

MORS 712CD

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Report Documentation Page

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T2 Block Assessment – Garnering Information on Joint Training

***Presented to
The 75th MORS Symposium
June 2007***

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Annie Patenaude, Deputy Director
Joint Assessment and Enabling Capability (JAEC)
OSD Readiness and Training

Agenda

Joint Assessment and Enabling Capability

- Background of Joint training assessment
- 2005 T2 Block Assessment
- 2007 T2 Block Assessment
 - Changes compared to 2005 assessment
 - Methodology
 - Status of assessment
- Future developments

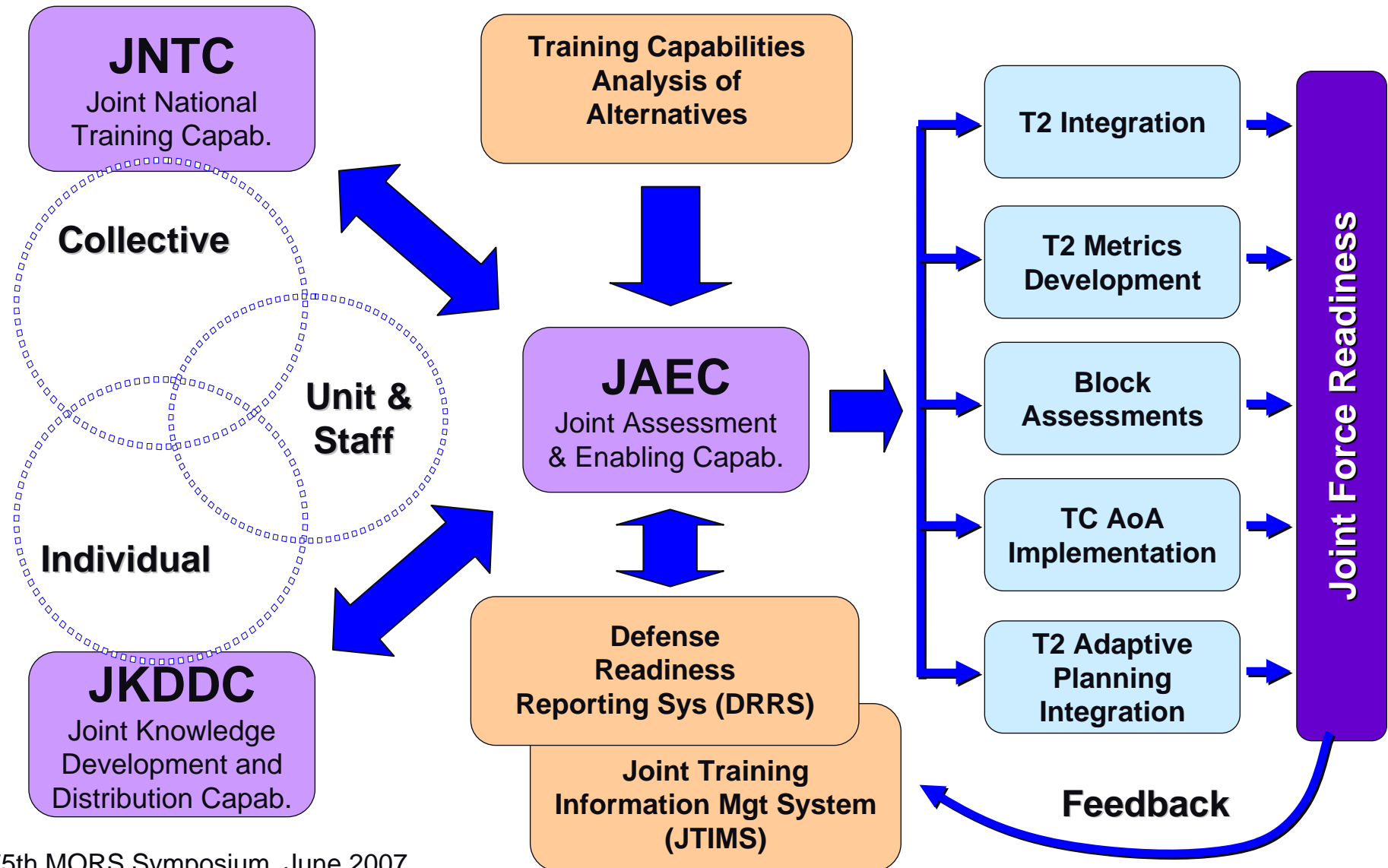
T2 Is A Key Enabler of the Capabilities-based Transformation of DoD

Joint Assessment and Enabling Capability

- Supporting the mission to better enable integrated operations:
 - Align joint education and training with combatant command needs
 - Achieve unity of effort from a diversity of means
 - Develop individuals and organizations that think joint intuitively
- Supporting the mission to enable the continuous capabilities-based transformation of DoD:
 - Prepare forces for new warfighting concepts
 - Develop individuals and organizations that improvise and adapt to emerging crises

