Modernizing Learning

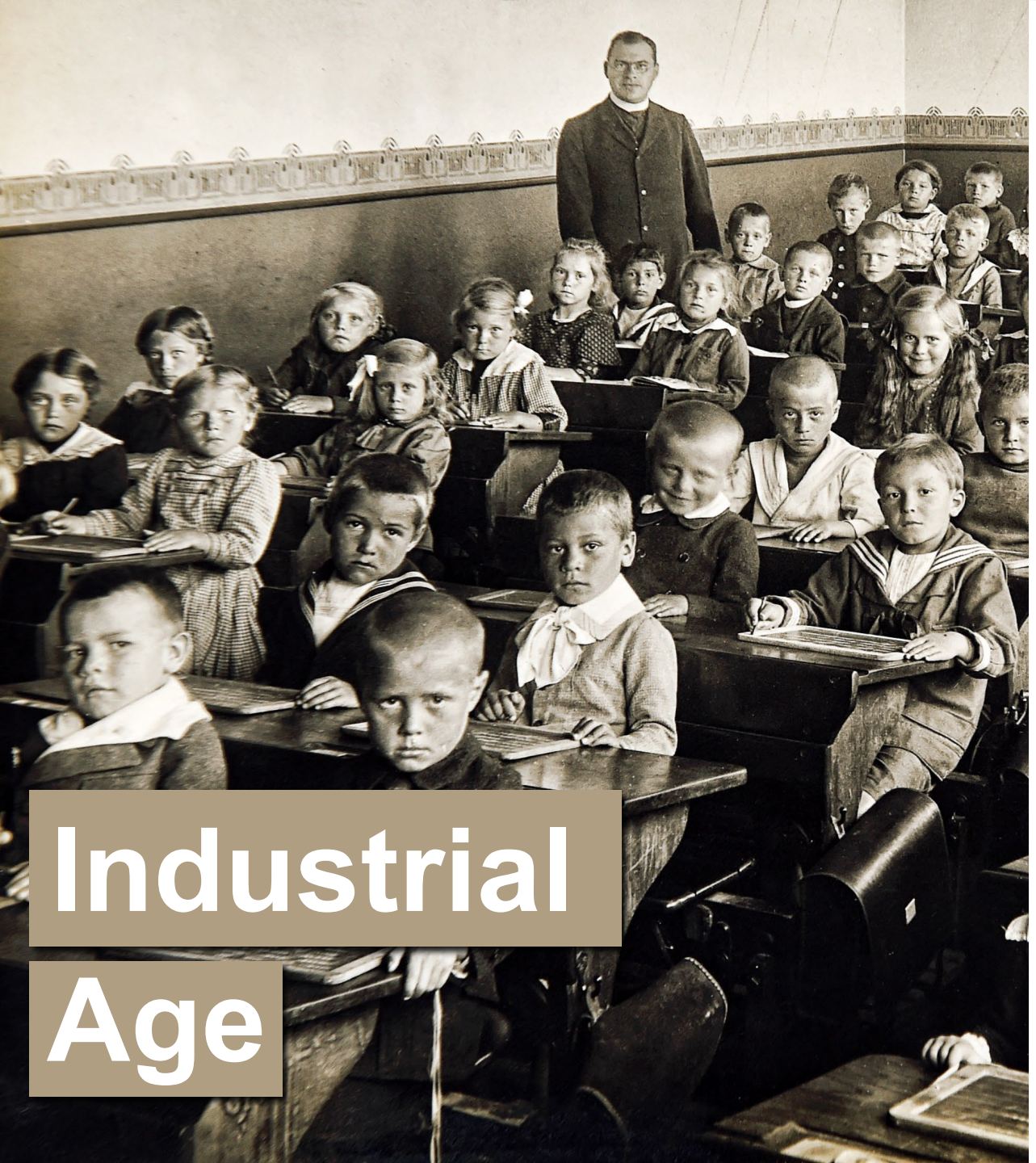
Sae Schatz, Ph.D.

Approved for Public Release

MORE DUTIES

CONSTANT CHANGE

ADVANCED TECH



Industrial Age

UNITED STATES COAST GUARD

STRATEGY

OCTOBER 2022

WASHINGTON, D.C.

USCG STRATEGY 01

MODERNIZED READY LEARNING

"We must constantly innovate the ways in which we deliver service to be responsive to the evolving needs of the Coast Guard."

- Mission Support Action Plan 2019 - 2023

TRAINING VISION

Deliver tailored, on-demand training and learning activities to promote modernized learning that maximizes the continuous growth of a mission ready total workforce

Training is the backbone of a *Mission Ready Total Workforce Framework* designed to facilitate professional growth. Today, we deliver best-in class performance-based training experiences that grow our workforce into technically proficient leaders. Our training system is a true competitive advantage. However, today's training experiences do not align with the current state or future world that is becoming increasingly virtual and customizable. In order to maintain our competitive advantage, our legacy training will be transformed. *Modernized Ready Learning* represents the course correction necessary to execute the transformation.

This chapter is a call for action to deliver individually tailored, on-the-spot services that prepare our workforce for the work of tomorrow. It will enable us to make incremental decisions with strategic intent toward an ultimate goal. There are four inter-related priorities:

1. **Maximize Training Opportunities**
2. **Modernize Training Delivery**
3. **Tailor Training Programs**
4. **Advance Workforce Resilience through Training**

As a service that is *Always Ready*, the Coast Guard operates in an increasingly complex security and maritime environment. The coming decade will bring profound technology-driven change and competition to develop a ready workforce. In the face of these complexities, we recognize that Force Readiness is the key to mission success. To meet the demands of a more complex future, we will provide a modernized learning experience that more deliberately facilitates the cultivation of our workforce talent.

Successful execution of this outlook will include establishment of a continuous learning culture within our Coast Guard. Learning occurs in all facets of our lives. Our commitment is to modernize all learning that occurs through *training*, *education*, and *experience*. Each Coastie experiences at least two of these during even the briefest of careers; the majority of our workforce experiences all three many times over.

