

# The Performance Learning Model

An Architecture to Enhance Systems Engineering Practitioner Learning

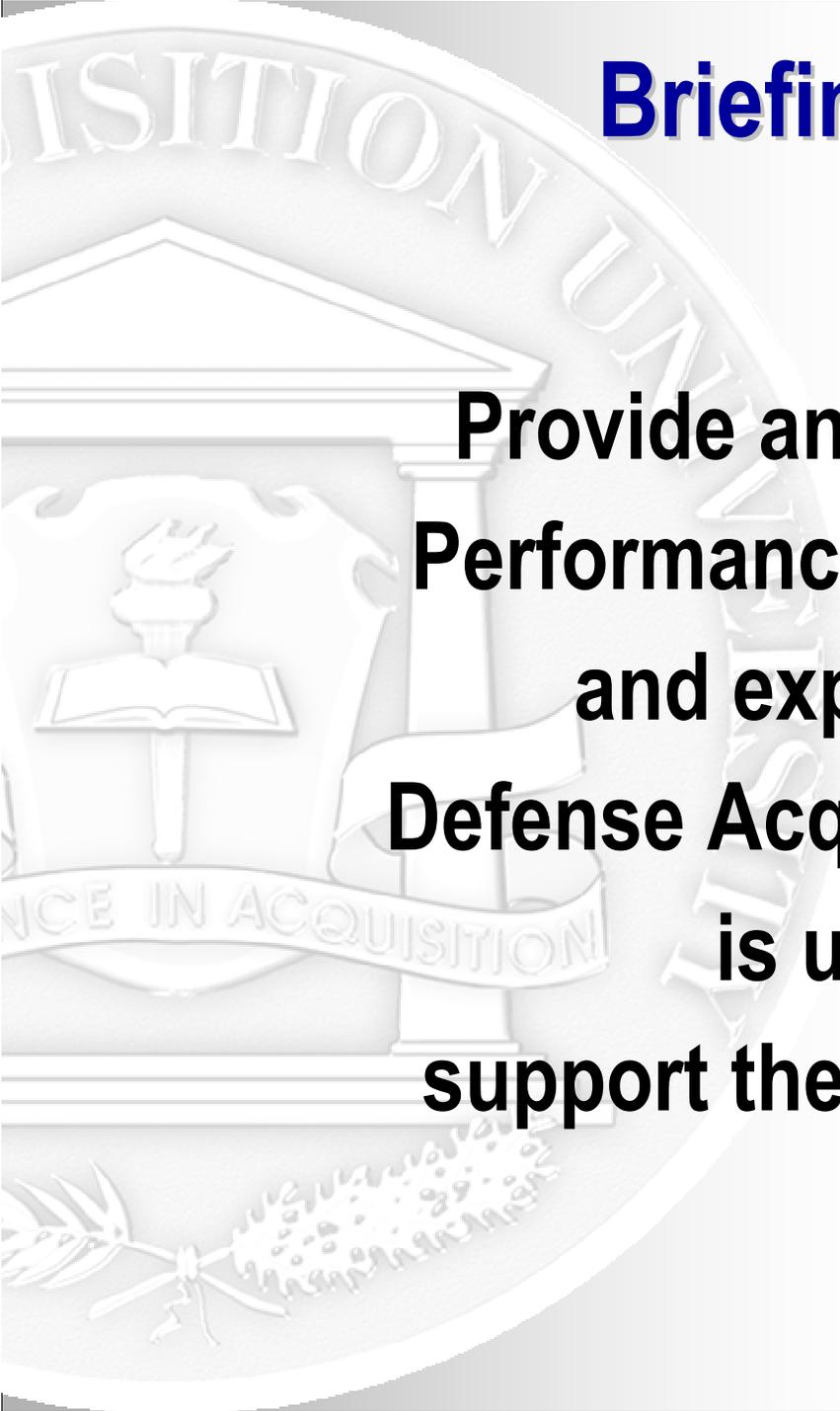


Steve Parker

Defense Acquisition University

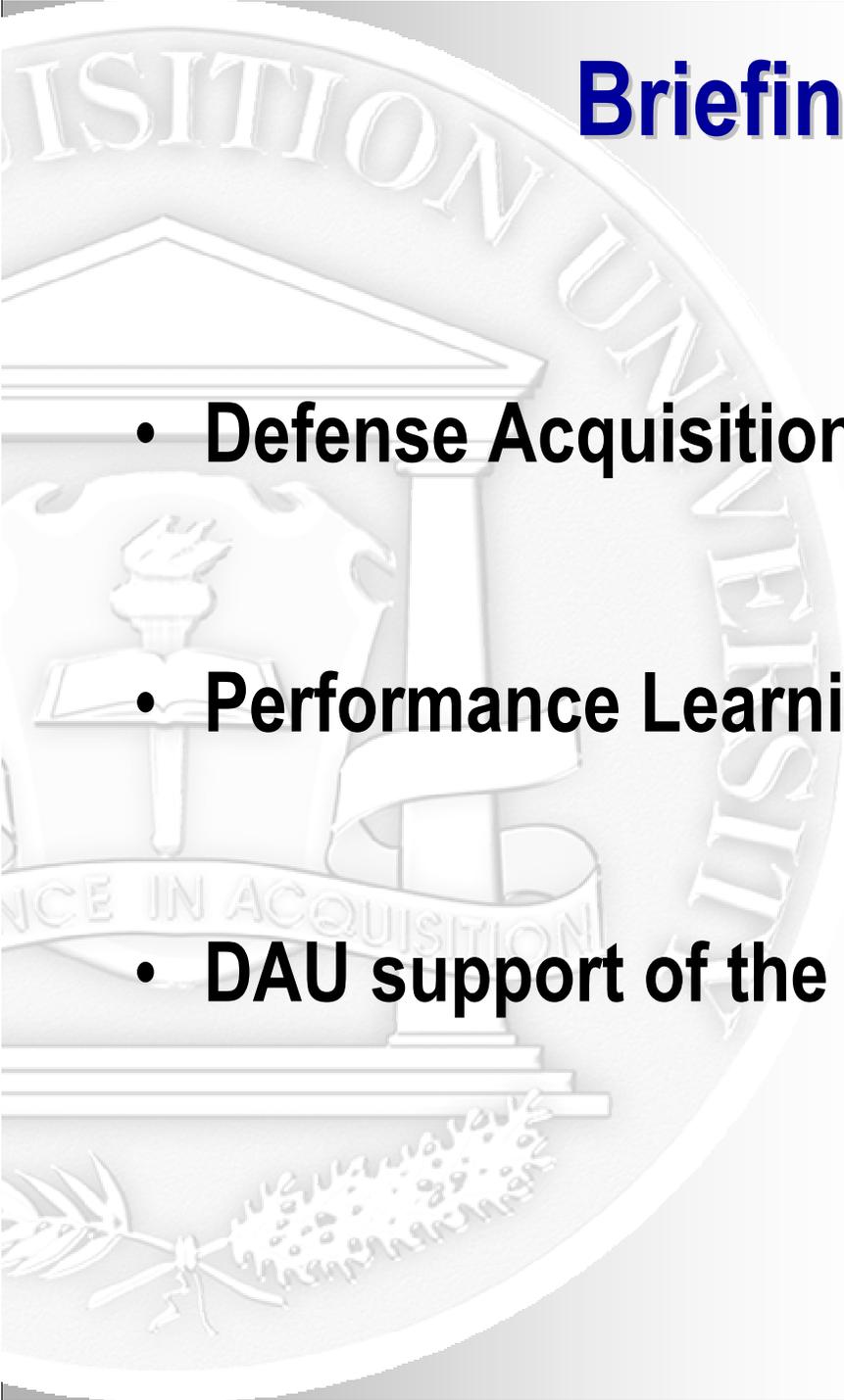
NDIA 8<sup>th</sup> Annual Systems Engineering Conference



The seal of Defense Acquisition University is visible in the background. It features a central shield with a torch and an open book, flanked by two columns. Above the shield is a pediment. The words "DEFENSE ACQUISITION UNIVERSITY" are inscribed around the top of the seal, and "EXCELLENCE IN ACQUISITION" is on a banner below the shield. The seal is rendered in a light, embossed style.