JAEC's Place in Training Transformation

Joint Assessment and Enabling Capability



T2 Assessment Methodology: Origin

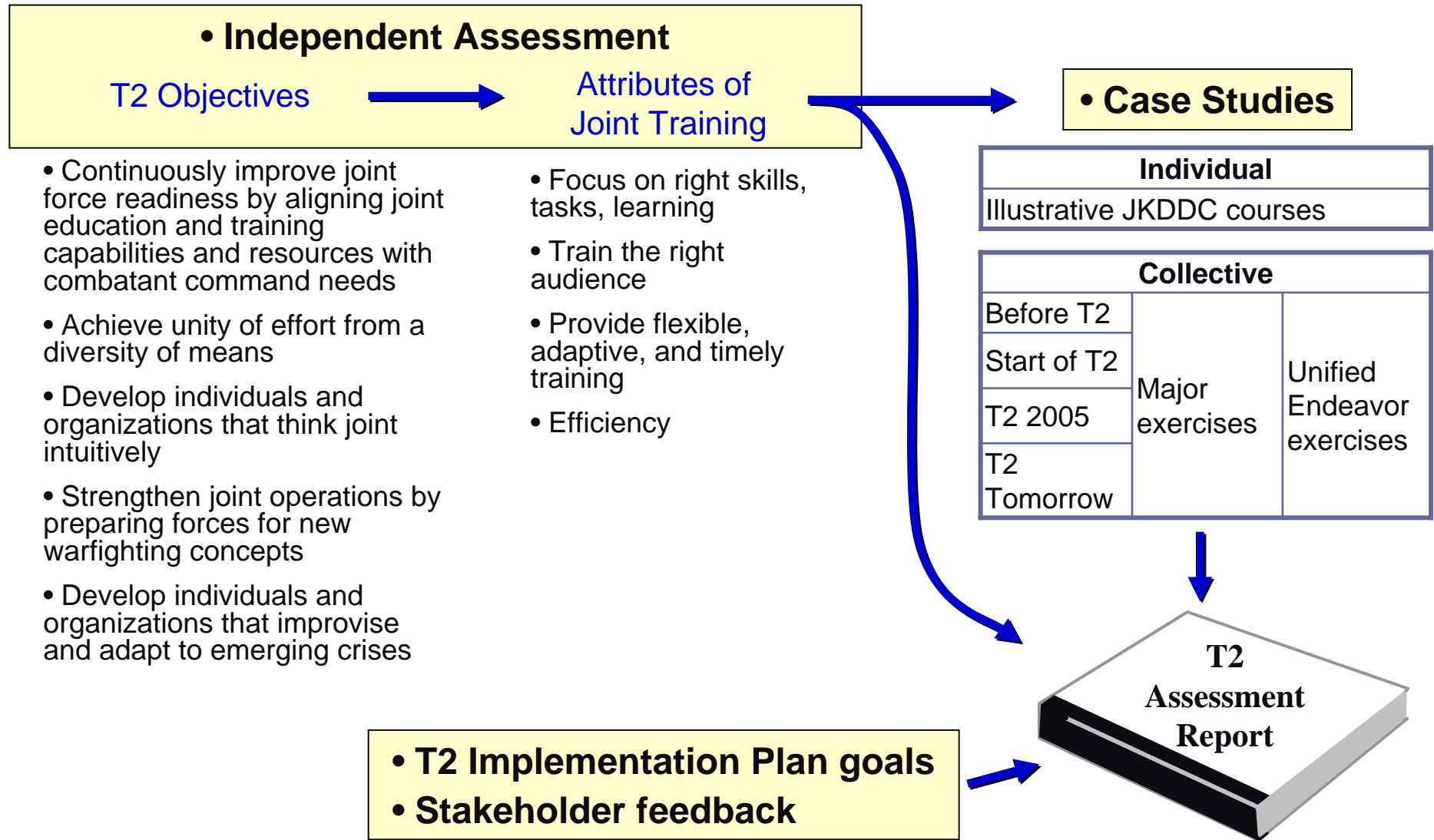
Joint Assessment and Enabling Capability

- Initial T2 Implementation Plan - July 2003
 - Joint Assessment and Enabling Capability will ensure systematic assessment of Training Transformation plans, programs, and investments throughout the Department
 - JAEC will provide an assessment process to measure the degree to which training improves joint force readiness, both individually and collectively.
- Jun 2003: USD (P&R) challenged analysts to assess new methods and measures to improve joint training effectiveness and joint readiness
- Sep 2004 Workshop: “Training Transformation: Analysis and Assessment in New Operational Environments”
 - Determined that mission capability should be the focus of training assessment
 - Five other criteria also important: realism, assessment to standard, availability, flexibility, and acceptance