1

THE

ARDIAN IDEAL

UNITED STATES SPACE FORCE

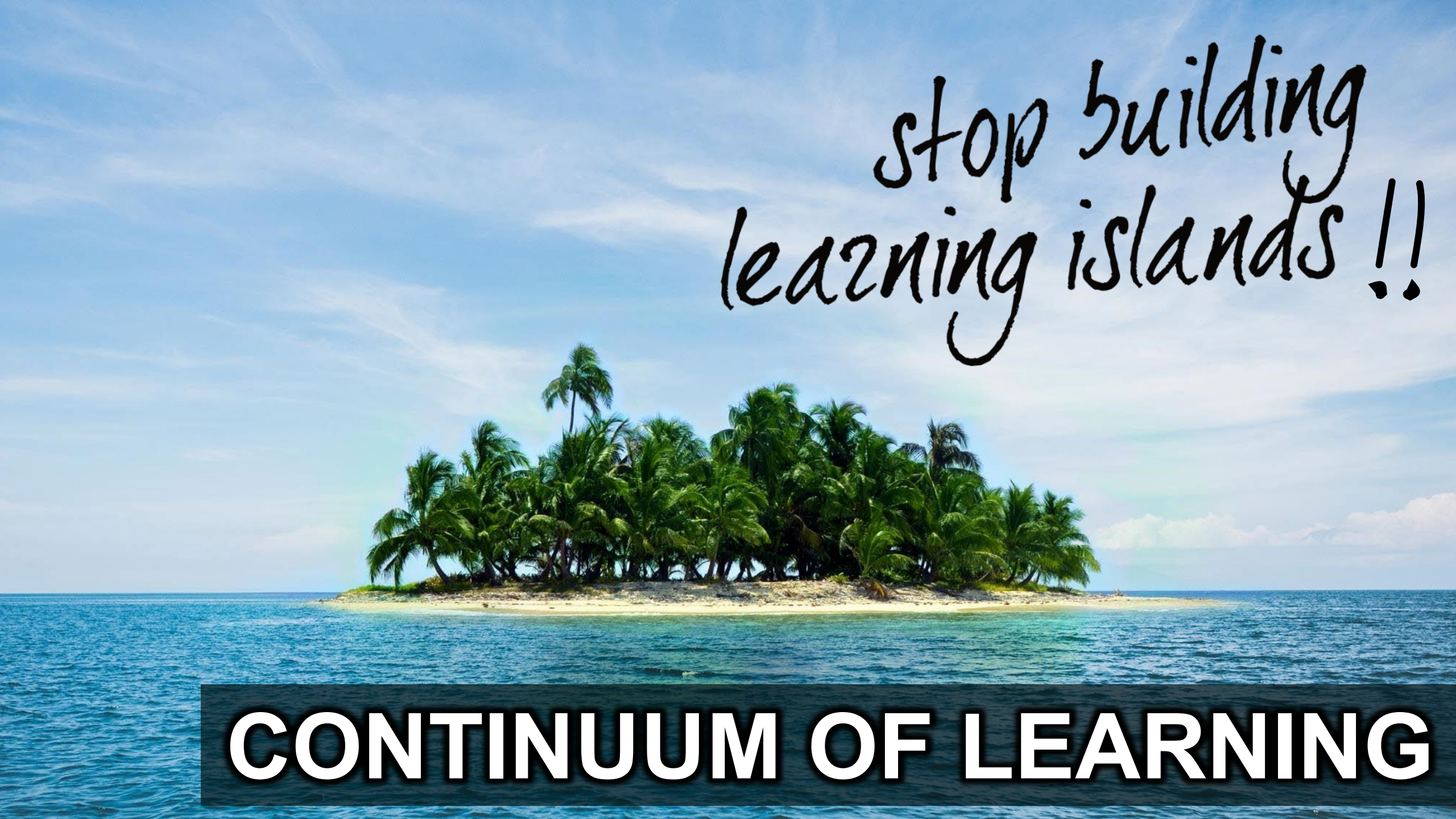
L CHARLES Q. BROWN, JR.

IR FORCE CHIEF OF STAFF

Current as of 7 Feb 2022

EARNING

What should we all do?



