

WHY CONDUCT ANALYSIS?

Let's Count the Benefits

Analysis, Design, Development, Implementation, Evaluation

- Analysis is a step in the ADDIE process
- Analysis is the capture of tasks and knowledge and skills
 - EPI example of a functional analysis
 - RAP example of a job analysis

EPI Functional Analysis

21 Responsibility Area **EOC & MEDIA CENTER OPERATION**

21.14 Function **ACTIVATE**

21.14.1 Phase **Activate Staff**

21.14.1.2 Task **Receive emergency notification**

21.14.1.3 Task **Report to Media Center**

21.14.1.4 Task **Determine EPI response level**

21.14.1.5 Task **Implement EPI plan**

21.14.1.5.1 Task **Establish work assignments, performance expectations**

21.14.1.5.2 Task **Provide feedback**

21.14.1.5.3 Task **Oversee media center operation**

21.14.1.5.4 Task **Coordinate staff briefings**

21.14.1.6 Task **Request additional Public Affairs support**

21.14.1.7 Task **Review procedures and use of tools/equipment**

21.14.1.8 Task **Follow procedures and checklists for your assigned position and facility**

RAP Team Captain

- 2 **Responsibility Area INCIDENT RESPONSE**
- 2.3 **Function Assess Request**
- 2.4 **Function Prepare for Deployment**
 - 2.4.1 **Task Review Event Required Equipment Matrix and select equipment**
 - 2.4.2 **Task Activate (mobilize) team members**
 - 2.4.3 **Task Assist Team Lead in assigning Team Member responsibilities**
 - 2.4.4 **Task Complete RAP Team Position and Deployment List**
 - 2.4.5 **Task Assist in developing pre-deployment safety briefing**
 - 2.4.6 **Task Verify team members have required personal protection equipment**
 - 2.4.7 **Task Verify equipment is operational**
 - 2.4.8 **Task Oversee packing and shipping of RAP equipment/supplies**
 - 2.4.9 **Task Assist in coordinating personnel travel activities**
 - 2.4.10 **Task Assign mission plan development responsibilities**
 - 2.4.11 **Task Develop a travel plan**
 - 2.4.12 **Task Provide Team Lead with RAP Team deployment documents**
 - 2.4.13 **Task Provide Team Lead with RAP Incident Report Form**
 - 2.4.14 **Task Provide Team Lead with travel plan**
 - 2.4.15 **Task Verify members have completed their pre-deployment assignments**
 - 2.4.16 **Task Assign RAP cell phones to team members**

Results of Analysis of ADDIE

- An *agreed* upon definition of the function, process, or job
- Training is designed toward exactly what is needed to do the job/activity

**THE QUALITY OF TRAINING COURSES
IMPROVES**

Taking a Leadership Approach

- Report includes analysis results plus needs assessment for a plan of action to solve problems
- A rapidly growing archive of analysis data
 - EPI, RAP, Exercise, (NA-42 Consequence Assessment), Domestic Nuclear Detection Office (DNDO), DOE O 151.C and DOE G 151.1-4 and other policy documents
- Applied TECHNOLOGY - VISION

NEW Benefits

- New technology makes the analysis process faster and more efficient – no more Excel spreadsheets and building value as the archive of data grows
- But more importantly, the VALUE of the Analysis process is increased because:
 - When a process is moved to a computer platform, the process is changed by the capabilities of the computer
 - Capabilities of a Relational Database brings special value – connections, relationships and correlations