Led to use of training attributes to manage metrics

2005 T2 Assessment: Methodology

Joint Assessment and Enabling Capability



2005 T2 Assessment: Insights

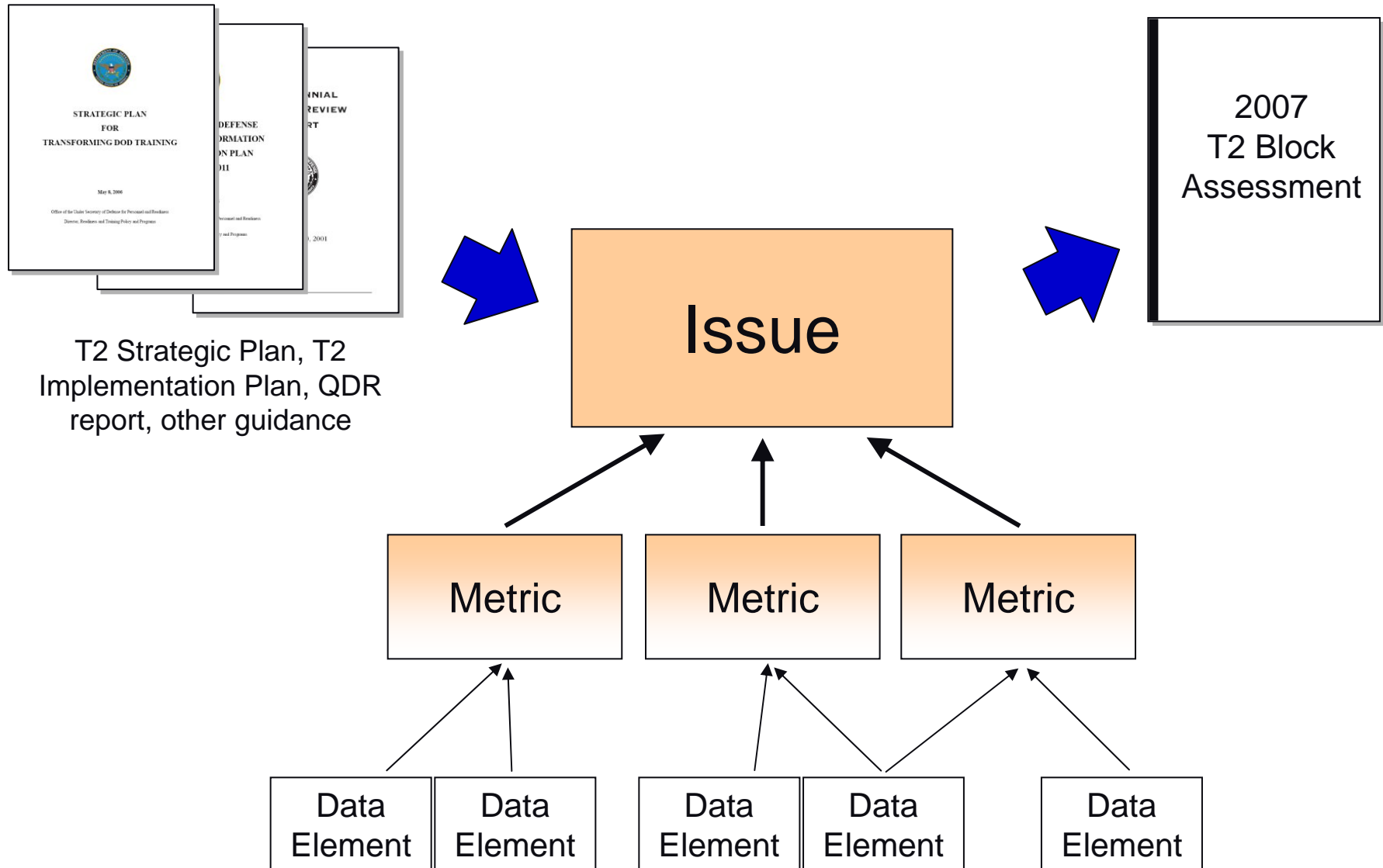
Joint Assessment and Enabling Capability

Addressed in 2005	To Be Addressed in Future Assessments
Use Implementation Plan as focus of analysis	Link metrics to T2 strategy and goals
Incorporate JFCOM accreditation and certification programs into analysis	Use routinely generated data (e.g., JTIMS and DRRS)
Examine jointness in JFCOM-led and -assisted collective training	Examine jointness in Service and other Combatant Commander training
Use support personnel as a measure of collective training costs	Identify dollar costs of collective training
Identify important shortcomings: <ul style="list-style-type: none"> – Training for adaptability – Quick response to changing requirements – Training with inter-agency, inter-governmental, multi-national, and non-governmental participants 	Assess important programs: <ul style="list-style-type: none"> – Lessons observed – Assessment of learning effectiveness – Follow-up on TC AoA – “Integrated” examination of collective and individual training

2007 assessment builds on key findings from 2005 assessment,
 ...expands to COCOMs and Services, and
 ...uses multiple components of ensure a thorough assessment

Insight #1: Link Metrics to T2 Strategy and Goals

Joint Assessment and Enabling Capability



Analytical Issues for the 2007 Assessment

Joint Assessment and Enabling Capability

1. Does training have valid joint context?
2. Are COCOM operational needs trained in joint training events?
3. Do individual joint knowledge services address individual joint training requirements?
4. Were the training objectives of collective joint training met?
5. Were the learning outcomes from individual joint training met?
6. Is joint knowledge accessible, available and used on joint and Service knowledge portals?
7. What is the level of participation in joint training events by category? (e.g., Active and Reserve Components, DoD civilians, NGO, international, etc.)
8. To what extent was the deployed joint force trained prior to deployment?
9. How many and how quickly are lessons observed being incorporated into joint training?
10. What electronic infrastructure is available to support distributed events / exercises / activities and how is it used?
11. Are key gaps in joint training being addressed?
12. How does integration of T2/JNTC-enhanced live, virtual and constructive simulations increase joint context in and distribution of collective training?
13. Is it cost-effective to develop reusable joint knowledge services?
14. Are COCOMs using JTIMS and DRRS capabilities to support joint training and assessment?
15. What impact does Training Transformation have on the cost of collective joint training events / exercises / activities?