CONTINUUM OF LEARNING

CANNOT
PREDICT
NOW
China

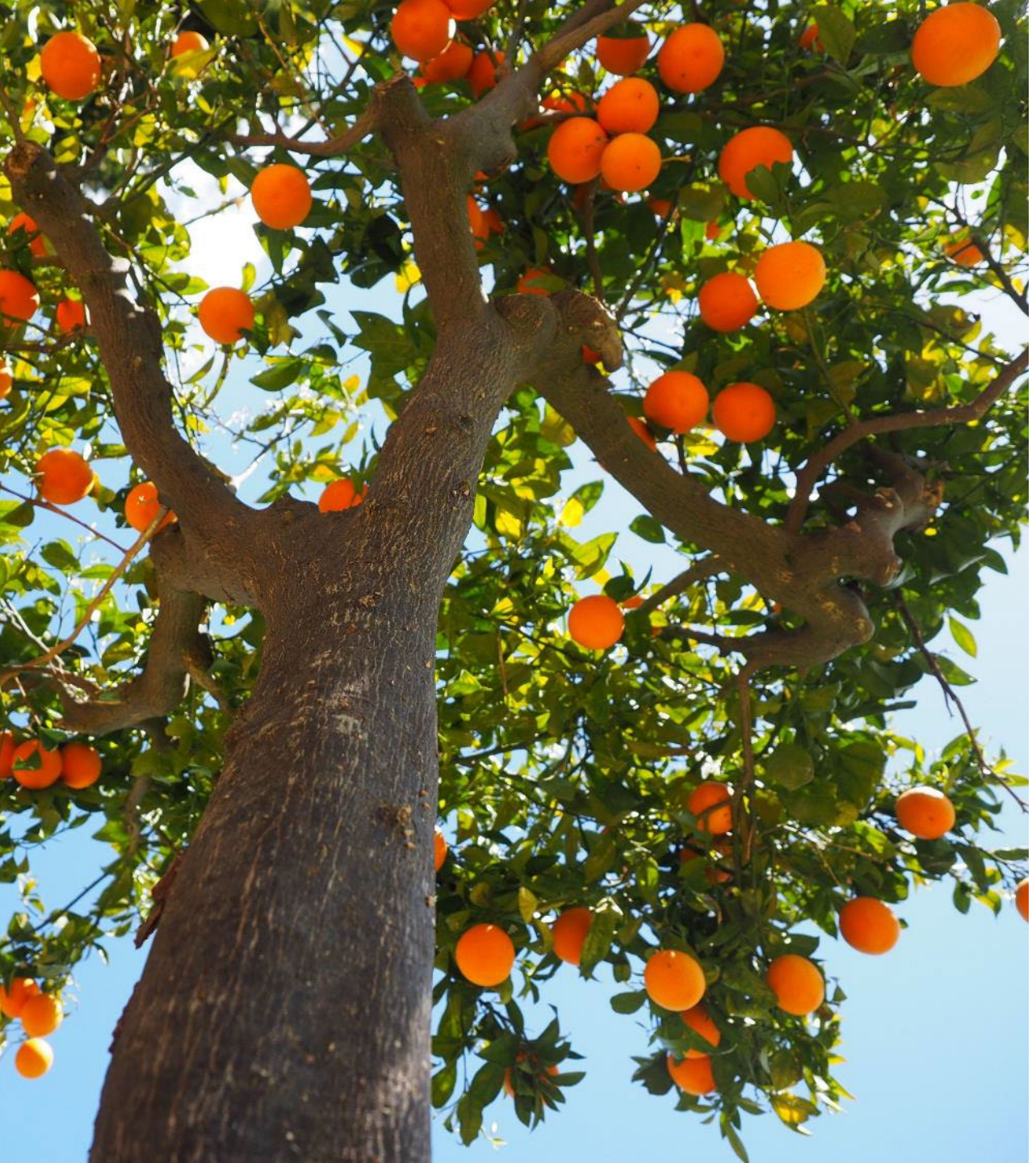


Photo by Paul VanDerWerf
COMMON CURRENCY

INPUT

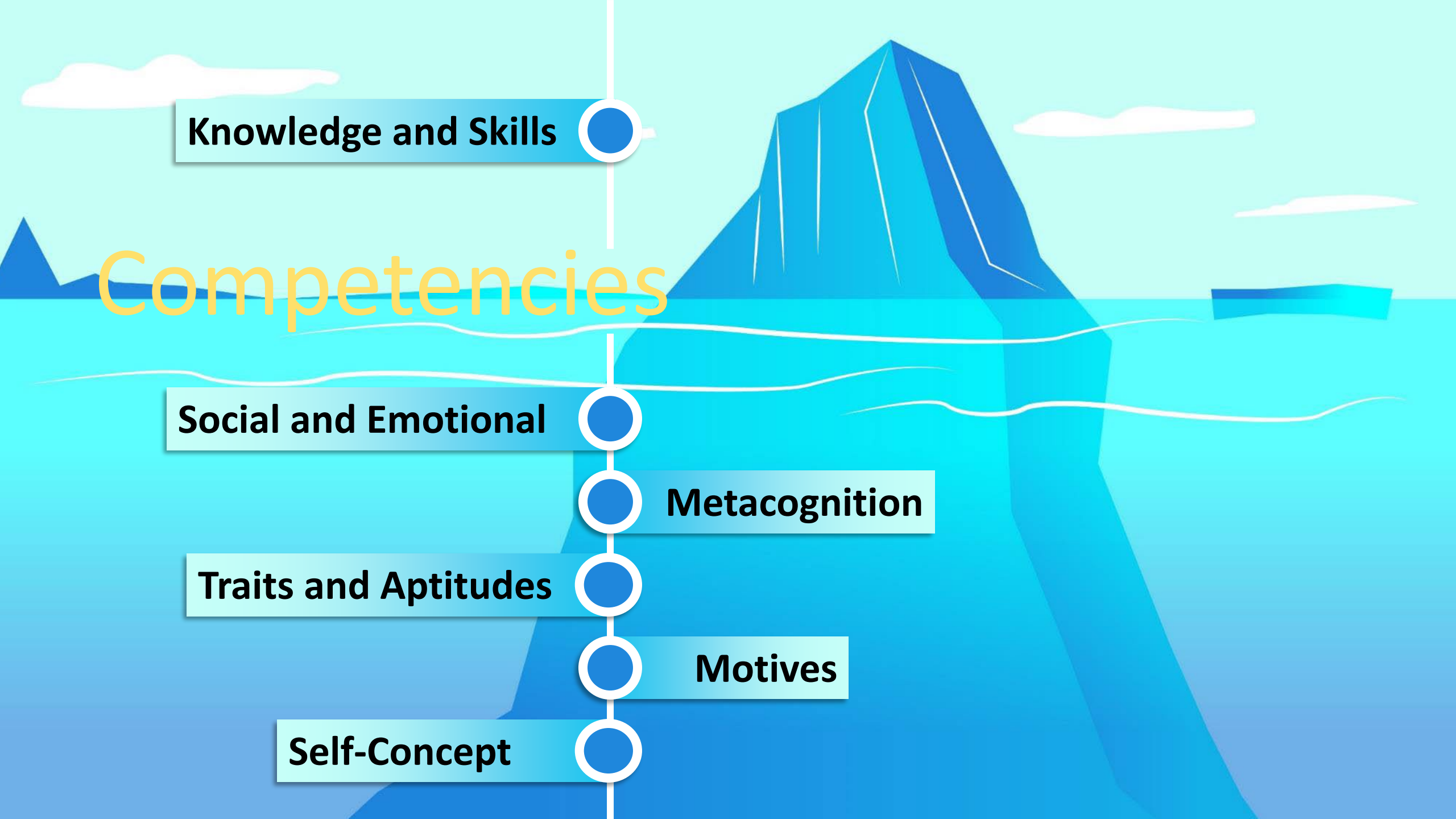
OUTCOME

Competencies
Credentials

OUTCOME

Competencies

Credentials

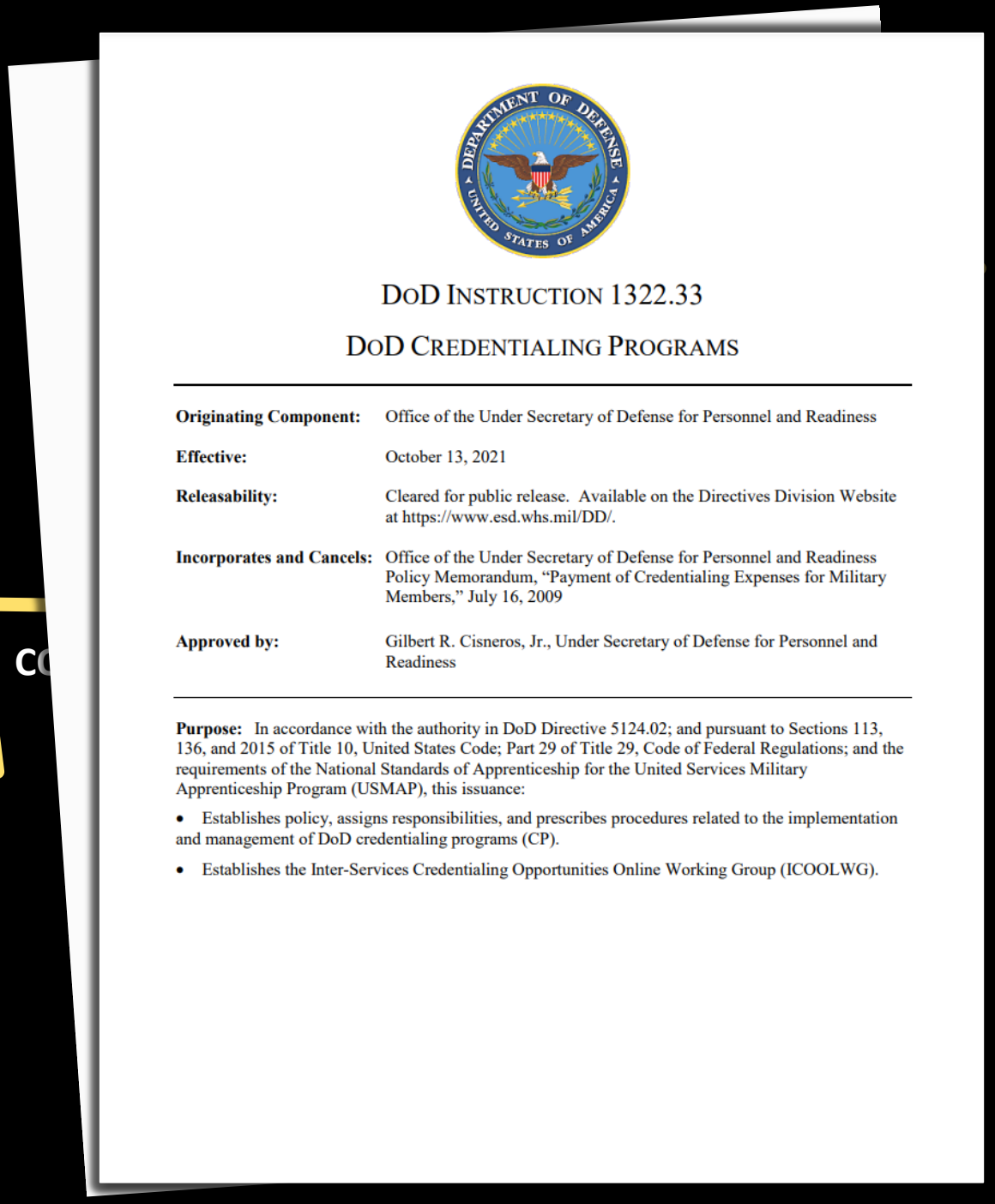

Knowledge and Skills
Competencies
Social and Emotional
Metacognition
Traits and Aptitudes
Motives
Self-Concept

Competencies

NOVICE

ADVANCED BEGINNER

C



DoD INSTRUCTION 1322.33

DoD CREDENTIALING PROGRAMS

Originating Component:	Office of the Under Secretary of Defense for Personnel and Readiness
Effective:	October 13, 2021
Releasability:	Cleared for public release. Available on the Directives Division Website at https://www.esd.whs.mil/DD/.
Incorporates and Cancels:	Office of the Under Secretary of Defense for Personnel and Readiness Policy Memorandum, "Payment of Credentialing Expenses for Military Members," July 16, 2009