## **Briefing Purpose**

**Provide an overview of the  
Performance Learning Model  
and explain how the  
Defense Acquisition University  
is using it to  
support the engaged learner**



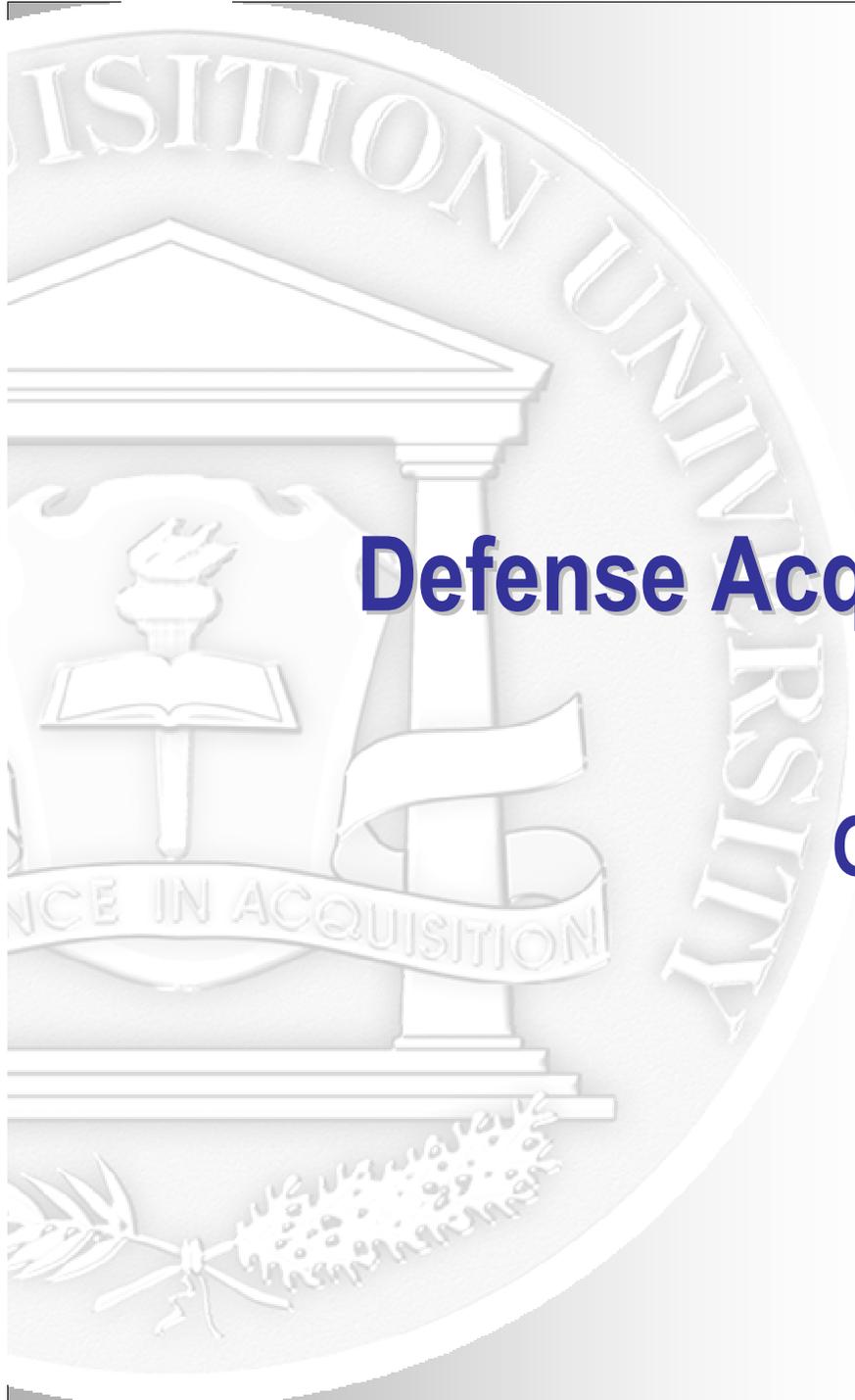
# Briefing Overview

- **Defense Acquisition University (DAU) Overview**
- **Performance Learning Model (PLM) Description**
- **DAU support of the PLM**

# Transformation

“...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, education, 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...

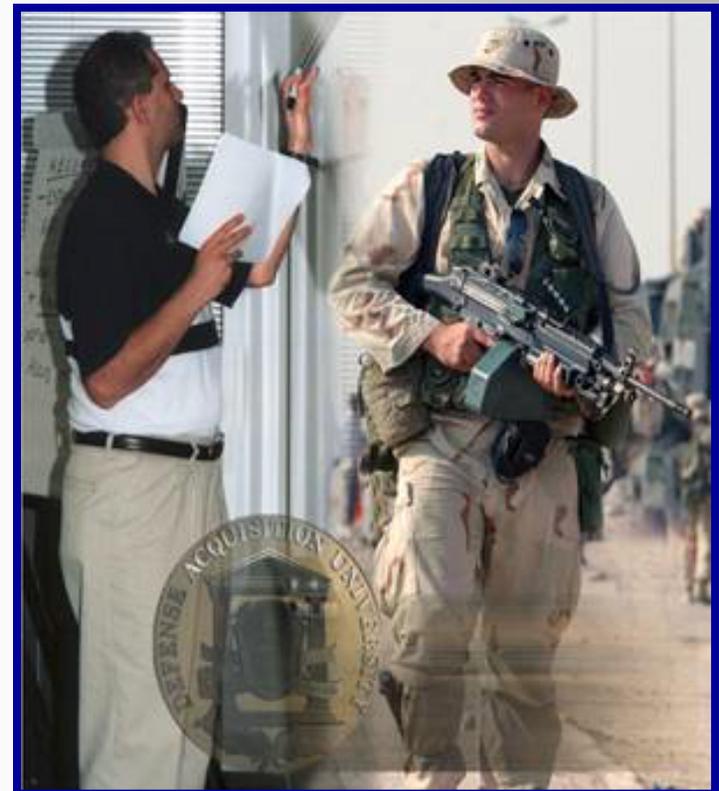
# DoD AT&L Workforce

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

# 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 within DoD



CJCS



SECAF

CSAF

AETC

Air University

NDU

AFIT



SECNAV

CNO

NETC

NPS



SECARMY

CSA

TRADOC

CASCOM

ALMC

SECDEF



Under Secretary of Defense  
(Acquisition, Technology & Logistics)  
Mr. Ken Krieg

Principal Deputy Under Secretary of  
Defense (AT&L)  
Vacant

President  
Defense Acquisition University  
Mr. Frank Anderson



# Defense Acquisition University - 2005

## “Vision, Planning, & Direction”

## “Assessment, Performance, & Measurement”

Planning, Policy, & Leadership Support  
Director - Johnson

President, DAU  
(AT&L Chief Learning Officer)

