

Custom Curricula through Army e-Learning

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Through Army e-Learning, an online program that offers 2,600 free courses to the entire Army workforce, the Army's Distributed Learning System (DLS – an Acquisition Category 1 Army Component Major Defense Acquisition Program) is providing a critical training service in the form of custom curricula.

“When programs come to us requesting a specific custom curricula, we're able to prepare them for missions and/or deployment,” said Army e-Learning Project Officer Stan Davis. “In three to five days, we can develop a custom learning path.”

One of those requests came from the Army's Assistant G-1 for Civilian Personnel Field Operations Division (FOD) in 2005. FOD requested DLS put together a custom curriculum for the gradual conversion of Army civilians to National Security Personnel System (NSPS), a new civilian human resources system in the Department of Defense.

“Army e-Learning made it easier for us to provide employees with specific training material that can help them before, during, and after the conversion to NSPS,” said Bob Cronin, a human resources specialist in the FOD. “The program not only analyzed our competencies and recommended specific courses; they provided us with a real-time view of the progress we were making.”

The courses offered by Army e-Learning have helped roughly 16,000 Army civilians successfully converted to NSPS. Army e-Learning offers a number of courses available in the Army's NSPS Core Competency Learning Path to include “Managing through the Change” and “Communication Skills for Leadership” for supervisors, and “Being Prepared for Change” and “Communicate for Results” for employees.