



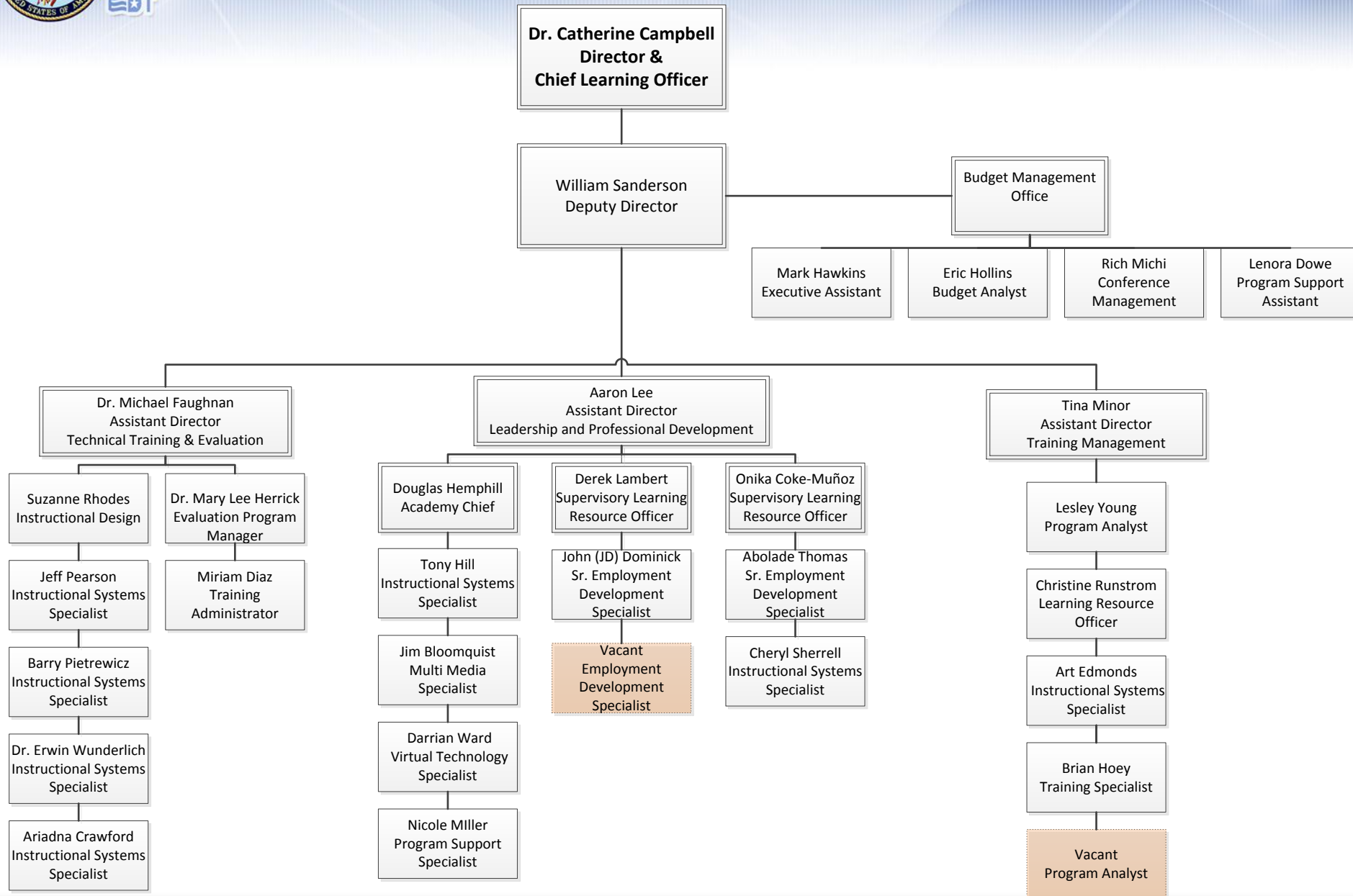
Future Vision for Training

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May 12, 2015



ED&T Organization Chart



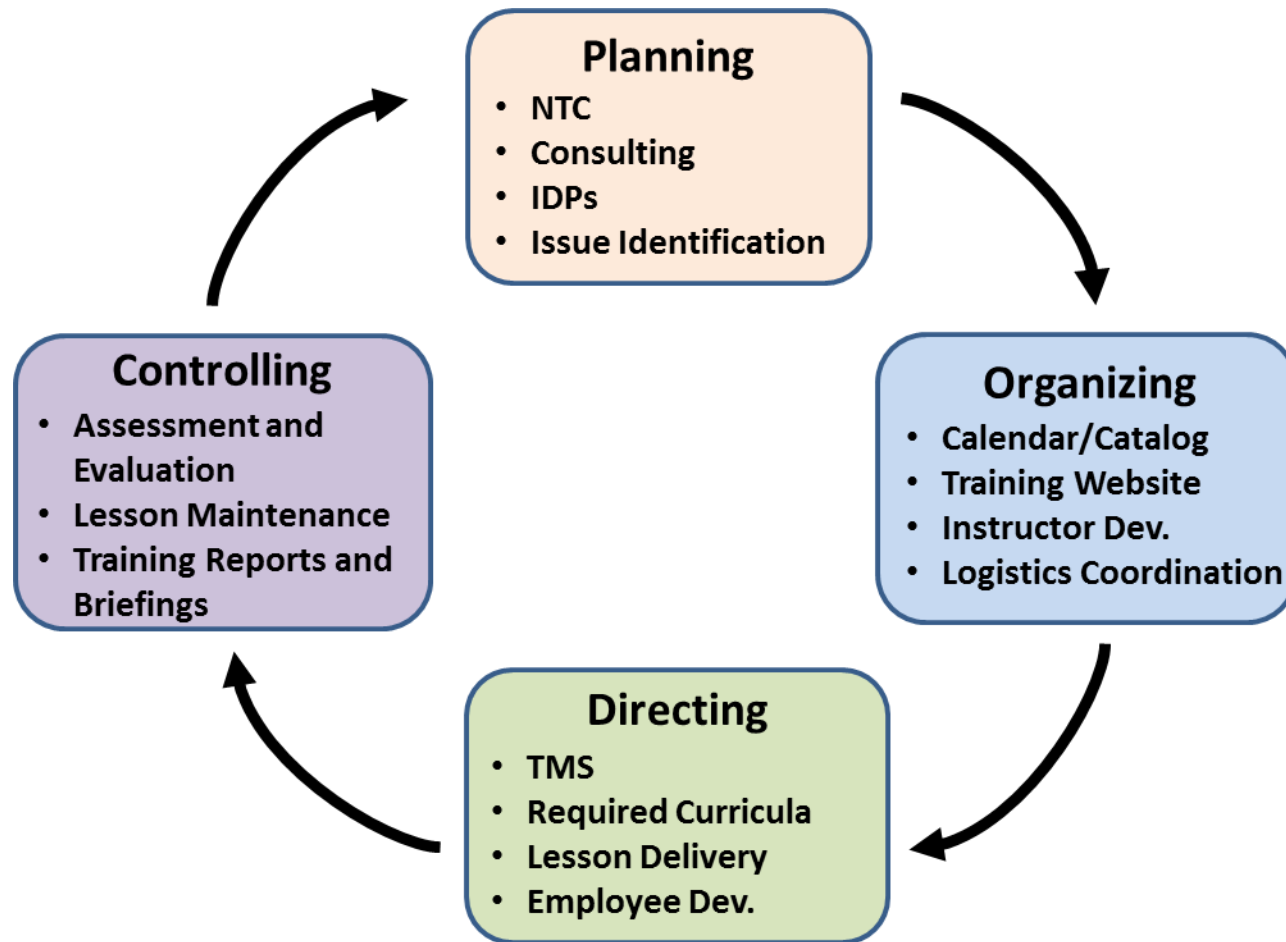


Network Card Activity

1 Your role	2 People who help you	3 People you help	4 Top performers	5 Your customers	6 Accomplishments
7 Your tasks	8 Your tools	9 Your support	10 Your barriers	11 TM success factors	12 Your talents and skills



VBA Training Management





Definition of Training

- **Training means:**
 - **Placing or enrolling the employee in, a planned, prepared, and coordinated program, course, curriculum, subject, system, or routine of instruction or education**
 - **Scientific, professional, technical, mechanical, trade, clerical, fiscal, administrative, or other fields**
 - **To improve individual and organizational performance and assist in achieving the agency's mission and performance goals**
 - *from Title 5, (U.S.C), Part III c, Chapter 41, § 4101(4)*



VBA Training

- **Training is an activity that is directly linked to individual job competencies. It contains:**
 - **Clear learning objectives related to job performance**
 - **Pretest and post-test to measure learning**
 - **Testing, practice, interleaving, spacing, desirable difficulty**
 - **Assessment mechanism to determine whether the training was effective**



Framework for Training

TMs should brief their management on how well training is assigned, delivered, and managed.

- 1. Management - *Planning, requirement forecasting; student needs***
 - a. Iterations needed for each course**
 - b. Schedule needed for each course**
 - c. Selection of students for each course**
 - d. Future requirements**

- 2. Integration - *Employee development; training tools***
 - a. IDPs incorporate technical, leadership, and core competencies**
 - b. Centralized, standardized materials used and local training only fills gaps**
 - c. Jobs with parallel responsibilities receive consistent training**

**Network Card blocks
1, 7, and 9**



Framework for Training, cont.