Each issue is supported by multiple metrics

Insight #2: Use Routinely Generated Data

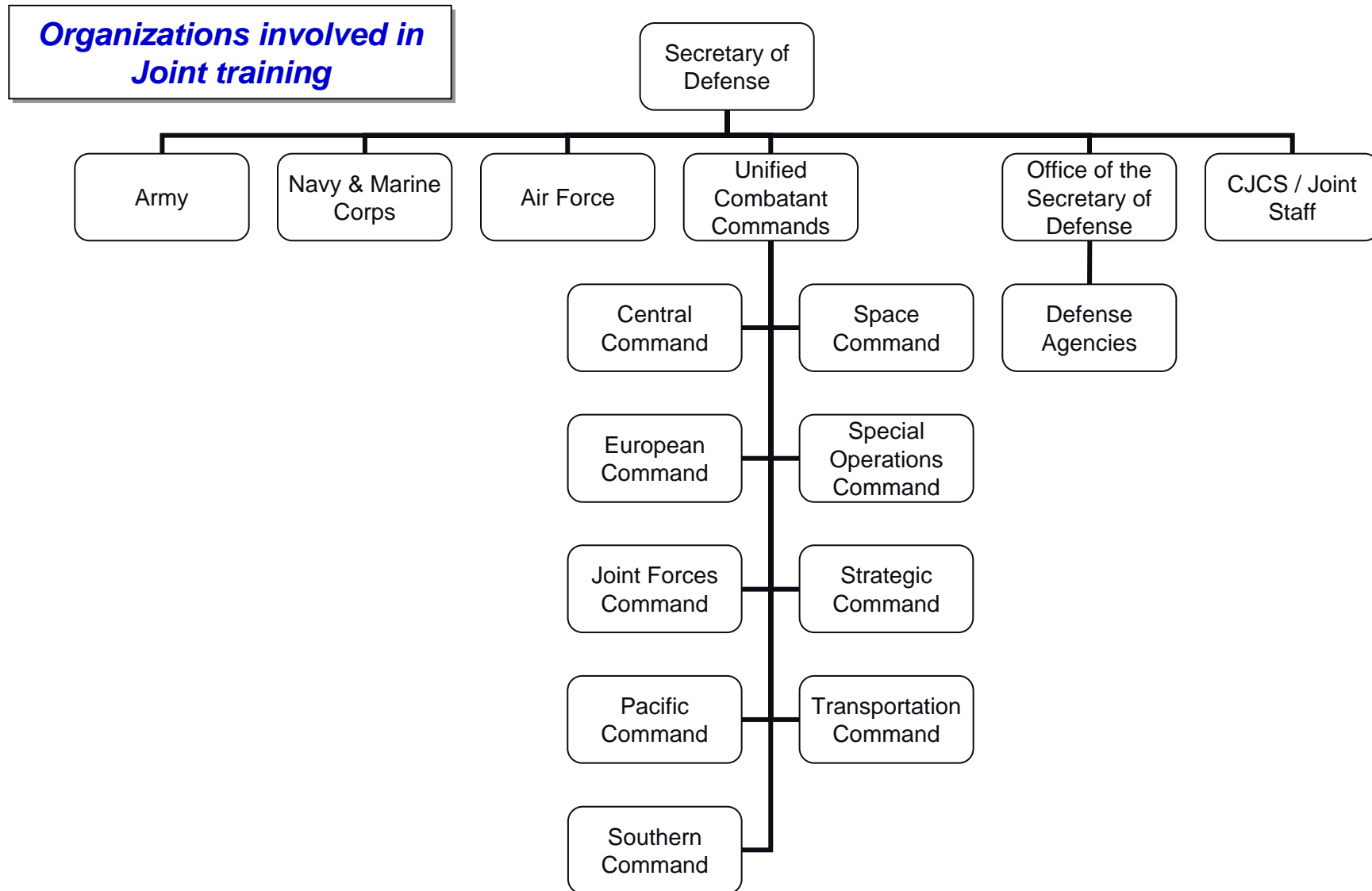
Joint Assessment and Enabling Capability

- **2005** – T2 capabilities provide data extracted from variety of sources and anecdotal evidence
 - Limited to T2
- **2007** – institutionalize collection effort
 - JNTC and JKDDC - expanded information and collaboration compared to 2005
 - Manual data pull from Joint Training Information Management System (JTIMS) and Defense Readiness Reporting System (DRRS)
 - Other existing sources (e.g., program management databases, T2 Implementation Plan goal tracking)
 - Quarterly data inputs from Combatant Commanders, Services
- 2007 database (Access) developed by IDA to support queries
 - Interim capability until included in JTIMS

Goal - automated data collection transparent to users (2009 and beyond)

