



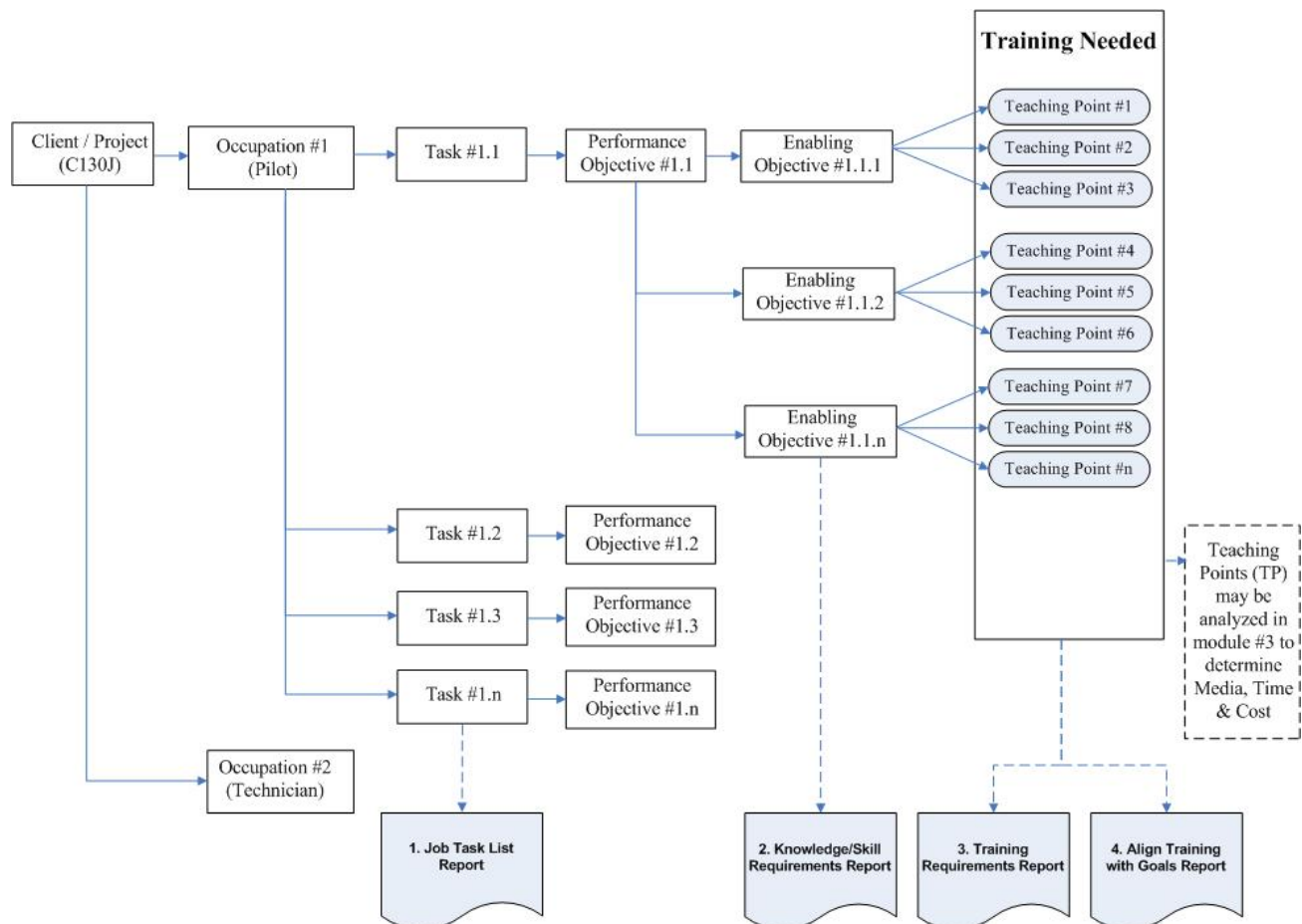
ADVISOR Enterprise

Module #1: Align Training with Organizational Goals



Training Needs Analysis (TNA) is widely recognized as a critical step in the training process. It identifies who needs to be trained, on what and why in order to maintain operational capabilities, focuses training resources on areas of greatest needs, simplifies training validation by clearly articulating tasks that individuals should be able to perform under what conditions and to what standard, as well as generates an audit trail.

It is also acknowledged that a comprehensive analysis is time consuming and may not be required for every project. For most analysts, the key question is how to simplify and speed the TNA process without compromising its integrity.



ADVISOR Training Needs Analysis



ADVISOR Added Value

Who needs to be trained, on what, when and why

- Training Needs Analysis (TNA)
- Training Situation Analysis (TSA)
- Mission/Goal Analysis
- Job Task Analysis
- Knowledge/Skill Gap Analysis
- Training Requirements (TR)
- Training Requirements Analysis
- Training System Requirements Analysis (TSRA)

Simplifies the Analysis

- ✓ Configure each project in line with your needs. Specify data to be collected and analysis to be performed.
- ✓ Provide step by step methodology for inexperienced users.
- ✓ Facilitate collaboration by subdividing work among team members, as well as the sharing and reuse of data.
- ✓ Facilitate data collection from subject matter experts.

Speeds the Analysis

- ✓ Maintain links between tasks, performance, knowledge/skills and training requirements as well as identify broken connections.
- ✓ Support DIF and Criterion analysis and generate training plans in line with US, Canadian & UK military standards.
- ✓ Quickly reassess training requirements as priorities change, as well as impact of tool and policy changes on training.
- ✓ Facilitate reusability. Provide invaluable searchable repository of tasks performed by each job, and knowledge/skills needed to perform each task.
- ✓ Quickly upload data from Excel or other sources using xml.

Improves Training Decisions

- ✓ Maximize training impact and demonstrate value by focusing resources on the most important initiatives.
- ✓ Meet clients' needs by ensuring that individuals can perform tasks to desired standard under prescribed conditions.
- ✓ Establish a clear line of sight between employees' tasks and organization goals.

Proven Track Record

Supports US (MIL-HDBK-29612), Canadian (CFITES) and UK (DTSM) military standards, is highly configurable/customizable and has been successfully implemented in several military projects including:

<input type="checkbox"/> Joint Strike Fighter (JSF)	<input type="checkbox"/> Canadian Tactical Airlift Project (C130J)
<input type="checkbox"/> US Army Training Enterprise Integration	<input type="checkbox"/> Canadian Maritime Helicopter Project (MHP)
<input type="checkbox"/> US Army Blackhawk (BH)	<input type="checkbox"/> Canadian Officer Development Program
<input type="checkbox"/> US Aircrew Training & Rehearsal Support	<input type="checkbox"/> Operational Training Systems Provider (OTSP)
<input type="checkbox"/> UK Military Flying Training System (MFTS)	<input type="checkbox"/> Aircraft Technical Training Analysis (ATTA)
<input type="checkbox"/> UK Defence Training Review (DTR)	<input type="checkbox"/> Republic of Singapore Basic Wing Course (BWC)

More Info - Briefing - Trial Account

