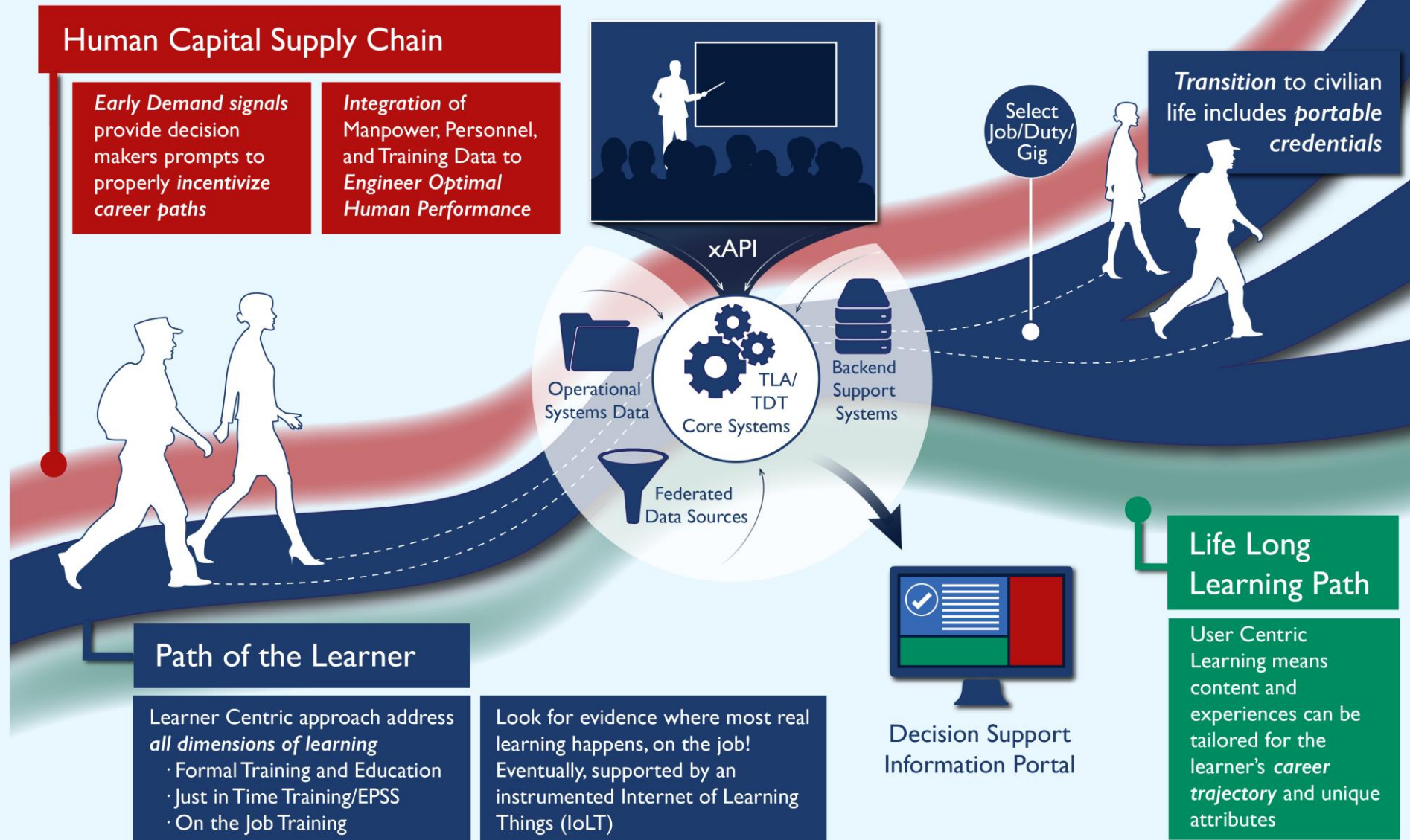
“Federated Data Structures”