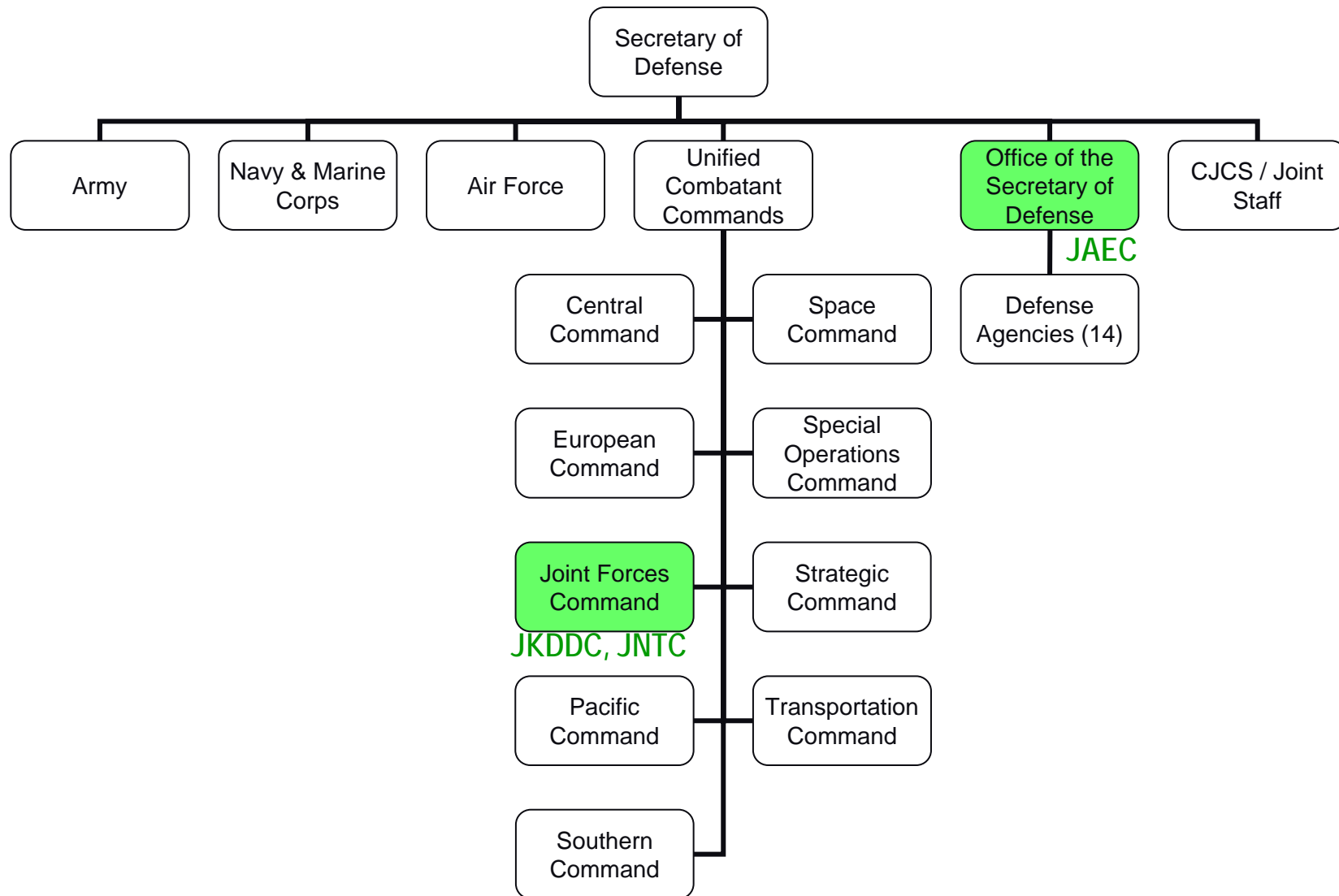
Insight #3: Examine Jointness in Service & Other Combatant Commander Training

