

Enlisted Advancement System

Coast Guard Institute Non-Resident (Rate) Training

Enlisted Professional Military Education (E-PME)

E-PME Performance Requirements
Military knowledge & performance standards used to prepare enlisted personnel to perform their jobs & for advancement

Study Guide

Self-paced learning tool based on E-PME Performance Requirements

Advancement Qualification Exam (AQE)

Test covering material in Study Guide and Performance Requirements. Three separate tests: E-3&4, E-5&6, E-7&8

EPQ/PQG/EOCT System

Enlisted Performance Qualifications (EPQs),
Occupational knowledge & performance standards used to prepare enlisted personnel to perform their jobs & for advancement

Performance Qualification Guide (PQG)

Self-paced learning tool based on EPQs that systematically links skills learned on-the-job with supervisor input

End-of-Course Test (EOCT)

Occupational specialty test on material covered in PQG & EPQs. Tests for E-5s & E-6s in each rating (plus E-4s in strikable ratings).

Enlisted Rating Advancement Training System (ERATS)

Rating Performance Qualifications (RPQs): core mission requirements of each enlisted rating individuals must be able to demonstrate proficiency in to advance in or change to that rating. Essentially, RPQs are a combination of the current system's PQGs and EPQs for each rating.

Rating Advancement Test (RAT): a test on mastery of RPQs

ERATS will replace the current system rating by rating. MST is now under ERATS; the rest will follow:

Aug 2012: AET, AMT, AST

Oct 2012: IV

Nov 2012: OS

May 2013: HS, SK, PA

Nov 2013: FS, DC, EM

May 2014: ME

Nov 2014: MK, IT

May 2015: GM, YN

Nov 2015: IS, ET, BM



Rating Advancement Training System Before and After

**Enlisted Performance
Qualifications (EPQs)**

oka "practical factors"

**Performance Qualifications
Guide (PQG)**

oka "correspondence course"

**End-of-Course Test
(EOCT)**

**Rating Performance
Qualifications
(RPQs)**

**Rating Advancement
Test (RAT)**





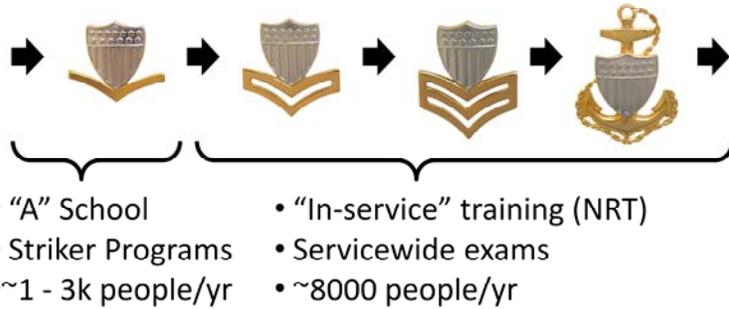
The Enlisted Rating Advancement Training System 101

FORCECOM Training Division (FC-T)

12 Jun 12

What is ERATS?

- ✓ A modern, improved approach to supporting performance of enlisted personnel in preparing for advancement.



>ERATS is how we, the CG, help our enlisted workforce prepare for the mission requirements of their next paygrade...in preparing for advancement.

>ERATS impacts all CG rating training, but in particular it brings in-service rating training into the 21st century, and is easily the most significant change since correspondence courses began in 1927

>Next slide

What is ERATS?

A systems solution to a systemic problem...

“excessive time... for analysis & implementation” (‘09)

“Revisions...not timely, not kept pace with changes in the field” (‘87)

“...a history of neglect...”

“46% of E5-E6 EPQs have no training or 26 months outdated” (‘09)

“Courses & SWEs taught & tested on outdated or inappropriate content” (‘87)

- Relevance & timeliness of training is #1 enlisted concern*
- Dominant influence on advancement (*eligibility & priority*)

*occupational analysis survey data (05-08)

>In late 2008, the RFMCs, in unison, approached chief, FC-T with great concern over the timeliness & relevance of enlisted rating training and the impact on enlisted advancement.

>We set out on a year-long analysis which validated the RFMC’s concerns but also discovered that the same issues existed for at least 25 years!

>Fast forwarding to today, ERATS is the result of that meeting, comprising the holistic set of solutions that address the root causes of a longstanding systemic failure. And after 3 years of analysis and pilot testing, ERATS was institutionalized on 22 December 2011 by ALCOAST 577/11, which was signed jointly by FC and CG-1.

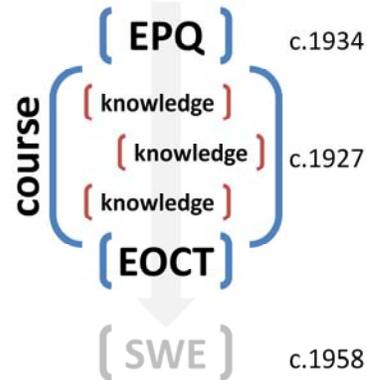
>Next slide

>>Combined with years of low-retention this contributed to juniority and loss of proficiency.

