NATO Standards for ADL in Exercises

ADL Initiative Webinar

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Why ADL in Exercises?

→ ROI (efficiency and effectiveness) for:

- ✓ AIM & PURPOSE – Readiness

- ✓ OBJECTIVES – Learning, Training, and Exercise

- ✓ REQUIREMENTS – Operational (Task List) and technical

→ Concept Development & Solutions R&D

- ✓ Feedback from uniformed soldiers – enhances the demand signal

- ✓ Validation of implementation in an operational context

- ✓ High visibility helps win new stakeholders

→ Compelling case studies for lessons learned

ADL International Program Strategy

MISSION

MADLx integrates automated learning analytics into military exercise technologies to improve learning outcomes and to advance business intelligence for readiness reporting.

Hypothesis:

We expect improved operations effectiveness by participants who utilize Advanced Distributed Learning (ADL) content

PROGRESS TO DATE

2018-present

> Eight different exercise field trials integrating eLearning & Analytics :
>   • Domestic and multinational;
>   • Computer-based and live training exercises;
>   • Tactical and Operational

> Demonstrated efficiency and effectiveness gains for training

> Cooperation with JSJ7 cascades project deliverables to Joint Staff and CCMD

UP NEXT		
October 2021	November 2021	April 2022
Bold Quest 21.2	**ROI Dashboard prototype release**	**Viking**

The NATO Training Group
Individual Training & Education Developments Task Group

- Provide the NTG a multi-national group of education and training specialists to accomplish NTG tasking as well as:

- Support standardisation and harmonisation in the development of education and training (e-Learning and classbased learning)

- Facilitate course and content sharing as well as development of best practices, new technologies, and learning methods

- Support nations (both NATO and partner) in E&T development

- Provide liaison to NATO and national academic institution's and training centres as well as other associated working groups

- Co-chairs: Mr. Paul Thurkettle (NATO) & Dr Sae Schatz (USA)

Contributors to the Annex

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Best Practice for ADL in Exercises

THE NATO ADVANCED DISTRIBUTED LEARNING HANDBOOK

Guidelines for the development, implementation and evaluation of Technology Enhanced Learning

NATO Training Group
Task Group for
Individual Training & Education
Developments (IT & ED)

Version 2019

ADVANCED DISTRIBUTED LEARNING IN EXERCISES

Annex to NATO ADL Handbook

https://adlnet.gov/publications/2019/07/The-NATO-Advanced-Distributed-Learning-Handbook/

ADL IN EXERCISES - Table of Content

ADVANCED DISTRIBUTED LEARNING IN EXERCISES
Annex to NATO ADL Handbook

Exercise Planning and Execution Process

1 | Strategic guidance

2 | Design

3 | Prepare

4 | Execute

5 | Evaluate

6 | Analyse

Best Practice:

- This is a planning process, based on twenty years of experience, developed from NATO Bi-SC 75-3 to fit into major multinational distributed exercises. Planning for ADL in such exercises fits well into the process and will be a major contribution to reach the process outcome and exercise objectives.

References:

- *NATO Bi-SC Education & Training Directive 75-2*
- *NATO Bi-SC Collective Training & Exercise Directive 75-3*
- *NATO Bi-SC Education & Individual Training Directive 75-7*
- *NATO AMSP-05, CAX Best Practices*
- *Guidelines Methods in CAX VIKING*
- *NATO ADL Handbook*