Performance & Resource Mgt  
Director - Whiteside

Executive Institute

President – Anderson  
Vice President – McMichael

## “Learning Product Development / Knowledge Sharing”

## “Mission Operations”

## “AT&L Workforce Management”

Learning Programs and Technology  
Executive Director – McMichael  
Deputy Executive Dir - Erie

Commandant  
Commandant - Col Kringer

Acquisition Workforce & Career Management  
Executive Director – Shafovaloff

e Learning & Tech Center (ELTC)  
Director – Ainsley

Curricula Dev & Supt Center  
Director – Erie

Acker Library  
Director – Lush

Defense Acq Workforce  
Director – Morrison

Defense Agency Career Manager  
Director – Clougherty

West  
Dean – Zaleski

Midwest  
Dean – Emke

South  
Dean – McCullough

Mid-Atlantic  
Dean – Smith

Capital & NE  
Dean – Shannon

DSMC-SPM  
Dean – Fitch

OPS Supt GP  
Director – Hayne

# DAU Regional Orientation

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



West  
(San Diego)  
AT&L WF ~26,000



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



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



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



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

# Located with our Customers



“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

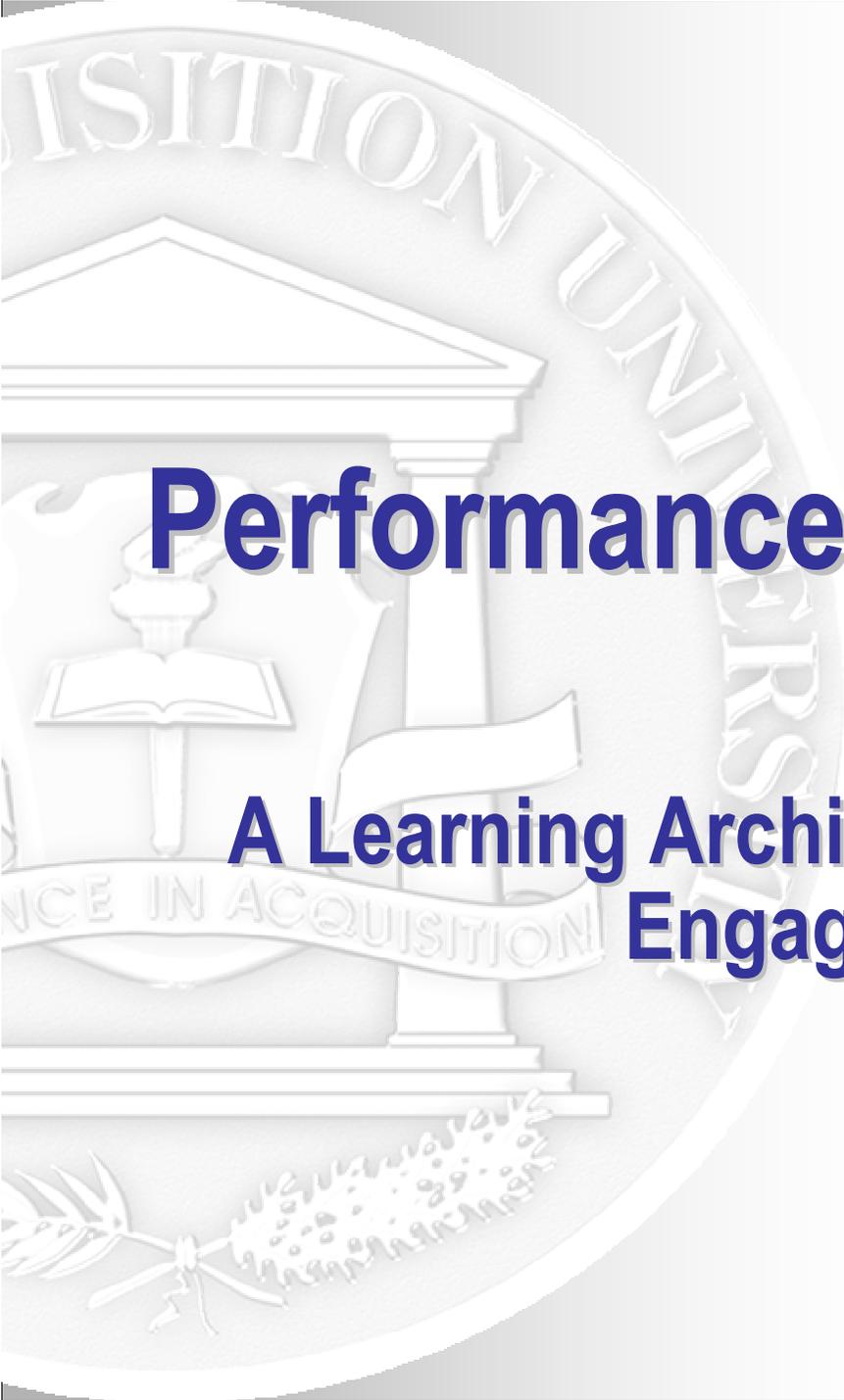
- *Interactive*
- *Generative.*

## Learning Context for the Engaged Learner

- *Knowledge-Building Learning Community.*
- *Collaborative.*
- *Empathetic.*

## Roles for the Engaged Learner

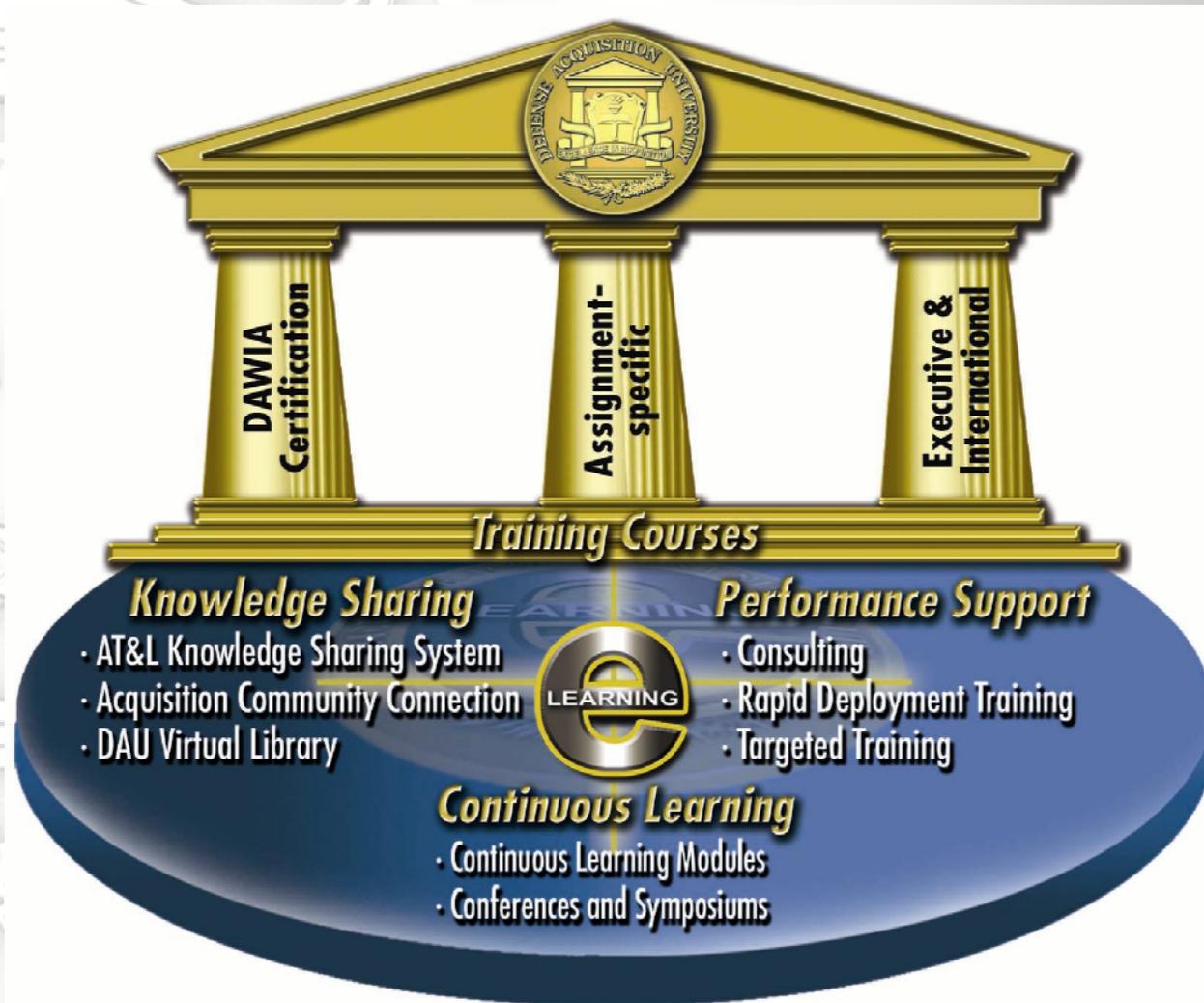
- *Explorer.*
- *Cognitive Apprentice.*
- *Producers of Knowledge.*

