

Establishing a benchmark for training system design

- An essential pre-requisite for safety-critical Industries

Steve R Wilkinson MA

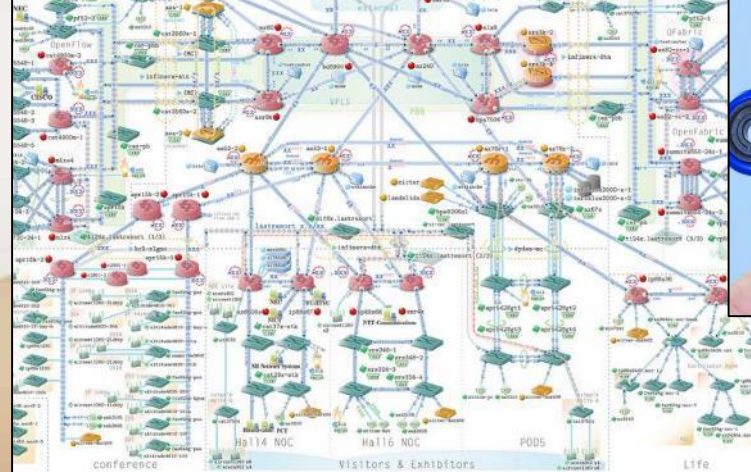
CEO HALCYON Training Solutions

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**It's all to do with the training: you
can do a lot if you're properly
trained.**

Queen Elizabeth II



Why do we need training?

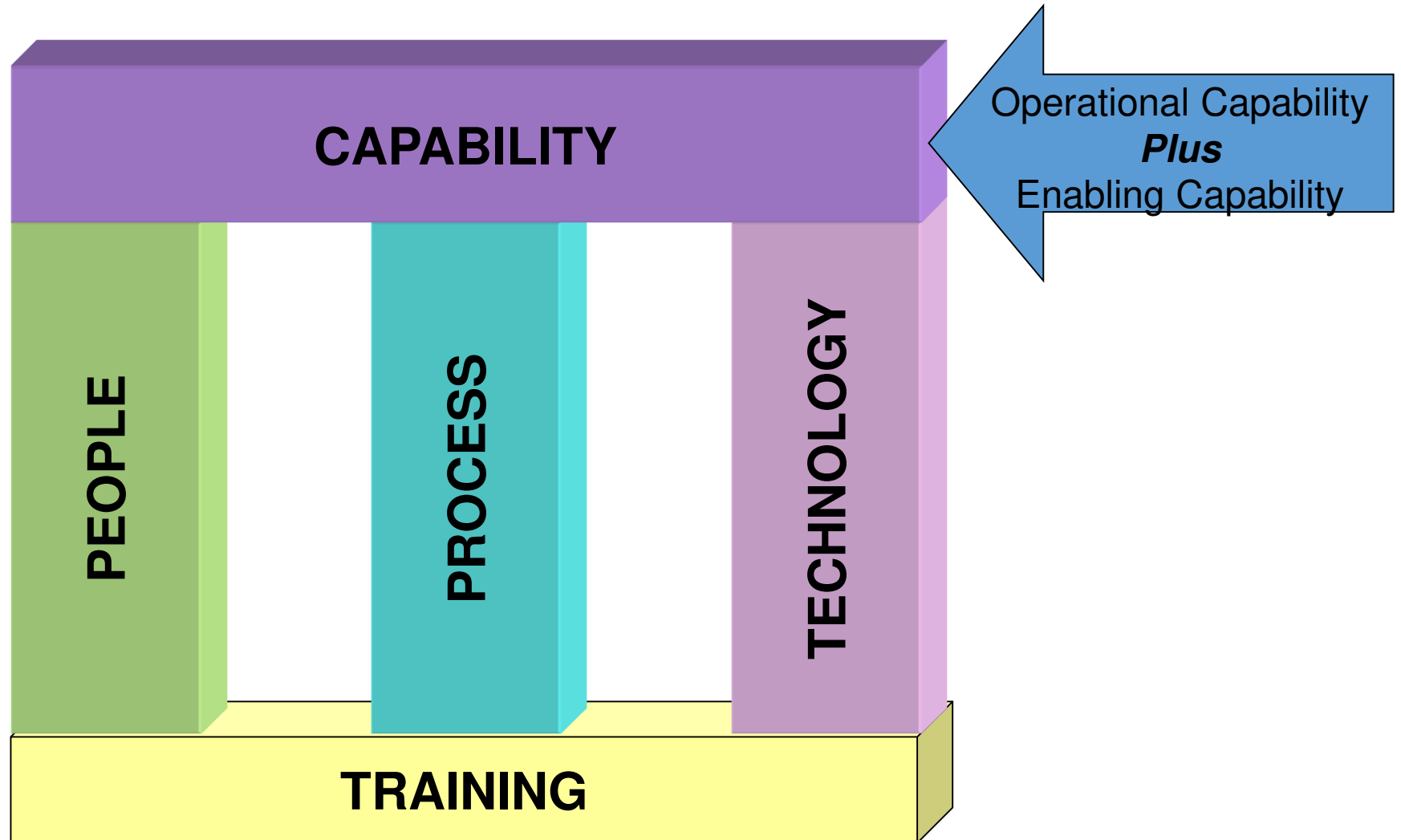
REGULATION

Why do we need training?