Legacy NR training model, 1927-2011

The correspondence course

- “Course-centered” model designed to stand alone; two major flaws:
 - Large, slow & infrequent updates failed to keep pace w/change.
 - “One-size fits all” paper-based course fails to leverage available learning technology.



>So what did we change?

>For 84 years, we used a highly structured course-centered model...which would have been great - if nothing ever changed.

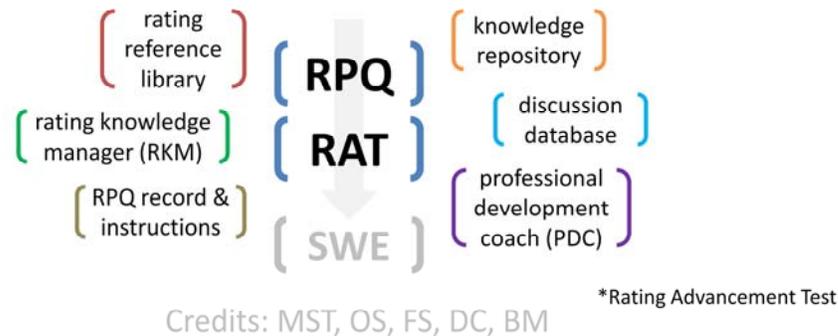
>But when stuff did change (such as requirements policy, procedure, technology, and sometimes entire ratings) - this legacy model was much too rigid and unresponsive.

>Also, the course was “one-size-fits-all”. We said “this is how you’ll learn.” And so a decade after computer-based training and e-learning became mainstream, we found ourselves still relying near-exclusively on paper courses

>Next slide

ERATS NR training model, 2011 - The Rating Performance Qualification System

- Learner-centered system is more compatible with how people learn
- Adaptive to both changing requirements and learner needs.
- Systematic evaluation/feedback loops drive continuous improvement
- New supporting roles: Rating Knowledge Manager & Reviewer
- “Core” transition complete 2015, migration to SharePoint starting 2012



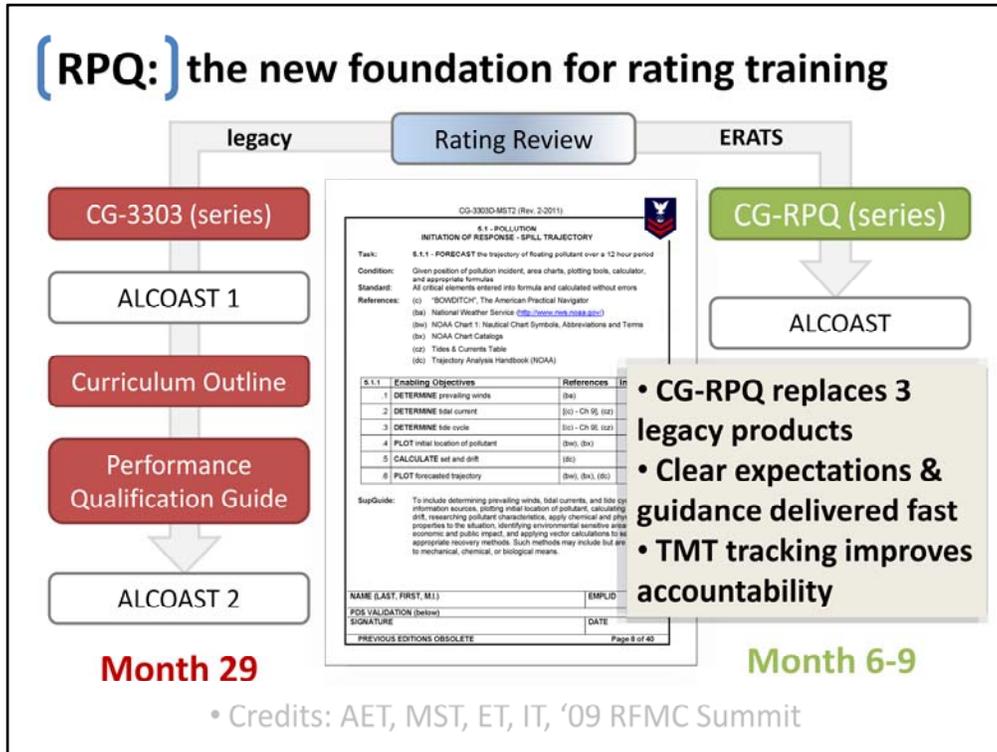
> Our new model for in-service rating training is known as the Rating Performance Qualification System or the RPQS. Unlike the legacy course model, where knowledge is “trapped” inside a course, the RPQS is a “wrapped” model, where learning resources are wrapped around a structured core

➤ The core is comprised of the new Rating Performance Qualification (RPQ) and the Rating Advancement Test (or RAT), which are significant evolutions of previous products - which I’ll explain later. Core implementation is complete for 5 ratings, in progress for 7 others, and will be complete servicewide in 2015.