Exercise Cycle
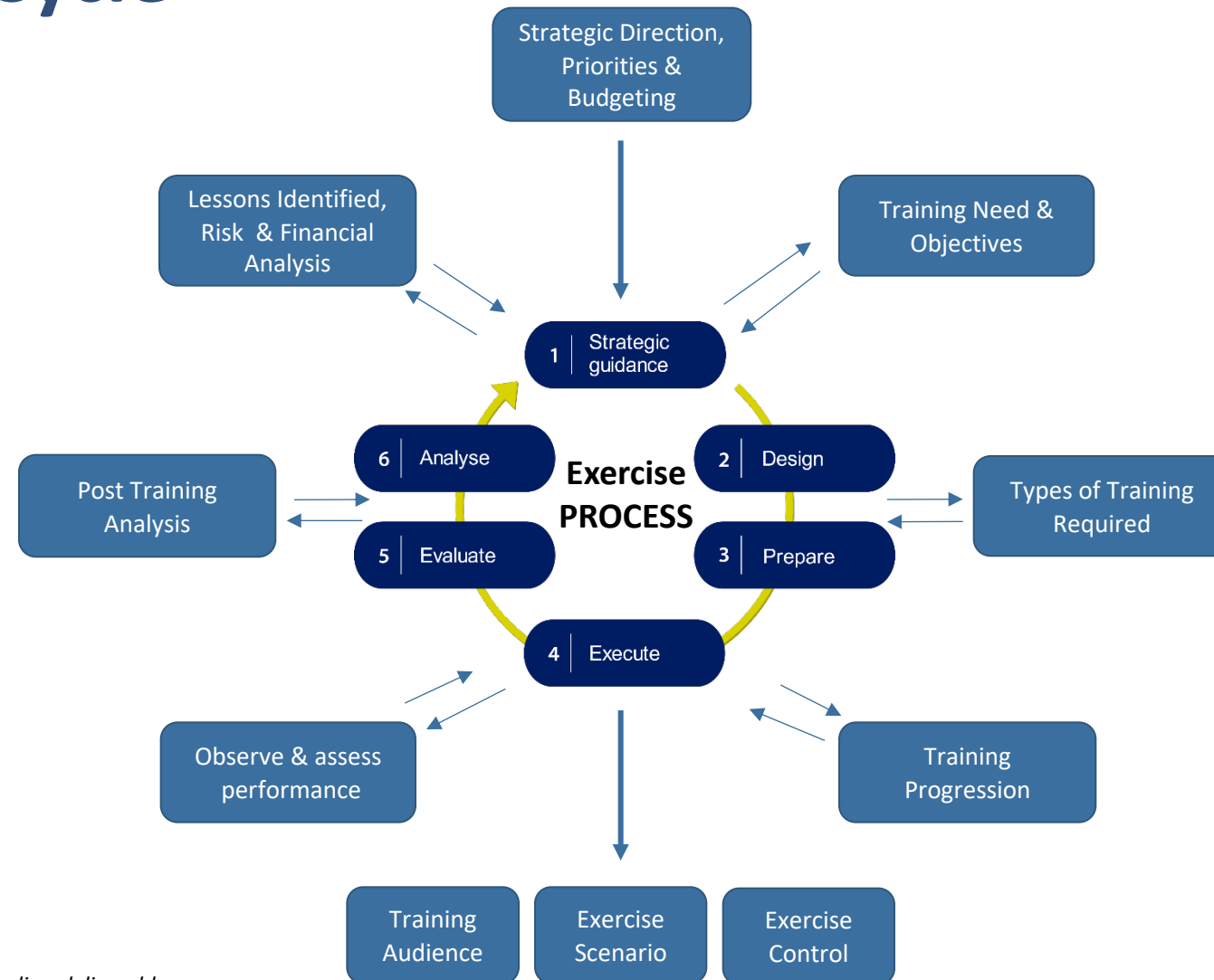
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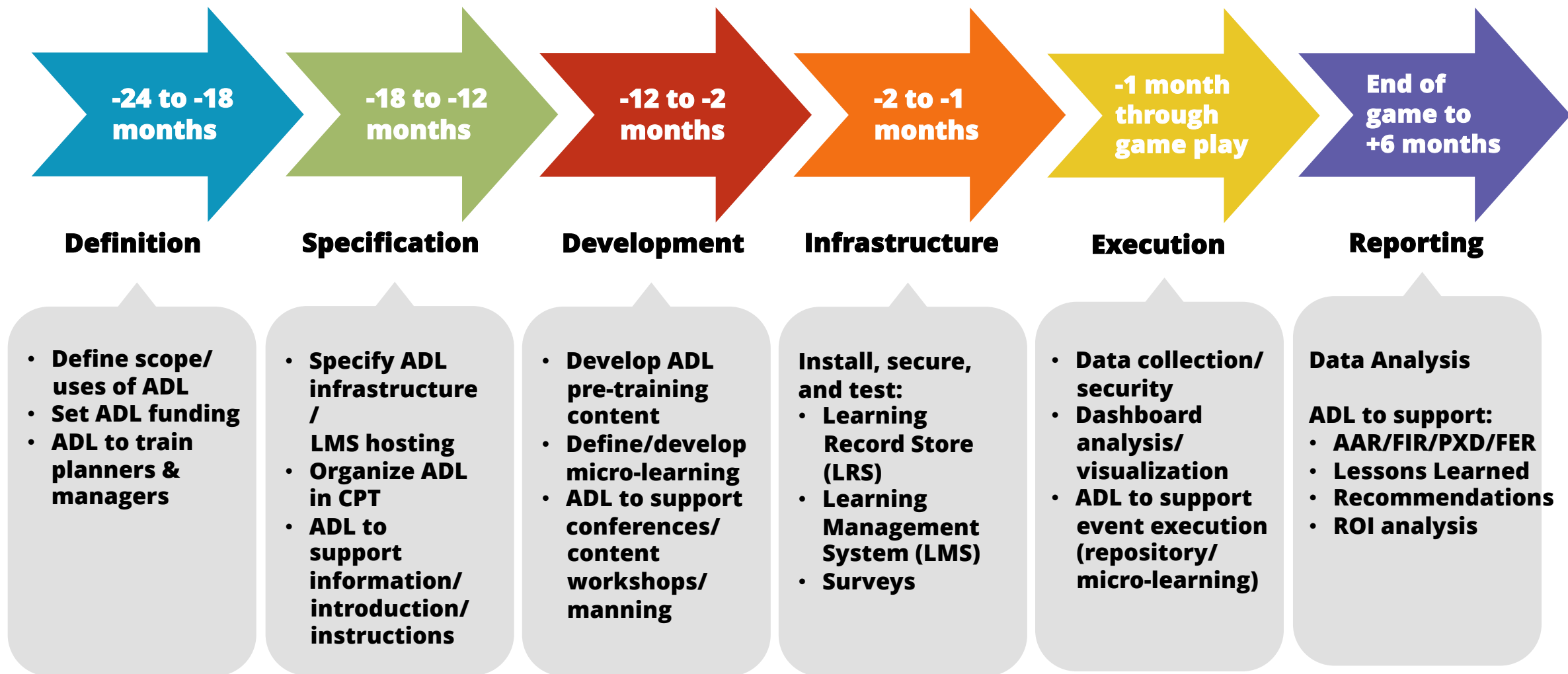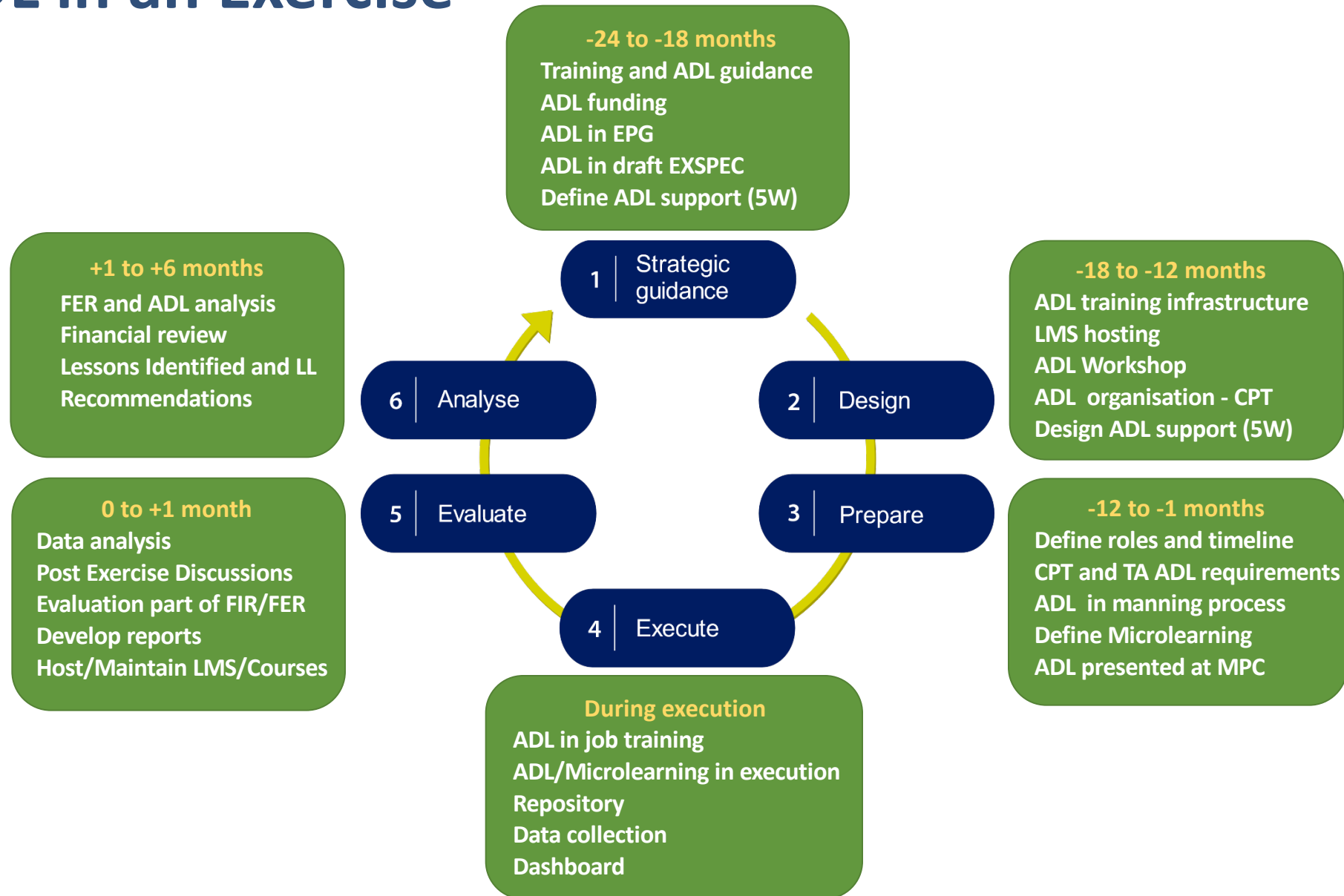- *This general developed planning process, including deliverables over time in the different steps, fits well into an ADL in exercise planning, execution, and evaluation process.*