The seal of the University of Wisconsin-Madison is partially visible on the left side of the slide. It features a central figure holding a book and a torch, with a banner below that reads "WISDOM BEGETS KNOWLEDGE". The outer ring of the seal contains the text "UNIVERSITY OF WISCONSIN" at the top and "MADISON WISCONSIN" at the bottom.

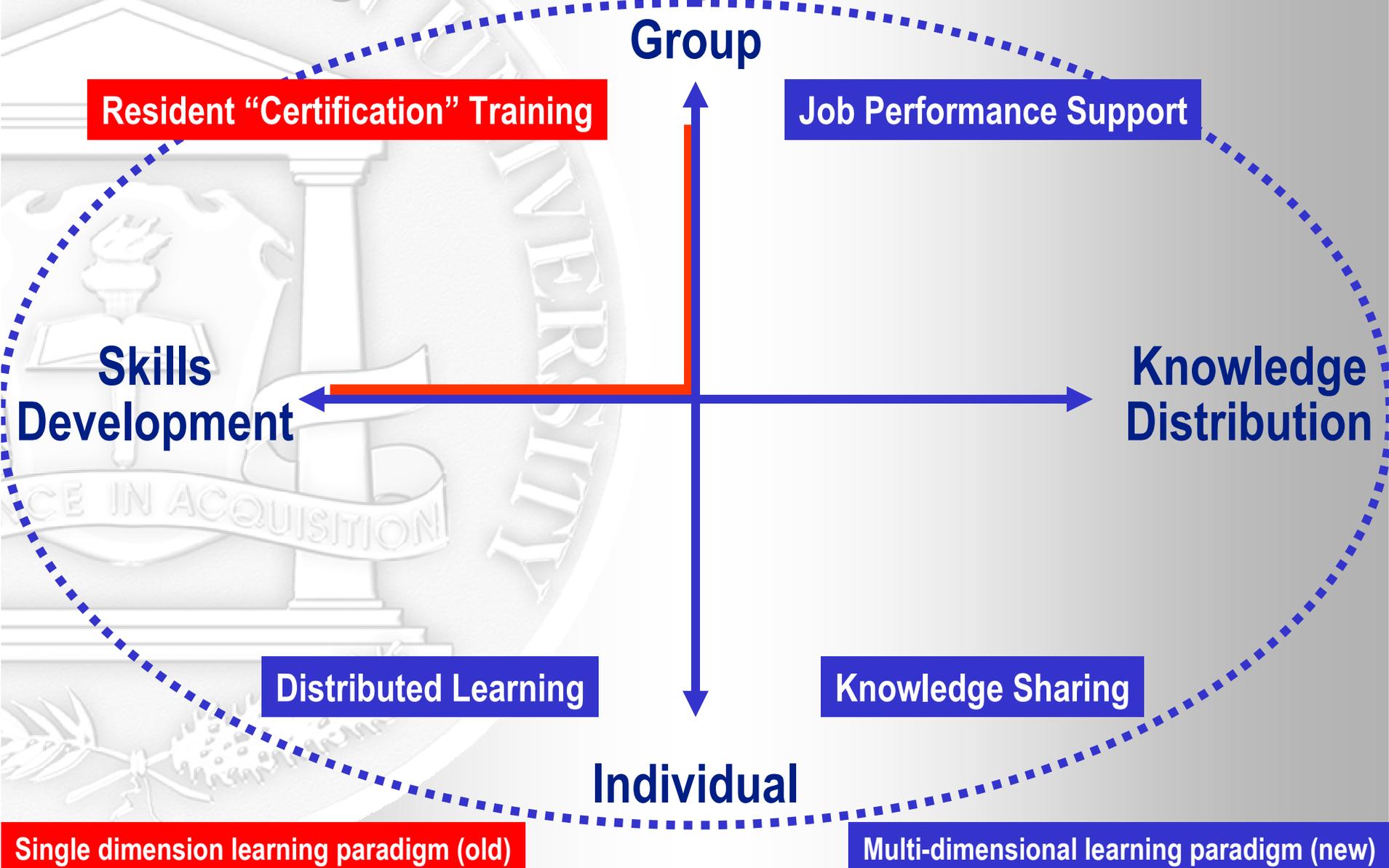
# **Performance Learning Model**

**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



# Benefits of Engaging the Learner on the Job

Expert

(Performance)

