Learning Management System – Distance Learning

LMS-DL, known to Fleet users as Navy e-Learning (NeL), provides integrated delivery of training for the Naval Education and Training Command (NETC) in support of Manpower, Personnel, Training and Education (MPT&E) organizations. NeL is one of the largest distance learning environments in the world, with a comprehensive catalog of 12,500 distance learning course offerings, available 24/7 to 740,000 registered users and consists of a Learning Management System (LMS) that uses web-enabled technology to deliver self-paced electronic course materials. Through NeL integrations, training is offered within unclassified (NIPRnet), classified (SIPRnet), and onboard military vessels (Afloat).

Why Navy e-Learning?

The Navy’s distributed training environment is ever-expanding with dynamic needs and NeL has continued to keep pace with these changing requirements. The August 2013 deployment of a modernization initiative known as the Enterprise Training Management Delivery Systems (ETMDS) updated existing shore-side capabilities for training delivery and improved workforce management and development. The entire modernization effort, that included subsequent phases, resulted in the current hardware configuration, which is a much smaller IT footprint, and application user interface with more modern look and feel that is seen today.

NeL Capabilities and Benefits

Several services were internally developed as add-ons to basic NeL Learning Management System to expand capabilities. The Electronic Learning Integrated Authentication & Authorization System (ELIAAS) provides additional accounts management capabilities that can grow and conform to increasingly stringent information assurance demands and validates user’s access eligibility against Defense Enrollment Eligibility Reporting System for multiple environments. NeL STATS and Business Objects reporting tools provide valuable program metrics for application’s administration personnel on areas such as system access, usage, content delivery and utilization metrics. Content Hosting and Reporting Management Service (CHaRMS) facilitates e-learning content lifecycle management. A goal of Navy leadership is to field systems that will allow the Navy Total Force to invest in and direct their own careers, education, and professional development, while supporting requirements for job detailing, recruitment, retention, and direct links to fleet job specifications, readiness reporting and assessments. To that end, current LMS-DL system was one of the key acquisitions in the Navy’s shift toward consolidated, modernized solutions within the Total Force lines of business with capabilities, corresponding benefits are highlighted below:

- **Supports Self-Paced, Instructor Led Training (ILT), Labs, and Instructor Aides** to accommodate the Navy’s data-driven and dynamic human capital requirements
- **Online Afloat, NIPR, and SIPR training environments** for authorized users and guest accounts
- **Training Support to Learning Centers & Schoolhouses** for course delivery and CIN completions
- **Environments for Content Developers and Sponsors** to review and/or validate content prior to production deployment
Enterprise Training Management Delivery System (ETMDS)

- **NeL Test Environments** for Functional Acceptance and Integration Testing
- **Credentialing** to enable access to individual training credentials for detailing and career management. Sailor’s Electronic Training Jackets for instance are updated via interface with Navy Training Management Planning System (NTMPS)
- **Assessment of Training Effectiveness** achieved through interface with Learning Assessment System (LAS) where Kirkpatrick Model of Training Evaluation is performed and then reported back to NeL Learning Management System

**On the Horizon**

In an effort to stay current in ever-changing training delivery options, NeL is working on upcoming pilots that include:

- Learning Records Store (LRS) Pilot – Leveraging new technology of Extended Application Programming Interface (xAPI), the LRS is intended to meet increasing need for mobile / off-line delivery of content that can still report back to a centralized Learning Management System. It opens the window to what information can be captured from individual training events, tailored to requesting system needs.
- Offline and Mobile Content Delivery Pilot – Navy Mobile Training is making a splash and those mobile apps already available have been featured in many Navy social media sites and news outlets receiving positive reviews. Includes:
  - Domestic Violence Prevention
  - FMS Calculator
  - Uncle Sam’s OPSEC
  - New to the Navy
  - eDIVO

The team continues to make positive strides toward process improvements and the development of new apps as well as liaison with product owners with current development for FY16 to include Navy Cool, SBIR Mobile Recruiting, Records Management GMT, PII GMT, and MPTE Mobile Application Toolbox.

- **Ready Relevant Learning (RRL) aka Sailor 2025** – This effort is intended to provide the infrastructure and methods to ensure Sailors are able to reach training content when required; deliver training to Sailors “just in time” when they need it for sea tours; improve CNEC fit for all command/platforms as well as training efficiency in all phases of rate training – from accessions to master; permit more time on ship during Sailor’s initial contract by delaying front-loaded advance training not needed until later in a Sailor’s career; improve training quality and skill retention by delivering training in a modular contract through immersive and interactive learning capabilities; and establish an assessment system or measuring the impact of Individual Training on Fleet Readiness and future continuous process improvement.

_Navy e-Learning is a collaborative acquisition involving NETC (for functional expertise/requirements and services provider), and Sea Warrior Program (PEO-EIS PMW 240, acquisition agent for Navy Manpower, Personnel, Training and Education – MPT&E)._