Timeline: ADL in Exercises

MADL

-24 to -18 months	-18 to -12 months	-12 to -2 months	-2 to -1 months	-1 month through game play	End of game to +6 months
Definition	**Specification**	**Development**	**Infrastructure**	**Execution**	**Reporting**

Definition
- Define scope/ uses of ADL
- Set ADL funding
- ADL to train planners & managers

Specification
- Specify ADL infrastructure / LMS hosting
- Organize ADL in CPT
- ADL to support information/ introduction/ instructions

Development
- Develop ADL pre-training content
- Define/develop micro-learning
- ADL to support conferences/ content workshops/ manning

Infrastructure

Install, secure, and test:
- Learning Record Store (LRS)
- Learning Management System (LMS)
- Surveys

Execution
- Data collection/ security
- Dashboard analysis/ visualization
- ADL to support event execution (repository/ micro-learning)

Reporting

Data Analysis

ADL to support:
- AAR/FIR/PXD/FER
- Lessons Learned
- Recommendations
- ROI analysis

ADL in an Exercise

MADLR

-24 to -18 months
Training and ADL guidance
ADL funding
ADL in EPG
ADL in draft EXSPEC
Define ADL support (5W)

+1 to +6 months
FER and ADL analysis
Financial review
Lessons Identified and LL
Recommendations

1 | Strategic guidance

6 | Analyse

2 | Design

-18 to -12 months
ADL training infrastructure
LMS hosting
ADL Workshop
ADL organisation - CPT
Design ADL support (5W)

0 to +1 month
Data analysis
Post Exercise Discussions
Evaluation part of FIR/FER
Develop reports
Host/Maintain LMS/Courses

5 | Evaluate

3 | Prepare

-12 to -1 months
Define roles and timeline
CPT and TA ADL requirements
ADL in manning process
Define Microlearning
ADL presented at MPC

4 | Execute

During execution
ADL in job training
ADL/Microlearning in execution
Repository
Data collection
Dashboard

Thank You!