Approved by:	Gilbert R. Cisneros, Jr., Under Secretary of Defense for Personnel and Readiness

Purpose: In accordance with the authority in DoD Directive 5124.02; and pursuant to Sections 113, 136, and 2015 of Title 10, United States Code; Part 29 of Title 29, Code of Federal Regulations; and the requirements of the National Standards of Apprenticeship for the United Services Military Apprenticeship Program (USMAP), this issuance:

- Establishes policy, assigns responsibilities, and prescribes procedures related to the implementation and management of DoD credentialing programs (CP).
- Establishes the Inter-Services Credentialing Opportunities Online Working Group (ICOOLWG).

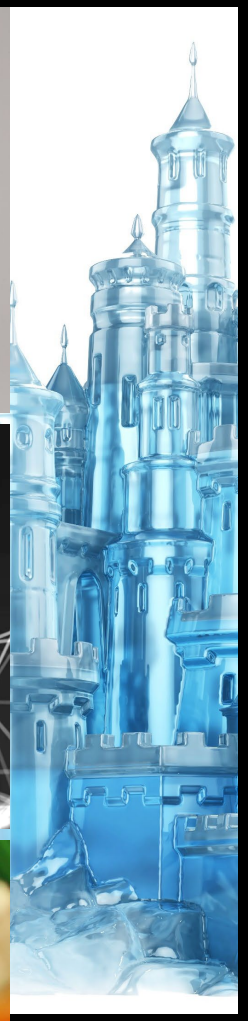
Do you understand me?