**Accelerated Growth & Sustained Expertise**

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

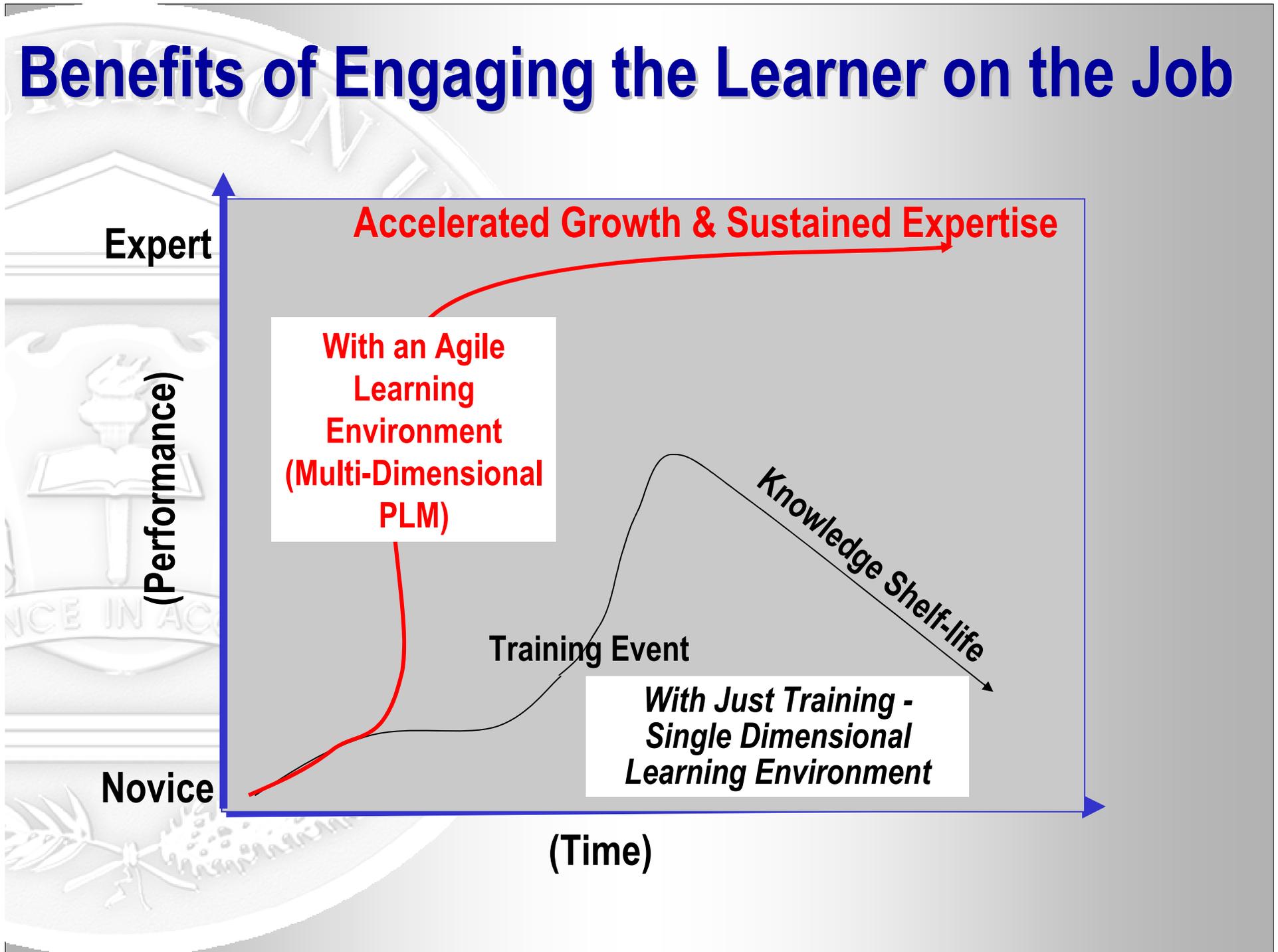
Training Event

Knowledge Shelf-life

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

Novice

(Time)



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

## Acquisition Knowledge Sharing Systems

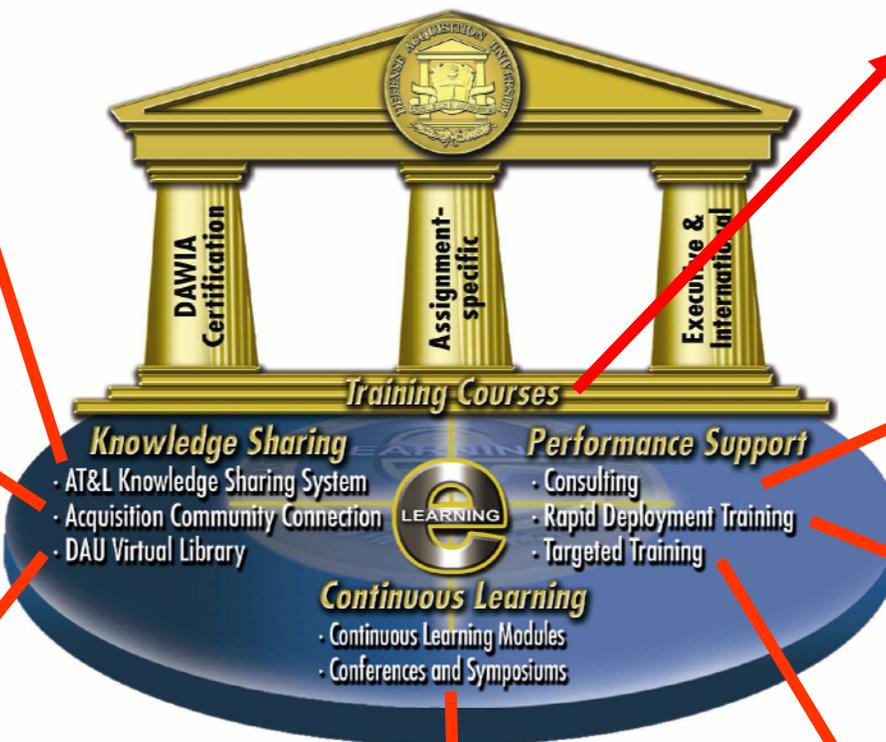
Online gateway to AT&L Systems Engineering information & tools

## 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



## 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

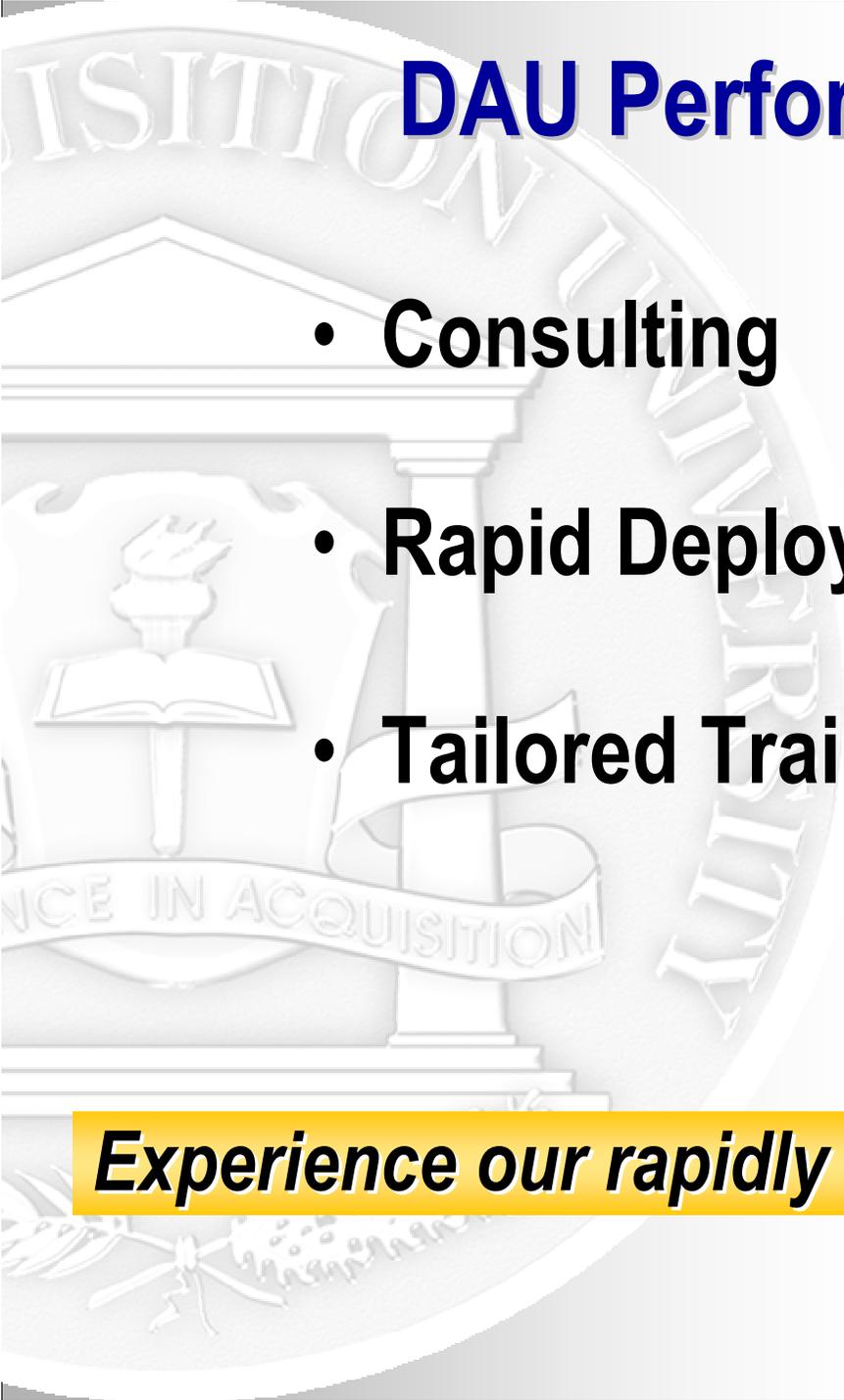
on-site & on-line training on latest Systems Engineering Policies and Practices

