IGNITE!
August 29.2018
An Overview of USALearning®

• A 2002 Presidential eGov initiative (Formerly called GoLearn)
  • USALearning is designated as a Shared Service Center and HRLOB Preferred-Provider for all eLearning, products and services
  • Provides innovative integrated technical solutions, centralized education and training for the government (Federal, DoD, state and local)
• Assist agencies in meeting government-wide employee mandatory and specialized education and training requirements using a SaaS model and offering COTS, GOTS, Open-Source, and software-engineered configurable solutions
• Best-in-Class (BIC) contracting and acquisition designation by OMB
OPM’s Congressional Authorities

- 5 USC 1304 (e)(1)
  - Authorizes the establishment of a **revolving fund without fiscal year limitation** for financing investigations, **training and such other functions** as the Office is authorized or required to perform on a reimbursable basis, including personnel management services performed at the request of individual agencies.

- 5 USC 4116
  - Directs that the Office of Personnel Management, on request of an agency, shall advise and **assist in the establishment, operation, and maintenance of the training programs** and plans of the agency under this chapter, to the extent of its facilities and personnel available for that purpose.
USALearning® Supports 60+ Agencies and Millions of Users

- Advanced Distributed Learning (ADL)
- Air Force
- Army
- Center for Leadership Development
- Chief Human Capital Officers Council
- DCPAS
- DHS
- DoD
- DOE
- DOL
- DPAS
- DSS CDSE
- Energy Contractors
- Energy Federal Employees
- EOP
- EPA
- FAA
- FACA
- FBPTA
- FDA Office of Compliance Enforcement
- FDA Center for Tobacco Products
- FEMA
- FERC
- GSA FACA
- GSA Personal Identity Verification
- GSA Transportation Officer
- Homeland Security
- HR University
- Marine Corps
- National Art of Gallery
- National Defense University
- NBIB
- Navy
- OPM DERC
- OPM LMS
- OPM Security
- Presidential Management Fellows
- Social Security Administration
- Treasury
- USCIS
- USA Performance
- USA Staffing
- Voter Observers

https://USALearning.gov
USALearning®’s Centralized LMS/LRS Solution Government-Wide

Consolidation of existing LMS providers and customers into one centralized model.

Center of Excellence
- Gov’t-wide Open Source LMSs/LCMSs
- COTs LMSs/LCMSs
- GOTs LMSs/LCMSs

Transport Layer Web Service
- Compliance to Specifications

Centralized Data Warehouse

Security
- ATOs
- FedRAMP
- Blockchain

All Gov’t LMS/LCMS Requirements

USALearning®
- BPA
- IDIQ
- Enterprise-wide Licenses
- Volume discounts
- Partnered with DoD

www.opm.gov/HRS/
USALearning® Process Flowchart

OPM Receives Gov’t Customer’s Requirements (Statement of Objectives (SOO))

Upon Gov’t Customer Approval of SOO, USAL develops a cost ROM/Proposal

Upon receipt of signed IAA and MIPR from Gov’t Customer, USAL awards a task order on average in 30 days.

Upon Gov’t Customer Approval of Proposal, USAL helps with developing Interagency Agreement (IAA) and MIPR
USALearning® Impact

• USALearning delivers over 15 million training events annually across the federal government
• Pre-competed, flexible, multi-year contract vehicles with pricing advantages from centralized volume buying power.
• USALearning provides learning services under a Federal Assessment and Authority to Operate (A&A) that is FedRAMP-authorized.
• Collaborates on the development of international standards for eLearning and next generation learning technologies through partnership with the DoD Advanced Distributed Learning Initiative.
• USALearning is the central portal for cybersecurity federal government-wide
• Best-in-Class (BIC) contracting and acquisition designation by OMB
USALearning® Program Roadmap

• USALearning is designing, developing, and implementing the framework and infrastructure for the Interoperable learning ecosystem based on DoD’s TLA

• Adoption of Experience API (xAPI) and emerging international learning technology specs and standards

• Developed a Gov’t wide Learning Record Store (LRS) offering as a service

• Advanced configurable learning analytics for real-time dashboard display for:
  - Individual
  - CLO
  - OMB

https://USALearning.gov • USALRS
DoD IT Reform Learning Technology LTech

One DOD LMS
Defense Secretary Jim Mattis said today he has directed senior Pentagon officials to review the Defense Department’s sprawling management structure and “consolidate, eliminate and restructure,” if necessary. “The Department is transitioning to a culture of performance and affordability that operates at the speed of relevance,” he told the House Armed Services Committee in his opening statement.” (Tony Bertuca, 12 APR 18, Defense Insider)