WARNING

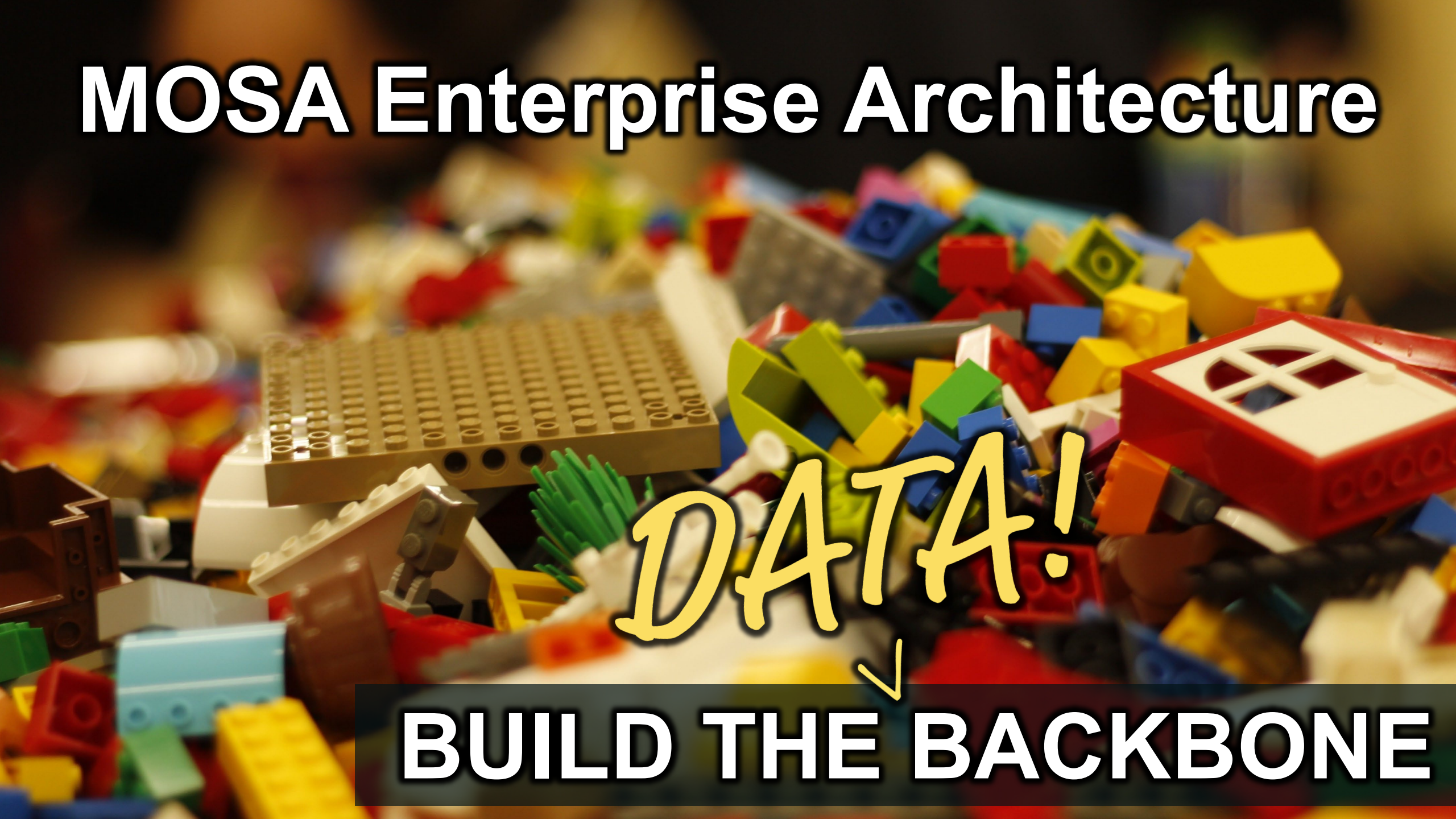
CONNECTION

NOT EXPONENTIAL

STANDARDIZED
+ FLEXIBLE

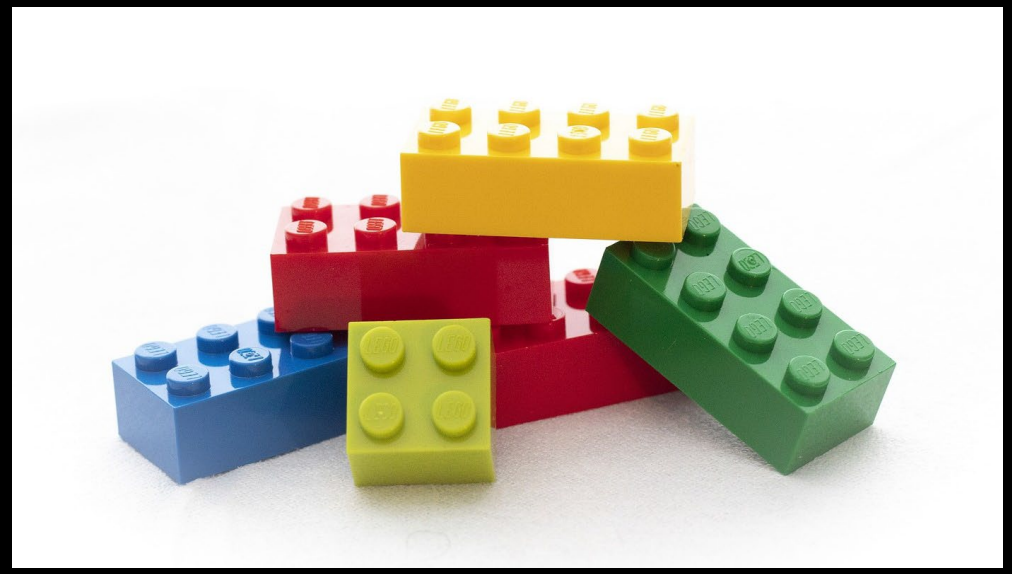


LEGO

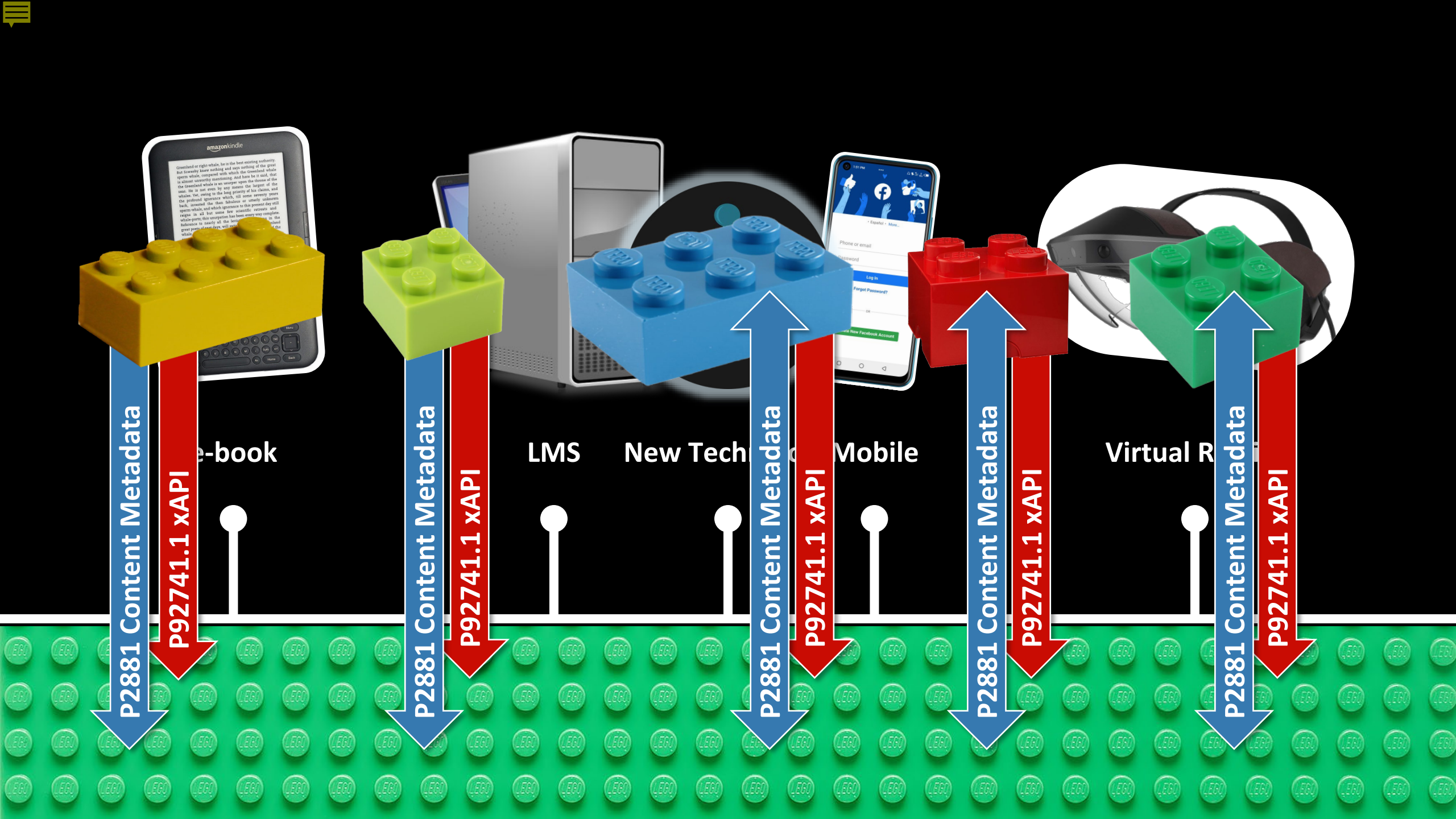

MOSA Enterprise Architecture
DATA!
BUILD THE BACKBONE

MOSA Enterprise Architecture

MODULAR OPEN-SYSTEMS APPROACH



Coherent technology strategy where families of subsidiary architectures and technologies conform to an overarching **parent architecture**, **vocabulary**, **technical