ADDIE in VISION

- The complete *ADDIE process* is accomplished in VISION

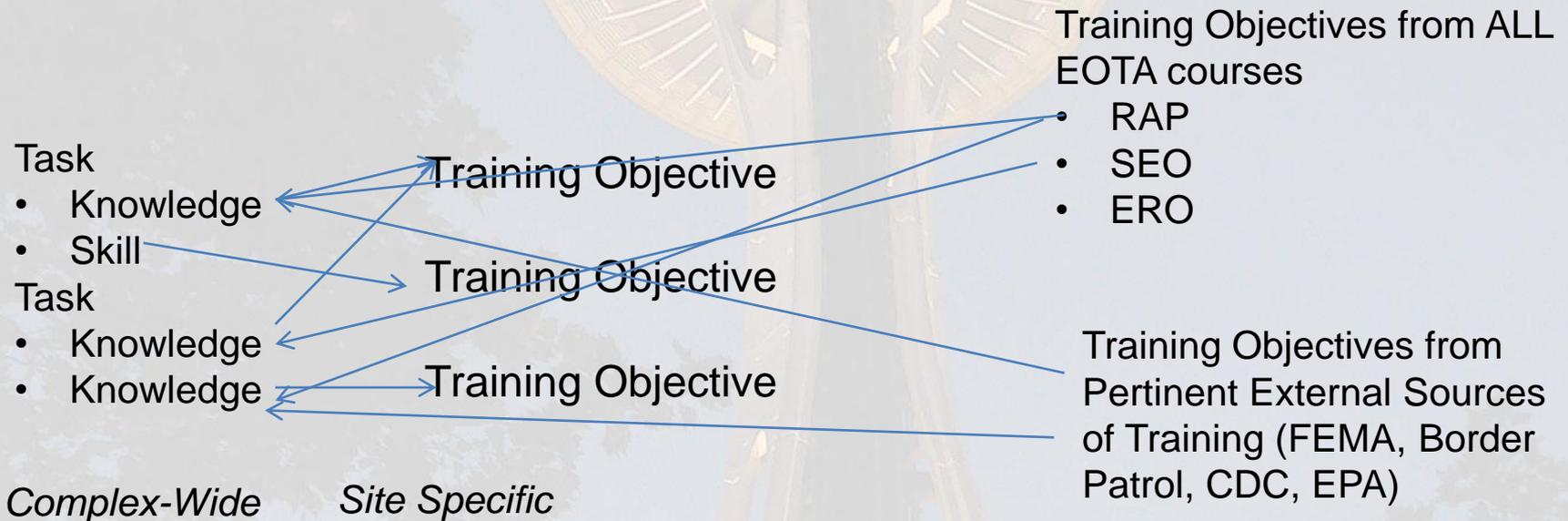


**TRAINING DEVELOPMENT PROCESS IMPROVED,
JOB AIDS, CHECKLISTS, QUALIFICATION CHECKLISTS, ONLINE SURVEYS**

The Strategic Benefits

Relationships and Correlations

- Audience Analysis and Standard Curriculum



Reduction in Duplication of Efforts
Support for Site Training Departments

More Relationships and Correlations

- Tasks, K/S to Training Objectives to Tech Quals
- Tasks, K/S to Policy References
- Tasks, K/S to Impacts for Problem Solving (New equipment, Advent of Social Media) to Courses to Policy References

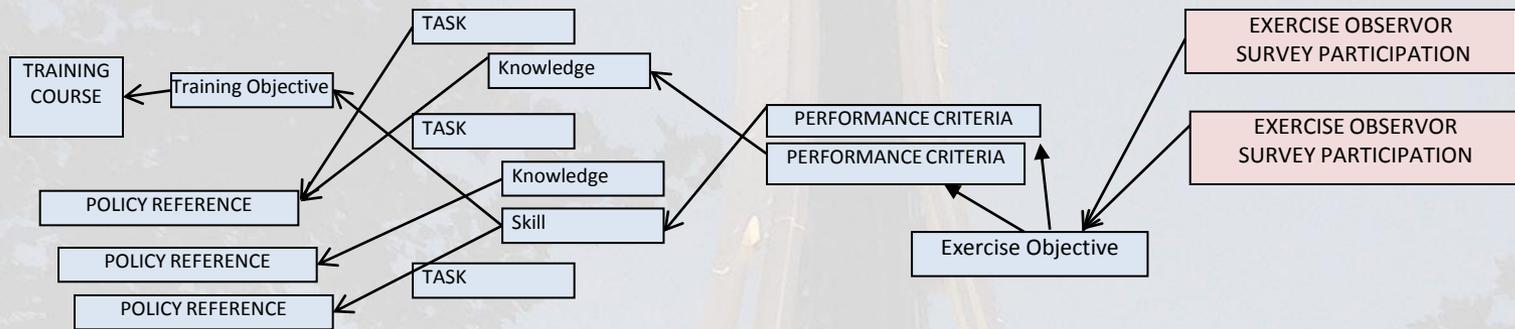
EOTA is using these data mining techniques now.

Why Analysis? The Benefits

- The immediate benefits are strong
 - The Quality of Training Courses Improved
 - Training Development Process and Efficiency Improved
 - Reports Improved
- The data mining benefits will have great value
 - Audience Analysis and Standard Curriculums
 - Problem Solving Capabilities
 - Curriculum Maintenance Improved
- The long term benefits can be game changing

Connecting to PERFORMANCE

- In a Domestic Nuclear Detection Office (DHS) project, EOTA is connecting *Exercise Results* to *Exercise Objectives* to *RAD NUC Capabilities* to *Tasks, K/S* to *Training Objectives and Courses*, to *Policy*



Connecting Performance During Exercises to Process and Training

How Can Analysis Help YOU?

- Questions and Answers
- Contact Information:
 - Elizabeth Waldron (Training Analyst)
Emergency Operations Training Academy
505-842-7107
ewaldron@eota.energy.gov