



IGNITE!
August 29.2018

iFest
innovation → instruction → implementation



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.



USA Learning® 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





USALearning® 's Centralized LMS/LRS Solution Government-Wide

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

All Gov't LMS/LCMS Requirements

- Security
 - ATOs
 - FedRAMP
 - Blockchain



USALRS

Center of Excellence

- Gov't-wide Open Source LMSs/LCMSs
- COTs LMSs/LCMSs
- GOTs LMSs/LCMSs

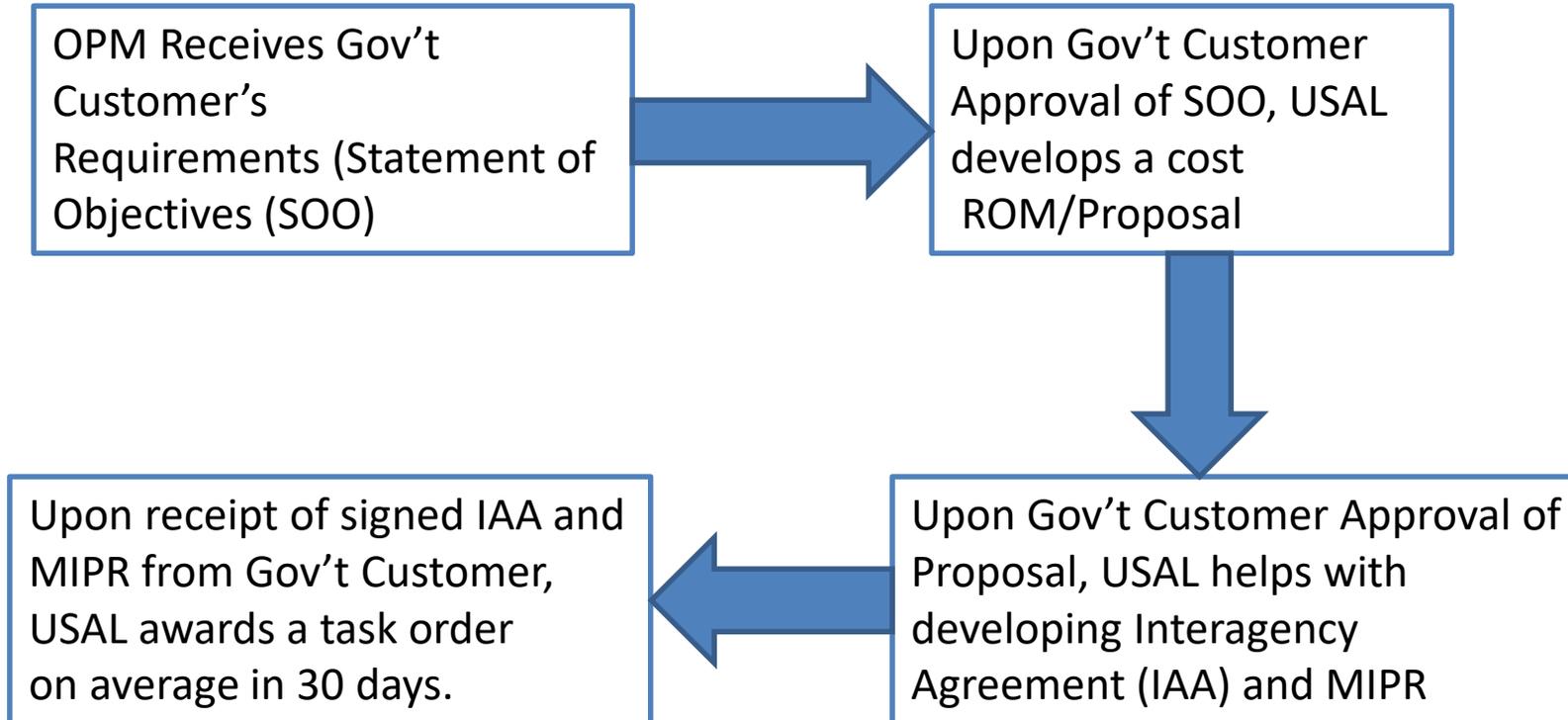
- USALearning®
- BPA
 - IDIQ
 - Enterprise-wide Licenses
 - Volume discounts
 - Partnered with DoD