Joint Assessment and Enabling Capability



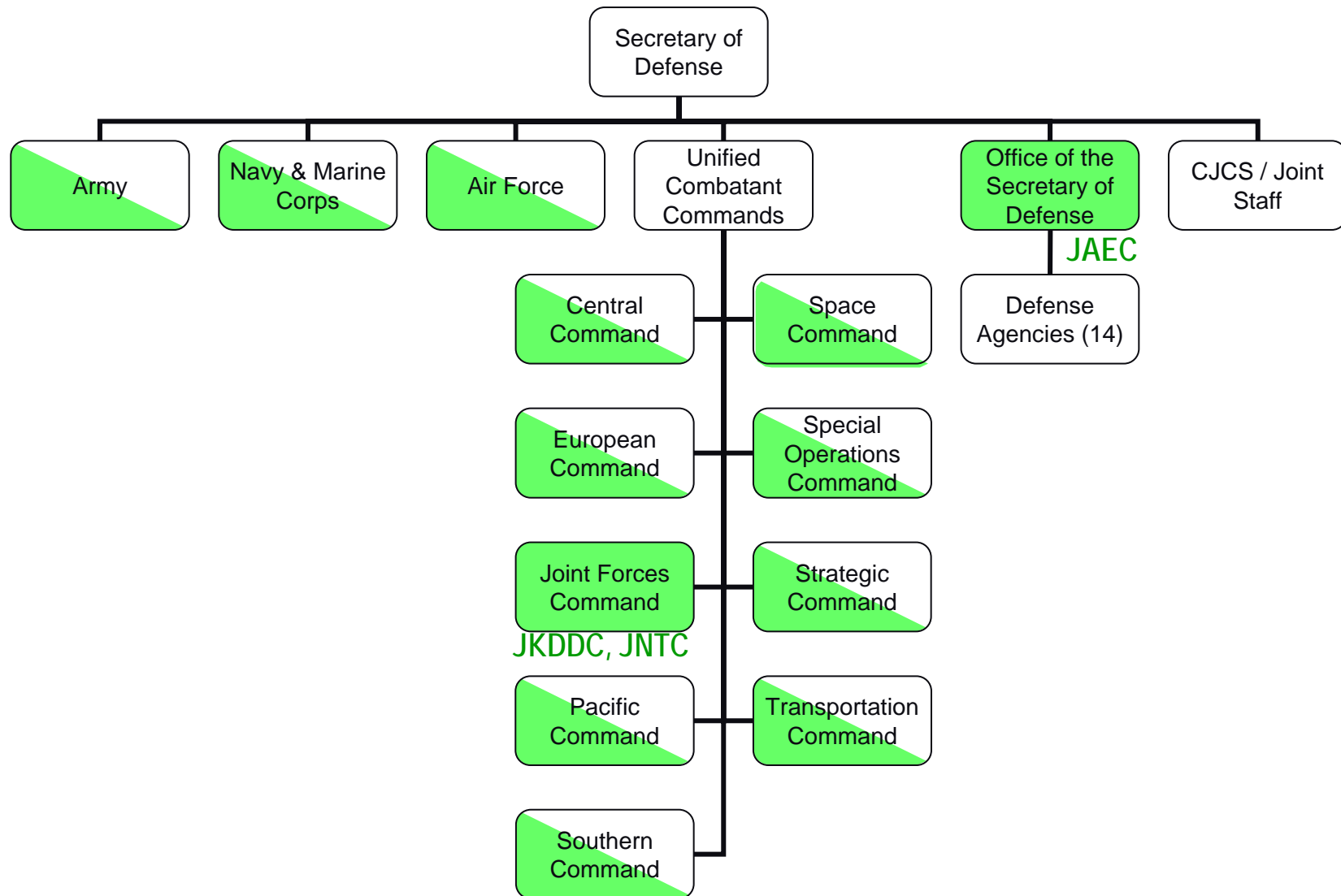
Organizations in 2005 T2 Block Assessment

Joint Assessment and Enabling Capability



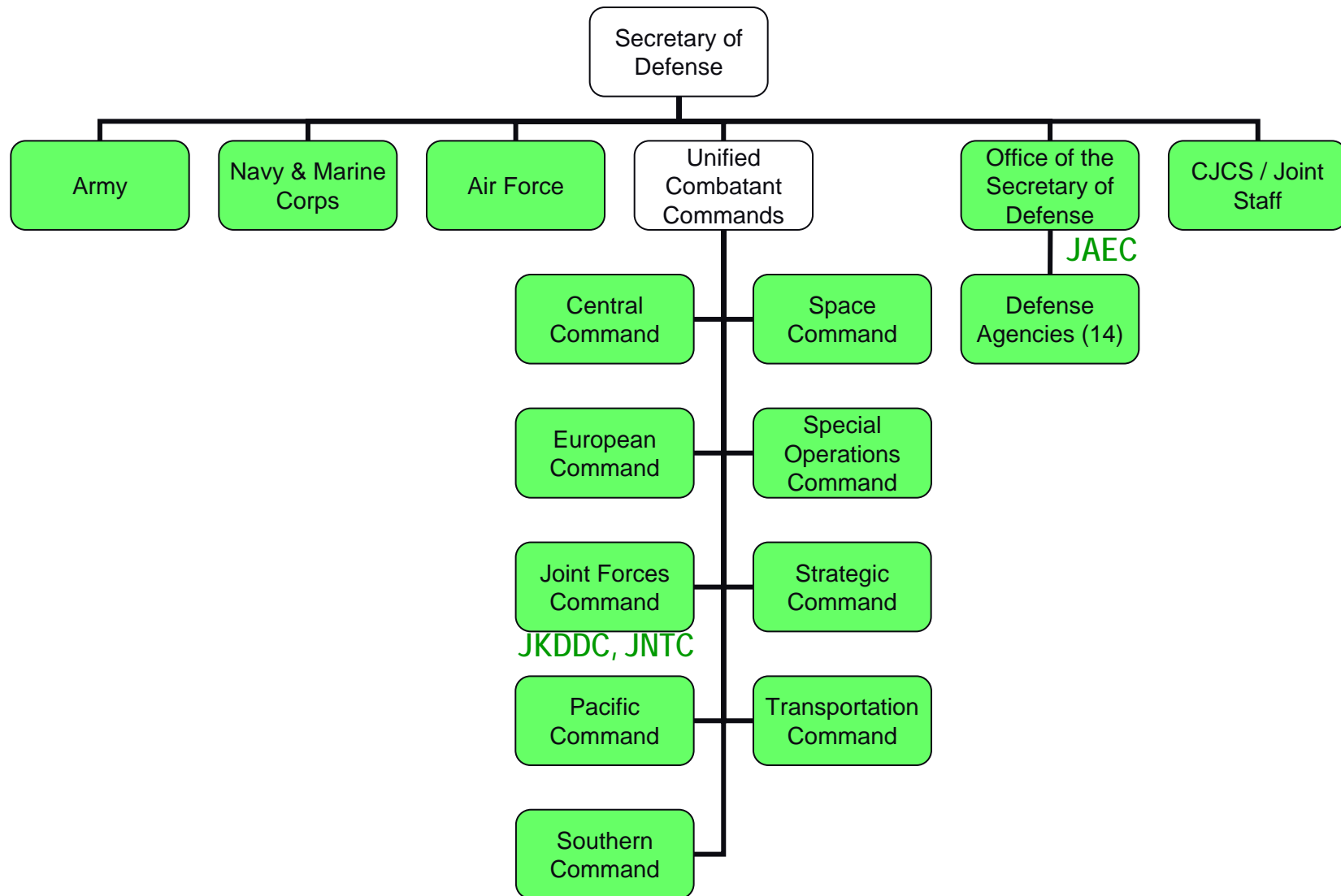
Organizations in 2007 T2 Block Assessment

