Skills Based Training (SBT)

16 November 2011
Agenda

- Army Learning Model (ALM)
- What Is Skills Based Training (SBT)
- SBT Training Model
- Tenants
- Results
- Bottom Line
- Questions
Army Learning Model (ALM)

**Definition**

A learner-centric continuum that begins when an individual joins the Army and does not end until retirement. The learning model enhances the rigor and relevance of individual learning. It is a learning model that adapts to fluctuations in learning time and maximizes opportunities to master fundamental competencies. Open to inventiveness, to input of learner knowledge, and advances in learning technologies and methods.

**Challenge**

- Current training models have not kept pace with the rapid rate of change, demands of Soldiers rotating in and out of the fight
- Current training models are not structured to capitalize on the learning capabilities of Soldiers with significant digital literacy
Education that encompasses teaching and learning specific skills, the imparting of knowledge, positive judgment and well-developed wisdom.

A principles based, diagnostics driven methodology, based on the science of learning, which seeks to provide Soldiers with the skills necessary to isolate and identify components that are inoperative, out of alignment, or malfunctioning to a precise degree of accuracy. **A shift from the remove and replace mentality** to a critical thinker and diagnostician. Tasks are focused on Problem-Solving and not on equipment specifics.
Skills-Based Training Model

Identify Competencies

- Customers Needs
- Developing skill-to-task crosswalk
- Develop/revise Individual Task requirements

Sequence Skills and Tasks

- Logical sequence of skills to be trained
- Integrate skills training and hands-on task
- Integrate new training technologies

Implement Training Strategy

- Ensure learning transfer and retention
- **Focus on Problem Solving/Troubleshooting**
- Reinforce skills by integrating into other events later in course

Evaluate and Revise

- Conduct supervisor/key leader surveys
- Onsite Visits With Customers
- Revise, as required
SBT Tenets

• Student Centered
  — Learn by doing/Outcomes based training
  — Facilitate Learning

• Active Learning
  — Learner responsible for learning
  — Problem Solving/Troubleshooting

• **Train on Most Difficult Piece of Equipment First**

• Focus on Skills
  — Identify & reinforce specific knowledge & skills
  — **All tasks are not performed on all equipment**

• Shared Learning/Experiences

• Build Confidence
  — Challenge with complex situations
What Does This All Mean

• Less PowerPoint – Reduced Conference Time/Increased Hands On (40% AVG Reduction)

• **Students Learn From Each Other**, You Must Manage The Groups

• Instructor Facilitates The Learning Process – Ask More Questions Than Answer Questions “Promote **Problem Solving** at the Soldier’s Level”

• Course React’s Quicker to Change, Minor Changes Instead of Wholesale Change

• **Incorporate Certifications (A+, FCC, BET)**

• Life Long Learning (Army Career Tracker)
Bottom Line

• 24% Reduction in Course Length
  (May not be typical for all courses)

• **Soldiers Trained on More Tasks**

• Customer See Improvement

• **Instructors Involved In The Development of Training**

• Increase in Hands-On Increases Instructor Bill

• **Facilitator Transition Training Required (True SME)**
Questions