

THE OVERALL CLASSIFICATION OF THIS BRIEF IS: **UNCLASSIFIED**

U.S. Southern Command



SOUTHCOM's Blended Learning Concept

For the WJTSC 12-2 Individual and Staff
Joint Training Working Group (version 1)
As of 7 September, 2012





Purpose/ Expected Outcome

- Purpose: Provide the ISJT WG with:
 - An overview of SOUTHCOM’s “Blended Learning” concept
 - Considerations for supporting CoL implementation
 - An overview of how SOUTHCOM plans on utilizing a Small Group Scenario Trainer and DTT-led Academics as part of Blended Learning
 - A review of SOUTHCOM’s newly designed online Pre-Exercise training utilized during PANAMAX 12
 - A projected Blended Learning strategy for Integrated Advance 13
 - A proposed WJTSC Issue Nomination

- Expected Outcome: ISJT WG socialization and feedback.

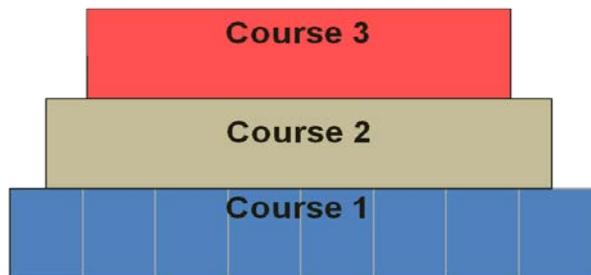


Blended Learning

- **Blended Learning (SOUTHCOM Definition):** A systematic approach to preparing a training audience for an operation or collective exercise
- **Requirements (for success):**
 - COCOM
 - A demand signal
 - Time to coordinate, build, and design
 - Dedicated training audience time/ effort
 - Senior leader engagement/ push
 - Funding
 - JS-J7 JCW
 - Communication and coordinated efforts
 - Venues/ Opportunities to collect COCOM requirements
 - Funding



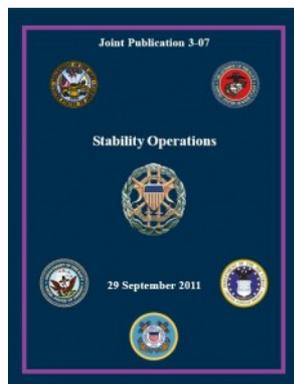
Key Blended Learning Pieces



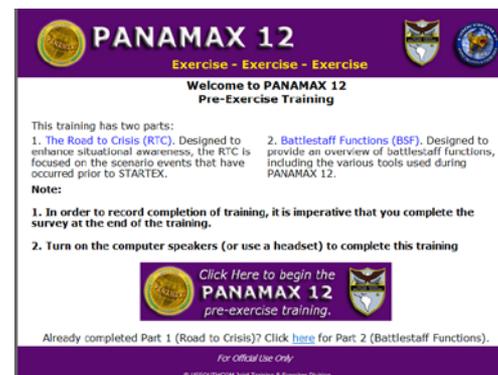
Continuum of eLearning (CoL): A series of online courses specifically tailored to address training requirements in support of an operation/ collective exercise



Small Group Scenario Trainer (SGST): A web delivered, 'battle staff', small group training capability focused on improving the training readiness of individuals and small staffs (approx 10-40 pax)



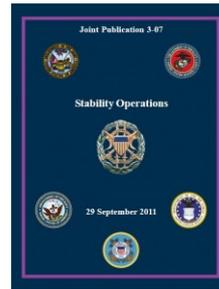
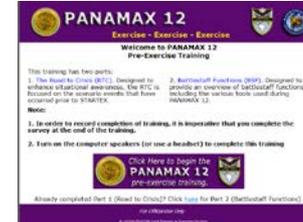
Tier I/II Academics: A Joint Staff J7 facilitated review of best practices and joint doctrine geared to sharpen operational planning and procedures in preparation for future contingency operations.



Pre-Exercise Online Training: Familiarizes the training audience with the exercise scenario and processes/ tools required to successfully participate in the exercise.