LITIGATION



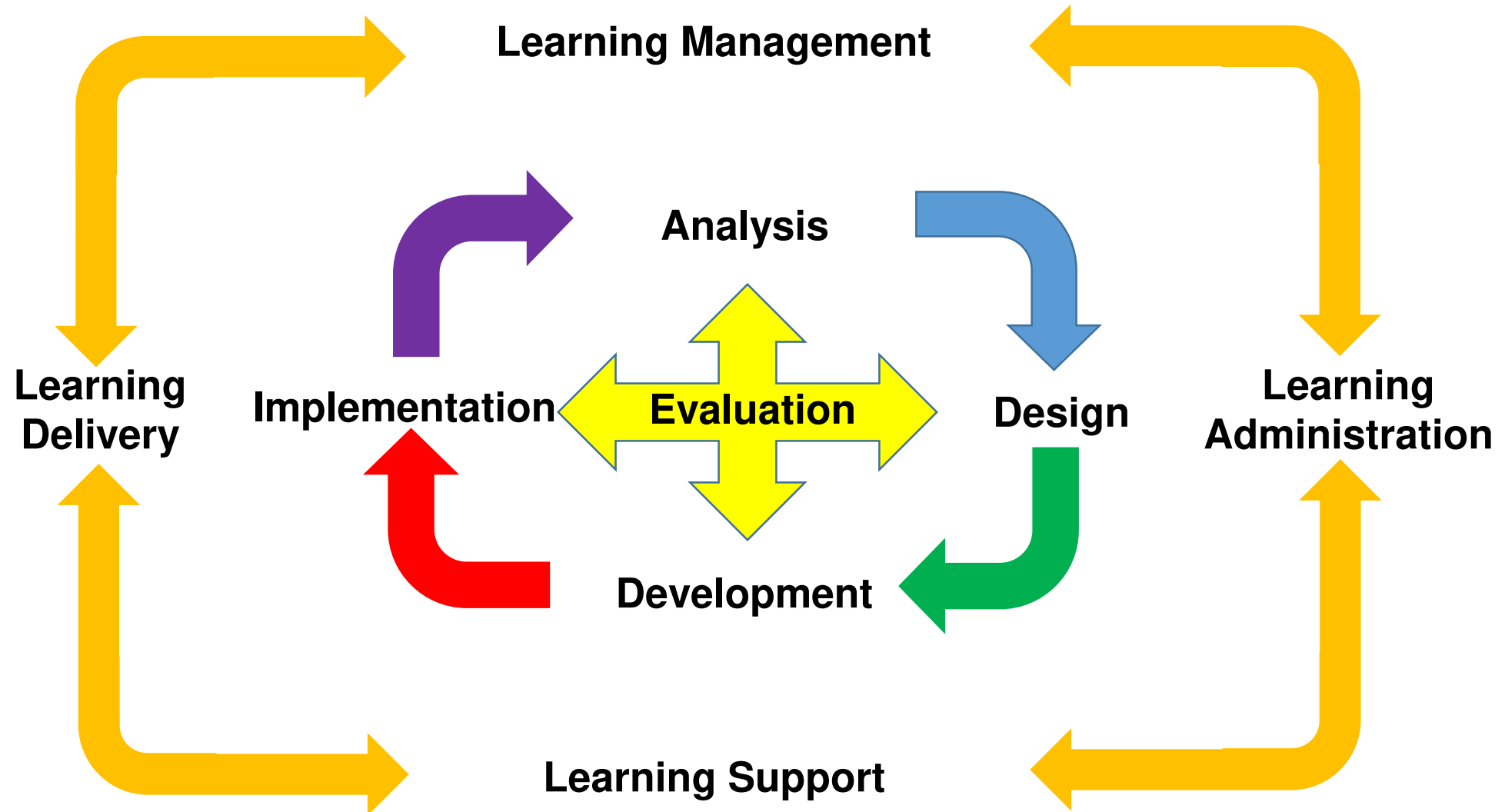
Establishing Capability



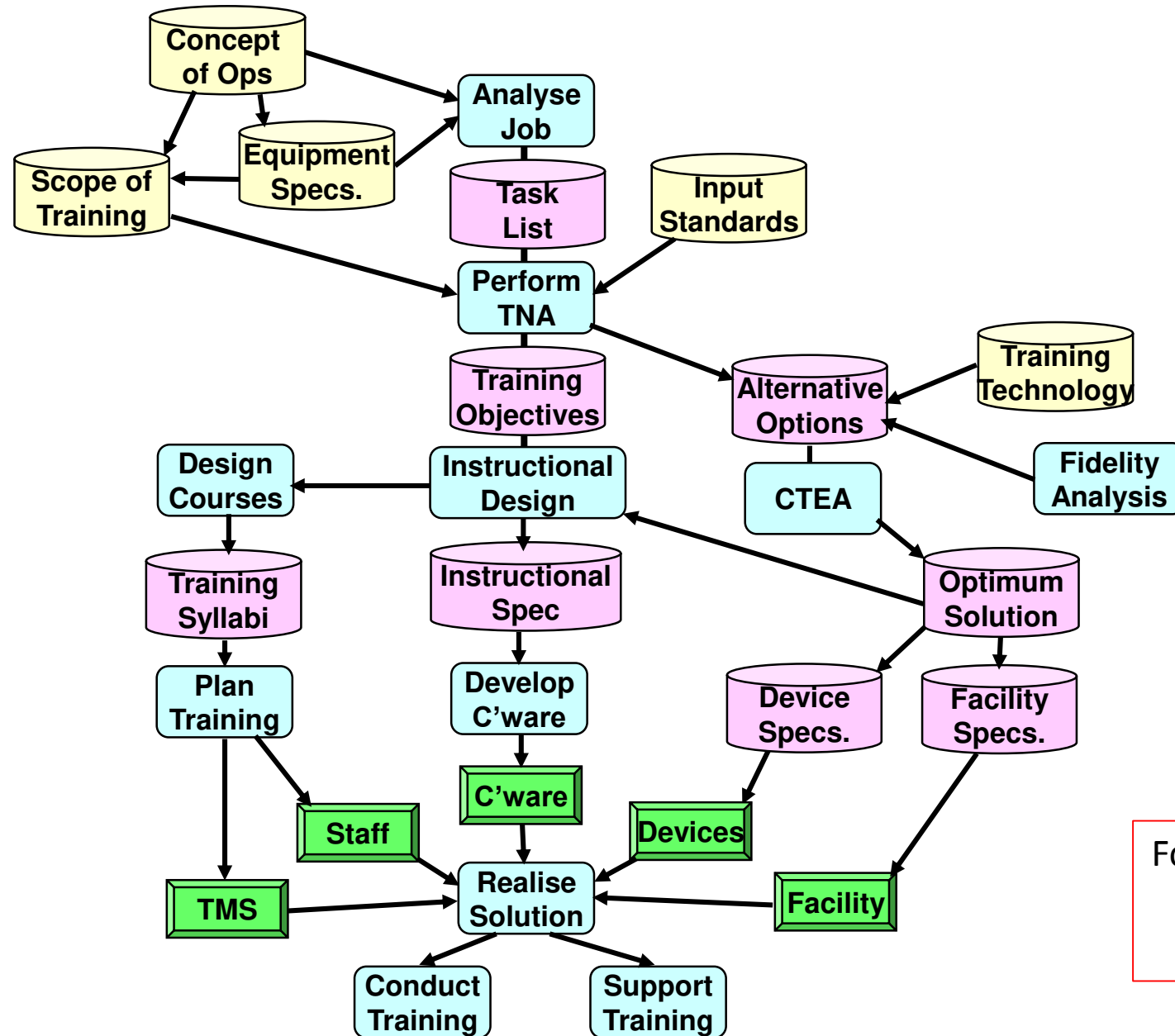
Choose the right technologies



Systems Approach to Training

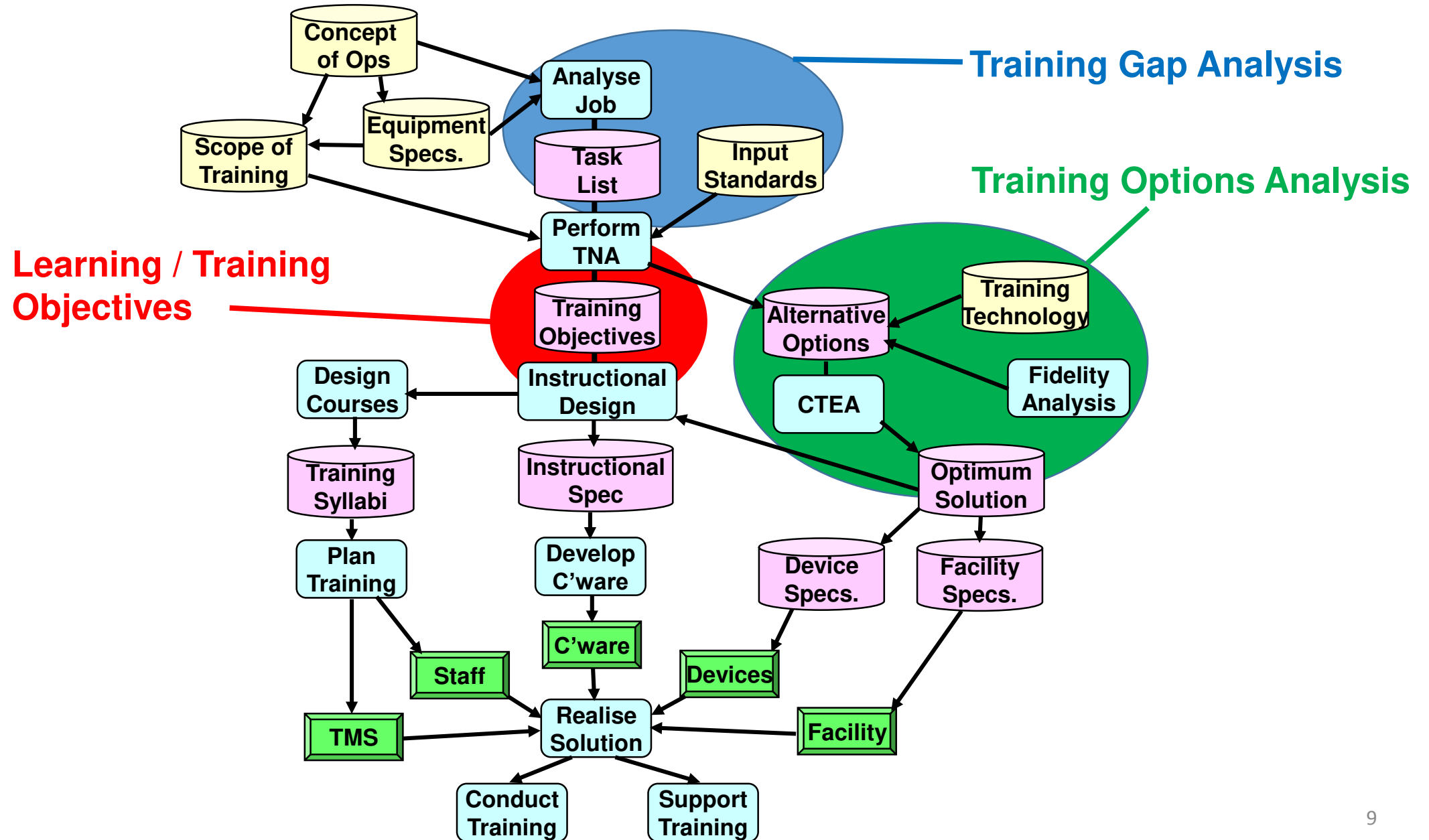


Training Solution Development Process



For more detailed version;
See hyperlink at end
of presentation.

Training Solution Development Process



Training Gap Analysis

- Input standard of trainees
 - What experience/expertise do they have
 - What do they already know, what can they already do?
 - Methods of instruction – Baby Boomers vs Generation X vs Millennials
 - Methods of evaluation
 - Variance – one hat doesn't fit all!
- Define what is expected of individual in his/her role
 - Knowledge, Skills, Attitudes
- Identify tasks to be trained
 - Difficulty, Importance, Frequency, Safety Critical