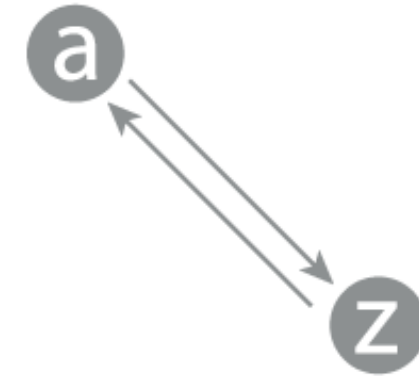
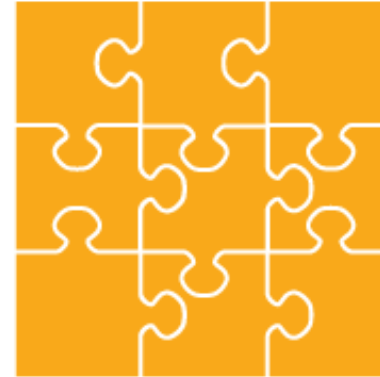
“Ecosystem”



Total Learning Architecture Operational Overview



We need a technology-enabled **continuum of learning**



Integrated

Learning experiences are integrated together into an cohesive, career-long learning continuum by exchanging learning data across systems.

Personalized

Learning is optimize by delivering the *right* training, education, and developmental experiences, at the right time, and in the right ways.

Data-Driven

Richer data enable talent management and readiness analyses—more effectively managing the larger system via evidence-based methods.

Responsive

More traceable (automated and data-driven) connections with operations makes training and education more responsive and accountable.

Desired Outcome



Better engagement with stakeholders brings:

- Advertisement of federal training, education, certification, and degree programs
- More effective use of schoolhouse programs to train gaps instead of lowest common denominator
- Increase efficiency and agility of technical solutions

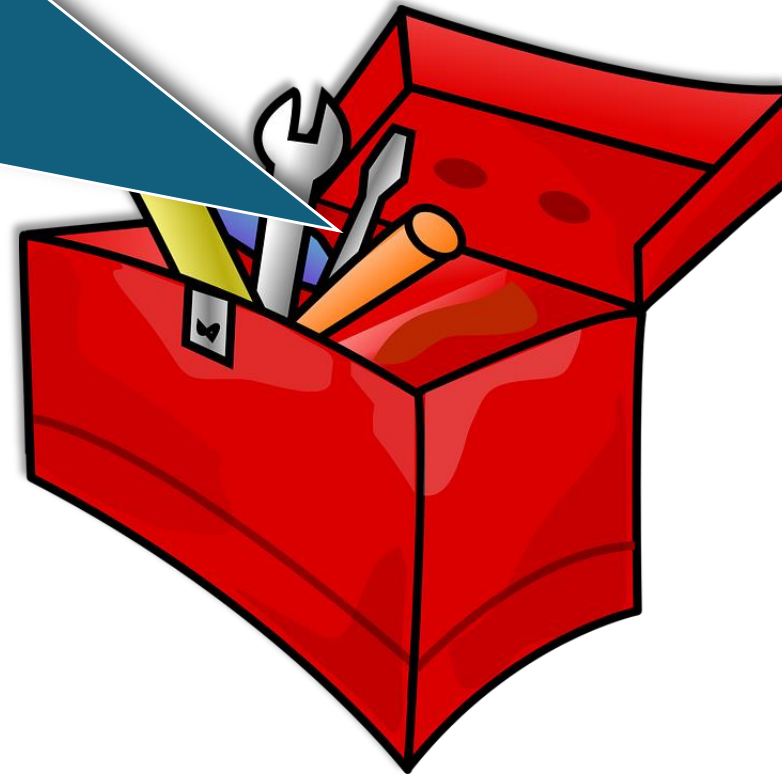
Enable enterprise-wide data and content collection, analysis, and sharing