Joint Assessment and Enabling Capability

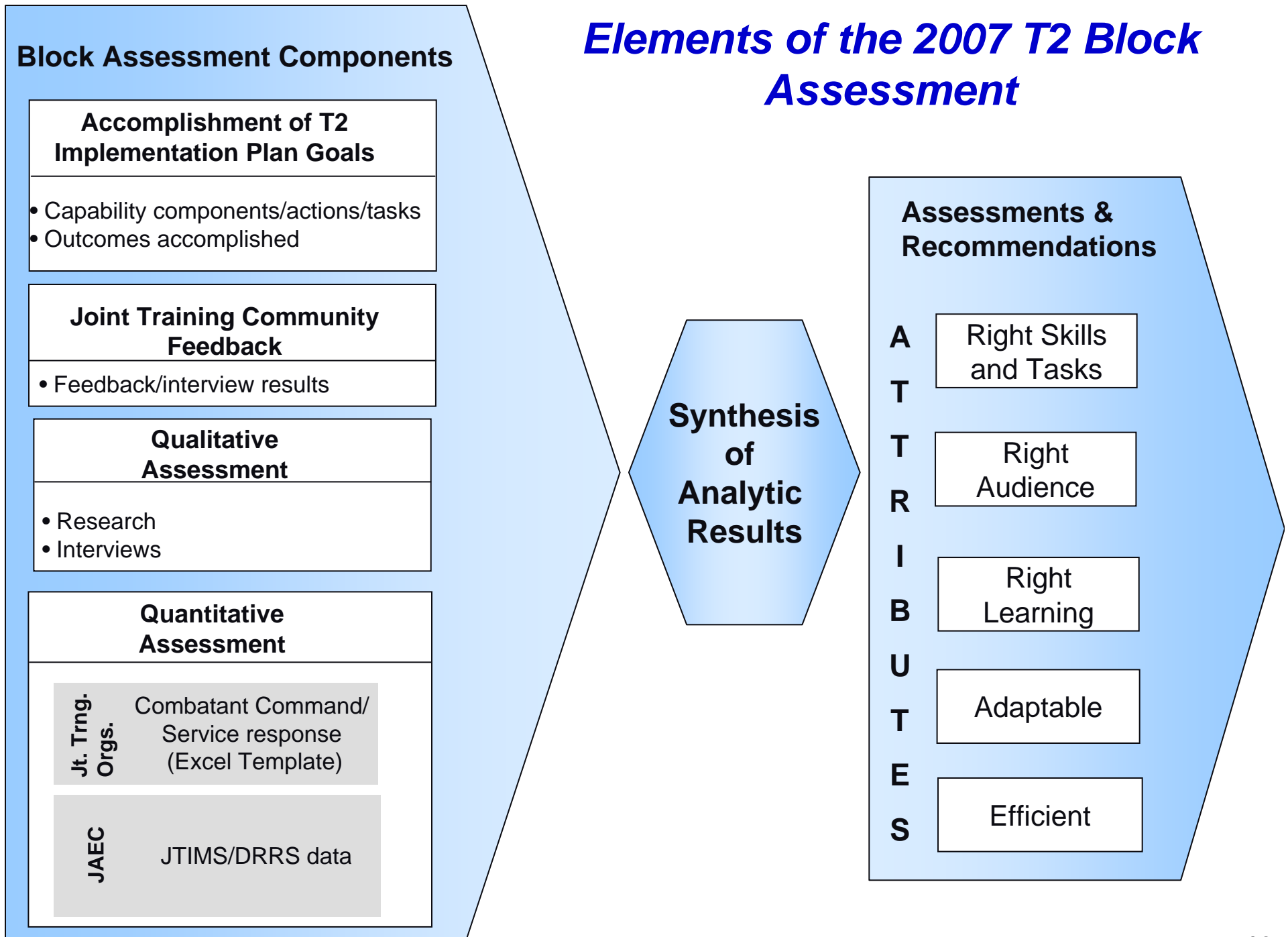


Organizations in Future T2 Block Assessments

Joint Assessment and Enabling Capability



Elements of the 2007 T2 Block Assessment



T2 Block Assessment: The Future

Joint Assessment and Enabling Capability

2007: Institutionalize processes, metrics, and data in a “corporate” automated system:

- ✓ Consistent data formats
- ✓ Leverage Joint Training Information Management System (JTIMS), with links to other systems