Learning / Training Objectives

- Terminal Learning Objective
 - What the individual will be able to do as a result of training
- Enabling Learning Objectives
- Behaviour
 - Action verb, measurable, unambiguous, realist (instructional environment)
- Condition
 - Environment, support material, level of supervision or instruction
- Standard
 - Level of proficiency, reference standard, timing, accuracy
- Individual, or Team
- Examination / test
- Sequencing – logical transition, course structure
 - Dependent, supporting, independent, conflicting
 - Shared environment or condition

Training Options Analysis

- Keep abreast of all available training technologies
- Understand required functionality and fidelity required to meet specific training requirements
- Allocate training objectives to appropriate devices
 - Generally, lowest device to achieve results
- Cost and Training Effectiveness Analysis
- Ascertain the number of each device required, based on throughput
- Specify each device based on summated training objectives
- Put the devices with the rest of your training solution and meet your full training requirements!

CONCLUSIONS

The best way to develop an optimum, efficient, effective training solution is to:

- Follow a Systematic Approach to Training
- Define your true training requirements first
- Evaluate the technologies available to meet requirements
- Then, define which devices you require and which technologies to employ
- Continue to evaluate, update and keep configuration of training solution in line with the operational equipment
- Get buy-in of all stakeholders



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www.halcyontrainingsolutions.co.uk/strs.html