Support a career-long, learner-centric approach to talent development

Reduce duplications of effort through enterprise-level collaboration

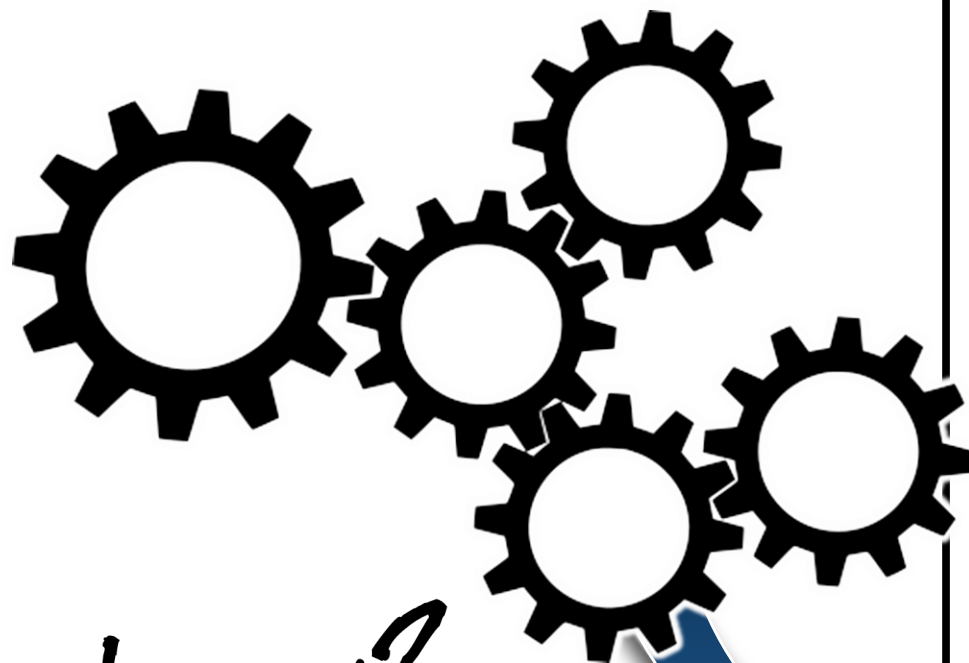
Establish and enable transparent governance across the system

IC SOLUTION



Talent Development Toolkit

ENABLING TECH



how?