Global Information Grid (GIG) & Net-Centric Enterprise Services (NCES)

Full Operational Capability (FOC) includes:

- ✓ Training, joint events, and T2 program management evaluated
- ✓ Evaluations and data available as needed
- ✓ System of systems integrates training, personnel, and readiness requirements
- ✓ Assessment results inform leadership
- ✓ Continuous access to automated assessment tools and processes

Leveraged the 2005 report to establish a framework that will support future assessment

T2 Block Assessment: Way Ahead

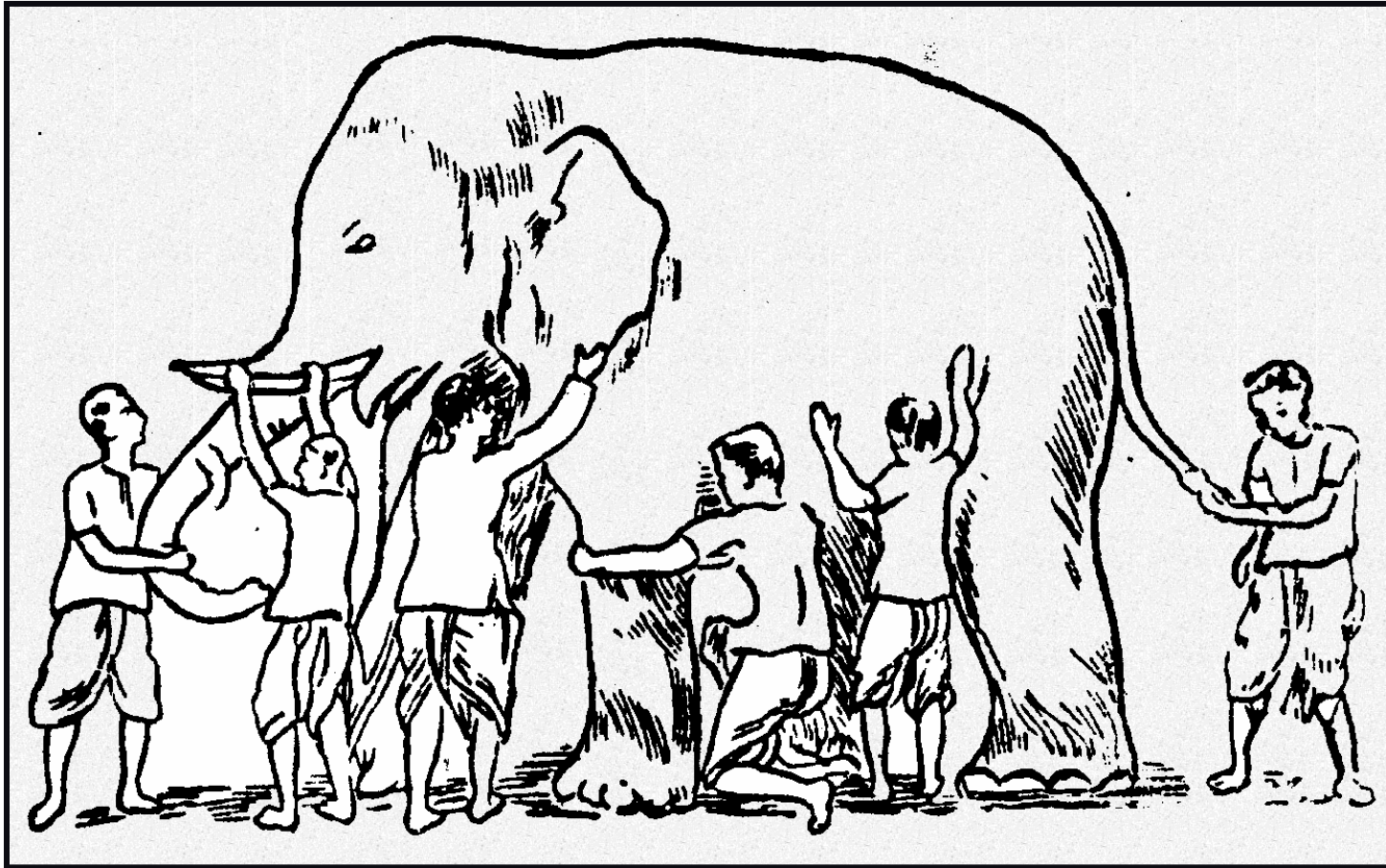
Joint Assessment and Enabling Capability

- For T2
 - ✓ Develop assessment framework with common metrics
 - ✓ Incorporate Block Assessment feedback into T2 Programs
 - ✓ Provide data collection plan within JTS and JTIMS
 - ✓ Continue to address critical TC AoA joint training deficiencies (gaps)
 - ✓ Incorporate resource analysis process
- For Block Assessment
 - ✓ Prepare JMOs for future cost, schedule and performance assessments
 - ✓ Focus data collection for Services and COCOMs through JTS and JTIMS
 - ✓ Provide metrics development process for T2 exercises and individual training
 - ✓ Institutionalize feedback from Senior Mentors, Staff Assistance Visits, and lessons learned

Block Assessments are iterative periodic snapshots of training transformation progress

Assessment...

Joint Assessment and Enabling Capability



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Questions?