- Transport Layer Web Service
- Compliance to Specifications

Centralized Data Warehouse



USALearning[®] Process Flowchart





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

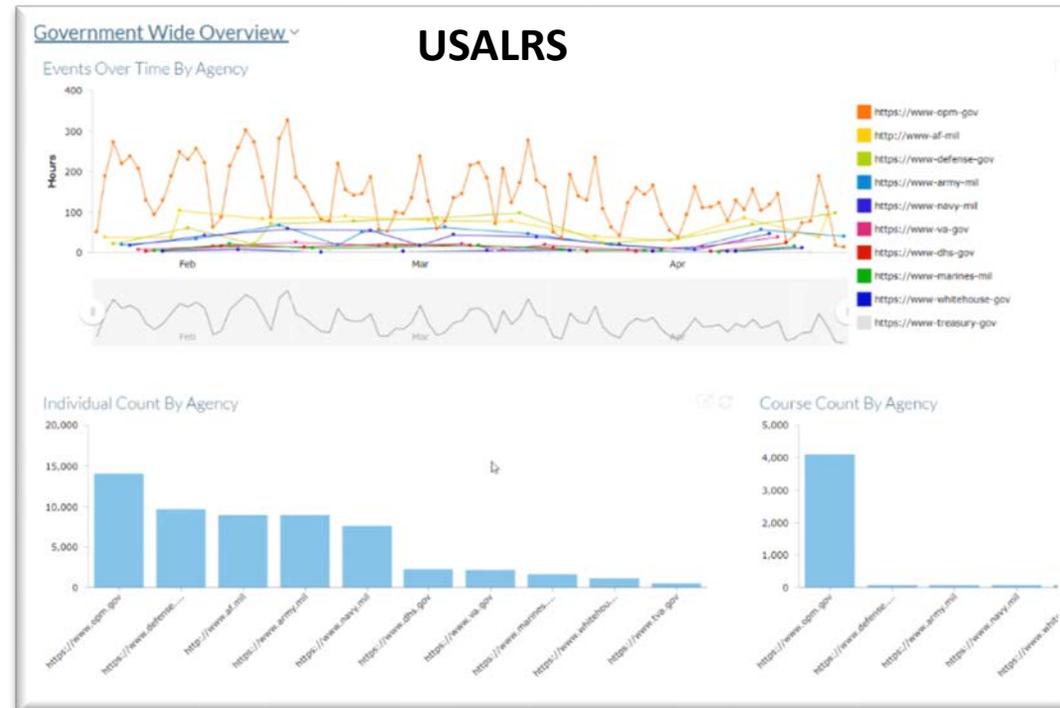


USALearning® Program Roadmap

- 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](#)





DoD IT Reform Learning Technology LTech

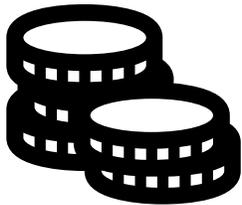
A large red prohibition sign (a circle with a diagonal slash) is centered on the slide, overlaid on the text "One DOD LMS".