➤ The RPQS will correct the shortcomings of its predecessor: for example, learners will access knowledge from multiple sources, as they do in real life – but with better accessibility, standardization, and relevant training enhanced by technology and media.

➤ “Shelf-life” is now a thing of the past: the RPQS is a modular and change-centric system that’s updated incrementally. We used to just replace entire courses and test...now updates occur routinely and on an objective-by-objective basis. And the new Rating Advancement Tests provides a continual stream of feedback to tell us where the RPQS needs to be improved.

➤ Next slide



- The RPQ (pictured at the center) is the basis for ALL rating training, including “A” school and non-resident training. RPQs set the target for well over \$50 million in training dollars each year.
- RPQ are published on a new “CG-RPQ record” that replaces 3 legacy products and eliminates 2 formal lengthy review and approval processes that added little, if any, value, and in conjunction with the new Rating Training Advisory Council (RTAC) which I talk about on the next slide, we’ve reduced the time it takes to do a comprehensive update of a rating by as much as 23 months. (The ten year average was over 38 months)
- Next slide

Rating Training Advisory Council (RTAC)



- Key structure for collaboration & efficient decision-making
- Standing IPT(s) serves as the principal adjudicating body for each rating (ALCOAST 577/11).
- Immediate impact to timeliness of NR & resident training:
 - + incremental updates in <30 days vs. 3-6 months
 - + comprehensive updates: 8.7 month baseline improvement

Credits: SK, MK, MST, OS

- The RTAC is an integrated process team for each rating that replaces the highly bureaucratic, non-collaborative, and sub-optimizing decision-making process of the old rating training system, and has driven immediate impacts to both the timeliness and relevance of rating training.
- Incremental updates now occur in well under 30 days (often less than a week), whereas they used to take 3-6 months, and were very infrequent.
- The first RTAC met in April 2010, which was the MST RTAC. The MSTs previously failed to produce an MST2 test after the last one expired over 7 years ago. But in their first meeting they collectively agreed to move forward with major testing improvements ... and 22 months later, the MSTs had completed a successful proof-of-concept of the CG's first enterprise-wide e-test and numerous other improvements. And, through ERATS, the MST Rating Advancement Test (RAT) has now officially become the servicewide standard for all CG rating tests.

(RAT:) the new standard for CG testing

- 75% faster to field
- Incremental updates
- E-testing capability
- Defensible test design corrects fundamental problems, risk.
- Interest from FAA, USN, USAF, etc.



NavyTimes

<http://www.navytimes.com/news/2012/01/navy-coast-guard-moves-to-open-book-rating-exams-012112w/>
Coast Guard starts open-book rating exams

By Sara Fullman - Staff writer

Posted : Saturday, Jan 21, 2012 13:01:10 EST

Paper-based rating courses are out. So are "gotcha"-style questions on the rating exam. These are some of the changes coming as the Coast Guard overhauls how it trains and tests enlisted members, a rollout that will extend to 20 ratings by 2015. The changes apply to rating qualifications and tests.

Job-specific qualifications are getting more thorough and will be tracked on an online database. And tests, while still taken on paper for the time being, will be updated electronically. They'll also be open book, allowing Coast Guardsmen to use the same reference materials they rely on while doing their jobs.

The changes follow a yearlong review.

"We've had paper-based correspondence courses since 1927 in the Coast Guard," said Lt. Cmdr. Bill Gibbons, a performance consultant at Force Readiness Command. "It's remained largely unchanged, paper-based correspondence courses. We weren't taking advantage of the full range of technology that's out there to support our enlisted workforce."

Using the Angoff Method to Set Cut Scores

Thursday, May 31, at 1 p.m. Eastern Time

Join presenters Alan H. Wheaton and James R. Parry to hear about their work in curriculum and test development for a major government agency. Find out how their agency has transitioned from a traditional, arbitrary method of establishing advancement test cut scores to a systematic, well-documented approach that is widely accepted by testing professionals and courts.

Credits: IS, MST

- Aside from being delivered electronically and 75% faster-to-the-field than its predecessor, the RAT is the CG's first psychometrically defensible exam – correcting longstanding fundamental design problems with the old exams, and in the process, attracting interest from both gov't and private sectors, as well as internationally.
- The MST example really highlights how ERATS has evolved over the past 3 years...we set out to find out what the problems and their causes were, but the solutions evolved through collaboration, drawn from best practices and ideas in our people that were never able to find a voice or gain the shared vision necessary to impact the organization.

>Future plans

- (1) Complete core transition
- (2) Strand transition
- (3) ISO certification (SOP being designed in to align with)
- (4) Electronic SWE