



DSAT Series

How to Meet Requirements 1 of 9

		Training Design & Development				
Scope	Analysis	Stage 01	Stage 02	Stage 03	Delivery	Evaluation & Validation

Defence Systems Approach to Training (DSAT) key requirements are outlined in a 9 part series. In addition to meeting DSAT requirements, ADVISOR Enterprise simplifies and speeds the process, optimizes training resources, improves resource allocation, generates audit trail to support recommendations and produces training plans that leverage existing programs/resources.

Scope

DSAT Requires

Is triggered when a change in business or operational practices creates a perception that either new training is required or existing training needs to change. Identify if new training, changes to current training or non-training solution resolve problem.

ADVISOR Added Value

- ✓ Conduct Root Cause Analysis to identify the source of the problem
- ✓ Identify solutions that produce the desired level of productivity
- ✓ Assess the feasibility, costs & Return on Investment (ROI) of solutions

Analysis

DSAT Requires

Review documentation, generate Job Specifications (Job Spec) & conduct Task Analysis to produce Job scalars & derive Operational Performance Statements (OPS). Derive Training Category by performing DIF & Early Training Analysis (ETA).

ADVISOR Added Value

- ✓ Conduct Mission, Job & Task Analysis
- ✓ Conduct DIF Analysis to identify training requirement, level & priority
- ✓ Generate Training Performance Statements (TPS) - i.e., Training Objectives (TOs), Conditions & Standards
- ✓ Assign Training Categories

Design & Development Stage 01

DSAT Requires

Derive Training Objectives (TOs), classify TOs, document Formal Training Statements & identify Residual Training Gap.

ADVISOR Added Value

- ✓ Generate Training Objectives (TOs), Conditions & Standards
- ✓ Identify Formal Training Requirements & Residual Training Gap



Design & Development Stage 02

DSAT Requires

Produce Training Content by conducting Knowledge, Skill & Attitude (KSA) analysis, defining Enabling Objective (EOs) & listing Key Learning Points (KLPs). Create an assessment strategy and select Methods & Media by considering trainees' characteristics, constraints, instructional requirements & costs.

ADVISOR Added Value

- ✓ Identify Knowledge/Skill Gaps
- ✓ Identify viable delivery options based on training, learner & organization needs
- ✓ Forecast & compare the costs of viable delivery options
- ✓ Recommend the most cost effective delivery options

Design & Development Stage 03

DSAT Requires

Develop Instructional Specifications (ISpecs), Assessment Specifications (ASpec), Course Specification (CSpec) & Course Programme. Run pilot course.

ADVISOR Added Value

- ✓ Generate Instructional Specifications (ISpecs), Assessment Specifications (ASpec), Course Specification (CSpec) & Course Programme.
- ✓ Forecast & optimize budget, personnel & resources
- ✓ Improve resource allocation by identifying excess capabilities & bottlenecks

Delivery

DSAT Requires

Secure personnel & resources, conduct health & safety risk assessment, establish procedures for managing trainees, deliver & assess the training.

ADVISOR Added Value

- ✓ Develop plans to keep projects on time and within budget
- ✓ Monitor progress
- ✓ Manage personnel & resources

Evaluation & Validation

DSAT Requires

Produce training evaluation strategy, identify training needs, & conduct Internal Validation (InVal) & External Validation (ExVal) to measure training programme effectiveness & efficiency in meeting instructional requirements. Assess the impact of training programme on job performance.

ADVISOR Added Value

- ✓ Assess whether performance gaps have been resolved
- ✓ Conduct Root Cause Analysis to identify the source of the problem
- ✓ Identify solutions that produce the desired level of productivity
- ✓ Assess the feasibility, costs & Return on Investment (ROI) of solutions

Contact us today to find out how we can assist you in meeting DSAT requirements and drive training efficiency.