One DOD LMS



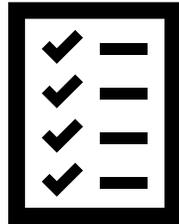
IT and Business Systems reform for DoD

Improve IT and Business Systems



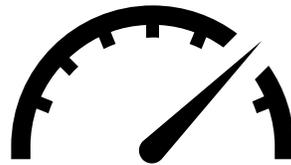
COST

“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](#))

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](#))



13959

Federal Register
Vol. 82, No. 50
Thursday, March 16, 2017

Presidential Documents

Title 3— Executive Order 13781 of March 13, 2017
The President Comprehensive Plan for Reorganizing the Executive Branch

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. Purpose. This order is intended to improve the efficiency, effectiveness, and accountability of the executive branch by directing the Director of the Office of Management and Budget (Director) to propose a plan to reorganize governmental functions and eliminate unnecessary agencies (as defined in section 551(1) of title 5, United States Code), components of agencies, and agency programs.

Sec. 2. Proposed Plan to Improve the Efficiency, Effectiveness, and Accountability of Federal Agencies, Including, as Appropriate, to Eliminate or Reorganize Unnecessary or Redundant Federal Agencies. (a) Within 180 days of the date of this order, the head of each agency shall submit to the Director a proposed plan to reorganize the agency, if appropriate, in order to improve the efficiency, effectiveness, and accountability of that agency.

(b) The Director shall publish a notice in the *Federal Register* inviting the public to suggest improvements in the organization and functioning of the executive branch and shall consider the suggestions when formulating the proposed plan described in subsection (c) of this section.

(c) Within 180 days after the closing date for the submission of suggestions pursuant to subsection (b) of this section, the Director shall submit to the President a proposed plan to reorganize the executive branch in order to improve the efficiency, effectiveness, and accountability of agencies. The proposed plan shall include, as appropriate, recommendations to eliminate unnecessary agencies, components of agencies, and agency programs, and to merge functions. The proposed plan shall include recommendations for any legislation or administrative measures necessary to achieve the proposed reorganization.

(d) In developing the proposed plan described in subsection (c) of this section, the Director shall consider, in addition to any other relevant factors:

- (i) whether some or all of the functions of an agency, a component, or a program are appropriate for the Federal Government or would be better left to State or local governments or to the private sector through free enterprise;
- (ii) whether some or all of the functions of an agency, a component, or a program are redundant, including with those of another agency, component, or program;
- (iii) whether certain administrative capabilities necessary for operating an agency, a component, or a program are redundant with those of another agency, component, or program;
- (iv) whether the costs of continuing to operate an agency, a component, or a program are justified by the public benefits it provides; and
- (v) the costs of shutting down or merging agencies, components, or programs, including the costs of addressing the equities of affected agency staff.