standards**, and **governance**—including relevant data and interface standards


e-book
LMS
New Tech
Mobile
Virtual R
P2881 Content Metadata
P92741.1 xAPI
P2881 Content Metadata
P92741.1 xAPI
P2881 Content Metadata
P92741.1 xAPI
P2881 Content Metadata
P92741.1 xAPI
P2881 Content Metadata
P92741.1 xAPI

COMPETENCIES
CREDENTIALS

IEEE 1484.20.3
Sharable Competency Definition

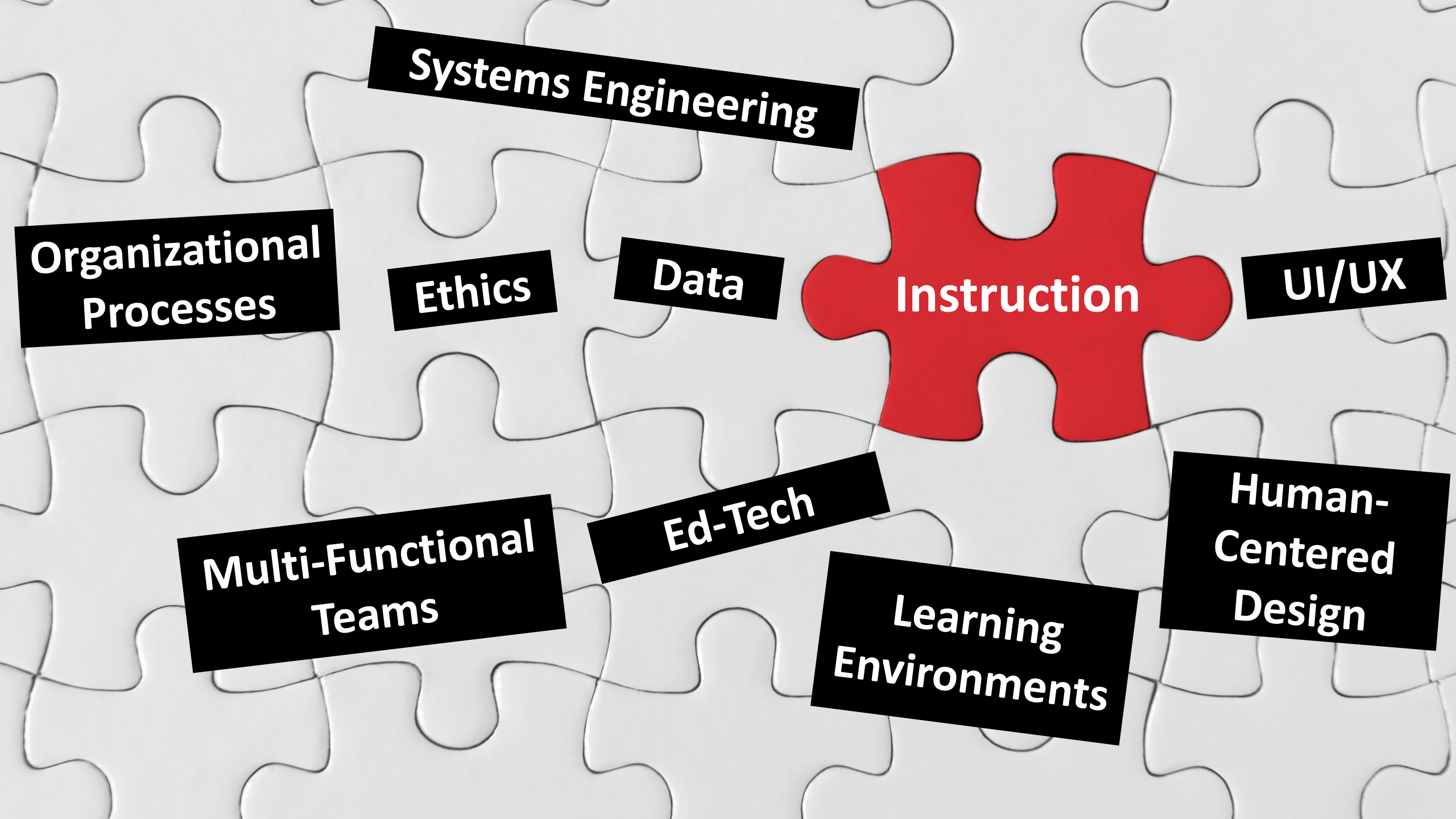
OBV3
Open Badges Version 3
(extends W3C's Verifiable Credential Data Model)

