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Coast Guard All Hands

The voice of Master Chief Charles W. Bowen, Master Chief Petty Officer of the Coast Guard, and the M
the Coast Guard Reserve Force, Jeff Smith.

Monday, July 20, 2009

GMT Update

Posted by Skip Bowen

All, Below is the latest on the GMT front.

MT= Mandated Training

Annual training required by the entire CG workforce.

WT= Workforce Training

Training required by specific communities within the CG workforce. As examples, No Fear Act training mainly impacts civilians and those that supervise civilians so it will become a WT. The bird core course is required to be taken once during a member's career and again in the threat of an avian flu epidemic. Then Bird Flu becomes an annual requirement for ATON, boarding teams, and medical personnel.

Monthly SITREP for General Mandated Training – June 09

Policy: All MT for 2009 is complete and approved. The list has 9 annually required training subjects and 3 triennial training subjects. The time required for each user to take this training is expected to be under the 6 hour goal without redesign. Once redesign is complete (goal 12/09), MT will take less than 4 hours.

Actual Example: A member with 16 years in the CG recently completed the entire MT compliment that is available online (8 courses + the Influenza Course) in 1.5 hours using the test out option on many of the courses.

2009 Mandated Training List Interval Online Type Delivery % completed

Sexual Harassment Prev Annual Yes Online 100%

No Fear Whistleblowers Triennial Yes Online 100%

Information Security Systems FISMA Annual Yes Online 100%

Privacy Awareness Annual Yes Online 100%

Sexual Assault Prevention Response Annual No Online 5 %

Suicide Prevention Annual No Online 50 %

Workplace Violence Triennial No Online 30 %

Substance Abuse Free Environment Awareness Triennial No Online 5 %

Info Sec Mgmt Annual Yes Online 100%

Anti Terr Force Protection Annual Yes Online 100%

Opsec Aware Annual Yes Online 100%

Security Aware Annual Yes Online 100%

Redesign: Performance Technology Center Yorktown (Design & Development Branch) and the Instructional Support Team at TRACEN Petaluma are currently designing and developing Suicide Prevention and Workplace Violence (currently unavailable in any online format) in the “new” MT design format. IST Petaluma is scoping SAFE training and will begin working on this course soon. SAPR training will be developed by PTC once the WPV course is complete. All MT is anticipated to be online by FY10. Redesign of the remaining MT courses will commence once all MT is available online.

Man-hours spent in recap of GMT:

Policy: 20

Training Manager / Analyst / Training Supervisor 205

Analysis / Redesign: 160

Development: 280

Implementation / Evaluation: 40

Next Steps:

Announce the 2009 MT schedule and new MT Policy document via ALCOAST. Suicide Prevention, Workplace Violence, Sexual Assault Prevention/Response, and Substance Abuse Free Environment courses assigned to PTC Yorktown/IST Petaluma for development. PTC has started the Workplace Violence and IST has begun the Suicide Prevention course. Once these four courses are developed and deployed, all MT will be available at <http://learning.uscg.mil/>. Once complete, the remaining 8 courses we be redesigned by priority.

1. Security Awareness (4 courses converted into 1)
 2. Sexual Harassment Prevention
 3. Information Systems Security
 4. Privacy Awareness (DHS courseware)
 5. No Fear/Whistleblower (DHS courseware)
- at [9:06 AM](#)

3 comments:

[sflowers](#) said...

Master Chief,

It's good to see this on the RADAR. I'm on the Yorktown team reworking the Workplace Violence series and working closely with the Petaluma team.

There are some really keen things we are attempting to do with this set right out of the gate. The first of which is providing for these guideposts:

1. Respect the time of our shipmates in the field.
2. Focus on value and relevance.

One example of this is the pre-test. There are many lessons that folks may have already mastered. For each of the MT lessons we're pushing for a pre-test that is able to prescribe short activity sections for weak areas or, if the member has complete mastery, allow the member to bypass all of the lesson activities.

We're also aiming to provide a better experience, in the short and long term, than a PowerPoint

slide series of irrelevant content. For example, the Workplace Violence course is for supervisors. The lesson includes a couple of tools and brief documents that the supervisor can use to help their subordinates make the supervisor's job easier (through awareness of the signs and consequences of choices and behaviors). So in addition to being as brief and focused as we can be, we want the experience to be worth the time (even if it's "just" a requirement).

It's not just the packages that are getting a redesign to accommodate these goals; the processes are also getting a significant overhaul. To filter out the volatile, and separate the need to know from the nice to know, we needed to challenge everything.

We realize that these products don't need to be monolithic wastes of the member's time. Just because 'we have to do it' doesn't mean that it needs to be awful or 'just pushed out there'. The organization has worthy goals in developing a workforce that is strong in the values of trust, safety, dignity, honor, respect, and devotion. The MT products are a small part of that worthy system.

We're confident that the work will pay off and provide a better experience and a stronger tie between these products and the organization's goals and other efforts.

[July 21, 2009 8:54 PM](#)

[Skip Bowen](#) said...

I appreciate your work. This has been a huge issue for a long time. A lot of people have been working on this and there has been great progress. I recently took a few of the courses and there has been huge improvement. I really like the "test out" feature for those that have reviewed and taken the test multiple times over several years.

MCPOCG Bowen

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[Vince](#) said...

Thank U for sharing...

Vince

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