## Continuous Learning Modules

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

## Targeted Training

tailored learning for your organization or task



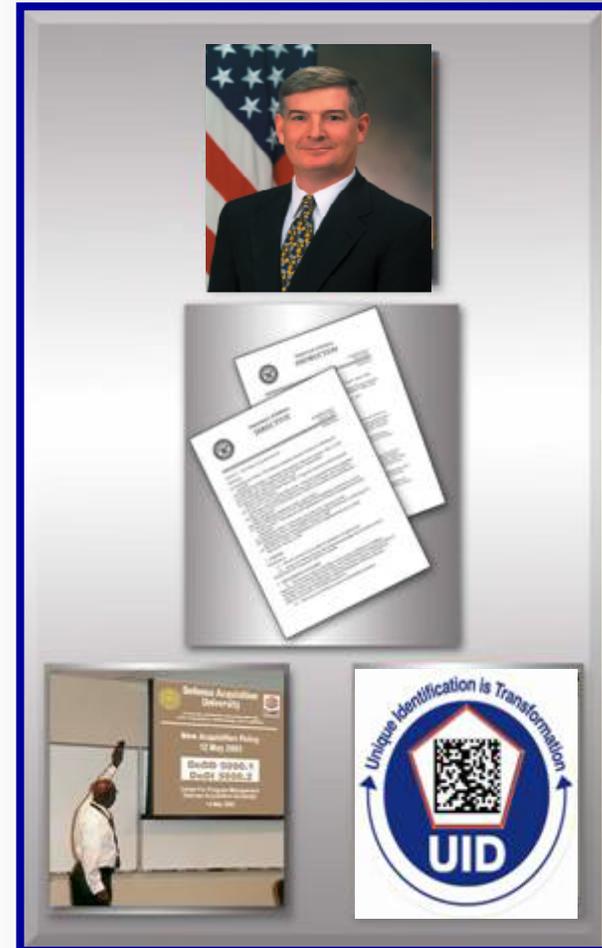
# DAU Performance Support

- **Consulting**
- **Rapid Deployment Training**
- **Tailored Training**

***Experience our rapidly delivered business solutions***

# Rapid Deployment Training

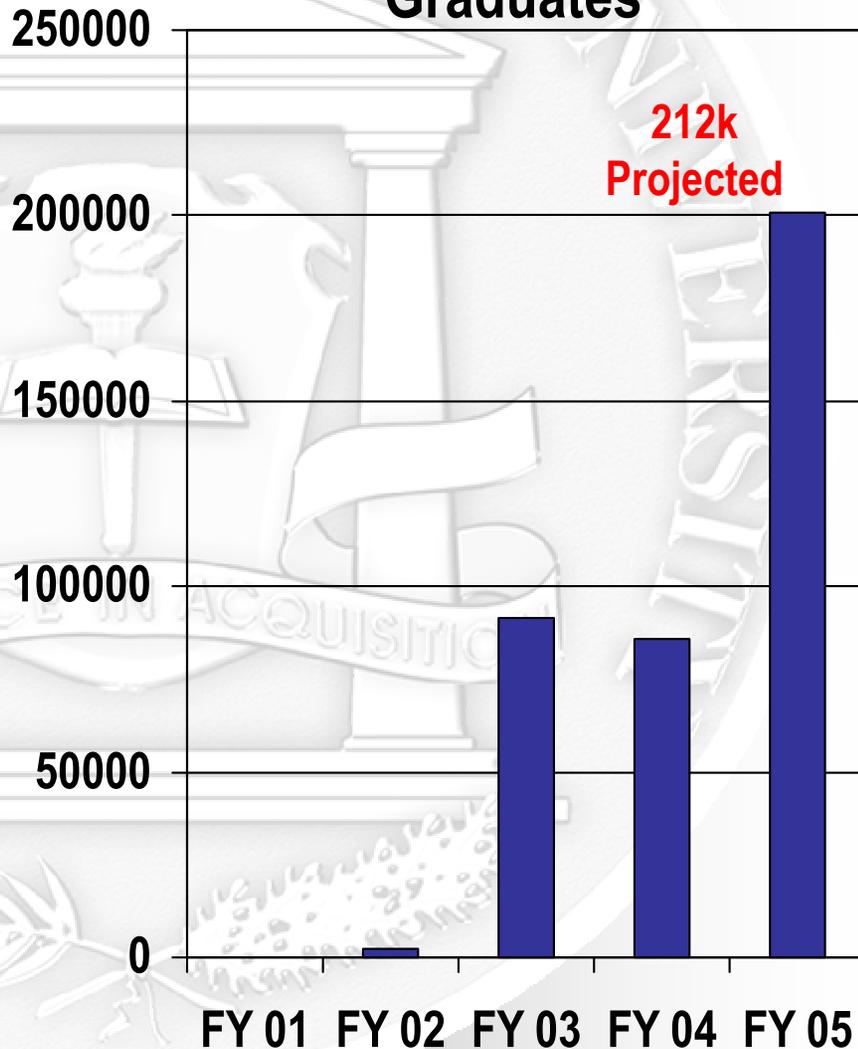
- **Initiated May 2003 with new DoD 5000 Series**
  - Within 48 hours Overview brief and online resource center available (averaged 700 hits per day)
  - Over next 4 months, 200 presentations given to more than 12,000 members of the AT&L community
- **Continued with**
  - CJCS 3170
  - Comptroller PBD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