And I
trust you

ORGANIZATIONAL UPGRADE

SUBSTITUTION
AUGMENTATION
MODIFICATION
REDEFINITION
SAMR
POPULARIZED BY RUBEN PUENTEDURA

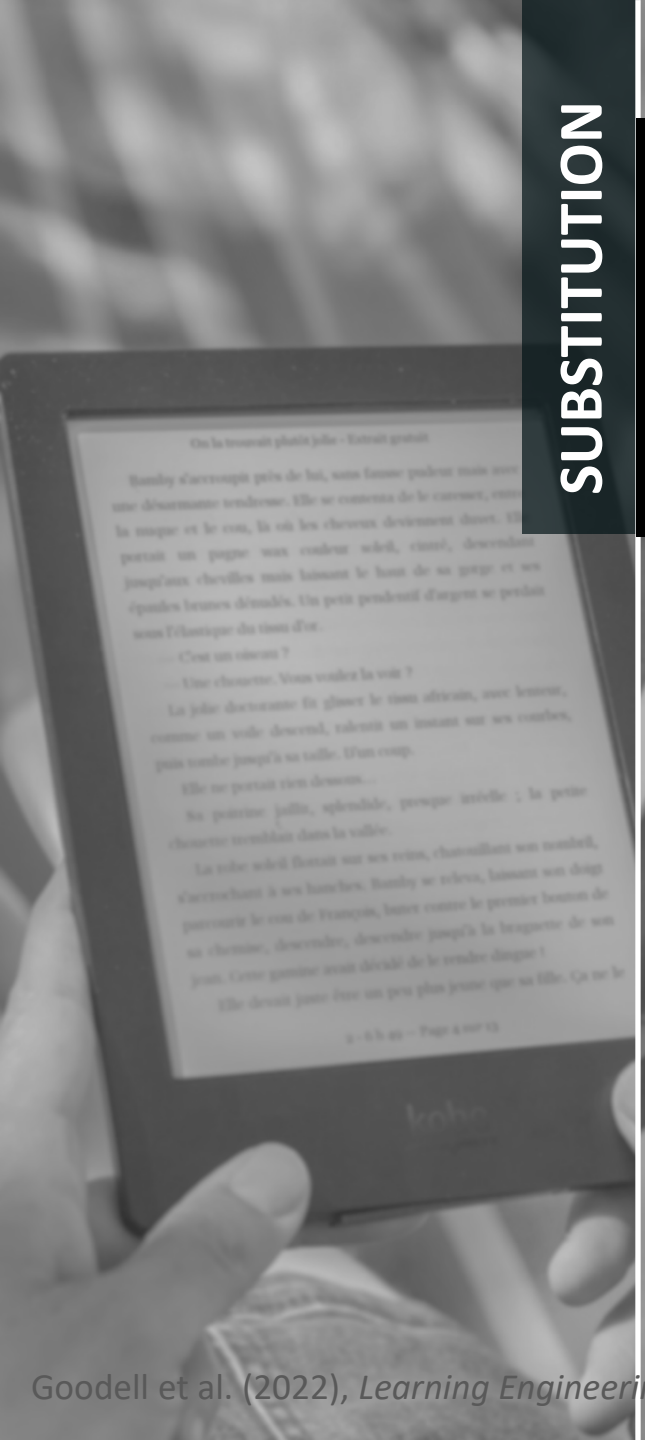
CONFIDENCE
MOTIVATION
SKILL
RESOURCES OR TOOLS
KNOWLEDGE
CONTEXTUAL

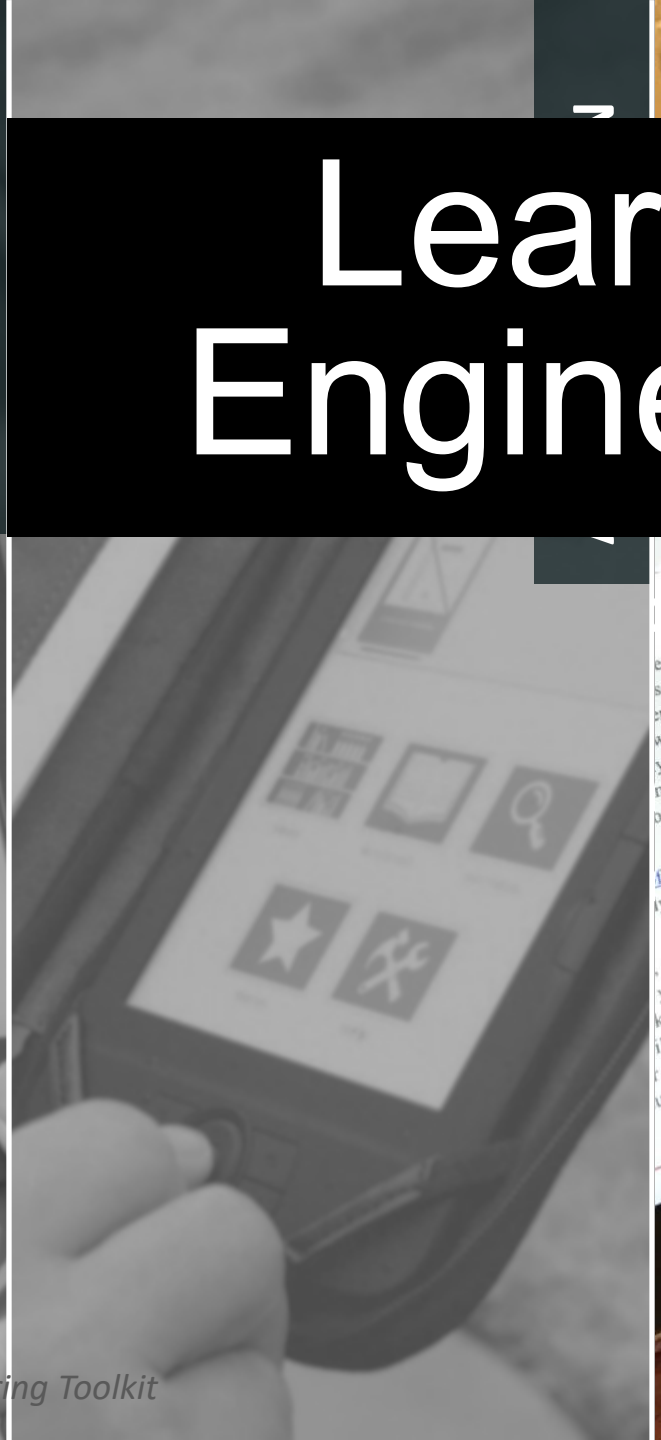

Systems Engineering
Organizational Processes
Ethics
Data
Instruction
UI/UX
Multi-Functional Teams
Ed-Tech
Learning Environments
Human-Centered Design

