

WINNING WITH PEOPLE: TRAINED, EQUIPPED AND CAPABLE OF SOLVING PROBLEMS

Planner Training Plan
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®

US Army Corps of Engineers
PLANNING SMART
BUILDING STRONG®



Key Topics

- What's driving change?
- Comprehensive Training Plan
- Training Committee
- PCC
- PA Program
- Challenges
- Opportunities



Change Drivers

- MG Walsh Memo
- New technology
- New Students: Different Learners
- Training and education research
- Good reviews not equating to long-term planning knowledge
- Integrated curriculum
- Cost constraints
- Keep training fresh



Grandfathering (testing) Results

(As of 8/30/2013)

- Success Rates (passing/enrolled)
 - PCC 1 84/93 = 90%
 - PCC 2 116/125 = 93%
 - PCC 3 43/58 = 74%*
 - PCC 4 10/12 = 83%*
 - PCC 5 9/10 = 90%
 - PCC 6 56/58 = 97%
 - PCC 7 52/71 = 73%*
- 370 positive test results
 - Travel cost avoided ~\$74,000
 - Potential of 14,800 labor hours avoided





STAY CURRENT TO BE EFFECTIVE

FOCUS ON THE FUTURE



Comprehensive Training Plan

- Defines a rigorous, flexible, and progressive training plan for planners and PDT's
 - PCoP Training Steering Committee
 - Planning Career Roadmaps
 - Tiered approach to training
 - Formal and Informal Training Considerations
 - Refreshed PCC
 - Technical Mentoring
 - Planning Associates Program



Training Steering Committee

- Training Plan Updates
 - Consistent and cohesive program at all levels
- National Comprehensive Curriculum
 - PCC Courses
 - PA Courses
 - Intermediate and Advanced Training
- Support PA Selection
- Mentoring Program
- 2 year terms, though initially will spread out turnover



Planner Development

Training –
Formal and
Informal

Self
Development

Experience

Continuing Professional Education

Technical Mentoring

FY14: Just the Highlights

- Continue to deliver current PCC courses
- Develop Planning Essentials and Capstone
 - Cross-walk with KSAs and Current Curriculum
- Develop sub-CoP specific training needs
- Develop career roadmaps for planners
- Intermediate and Advanced courses
- PA Program
- Technical Mentoring Program
- Informal Training
- Certification



LEARNING CURVES

Raytheon Professional Services



FORMAL TRAINING UPDATES



PCC

- Civil Works Development Process
 - Online NOW!



Planning Essentials

- Focus
 - 6 step planning process
 - Integrated engineering, environmental, public involvement, economics, etc.
 - Enhance planner knowledge in a decision context
- FY 14 Development
- FY15 Delivery



Plan Formulation and Evaluation Capstone

- Focus
 - Development and communication of decision information
 - How to id information needs, assess information quality, determine relative importance of information to decision and communicate it to others
 - Use of formulation strategies
- FY 14 Development
- FY15 Delivery



Intermediate and Advanced Training

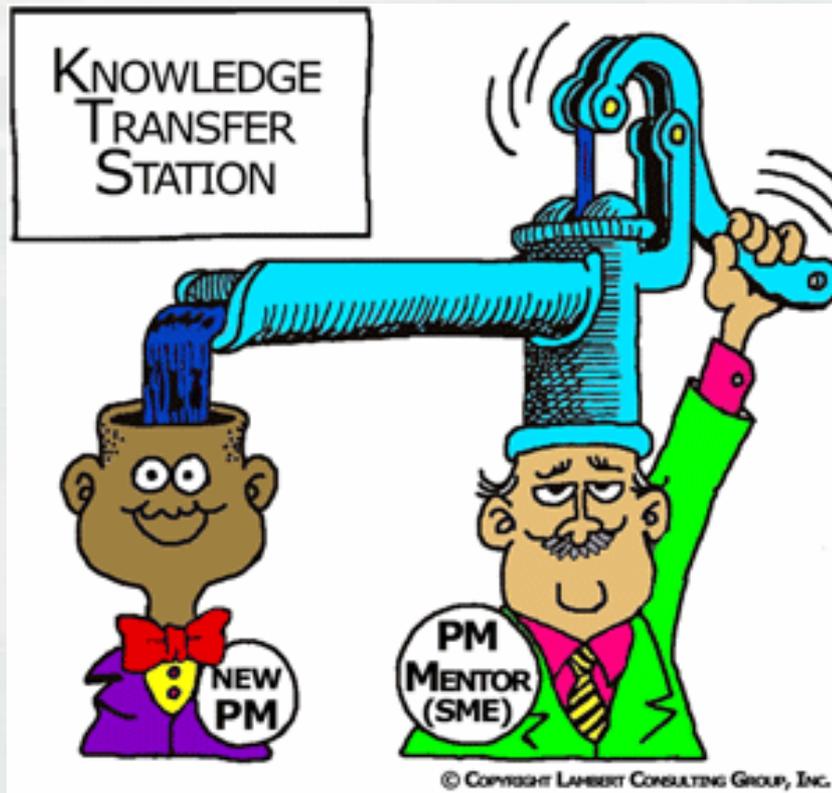
- Discipline and/or sub-CoP specific
- Tied to Career Roadmaps
 - sub-CoPs developing
- Developed based on needs
- Methods of delivery varied