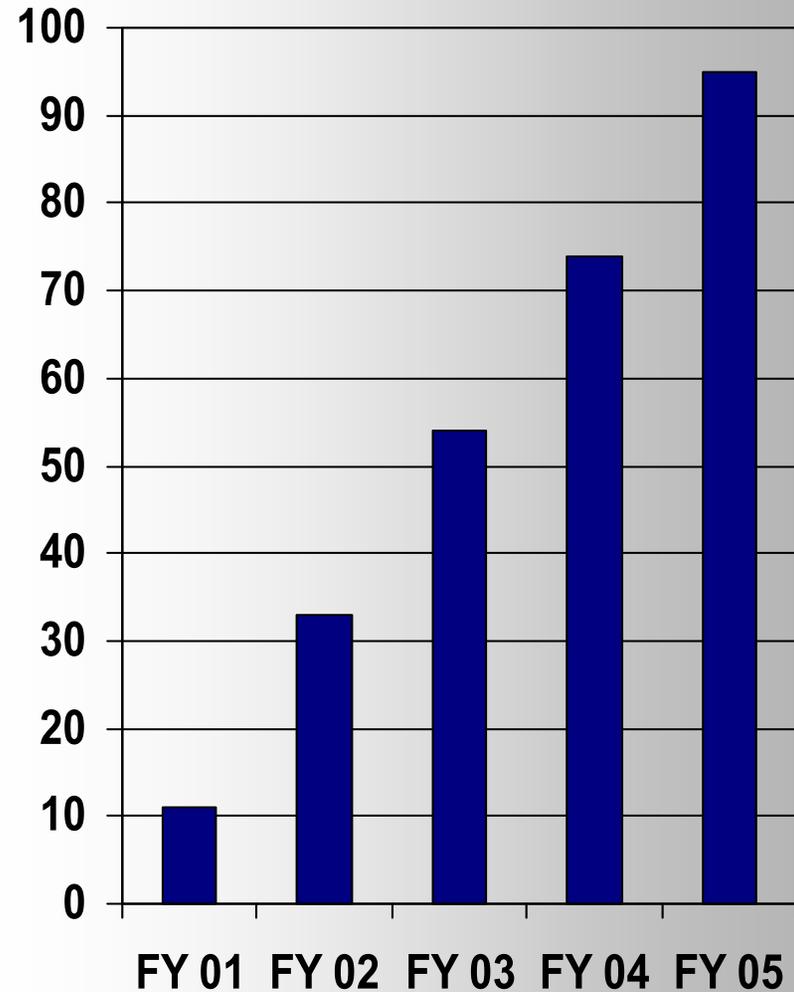
***Provides quick notification and training on new initiatives and policy changes***

# Continuous Learning Growth

## Continuous Learning Center Graduates



## Continuous Learning Center Modules





# DoD AT&L Knowledge Sharing System AKSS

## FAR/DFARS

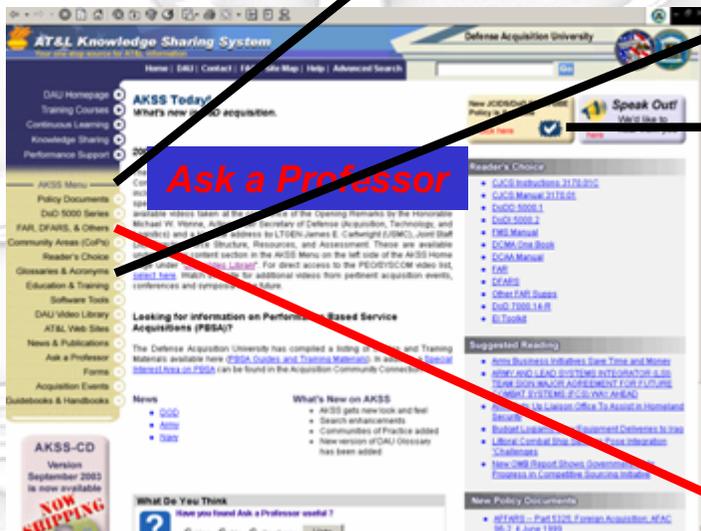


GSA & Hill FARSITE

## New AT&L Policy



Acquisition Resource Center With 5000 and JCIDS



Ask a Professor



Defense Acquisition Guidebook

## Guidance and Experts



Career Field and Business Process On-Line Knowledge Communities

Gateway to Policy, Processes, Tools and Experts

ACC: Acquisition Community Connection - Microsoft Internet Explorer provided by Defense Acquisition University

Address: https://acc.dau.mil/simplify/ev\_en.php?ID=1\_201&ID2=DO\_ROOT

# Acquisition Community Connection

Where the AT&L Workforce Meets to Share Knowledge

Defense Acquisition University

Home | Contact Us | Site Map | Privacy Policy | Help

Search

YOU ARE LOGGED IN AS : JOSEPH.JOHNSON (READ) LOG OUT

**Participate in a Community**

- Data Management
- DoD Wireless
- Earned Value Management
- Facilities Engineering
- Information Technology
- Logistics Management
- Mission Support Contracting
- Program Management
- Risk Management
- Systems Engineering

**Special Interest Areas**

- ACE for Services
- Alternative Dispute Resolution
- Contingency Contracting
- DoD PHS&T
- Environment, Safety & Occupational Health
- Joint Rapid Acquisition
- Production Quality & Manufacturing
- Science & Technology
- Spectrum Compliance
- Unique Identification

Acquisition Research

Business, Cost Estimating & Financial Management

Contractors on the Battlefield

DTRMC - T&E/S&T Program [login required]

**Workspaces**

**DAU Courses**

**What's New**

**HOT Discussion on Configuration Management**  
 "When does a configuration change require an ECP and IDA?" If you'd like to debate this question, please follow this link to the discussion thread. A community member needs your answers. [07 Jul 2005]

**DAU South LOG Symposium Offered**  
 On 25 Sept, the Defense Acquisition University South Region, with the Project Management Institute North Alabama Chapter, will present a 2005 Professional Development Symposium on Transforming DoD Logistics: A Supply Chain Management-Performance Based Logistics Workshop. It is described as "A practitioners oriented workshop to facilitate the exchange of best practices and ideas on how best to accelerate these key strategy and policy approaches into effective support strategies for your customers." [More>>](#) [15 Jul 2005]

Faculty Forum on Network Ready Key Performance Parameters. The guest speaker is Lt Col Scott Moser, USAF. The forum will be held on 15 Aug, and is open to DAU faculty and students, DAUAA

**Communities of Practice**

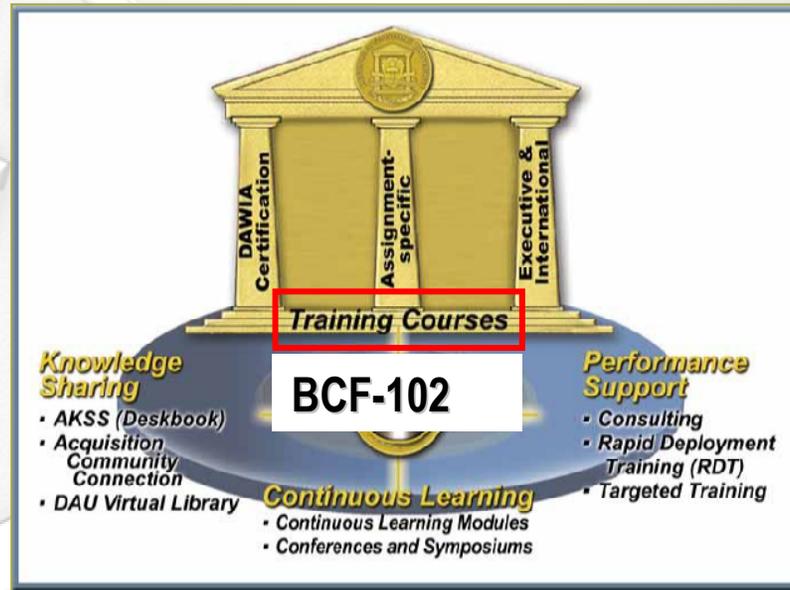
**Special Interest Areas**

**Workspaces**

**DAU Course Spaces**

Shortcut to ev\_en.php?ID=1\_201&ID2=DO\_MEPAGE (secure Web site)