3. Curriculum - *Requirements determination; analysis; focus on learning*
 - a. Students are properly assigned to courses based on job responsibilities
 - b. Employees follow the career-long learning path for each of our job specialties
 - c. Clear course objectives and defined expectations for students
4. Evaluation - *Measured results; data-driven decisions; training impacts*
 - a. Student learning
 - b. Employee effectiveness
 - c. Improved performance at the organizational level
 - d. Transfer of learning to the job

Network Card blocks
1, 7, and 9

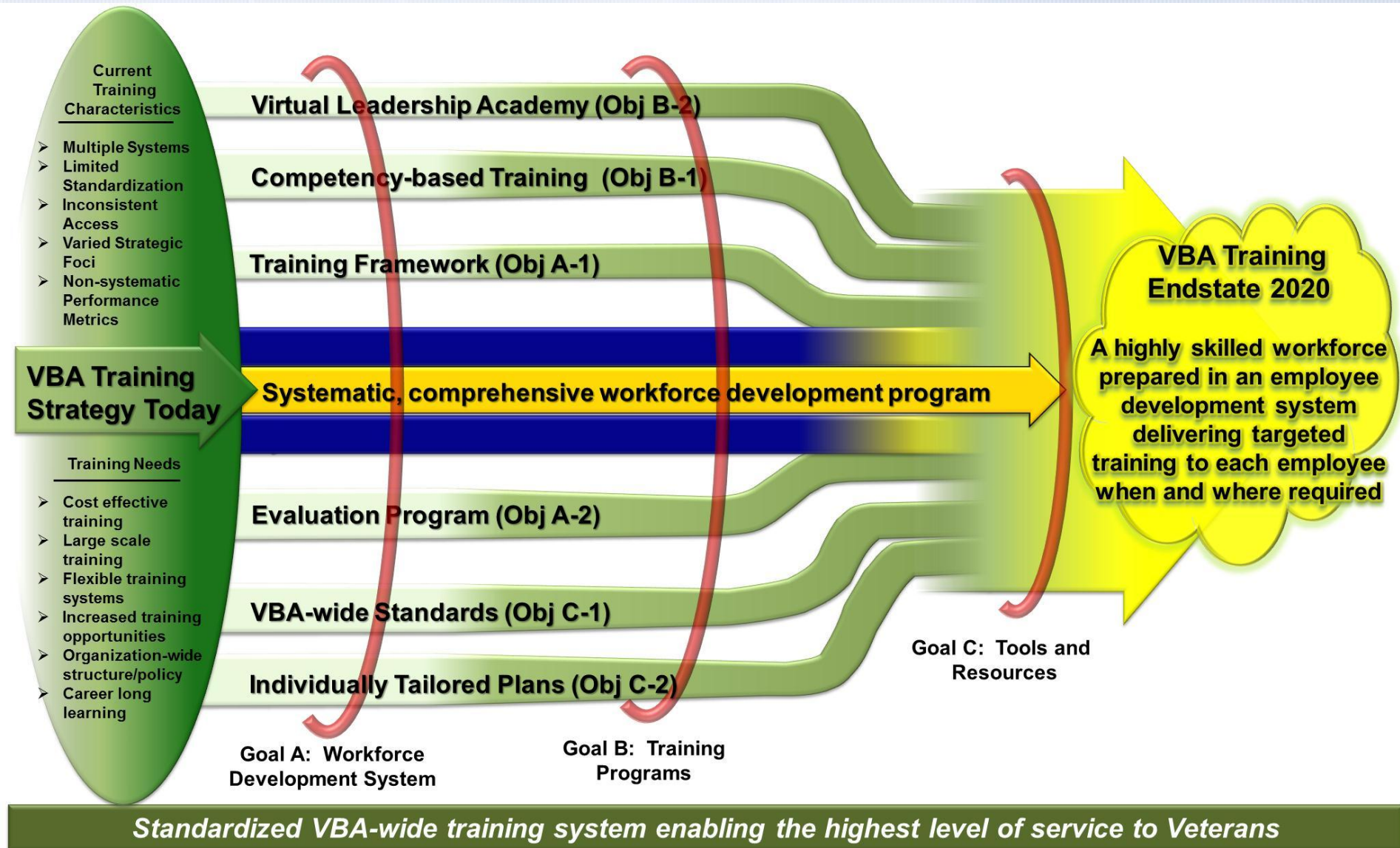


TM Symposium Purpose and Objectives

- **The Training Managers Symposium continues VBA efforts to standardize and synchronize training throughout the administration. During this symposium, the training managers will:**
 - **Develop a support network using local and national resources;**
 - **Determine three - six operational changes they will implement upon return to their RO;**
 - **Apply the tools and job aids available to support training in the RO to their particular requirements**



ED&T Operational Plan, 2015 – 2020 (Draft)





ED&T

ED&T Website Redesign



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Questions?