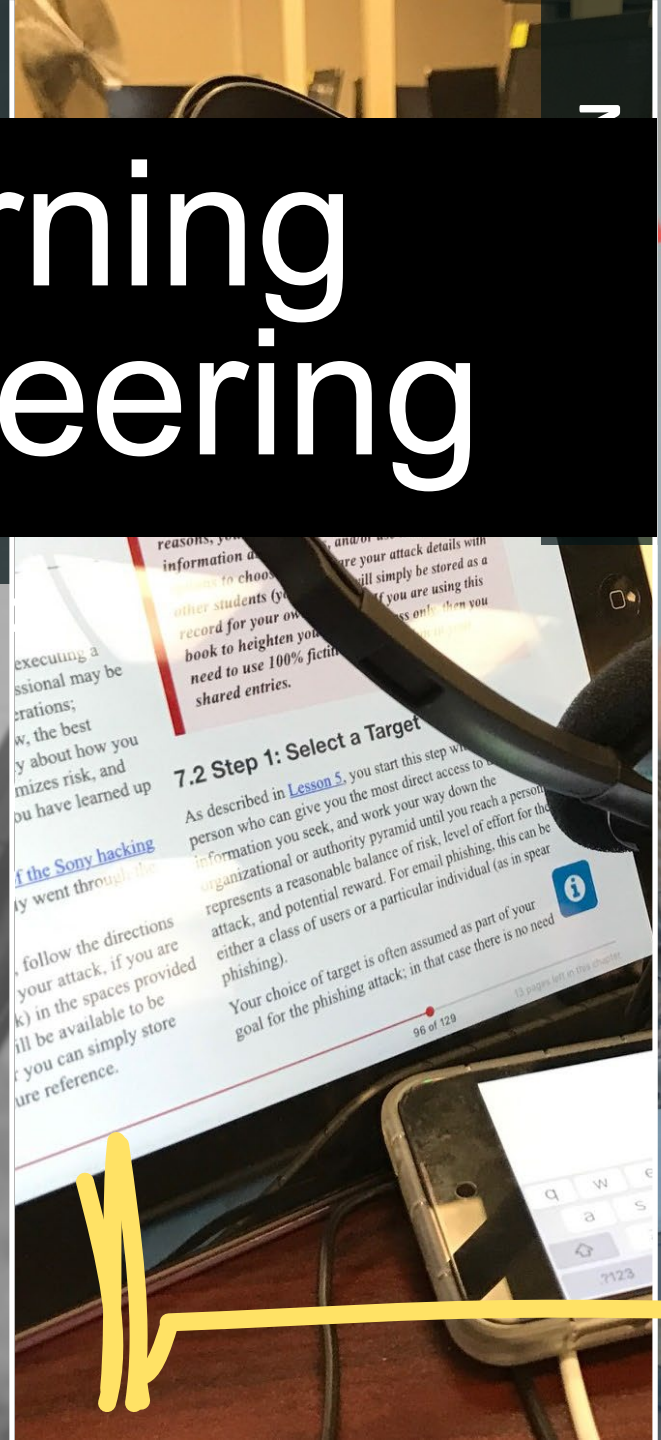
Learning Engineering

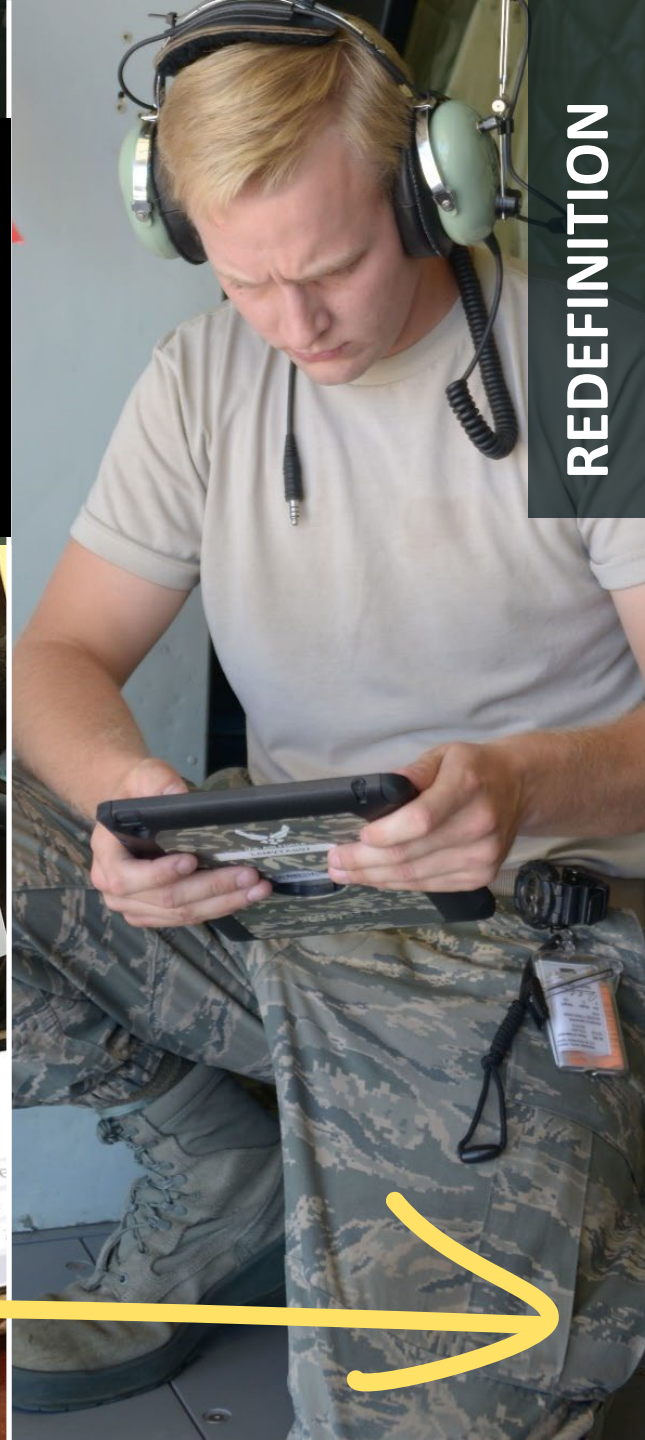
SUBSTITUTION

REDEFINITION

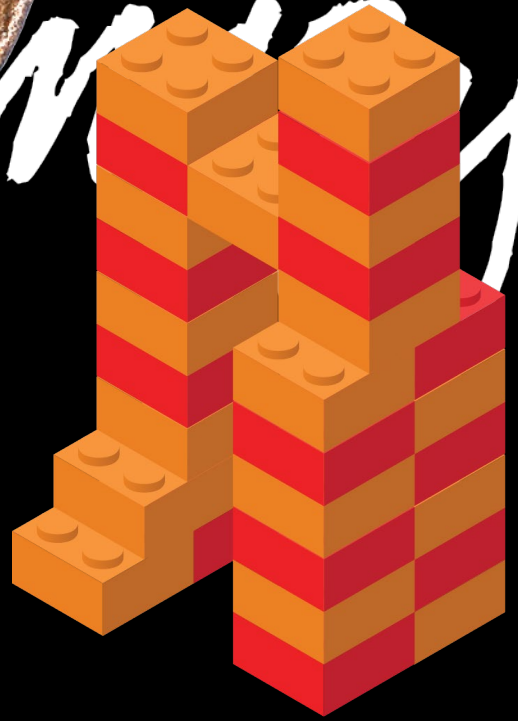








Goodell et al. (2022), *Learning Engineering Toolkit*



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