The Performance Learning Model
An Architecture to Enhance Systems Engineering Practitioner Learning

Steve Parker
Defense Acquisition University
NDIA 8th Annual Systems Engineering Engineering Conference
Provide an overview of the Performance Learning Model and explain how the Defense Acquisition University is using it to support the engaged learner.
Briefing Overview

- Defense Acquisition University (DAU) Overview
- Performance Learning Model (PLM) Description
- DAU support of the PLM
“...a future force that is defined less by size and more by mobility and swiftness, one that is easier to deploy and sustain, one that relies more heavily on stealth, precision weaponry and information technologies.”

George W. Bush on Transformation
Defense Acquisition University

Overview
Defense Acquisition Workforce Improvement Act (DAWIA)

A November, 1990 Act of Congress requiring the Secretary of Defense to establish policies and procedures for the effective management (including accession, training, and career development) of persons serving in Department of Defense acquisition positions.

DAWIA Also Established DAU

The Secretary of Defense, acting through the Under Secretary of Defense for Acquisition, shall establish and maintain a defense acquisition university structure...
## DoD AT&L Workforce

<table>
<thead>
<tr>
<th>Career Field</th>
<th>Army</th>
<th>Navy/USMC</th>
<th>Air Force</th>
<th>DoD</th>
<th>Other Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Management</td>
<td>4,566</td>
<td>3,491</td>
<td>4,689</td>
<td>560</td>
<td>13,306</td>
</tr>
<tr>
<td>Contracting</td>
<td>8,183</td>
<td>5,296</td>
<td>7,487</td>
<td>5,282</td>
<td>26,248</td>
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<tr>
<td>Facilities Engineering</td>
<td>5,584</td>
<td>3,559</td>
<td>0</td>
<td>0</td>
<td>9,143</td>
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<tr>
<td>Production, Quality, &amp; Manufacturing</td>
<td>2,226</td>
<td>2,232</td>
<td>408</td>
<td>4,414</td>
<td>9,280</td>
</tr>
<tr>
<td>Business, Cost Estimating &amp; Financial Management</td>
<td>4,461</td>
<td>1,838</td>
<td>1,779</td>
<td>111</td>
<td>8,189</td>
</tr>
<tr>
<td>Life Cycle Logistics</td>
<td>4,936</td>
<td>4,156</td>
<td>1,953</td>
<td>76</td>
<td>11,121</td>
</tr>
<tr>
<td>SPRDE – Sys. Eng.</td>
<td>11,271</td>
<td>16,853</td>
<td>6,473</td>
<td>483</td>
<td>35,080</td>
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<tr>
<td>Test &amp; Evaluation</td>
<td>2,452</td>
<td>2,479</td>
<td>2,181</td>
<td>180</td>
<td>7,192</td>
</tr>
<tr>
<td>5 Other Career Fields</td>
<td>4,509</td>
<td>1,648</td>
<td>2,805</td>
<td>6,018</td>
<td>14,980</td>
</tr>
<tr>
<td>Total</td>
<td>48,188</td>
<td>41,552</td>
<td>27,775</td>
<td>17,024</td>
<td>134,539</td>
</tr>
</tbody>
</table>
DAU Mission

Provide practitioner training, career management, and services to enable the AT&L community to make smart business decisions and deliver timely and affordable capabilities to the warfighter.

- We train the AT&L Workforce through certification and assignment-specific courses
- We promote career-long learning through our Continuous Learning Center
- We offer performance support to the AT&L Workforce through consulting, Rapid Deployment Training, and targeted training
- We facilitate knowledge sharing through on-line resources and communities of practice
DAU Regional Orientation

We are part of the community not just a place to go to take classes.

Located with our Customers

Capital and Northeast (Fort Belvoir)
AT&L WF ~37,000

Mid-Atlantic (Pax River)
AT&L WF ~23,000

Midwest (WP AFB)
AT&L WF ~20,000

South (Huntsville)
AT&L WF ~27,000

West (San Diego)
AT&L WF ~26,000
“The legacy of obsolete institutional structures and processes and organizations does not merely create unnecessary cost...it also imposes an unacceptable burden on national defense.”

Swift response to changing processes, structure and threats requires Engaged Learning
The Engaged Learner

Vision of the Engaged Learner
- Responsible for Learning.
- Energized by Learning.
- Collaborative.

Tasks for the Engaged Learner
- Challenging.
- Authentic.
- Integrative/interdisciplinary.

Instructional Models and Strategies for Engaged Learning
- Interactive
- Generative.

Learning Context for the Engaged Learner
- Knowledge-Building Learning Community.
- Collaborative.
- Empathetic.