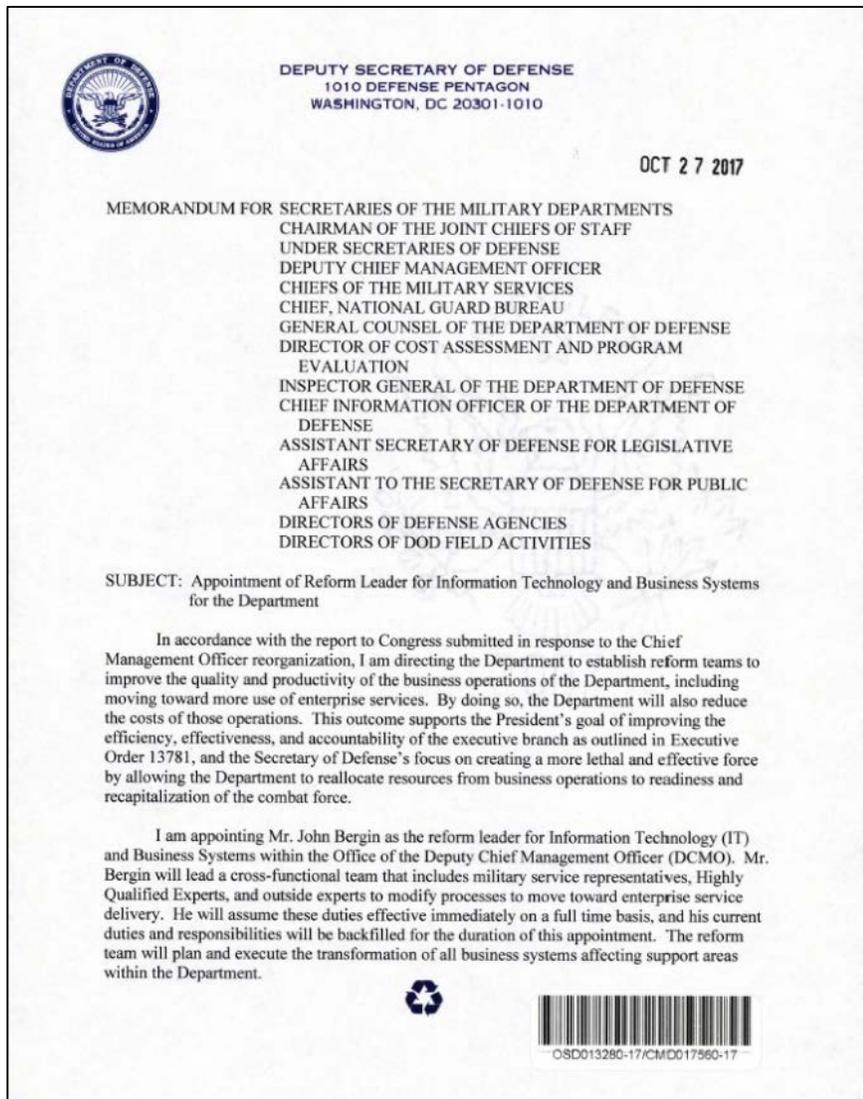
(e) In developing the proposed plan described in subsection (c) of this section, the Director shall consult with the head of each agency and, consistent with applicable law, with persons or entities outside the Federal

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



OFFICE OF THE DEPUTY CHIEF MANAGEMENT OFFICER
9010 DEFENSE PENTAGON
WASHINGTON, DC 20301-9010

JAN - 24 2018

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Human Resources Management (HRM) Business System Optimization Reviews

On October 27, 2017, I was appointed to lead the Information Technology (IT) and Business Systems Reform Team in planning and executing the transformation of all business systems affecting support areas within the Department. In support of this charge, the reform team will conduct a series of business system reviews to identify business opportunities that ensure the appropriate balance between mission requirements and speed of delivery; eliminate organizational overlaps and gaps; and maximize the use of shared service delivery.

The initial set of opportunities that we will pursue will focus on personnel, learning, and performance management systems. The initial focus will not include authorized force structures / manpower systems, which are also a part of the HRM business system portfolio. The scope of the review includes both current and planned IT capabilities and investments in the following areas across the DoD HRM business systems portfolio.

- Military Personnel and Pay business systems
- Civilian Personnel business systems
- Learning Management Systems
- Performance Management business systems
- All other HRM business systems

Given potential human capital and workforce impacts, the HRM Business System Optimization Review will be conducted in close coordination/collaboration with the Office of the Under Secretary of Defense for Personnel & Readiness, the DoD Chief Learning Officer, and the Human Resources Reform Team Lead.

My point of contact for the HRM Business System Optimization Reviews is COL Michael T. Naifeh, Michael.T.Naifeh.mil@mail.mil, 703-601-4358. Please contact him with your organizations points of contact for the above areas.

