



Training Directorate 2023 National Training Conference Three Achievements / Three Opportunities

We, the Training Directorate, do not believe in thumbs up/thumbs down or successes/challenges. Rather, we believe in achievements and opportunities; we celebrate our achievements and seek ways in which to collaborate to achieve positive outcomes with all opportunities.

Three Achievements

Directorate Right-Sizing & Re-Focusing

- T-DIR began the 2022-2024 National Staff term by restructuring its staff to better serve the needs of the Auxiliary. Several underutilized positions were migrated into new roles or were eliminated altogether, allowing the directorate to re-orient its personnel to better support the Auxiliary Strategic Plan.
- T DIR created an *Instructional Design Branch* housed under the redesigned *Distance Learning Development Division*. This branch is tasked with assisting other National Staff directorates, districts, and other downtrace elements create more engaging, effective, and useful online training products for future use.
- T DIR created a *Mentorship & Coaching Division* to guide the Auxiliary's utilization of the Coast Guard Mentoring Program as well as lead the way in developing mentor & coaching training assets in conjunction with other stakeholders to better our ability to coach and mentor our future leaders while also serving as mentors to our active and reserve shipmates. Our beta test for Auxiliarists in the CGMP will commence in April 2023.
- T DIR created a *District Liaison Division* that serves as the primary liaison between the Directorate and all our member training staff officers at the district, division, and flotilla levels to ensure better flow of information and dialogue. This division continues to seek out opportunities to create positive collaborative relationships between all levels of the member training community.

Technology Upgrades & Content Migration

- T DIR, led by the *Advanced Learning Management Division*, has successfully managed the upgrade of our distance learning technology by utilizing numerous the most current, and secure, learning management systems and tools available.
- The *Advanced Learning Management Division*, in collaboration with the *Distance Learning Development Division*, as well as our partners in BSX, C Directorate, and U Directorate has successfully migrated nearly 65% of Auxiliary training content from multiple antiquated systems onto one modern system—the Auxiliary Online Classroom—alleviating member training issues felt Auxiliary-wide. We hope to have 85% or more migrated to Auxiliary Online Classroom by the end of 2023, including all AUXOP content & exams, BQCII, IC-210 Initial On-Scene Commander, and others.

Coast Guard Support, Innovation & Training Events

- T DIR has continued to hold virtual training courses for all its leadership schools, ranging from APC and AFLC-O to AUXLAMs, AMLOC, and AULOC with 298 students having completed some leadership training course since the start of the 2022-2024 term. The *Leadership Development Division* utilizes several modalities to accomplish this, ranging from fully asynchronous self-paced learning courses to synchronous lectures via ZOOM and other web-based conference technologies and the Auxiliary Online Classroom for learning management.
- T DIR has sought out ways to communicate down to the deck plate using T-GRAM posts and by launching the Training Innovation Hub, a Google form survey that allows any member, anywhere, to submit innovative training ideas to help better the Auxiliary organization. Additionally, the Directorate is launching a deck plate training series which will include “bite-size” training products on an array of topics that will be fully exportable for any instructor to utilize at any Auxiliary event.
- T DIR has taken on a few new responsibilities to aid our shipmates in the Coast Guard in non-traditional ways.
 - o To clear a backlog of delayed leadership level competencies, the Directorate worked with BSX and U DIR to create a monthly report that shows any new completed leadership competencies at which time they are instantaneously added to the member’s ADII competency folder. This list is then sent to local DIRAUXs (levels 1-4) for printing and signing of certificates (BSX handles level 5 directly), and district commodores receive a copy of the report for their tracking.
 - o T DIR has been tasked with supporting the Coast Guard’s Talent Management Transformation Task Force (TMX), a Commandant-mandated task force that aims to build the agile and integrated human resources structure needed for the future, on all matters pertaining to the Auxiliary’s training programs.

Three Opportunities

Cross-National Staff Communication

- T DIR has made substantial investments in virtual learning management systems, instructional design personnel & curriculum technologies to enable all Auxiliary training to be more engaging, more efficient, and more far-reaching than it has been in the past. To do this, the T DIR seeks out opportunities to communicate and collaborate with our shipmates in other National Staff directorates to move away from the old “view PDF & test” training modality to the new interactive & engaging tools we have at our disposal backed by research into successful adult learning and training techniques. We stand prepared to help the subject matter experts breath new life into their online training courses. We want to see all Auxiliary training thrive through better use of technology and development software going into the future.

In-Person C-School Funding

- The Auxiliary continues to see its funding for in-person c-schools cut due to competing priorities across the Coast Guard enterprise. While problematic, the T DIR continues to seek out ways to provide quality training across the organization regardless of available

funding or other issues that arise. Looking toward the future, the T DIR will be focusing their in-person c-school quotas on locales or events that will draw the most attendance possible, including national events such as NACON and NTRAIN. Other funded c-school quotas will be distributed to centralized locations that have had a high-rate of success drawing students from across the organization. T DIR recognizes that not all Auxiliarists wish to travel, nor do all Auxiliarists wish to conduct courses virtually, but the reality of our present situation is that we will have to do our best to ensure people receive the training they want and/or need to be successful. We continue to invite district leadership to self-fund training courses at their DTRAINS as well.

Training Content Review & Editing

- T DIR continues to perform periodic training product reviews to ensure content and knowledge assessments are current and correct. While this process is continual, our efforts are often hampered by delays in the approval process, oftentimes leading to issues that impact the deck plate. We are happy to report that through concerted efforts to grow positive and collaborative relationship with other stakeholders in the approval process, along with the hiring of new full-time and volunteer staff, this process is improving. Still, T DIR looks forward to more opportunities to expand upon our working relationship with all stakeholders to ensure that we have concise expectations to follow and timely turn arounds on all AUXOP and leadership training products going forward.