Roles for the Engaged Learner
- Explorer.
- Cognitive Apprentice.
- Producers of Knowledge.
Performance Learning Model

A Learning Architecture to Support the Engaged Learner
Performance Learning Model – 24/7 Learning Assets for the Classroom and the Workplace
Framing the Learning Strategy for an Agile Learning Environment

- Resident “Certification” Training
- Job Performance Support
- Skills Development
- Distributed Learning
- Knowledge Sharing
- Knowledge Distribution
- Group
- Individual

Single dimension learning paradigm (old)
Multi-dimensional learning paradigm (new)
Benefits of Engaging the Learner on the Job

**With Just Training -**
Single Dimensional Learning Environment

**With an Agile Learning Environment (Multi-Dimensional PLM)**

Accelerated Growth & Sustained Expertise

Knowledge Shelf-life

Training Event

(Time)

(Performance)

Expert

Novice
Performance Learning Model – 24/7 Learning Assets for the Classroom and the Workplace

Acquisition Knowledge Sharing Systems
Online gateway to AT&L Systems Engineering information & tools

Acquisition Community Connection
Online Systems Engineering collaboration communities

DAU Virtual Library
Keeping Systems Engineers virtually connected to research tools when and where they need them

Continuous Learning Modules
Online modules built around Systems Engineering tasks, procedures or functional areas

Training Courses
DAWIA certification, assignment-specific, and executive & international courses – in the classroom and on-line

Consulting
Practitioner experts available when & where needed to improve performance execution

Rapid Deployment Training
on-site & on-line training on latest Systems Engineering Policies and Practices

Targeted Training
tailored learning for your organization or task
DAU Performance Support

- Consulting
- Rapid Deployment Training
- Tailored Training

Experience our rapidly delivered business solutions
Rapid Deployment Training

- Initiated May 2003 with new DoD 5000 Series
  - Within 48 hours Overview brief and online resource center available (averaged 700 hits per day)
  - Over next 4 months, 200 presentations given to more than 12,000 members of the AT&L community
- Continued with
  - CJCS 3170
  - Comptroller PBD
  - AT&L PBL
  - Corrosion Control
  - Unique Identification of Items

Provides quick notification and training on new initiatives and policy changes
Continuous Learning Growth

Continuous Learning Center Graduates

<table>
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<tr>
<th>Year</th>
<th>Graduates</th>
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<tr>
<td>FY 01</td>
<td>0</td>
</tr>
<tr>
<td>FY 02</td>
<td>50000</td>
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<tr>
<td>FY 03</td>
<td>100000</td>
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<tr>
<td>FY 04</td>
<td>150000</td>
</tr>
<tr>
<td>FY 05</td>
<td>250000</td>
</tr>
</tbody>
</table>

- 212k Projected

Continuous Learning Center Modules

<table>
<thead>
<tr>
<th>Year</th>
<th>Modules</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 01</td>
<td>10</td>
</tr>
<tr>
<td>FY 02</td>
<td>20</td>
</tr>
<tr>
<td>FY 03</td>
<td>30</td>
</tr>
<tr>
<td>FY 04</td>
<td>40</td>
</tr>
<tr>
<td>FY 05</td>
<td>100</td>
</tr>
</tbody>
</table>
Continuous Learning (CL): 252,420 Registered Users
241,895 Total Graduates of CL Modules

Web-Based Certification Training (DL): 171,888 Registered Users
124,064 Total Graduates of DL Modules
The ACC is a nest of integrated collaborative spaces that includes:

- Communities of Practice
- Special Interest Areas
- Workspaces
- DAU Course Spaces
Eight Day Residence Course converted to a distance learning

20 Hour COTS course

Augmented with five DAU developed tutorials

First FAI Offering – Oct 05
Application of the Performance Learning Model

ACC Tutorials

- OCT03 EV1 – 20,022
- JAN04 EV2 – 10,161
- AUG03 EV3 – 11,316
- FEB04 EV4 – 5,877
- APR04 EV5 – 15,010

BCF-102

- Eight Day Residence Course
- 20 Hour COTS CBT course
- Augmented with five DAU developed tutorials
- First FAI Offering Oct 05
Application of the Performance Learning Model

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- First FAI offering – Oct 05

ACC Performance Support Referrals
- SASC Staff EVM Training Feb 04
- OMB Selected ACC for EVM references
- United Technologies WEBEX meeting
- Industry and DoD Web Conferences - Aug 05
Application of the Performance Learning Model

ACC Tutorials
- OCT 03 EV1 – 20,022
- JAN 04 EV2 – 10,161
- AUG 03 EV3 – 11,316
- FEB 04 EV4 – 5,877
- APR 04 EV5 – 15,010
- OCT 04 ST1 – 5,897

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BCF-203 Tutorials
- BCF-203 Tutorials
- EVM Research Library
- EVM Tools
Strategic Partnerships

Enhancing learner opportunities by establishing partnerships with institutions of higher learning, industry, professional associations, and other agencies.

- Credit for DAU courses toward degrees
- Joint DAU-Industry curriculum development
- International defense Educational Arrangement
- Training MOU with Australia
- GAO training
- Federal Acquisition Institute Seminars
Contact

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steve.parker@dau.mil

Experience the value of the Performance Learning Model at

www.dau.mil
Defense Acquisition University

- ASTD Best Awards 2003 and 2004 (First Place)
- CLO Magazine Learning in Practice Awards 2004 – Gold, Bronze, & CLO-of-the-Year
- Brandon Hall Gold Award for PLM as a Best Practice - Excellence in e-Learning 2003
- Training Top 100 2003
- Corporate University Xchange Excellence Awards - Best Practices 2003
- CUBIC Best Overall Corporate University 2002
- CUBIC Best Virtual Corporate University 2002
- CUBIC Most Innovative Corporate University 2002
- CUBIC Leader of the Year 2002
- USDLA Awards 2001 and 2002