Notional Blended Learning



CoL: STARTEX
Minus 75 Days

SGST: STARTEX
Minus 45 Days

Tier I/II Academics:
STARTEX Minus 30 Days

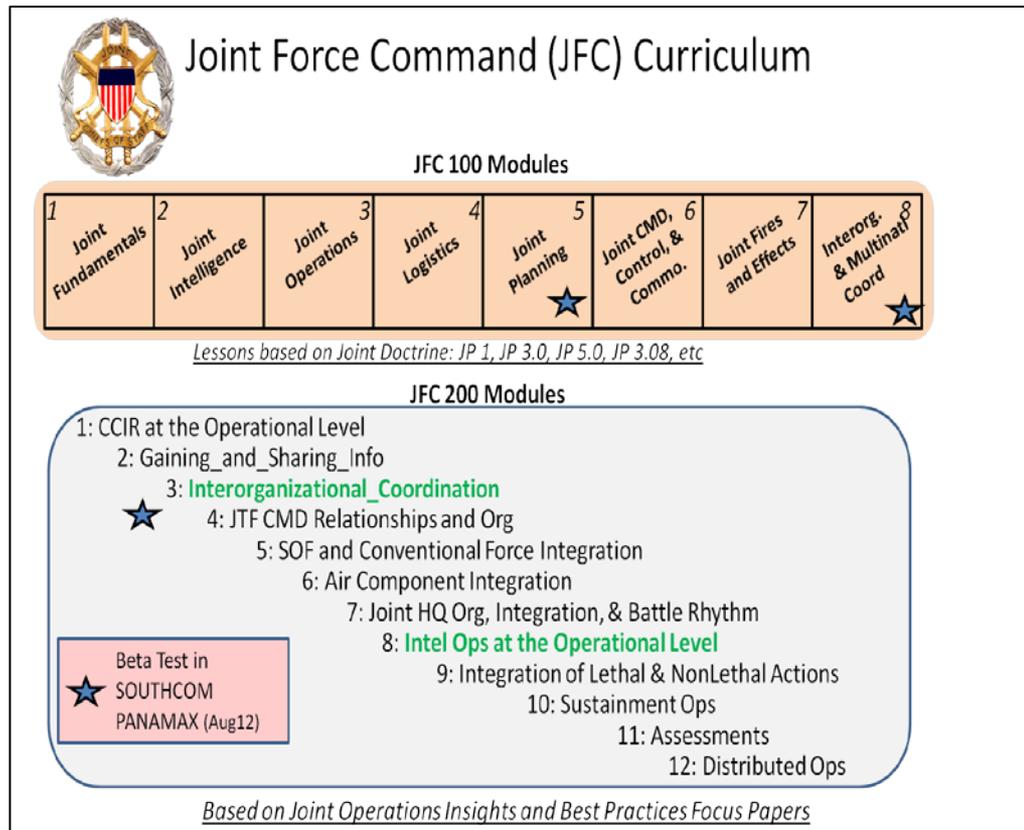
**Pre-Exercise Online
Training:** STARTEX
Minus 15 Days



PANAMAX 12 CoL Beta Test

- Socialization Considerations

- CoL vs. JKO vs. Academics vs. Pre-exercise training confusion
- Senior Leader endorsement and involvement critical
- Course length/ time requirement must be carefully managed
- Administrative Considerations
 - Beta test nuances (test audience vs. control group, surveys X 7, observation and interviews, hosting CoL personnel)
 - Resolving technical/ user issues
 - Tracking course completion
 - Need for auto enrollment option
- Implementation Considerations
 - Targeting the correct audience
 - Courses selected must match training audience requirements
 - Relationship between CoL and Academics
 - Expectation management