Mr. John M Bergin
Digitally signed by Mr. John M Bergin
Date: 2018.01.24 15:29:33 -0500

Attachment:
As stated

Bergin Memo (24 JAN 2017)

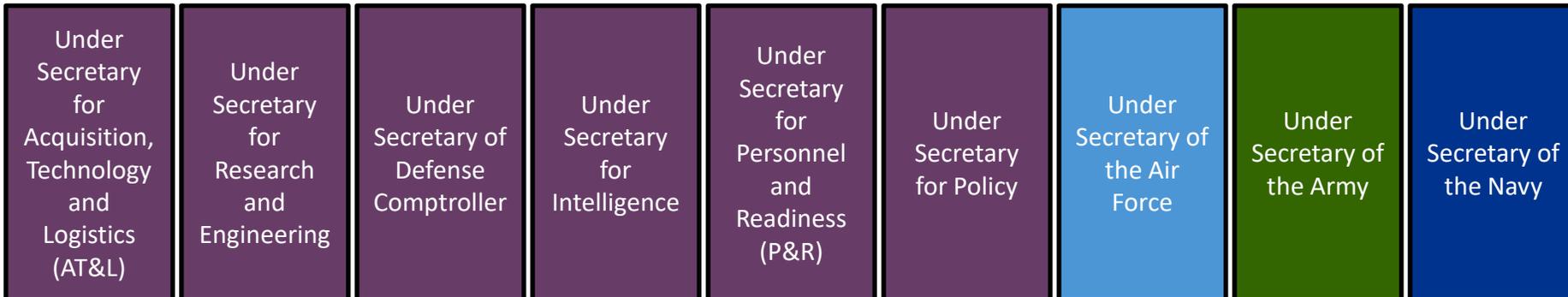
Appoints COL Mike Naifeh as Mr. Bergin's POC for the Human Resources Management (HRM) Business System Optimization Reviews

Focuses initial efforts personnel, learning, and performance management systems



Reform Management Group (RMG)

(i.e., the decision-makers)





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REFORM MANAGEMENT GROUP
Decision Memorandum

July 25, 2018
Location: 3D684

Attendees: CMO, LSD (A&S), USD (Comptroller), USD (P&R), DCIO, ASD (LA),
U/SECARMY, U/SECNAV, U/SECAF, DJ8

Reform Leads: Mr. Mark Easton (*Financial Management*),
Ms. Anita Blair (*HR Management*),
Mr. John Bergin (*IT Management*),
Dr. David Smith (*Healthcare Management*),
Mr. Tad Davis (*Real Property Management*),
Mr. Karl Schneider (*Services Contracts and Category Management*),
Mr. Dan Blake for Ms. Decline Reardon (*Supply Chain & Logistics*),
Mr. David Jimenez (*Testing and Evaluation*),
Ms. Stacey Tyley (*Community Services*)

This decision memorandum serves as a record of the decisions made at each week's Reform Management Group (RMG) meeting.

Decision Outcome:

I. Update from Legislative Affairs and/or Public Affairs

Summary: For the Legislative Affairs update to the RMG, the members were updated on the recent release of the FY19 NDAA conference report. CMO identified that recent engagements with members of Congress, such as Representative Bacon and Senator Lujanle, have been very positive and productive. For the Public Affairs update, the CMO participated in an interview with *Inside the Pentagon*, which resulted in an article on reform published last week. It was also noted that the DCFO participated in an interview with *Government Matters* on Audit. The CMO and Reform Lead for Community Services participated in a roundtable discussion with Veteran and Military Service Organizations on July 25, 2018 to review the efforts underway in support of Enterprise Management of Community Services.

Outcome/Next Steps: No additional steps requested.

Action: No additional actions required.

II. Contract Writing System Consolidation Risks: Departments of the Navy, Army, Air Force and the Defense Logistics Agency (DLA) – Mr. George Kovatch, Director of Business Reform, Department of the Navy and the Information Technology Reform Lead, Mr. John Bergin

Summary: The Department of Navy led an integrated review of the risks and challenges with the IT Reform team's proposal to establish one (1) contract writing system (CWS)

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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.