**COST**

“The Pentagon said in budget materials submitted to Congress in February that it expects to find $6 billion in efficiencies in fiscal year 2019” (Defense Insider)

**QUALITY**

“Delivering performance means we will shed outdated management practices and structures while integrating insights from business innovation” (NDS, p.10)

**SPEED**

DoD “...is over-optimized for exceptional performance at the expense of providing timely decisions... prioritize speed of delivery, continuous adaptation, and frequent modular upgrades” (NDS, p.10)
EO 13781 (13 MAR 2017)

Comprehensive Plan for Reorganizing the Executive Branch

Directs head of each agency to proposed plan to reorganize the agency, if appropriate, in order to improve the efficiency, effectiveness, and accountability of that agency

These plans shall include recommendations to merge functions within agency components, such as administrative capabilities
DEPSECDEF Memo (27 OCT 2017)

Appoints John Bergin as leader for IT and Business Systems reform for DoD

Directs each Department to appoint a reform leader to support Mr. Bergin

Encourages move towards more Defense-wide enterprise services

Defines core deliverable: Time-phase roadmap of reforms—especially consolidation of IT systems
Guidance and Authorities

Bergin Memo (24 JAN 2017)

Appoints COL Mike Naifeh as Mr. Bergin’s POC for the Human Resources Management (HRM) Business System Optimization Reviews

Focuses initial efforts personnel, learning, and performance management systems
Reform Management Group (RMG)
(i.e., the decision-makers)

DEPSECDEF
(Typically represented by a proxy)

CMO
(Often represented by Hershman or Tillotson)

CAPE
(Often represented by Daigle)
Patrick M. Shanahan, Deputy Secretary of Defense

John Gibson, SES, DoD Chief Management Officer

Bob Daigle, SES, Director of Cost Assessment and Program Evaluation

HR Reform Team (Anita Blair, SES)

IT and Business Systems (John Bergin, SES)

4th Estate Civilian LMSs
Dr. Vicki Brown

LTech
COL Mike Naifeh

23 IT/Business System Reform Initiatives

10 Reform Teams
Reform Management Group Decision Memorandum (25 July 2018)

The IT Reform Team lead presented the RMG with an approach to standardize the training catalogue and training records for all Department employees.

The approach is to leverage the contract structure and program support managed by the Office of Personnel Management (OPM) USALearning to establish a DoD-enterprise level training management structure for those training needs applicable to all DoD entities.

This COA would not impact the unique training needs of the Military Departments.
• DoD Chief Management Office (CMO) approved the approach to establish an integrated framework for training management across the Department via a directed assisted acquisition approach using the OPM USALearning team.

• The IT RMG Team is to socialize a memo for CMO signature capturing the requirement to default to purchasing all Training and Education via OPM assisted acquisition in order to ensure good category management.

• Additionally, all components are directed to utilize the USALearning Course Catalog and Common Record of Training.

• The CMO also affirmed to the members that OPM is committed to making this change work for the Department.
OPM LMS 101 One-Stop Shop provides:
- Enterprise Licenses
- Contracting support
- Volume discounts
- FedRAMP Services
- Shorter ATO timeline
- Optional BI layer
- Common Learning Record Store

OPM will provide shared services for contracting, licensing, and cloud services to support cost optimization of services’ LMS ecosystems.

Army LMS Requirements
Navy LMS Requirements
USMC LMS Requirements
Air Force LMS Requirements
4E LMS Requirements

Standardized Cloud-based LMS Systems (e.g. Saba, Oracle, SAP, Blackboard, Adobe, Moodle)

USALearning Record Store (USALRS)
LTech conceptual architecture enables implementation goals

Authoritative Data Source for Learning Records

<table>
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<tr>
<th>Data Warehouse</th>
<th>OPM Learning Record Store (LRS)</th>
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USA Learning platform provides a Unified Portal for common course catalogs, a Unified Learning Record Store (LRS), a Data Warehouse with BI layer, and interfaces for LTech systems integration.
The proposed LTech governance structure facilitates communication and coordination to achieve program success.
Contact

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