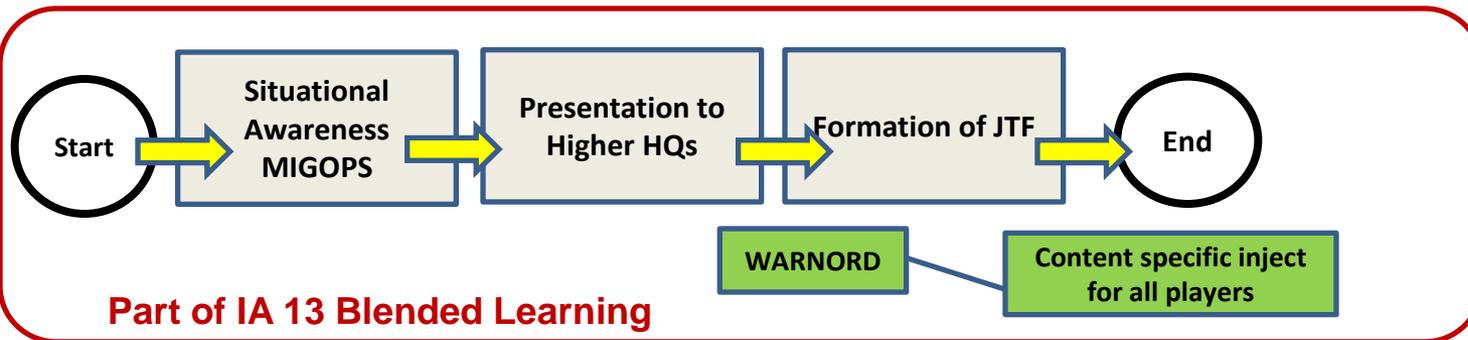




SOUTHCOM JTF HQ Readiness SGST Development - 3 SGSTs in One

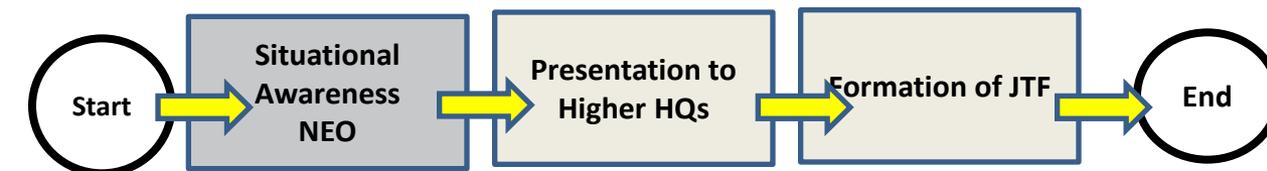


Injects specific to HA/DR, Migrant Operations or NEO scenario and role



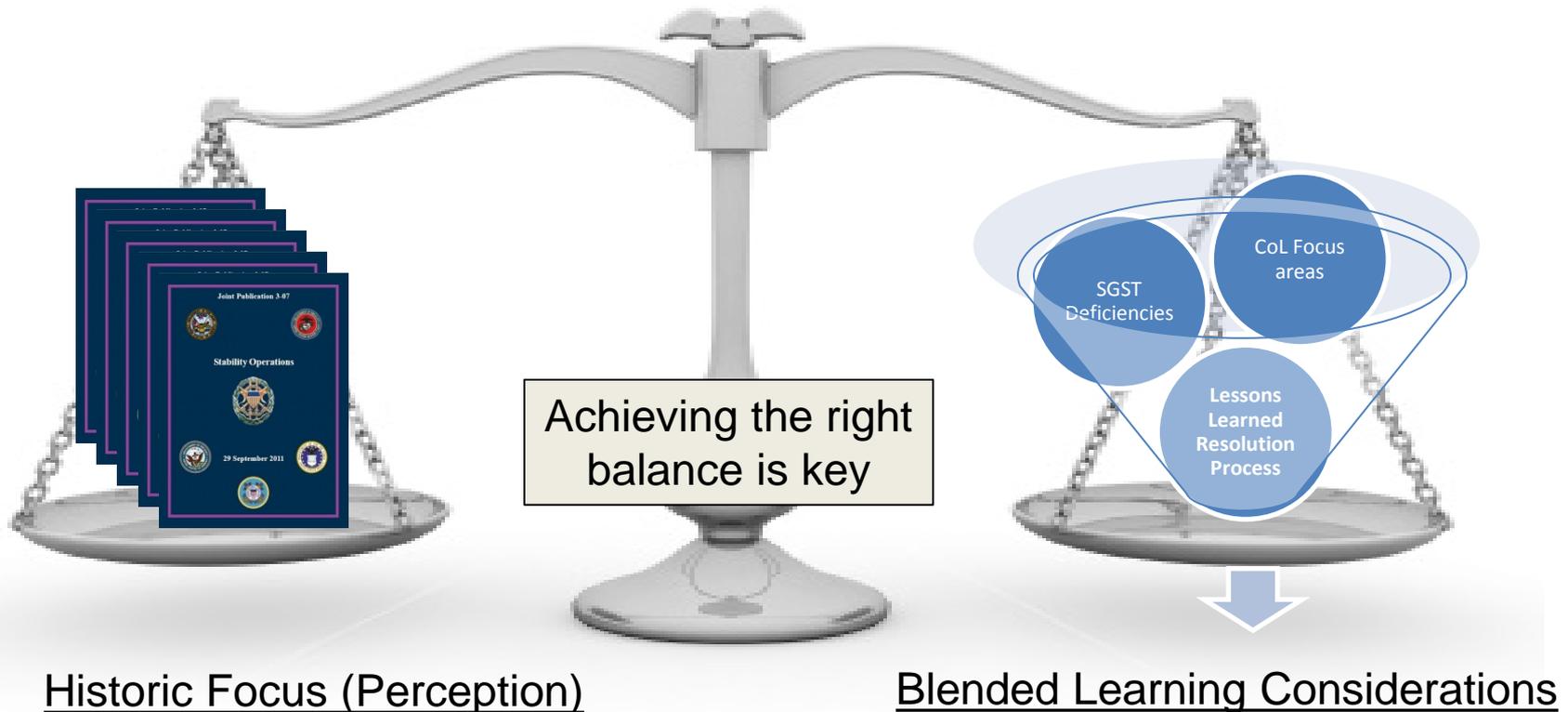
End State: JTF Plan

- Org chart
- Command Relationships
- Battle Rhythm
- B2C2WG
- Identified JTF capabilities
- JMD





Tier I/II Academics



- Best Practices
- Generic in nature
- Limited tie to exercise scenario

- Noted Deficiencies
- Specific in nature
- Strong tie to exercise scenario



Pre-Exercise Online Training

- A light-weight, web-based (HTML) individual training tool. Hosted on SOUTHCOM servers, this online training tool was used to provide the means to deliver information regarding the Road to Crisis and Battlestaff Functions.
- This capability developed in-house and first tested in PANAMAX 12.
- Tools used in development of this online training included:
 - Adobe Dreamweaver (web pages)
 - Adobe Flash (animation)
 - Adobe Premiere (videos)
- Requires coordination with several staff sections, e.g. Exercise AO, KM, J3, etc.
- Of the 715 personnel that took the PANAMAX 12 Online training:
 - 95% preferred it to Pre-exercise briefings
 - 92% rated it excellent or good
 - 92% said the course length was “just right”

PANAMAX 12
Exercise - Exercise - Exercise

Welcome to PANAMAX 12
Pre-Exercise Training

This training has two parts:

1. **The Road to Crisis (RTC)**. Designed to enhance situational awareness, the RTC is focused on the scenario events that have occurred prior to STARTEX.
2. **Battlestaff Functions (BSF)**. Designed to provide an overview of battlestaff functions, including the various tools used during PANAMAX 12.

Note:

1. In order to record completion of training, it is imperative that you complete the survey at the end of the training.
2. Turn on the computer speakers (or use a headset) to complete this training

[Click Here to begin the PANAMAX 12 pre-exercise training.](#)