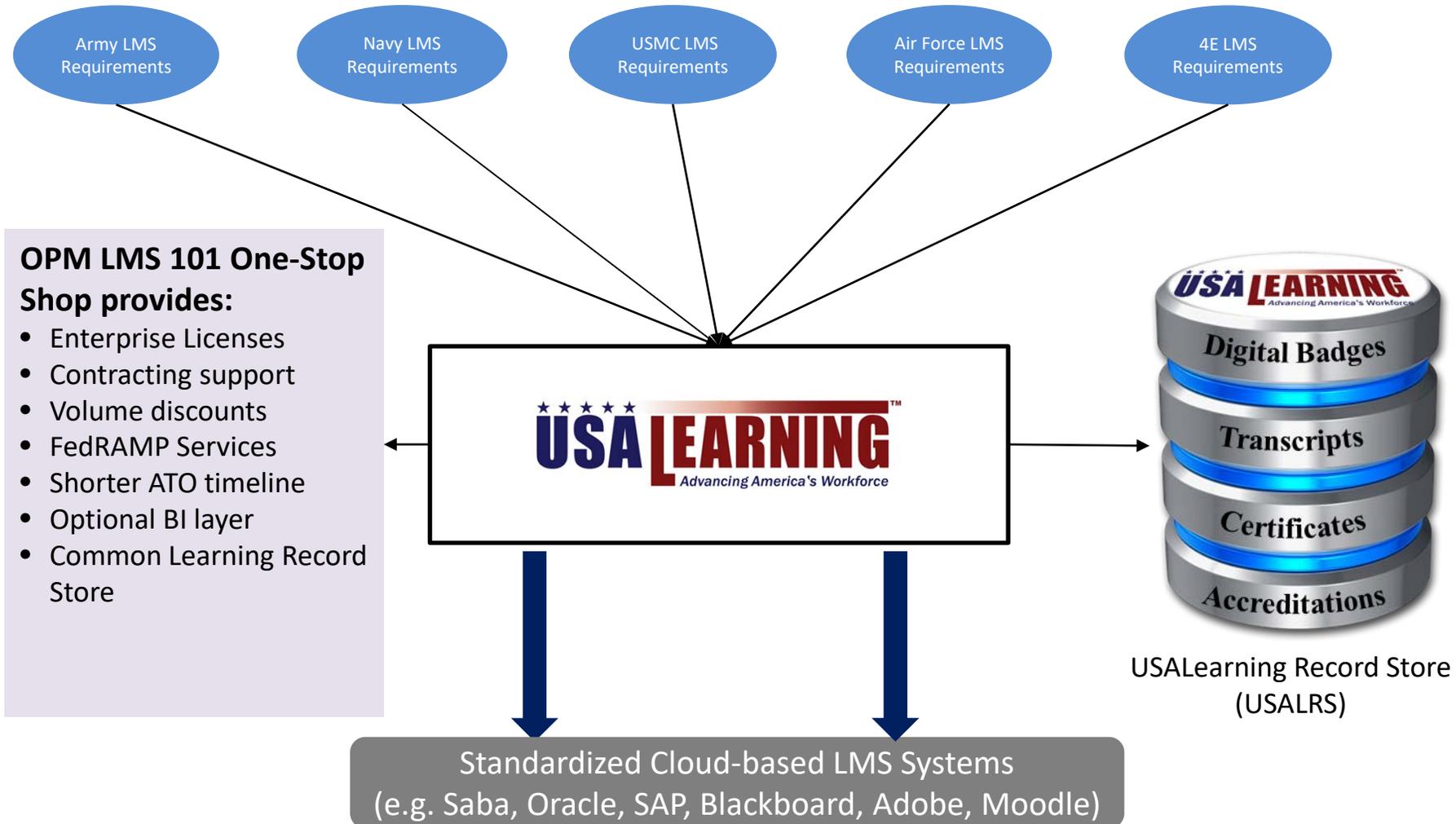
RMG Decision Memo

- 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 USA Learning 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 USA Learning 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.



