

# Transforming training delivery to the UK MoD's Royal Engineers

## CUSTOMER REQUIREMENT

Pearson TQ delivers engineering and plant operator training at the Royal School of Military Engineering (RSME) to a range of ages, ranks, abilities and course types.

We have worked closely with our customer to achieve a number of objectives; to improve the learner experience, to increase knowledge retention and to reduce time and cost to the MoD.

We refer to this as training transformation and we follow a multi-stage process to review content and introduce a blend of learning methods and media.

At the RSME this has created an integrated, coherent, practical and engaging learning experience.



## THE PEARSON TQ PROGRAMME

**Stage 1 - Course Review:** We defined the course learning outcomes for a plant management training course, we then reviewed the course content and identified which elements required psychomotor or cognitive skills.

**Stage 2 - Transforming cognitive learning:** Using the combination of the Advisor Strategic Training Planning System and our own instructors' experience, we analysed the cognitive elements of the course to determine the most effective and economical way to deliver the learning. The process identified a blend of different training methodologies including Computer Aided Instruction, access to materials before and after the course, and the introduction of a virtual task trainer.

**Stage 3 - Transforming psychomotor learning:** Psychomotor skills were approached slightly differently, always being mindful that the overall training outcome is the ability to physically operate a piece of heavy equipment.



We therefore introduced:

- Low cost desktop simulations - To allow the students to interact with different environments and developing their spatial awareness.
- Plant Equipment Simulator - Early testing on the simulator allows our instructors to identify each student's weakness, and therefore focus on the areas that matter.

**Stage 4 - Evaluation:** We continually evaluate the training to ensure the content continues to meet the organisational goals.

## MEASURING SUCCESS

Our learner centric approach has delivered higher levels of achievement in a shorter time than previous learning method.

For example, by selecting the right blend of delivery along with the introduction of the virtual task trainer...

**We've reduced training time by 10%, whilst improving pass rates by over 10% to 95%**