Plan Early, Train Often

Ms. Lori Frumkin, OSD (P&R)
Lori.frumkin.ctr@osd.mil
Training Systems Acquisition Study
Purpose

1. Objective & Tasks
2. Phase I
3. Phase II
Study Objective

Quantify Value of Training Early

Photo by Kate Thornton for the NY Times
Phase I Study Report - Data Sources

- 135 Defense Technical Information Center reports
- 40 GAO reports
- 1100 MANPRINT reports
- Conference Papers and Personal Collections
Phase I Study Report - Gaps

Four Types of Gaps Identified

1. Knowledge
2. Awareness
3. Implementation
4. Commitment
Phase I Summary

Finding: Training impacts system’s effectiveness

Simulators – Classrooms – Advanced Distributed Content
Phase II Tasks

- Review and refine Phase I database
Phase II Tasks

Provide primary evidence and examples of systems training impact on the acquisition life cycle
Phase II Study Methodology

1. Identify
   - Candidate systems & training gaps

2. Design
   - Detailed case study format

3. Analyze
   - Selected systems

4. Report
   - Phase II findings
Phase II – Desired Study Outcomes

Document evidence for Systems Training
Phase II – Desired Study Outcomes

Training increases effectiveness AND reduces systems costs
Phase II – Desired Study Outcomes

Address detailed Training Plans up-front in systems acquisition
Pre-Milestone A

Training from the beginning
Potential Training Implications

Determine training needs over program life
Potential Training Implications

Equipment and Readiness issues – Training improves Readiness and reduces operational gaps for warfighter

.... My number one mandate from Secretary Gates when I assumed this office was to put AT&L on a war footing. A close second [priority], however, was gaining control of a defense acquisition system that was too slow, too costly, and at times too careless with taxpayer’s dollars.

DEPSECDEF Ashton B. Carter, then USD (AT&L) in Testimony to the House Appropriations Subcommittee on Defense, April 13, 2011
Phase II – TSA Report

- Stay tuned
- Phase I report available through the Naval Postgraduate School in DTIC
- Phase II Study Report due in July 2012
Thank you for attending!

Questions?
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