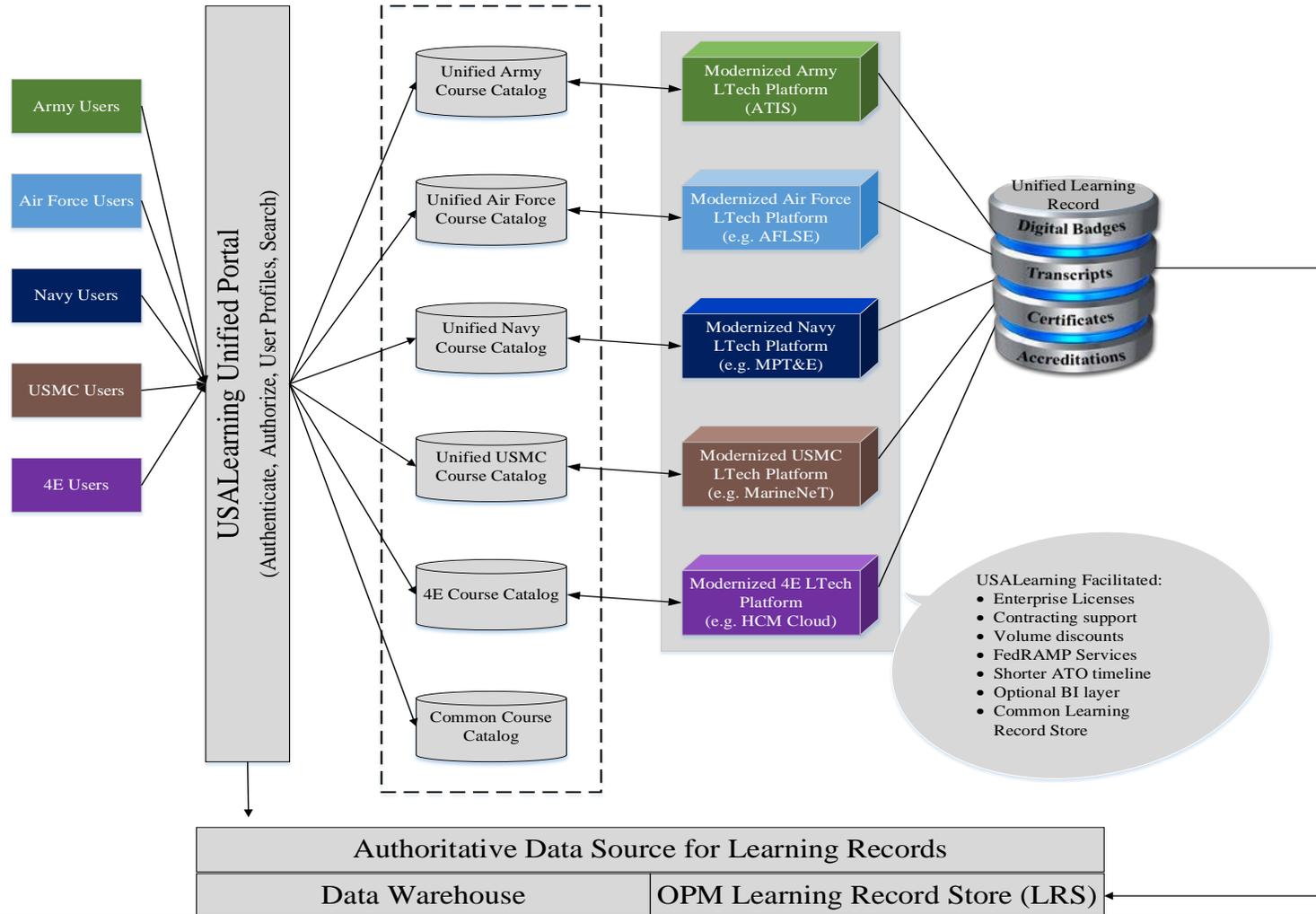
LTech conceptual acquisition strategy

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





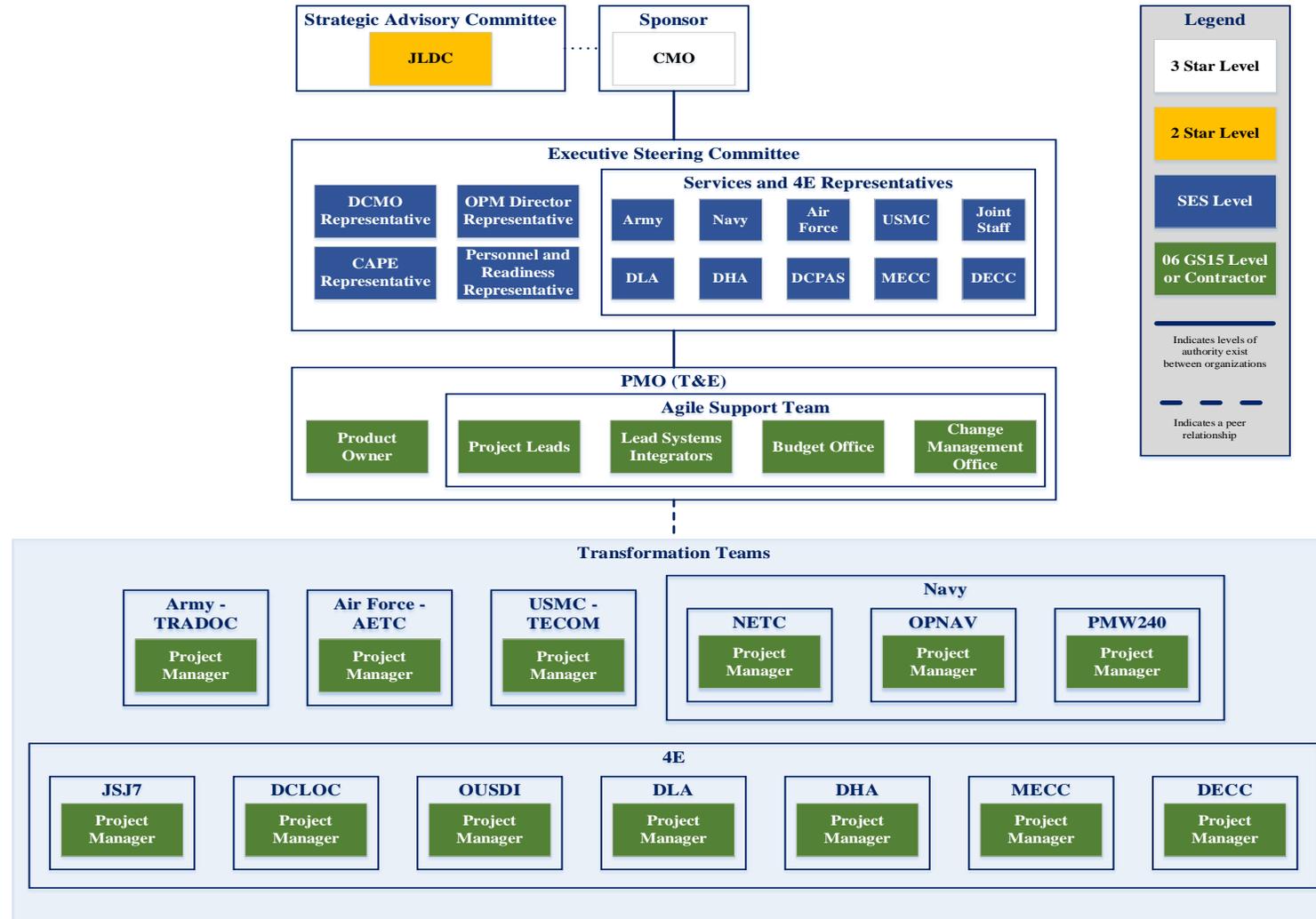
LTech conceptual architecture enables implementation goals



USALearning 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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