# Application of the Performance Learning Model



- 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

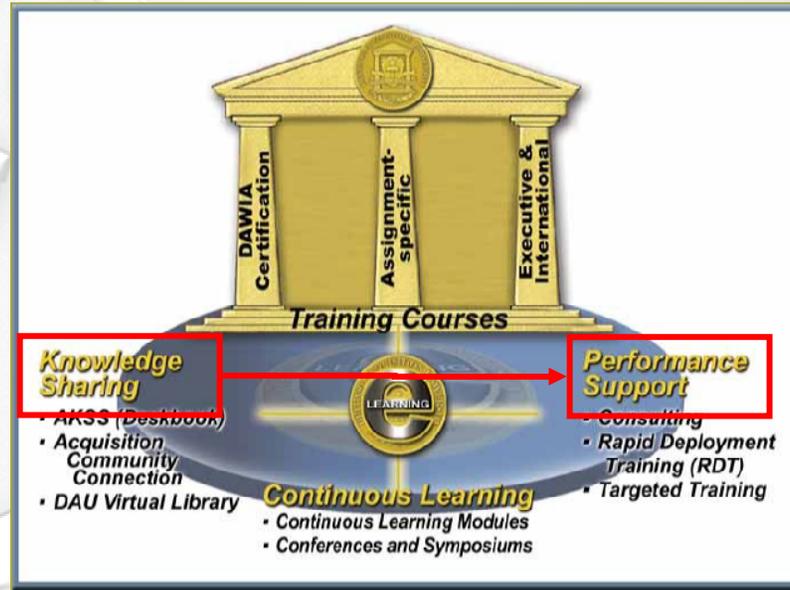
- Eight Day Residence Course
- 20 Hour COTS CBT course
- Augmented with five DAU developed tutorials
- First FAI Offering Oct 05

# Application of the Performance Learning Model



## 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

**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 Performance Support Referrals

- SASC Staff EVM Training Feb 04
- OMB Selected ACC for EVM references

## 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
- **OCT04 ST1 – 5,897**

## BCF-102

- Eight Day Residence Course
- ~~20 Hour COTS CBT course~~
- Augmented with five DAU developed tutorials
- First FAI offering – Oct 05

## 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

# Find out more about DAU Products

## www.dau.mil

### DAU Training Courses

### Performance Support

### Continuous Learning Center

The screenshot shows the 'Apply for a Course' page on the DAU Registrar's website. It includes a navigation bar with links for 'About DAU', 'Student Affairs', 'Enroll Here', 'e-Learning', 'Resources', and 'Acquisition Support'. The main heading is 'Welcome to the DAU Enroll Here Page'. Below this, there are two main sections: 'SELECT ONE' and 'Apply for a Course'. The 'SELECT ONE' section has two radio button options: 'I want to register for a course that will lead to certification or is required for my assignment (assignment-specific). These are courses that are in the DAU Catalog and listed on the DAU Course Schedule.' and 'I want to take a class that will earn me Continuous Learning Points. These are non-certification "modules" such as the DoD Government Purchase Card Tutorial. Click here to access the Continuous Learning Center. Contact the CLC Team if you have questions. 703-805-3459 (choose option 3) or [cpclc@dau.mil](mailto:cpclc@dau.mil).' The 'Apply for a Course' section has a sub-heading 'Apply for a Course - Enroll Here' and contains several bullet points: 'Virtual Campus, distance learning courses: [enroll@dau.mil](mailto:enroll@dau.mil), DAU Help Desk: 866-566-6304/DOA 695-3451 (choose option 3)', 'Continuous Learning Center: Modules such as DoD Govt Purchase Card Tutorial and many, many more: [Team.CLC](mailto:Team.CLC), 703-805-3459 (choose option 3)', and 'Contact the right DAU point(s) of contact'. There are also links for 'Did you know your Service or agency registers you?' and 'Contact the Right Source'.

<http://www.dau.mil/registrar/apply.asp>

The screenshot shows the 'Performance Support Services' page on the DAU website. It features a navigation bar with links for 'About DAU', 'Registrar', 'e-Learning', 'Resources', and 'Acquisition Support'. The main heading is 'Performance Support Services'. The text describes the DAU's role in providing performance support services to the acquisition, technology, and logistics communities. It lists services such as consulting, mentoring, coaching, analysis, program advising, and targeted training. It also mentions that performance support services are provided by DAU's seasoned faculty and that the DAU can provide organizational support through the DoD Management Collaboration Center (MCC).

[http://www.dau.mil/pss\\_main.asp](http://www.dau.mil/pss_main.asp)

The screenshot shows the 'Continuous Learning Center' page on the DAU website. It features a navigation bar with links for 'Info', 'Map', 'Directory', 'Search', and 'Help'. The main heading is 'Welcome to the CLC!'. The text describes the CLC's mission to provide a single point of access to a multitude of continuous learning opportunities, performance support, and information. It includes a section for 'Assessments' with a table showing 'No Assessments available', 'No E-Tests available', and 'No Surveys available'. There is also a section for 'Learn More' with a link to 'Learn More About the CLC!'. The page includes a graphic of a globe with various learning modules and a footer with the text 'Use of this site signifies your agreement to the CLC Security & Privacy Policy.'

<http://clc.dau.mil>

### AT&L Knowledge Sharing System (AKSS)

### Credit for DAU Courses toward Degrees

### Equivalencies

The screenshot shows the 'AT&L Knowledge Sharing System' page on the DAU website. It features a navigation bar with links for 'Home', 'DAU', 'Contact', 'FAQ', 'Site Map', and 'Help'. The main heading is 'AKSS Today!'. The text describes the system's purpose and provides information on how to use it. It includes a section for 'New OASD Policy for Systems Engineering in DoD' and a 'Reader's Choice' section with a list of articles. There is also a 'Sponsored Reading' section with a list of links.

<http://akss.dau.mil>

The screenshot shows the 'Strategic Partnership Database Search' page on the DAU website. It features a navigation bar with links for 'About DAU', 'Student Affairs', 'Enroll Here', 'e-Learning', 'Resources', and 'Acquisition Support'. The main heading is 'Strategic Partners'. The text describes the database's purpose and provides information on how to use it. It includes a section for 'Strategic Partners' with a list of links to various partner websites.

<http://www.dau.mil/about-dau/partners.asp>

The screenshot shows the 'Equivalency Program' page on the DAU website. It features a navigation bar with links for 'About DAU', 'Registrar', 'e-Learning', 'Resources', and 'Acquisition Support'. The main heading is 'What is the DAU Equivalency Program?'. The text describes the program's purpose and provides information on how to use it. It includes a section for 'Why is it Beneficial?' with a list of benefits.

<http://www.dau.mil/equivalency>

The background features a large, light gray watermark of the official seal of the Defense Acquisition University (DAU). The seal is circular and contains a central shield with a torch and an open book. Above the shield is a classical building facade with columns. The text "DEFENSE ACQUISITION UNIVERSITY" is written around the top inner edge of the seal, and "EXCELLENCE IN ACQUISITION" is written on a banner below the shield. At the bottom, there is a laurel wreath.

## Contact

**Steve Parker**

**(256) 722-1039**

**steve.parker@dau.mil**

***Experience* the value of the  
Performance Learning Model at**

**[www.dau.mil](http://www.dau.mil)**

# Defense Acquisition University



**CUBIC**  
Corporate University Best in Class



- **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**