PA Program

- Strategic Review of Program
- Cost-Effective
- National Experts
- Consistent Format and Delivery





INFORMAL TRAINING



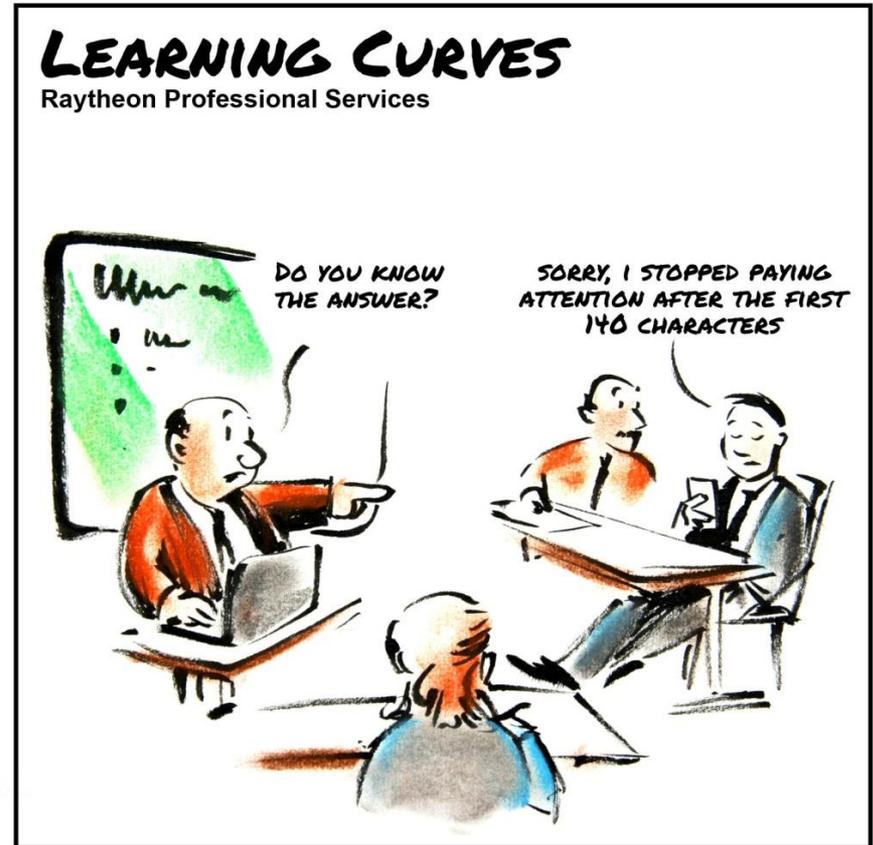
Informal Training

- Technical Mentoring
 - Technical growth versus career advancement
 - Need: develop technical mentoring program
- Experience
- Webinars
 - Just in time training on current issues
 - Annual refresher/update on current policy, LL, etc
 - PCoP webinars



Challenges Ahead

- Technology
 - Technology Natives
 - Unbelief
- Methods of Delivery
 - Prepare trainers
 - Prepare curriculum
 - ULC business model
- Incorporate latest education research



Discussion



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