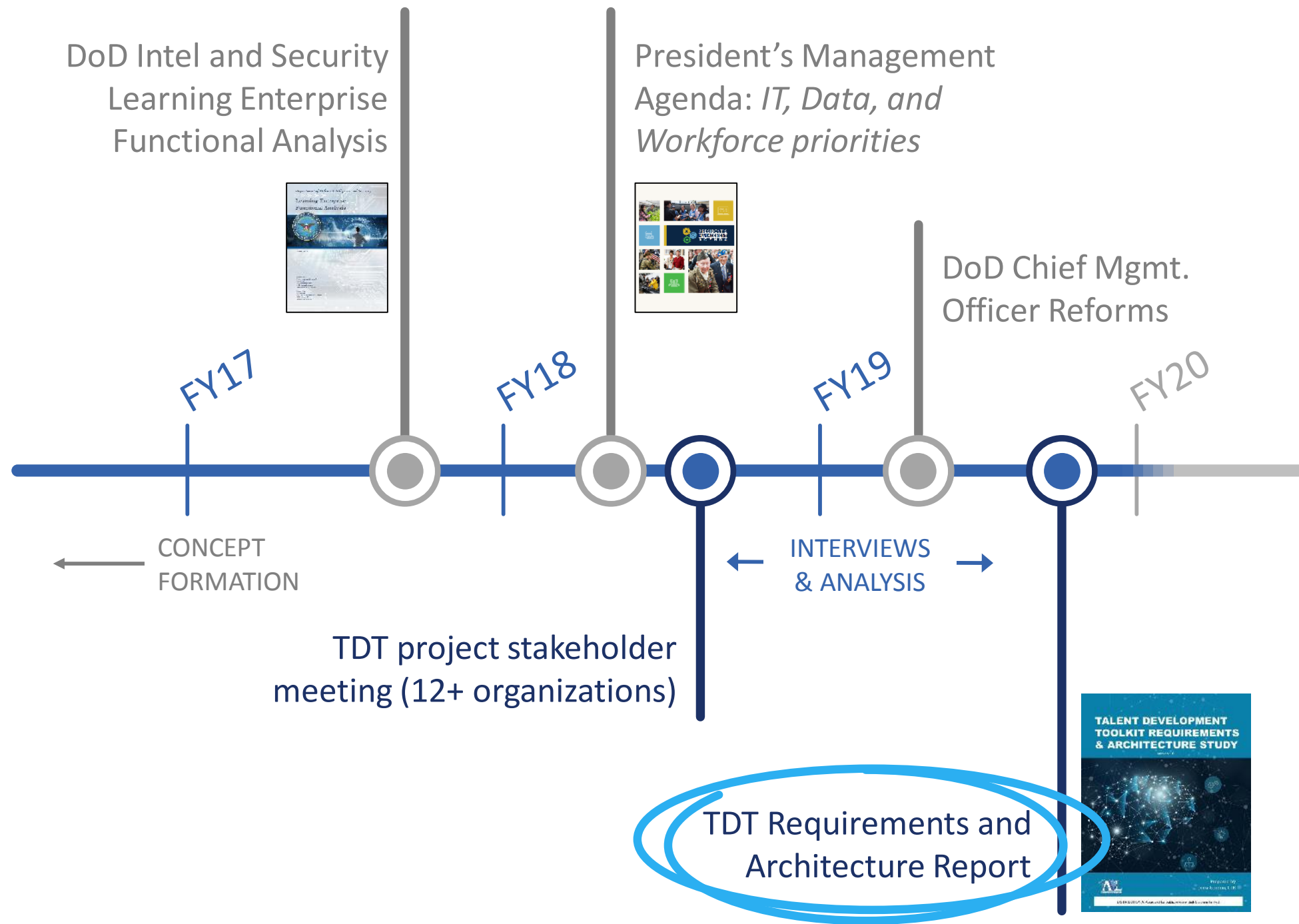
Total Learning Architecture

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what



Talent Development Toolkit



CRITICAL FACTORS (“HIGH DRIVERS”)



Cost Efficiency

Reduce licensing and maintenance costs



Security and Privacy

Safely and ethically federate data across system boundaries



Time-Efficiency

Make credentials portable across organizations

These characteristics have significant impact on cost, schedule, and/or performance. Addressing them creates a high potential for ROI.

RECOMMENDATIONS



1. Federate data across stovepipes
2. Create governance boards and policy structures
3. Establish secure, ethical universal identity management
4. Develop a common course catalog
5. Establish mechanisms for maintaining trust
6. Invest in culture change for competency-based talent management

WII FM??

- ❑ Use USALearning for “assisted acquisition”

