



## BNH Value Proposition to Corporate Training

**Training Departments** are under continuous pressure to transform, optimize & modernize training to meet increasing demands with limited resources, while preserving training effectiveness – i.e., continually improve training efficiency. Although the value of a systematic approach to Analyze, Design, Develop, Implement and Evaluate training is recognized, Analysis is often ignored. As a result, training programs are often based on compliance requirements, historical data and perceptions. In addition, efficiency is driven by training technology innovations – i.e., use of synchronous or asynchronous learning in lieu of instructor-led for academic topics as means of reducing travel and instructors costs; desktop, part-task, full-task, or full-mission simulators to practice skills while reducing the wear and tear on expensive equipment; gaming, augmented and virtual reality for team building exercises and so forth. Although training technology is a key part of the training solution; critical and more fundamental issues that significantly impact training efficiency – such as aligning training with operational requirements, identifying training gaps, duplication, and overtraining; budget, personnel and resource requirements/ allocation; cost drivers and bottlenecks – are being overlooked.

**BNH** leverages ADVISOR Enterprise to simplify and speed Training Needs Analysis (TNA), Training Media Analysis (TMA), and Training Plans (TP) generation. Moreover, ADVISOR drives training efficiency by aligning current and future training activities to operational requirements to identify gaps, duplications and training with minimal value. In addition, ADVISOR preserves control documents integrity over time by continually assessing the impact of changes to goals, systems, jobs, tasks, policies, etc., on training activities/content; as well as budget, personnel and resource requirements. Training gaps, duplications and unwarranted training; budget, personnel and resource requirements for any time period; cost drivers; and bottlenecks – are quickly and concisely communicated through dashboards to all team members; along with actions to drive training effectiveness and efficiency.

### BNH/ADVISOR Added Value

ADVISOR cuts time needed to conduct TNAs from 18 months to 6 months.

Jeffrey Hogan  
Lead TNA Analyst,  
USfalcon

#### Simplify & Speed TNA/TMA & Training Plans Generation

- ✓ Collect data using custom-built Excel spreadsheets and upload to ADVISOR in few mouse clicks. Exchange data with other systems through xml.
- ✓ Identify and Prioritize Training Requirements of each Task based on Difficulty, Importance and Frequency (DIF); and presents reasoning behind recommendations.
- ✓ Minimize media analyses effort without compromising integrity, by grouping Teaching Points with similar characteristics based on Bloom's Taxonomy and analyzing as a single entity.

- ✓ Quickly identify viable delivery options for each Teaching Point by mapping instructional requirements to the capability of each media. Reasons for eliminating or reducing rating of a delivery option are automatically presented.
- ✓ Store the hourly rates of various types of developers, instructors and support staff; per diem and travel costs; start-up and operating costs of equipment, simulators, facilities, etc., in Templates to quickly forecast/compare budget, personnel and resources requirements of viable delivery options over training program life cycle.
- ✓ Compile/Analyze performance data to zero-in on the root cause of a deficiency and identify viable solutions (including training, job aids, policies, tools, etc.) that can yield the desired level of productivity.
- ✓ Generate Master Task List; Master Training Task List; Media Analysis Report; Manpower, Personnel & Training Requirements Reports; Training Plans and dozens of other reports with a few mouse clicks.

Maintaining tasks, objectives, KSAs, teaching points & costs in a single, web enabled, easy to access database is highly beneficial.

Major David Gerard  
Manager Air Technical  
Training Renewal, DND

#### **Facilitate Collaboration & Reusability**

- ✓ Store all data in a centralized database accessible anytime and from anywhere by all team members – including sub-contractors and SMEs – with only a Browser. Limit access through privileges.
- ✓ Track changes made by each team member.
- ✓ Quickly find and copy Goals, Systems, Jobs, Tasks, Objectives and so forth through a smart predictive search engine function.
- ✓ Minimize duplication further through Fuzzy Logic that identifies and presents similar knowledge and skills to users for action.
- ✓ Generate audit trail with one click to track where each requirement has been addressed and identify potential gaps.

With ADVISOR we can quickly and accurately forecast training costs, communicate results & manage requirements as project scope changes.

Jeff Reynolds  
Manager Global Sales &  
Technical Training,  
Intermec Technology

#### **Simplify Personnel/Resource Management**

- ✓ Compile data from all course analyses to identify training activities for any time period/location – including # of trainees, target audience, frequency, length and method/media.
- ✓ Forecast the number and type of personnel/resources needed for any time period/location based on course length, # of trainees, # trainees per class, method/media and staff/equipment/facility requirements.
- ✓ Compute the daily utilization rates of available personnel/resources to identify excess capabilities and bottlenecks.
- ✓ Forecast budget requirement for any time period/location based on course length, # of trainees, # trainees per class, method/media, and personnel/resource requirements.

