

# Outdoor Education Training Transformation for BAE Systems

## CUSTOMER REQUIREMENT

BAE Systems (BAE) wanted to transform and develop an existing adventure training programme with the specification that it should:

- Be tailored to BAE System's specific requirements and objectives.
- Reduce cost and time.
- Increase staff productivity.
- Have the capability to measure programme outcomes.

## THE PEARSON TQ PROGRAMME

- We designed a bespoke programme in conjunction with BAE and delivered it in the 'real' outdoors to be challenging, meet desired outcomes and instil BAE values and ethical principles.
- Day 1 was spent at the customer's site, initiating the team building process and introducing the Pearson TQ trainers and proposed residential programme.
- BAE had sole use of a Pearson TQ owned residential site.



- Pearson TQ trainers remained with the group throughout the week, reviewing activities and developing an understanding of transfer process.
- The 16 person cohort remained together for the whole week as a single group to ensure shared experiences and maximum team building opportunities.
- 1:1 end of week feedback.
- End of course presentation reflected on lessons learned during the week and how learning could be transferred to the workplace.

## MEASURING SUCCESS

### Time

Savings made by running the programme as a 5 day course, rather than spread out over a number of separate days and weeks. Manpower savings were made by Pearson TQ staff replacing BAE supervisory staff who were previously required to be on site.



### Greater adherence to customer requirements

The previous supplier expected BAE to work to their own availability. Pearson TQ guaranteed provision in weeks as dictated by the customer.



### Cost reduction

Savings of 40% created.



### Measuring outcomes

A course evaluation was completed on the last day of the residential and then again approximately 3 weeks after completing the course, allowing sufficient time for learners to reflect on their experiences.



The overall average score allocated to the residential week was **6.34 out of 7**, achieving an excellent rating.