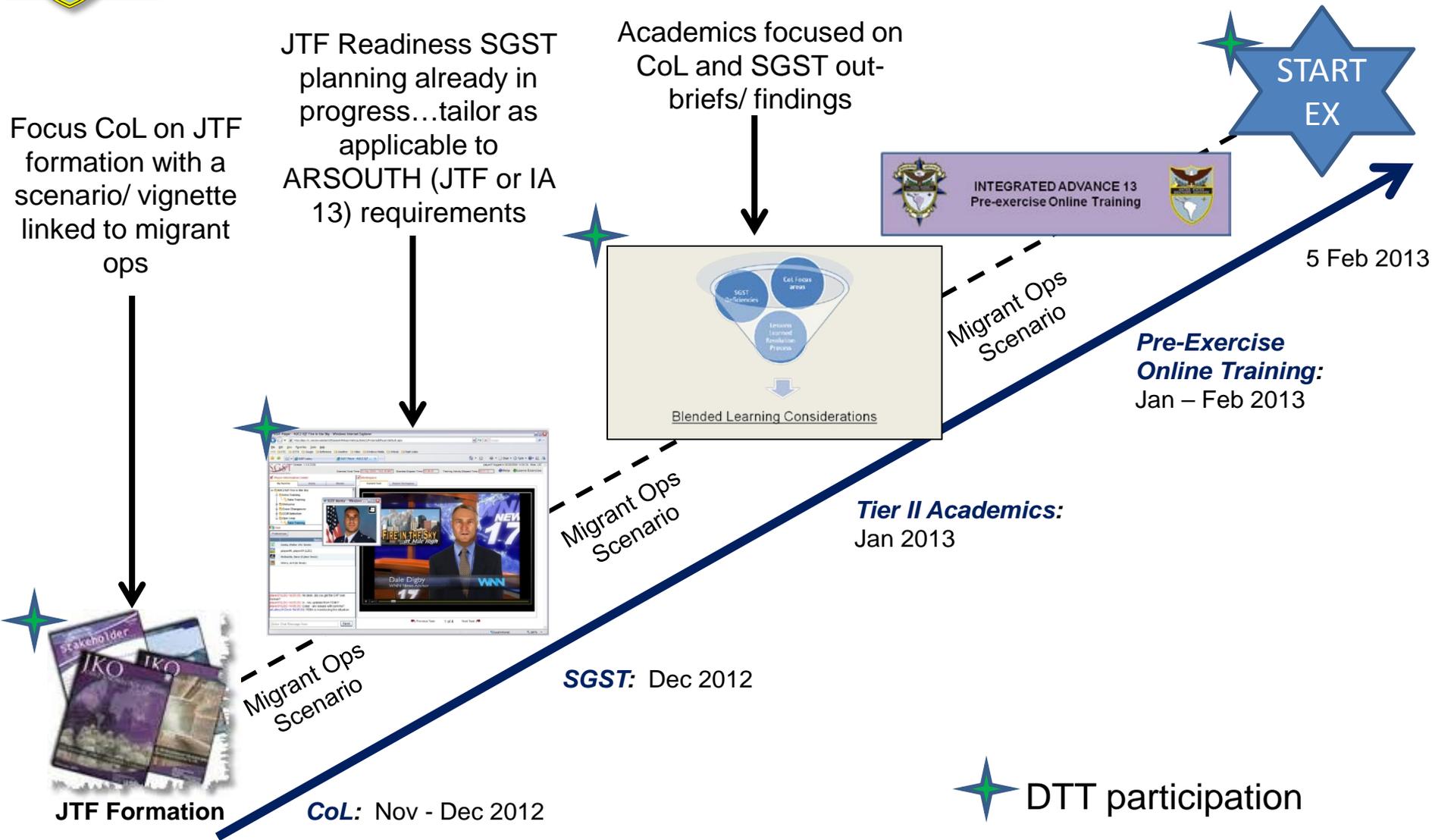
Already completed Part 1 (Road to Crisis)? Click [here](#) for Part 2 (Battlestaff Functions).

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<https://extranet.southcom.mil/panamax12extranet/>



Proposed IA 13 JTF HQ Blended Learning





Coordinating Blended Learning Requirements

Current

- Multiple/ Disconnected Coordination Channels
- Limited venues to socialize individual and staff training requirements
- CE2 SLT Collective Exercise Focus
- JCW Full Package Support:
 - DTT (academics and execution)
 - Scenario Development
 - Modeling and Simulation
 - Exercise Control

Recommended Future

- Streamlined coordination channels
- Increased venues to socialize individual and staff training requirements
- CE2 SLT JELC Focus
- JCW Full Package Support:
 - DTT (academics and execution)
 - Scenario Development
 - Modeling and Simulation
 - Exercise Control
 - CoL
 - SGST
 - Pre-Exercise Training

Getting from here

...to...

here may require WJTSC
issue visibility

Expansion of JS-J7 JCW "Full Package Support" Inventory (Draft)



Briefer: Mr. Warden

Updated 7 Sep 12

Issue XXX: Combatant Commanders require the opportunity to provide and socialize holistic JELC support requirements (individual – staff – collective) with JS-J7 JCW.

Discussion: Combatant Commander joint individual and staff training requirements requiring JS-J7 support are not coordinated in conjunction with historic JCW support functions (DTT, exercise design, modeling and simulation, exercise control, etc.). Combatant Commands are not presented with a one-stop-shop opportunity to coordinate full JELC support (individual courses, SGST, Academics, Pre-exercise Online Training, execution).

Endstate: A JS-J7 holistic identification and establishment of a support "JELC package" for Combatant Command priority exercises (x2). Note: This does not assume that JS-J7 JCW bears the funding burden for all JELC training.

POA&M:

Short Term:

- Include joint individual and staff training requirement identification as part of the 28-31 Jan Deconfliction Conf.
- Establish baseline funding requirements for JELC individual and staff training tools/ courses
- Designate a JS-J7 JCW integration lead (recommend desk officers)
- Consider issue identification and discussion during WJSTC 13-1

Long Term: Include joint individual and staff training requirements as part of coordinated JCW support packages.

OPR: JS-J7 JCW; **OCRs:** SOUTHCOM, CCMDs

SEP 12

JAN 13

MAR 13

ISJT WG Issue Socialization

Identification of requirements at Deconfliction Conference

WJTSC 13-1 Issue Identification



Questions or Comments?