<https://usalearning.gov>

- ❑ Give the TDT Report to your geeks

<https://www.adlnet.gov/resources-publications>

- ❑ Ask your geeks to participate in the TLA WG

<https://www.adlnet.gov/research-working-groups>

- ❑ Read (skim) the *Modernizing Learning* book

- ❑ Leadership coordination for interoperability

52 SME contributors from academia, education, government, military, non-profits, and industry

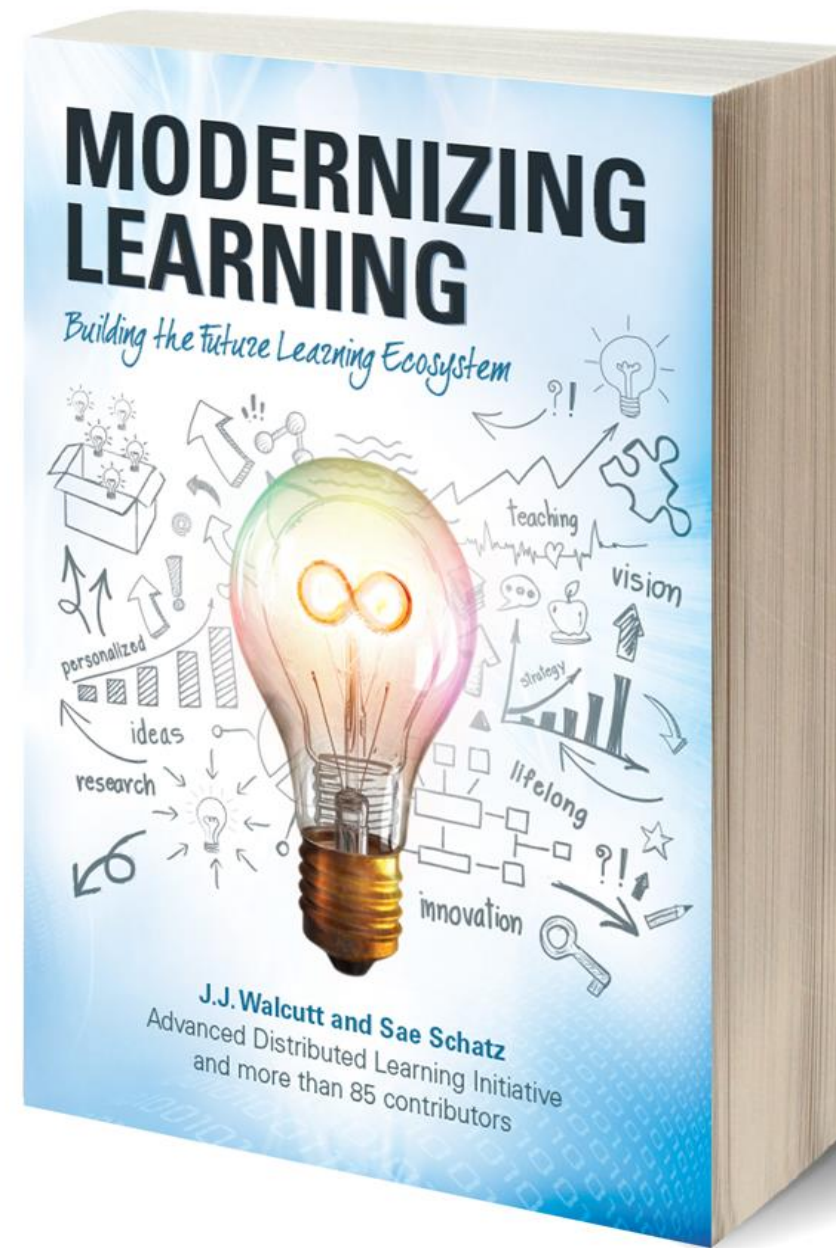
35 Authors

385 Pages + References

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The Federal Government Talent Trilogy



You're Invited – December 17 in DC



- ***10-Pounds of Training in a 5-Pound Bag: Modern Learning for the Future Workforce***
- **Facilitator:** Sae Schatz, Ph.D., Director, ADL Initiative (DoD)
- The Landscape for learning is changing. New technologies and an increased understanding of human performance have us rethinking learning and development. And just in time too. Today's leaders need to constantly grow their workforce's talent, and to stay competitive, nearly everyone needs a "lifelong learning" mindset. But how can we fit all this training and education into our daily lives, and how can organizations afford it? In this interactive session, attendees will learn about emerging learning technologies, low cost learning options, and information on designing talent development plans. Attendees will leave with tangible take-aways to help their organizations' (and their own) learning and development efforts.