Identified 275 hours of common training between 4 technicians.

Canadian Air Force ATTR

Reduced Credit Training from 15 months to 12 months.

US Department of Treasury

Identified \$49.3 million in potential savings over 10 years.

Canadian Army LVC TS

### Maintain Training Effectiveness & Efficiency

- ✓ Preserve training programs integrity, effectiveness, efficiency and relevance as requirements evolve through a digital twin model. The model assesses the impact of changes to throughput, goals, systems, jobs, publications, and so forth, on training content/activities, and personnel/resource requirements.
- ✓ Maintain training efficiency by identifying training gaps, duplications and unwarranted training.
- ✓ Uncover cost drivers - i.e., where budget and resources are allocated.
- ✓ Improve resource allocation. – i.e., track the daily utilization rates of personnel/resources to identify excess capabilities and bottlenecks.
- ✓ Identify courses/activities/lessons/teaching points that can leverage training technology to improve effectiveness, increase throughput, and reduce costs, time to competency and time away from job.
- ✓ Identify cause of performance deficiencies and potential solutions.
- ✓ Continually assess venues to drive training efficiency. Budget, personnel/resource requirements for any time period; cost drivers; bottlenecks and deficiencies are quickly/concisely communicated through dashboards. Trends along with actions that drive training effectiveness and efficiency are also highlighted.

ADVISOR meets CFITES, MIL-HDBK-29612-2A & JSP 822 Requirements

ADVISOR "... to determine the most effective and efficient media for a given situation."

CFITES Vol. 4

ADVISOR ... "the preferred decision support tool".

UK MoD JSP 822

### Retain Ownership of Data

- ✓ Keep track of courses and activities – including when and where they are offered & why (i.e., how they support operational requirements); as well as budget, personnel and resource requirements for each. In other words, in addition to having access to all data at your fingertips, the impact of any change to goals, systems, jobs, tasks, policies, technologies, throughput, and so forth, can be easily assessed.
- ✓ Gain deep insight into specific areas. For example, courses/activities required by each job to attain the desired level of competency; time/cost required for each course/activity/competency; bottlenecks of personnel/resources, as well as their direct and indirect impact – i.e., the cascading effect of delays. In other words, gain access to data needed to optimize career progression (i.e., pipeline management). For example, the optimal throughput for each course/activity based on current capacity.
- ✓ Minimize rework and duplication by easily exchanging digital data with sub-contractors and Subject Matter Experts (SMEs).

**Proven Track Record** BNH has 30+ year experience with various organizations in Australia, Canada, Netherlands, Singapore, Sweden, United States of America and United Kingdom. Samples below. More details: <http://www.bnhexpertsoft.com/our-clients/>.

Clients	
ABS	Babcock International
Boeing	CAE
Embraer	First Data
Hydro Quebec	Lockheed Martin
Merck	Met Life
National Bank	Pennant
Raytheon	Royal Bank
Sikorsky Aircraft	SNC Lavalin
Federal Aviation Administration	Federal Bureau of Investigation
Federal Deposit Insurance Corp	Foreign Affairs, Trade & Development Canada
Indigenous and Northern Affairs Canada	Statistics Canada
Transport Canada	United States Courts
US Department of Treasury	Canadian Coast Guard
DND Assistant Deputy Minister (Materiel)	Royal Canadian Army
Royal Canadian Air Force	Royal Canadian Navy
US Air Force	US Air Force Space Command
US Army	US Marine Corps
US Naval Air Systems Command	US Naval Undersea Warfare Center (NUWC)

## Certifications

	<p><b>ISO 9001: 2015</b> BNH Software and Training Services are ISO 9001:2015 certified. Consistently provides products/services that meet customer and applicable statutory/regulatory requirements; continually enhance customer satisfaction.</p>
	<p><b>Cyber Essentials</b> BNH is Cyber Essential Certified. In demonstrating compliance with the standard, BNH proved that its security controls address cybersecurity effectively and mitigate risk from internet-based threats.</p>
	<p><b>Controlled Goods Certification</b> (equivalent to ITAR) BNH is Controlled Goods Certified, which allows our organization to examine, possess or transfer controlled goods within Canada.</p>
	<p><b>Canadian Industrial Security Directorate (CISD) - Facility Security Clearance Secret Level</b> BNH has Facility Security Clearance (FSC) Secret Level. BNH eligible to access classified and protected information/assets designated “secret” level.</p>