

National Shipbuilding Research Program
Standardized Curriculum Project
NSRP Subcontract Agreement No. 2008-336
No-Cost Extension Report
March 31, 2009

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Dr. Dick Boutwell
Northrop Grumman Newport News
4101 Washington Ave.
Newport News, Va. 23607

ATI
5300 International Boulevard
North Charleston, S.C. 29418
Attention: Accounts Payable
Reference: Subcontract no. 2008-336

Final Report
The Foundations of Instructional Design
Workshop
March 31, 2009

Introduction

The Standardized Interoperable Curriculum Workshop entitled The Foundations of Instructional Design, conducted on October 8 and 9, 2008 in Newport News was highly successful based upon the video testimonials and hand written student evaluations documented in the previous final report submitted on November 11, 2008. After evaluating the available grant funds, NSRP granted a no-cost extension. This report describes the activities and results of that no-cost extension.

Description of Deliverable:

The shipyard training community is a small group making communications among them relatively easy. In addition to NSRP and NSTEP, other communities of practice also facilitate communication. The participants of the original Instructional Design Foundations Workshop funded by NSRP held in Newport News Virginia were mostly managers, directors and supervisors from 11 shipyards. The word spread from these 20 participants and 10 observers regarding the superior training these instructional design skills could provide. Interest within the shipyard community became high, resulting in requests for more workshops. Consequently three additional two-day instructional design workshops were conducted at: (1.) Puget Sound Naval Shipyard, (2.) Pearl Harbor Naval

Shipyards and (3.) Gulf Coast Shipbuilding Consortium made up of commercial shipyards and their support organization at the Mississippi Gulf Coast Community College in Gautier, Mississippi.

Project Conduct

The workshop was conducted using the same format as the original in Newport News Virginia. The room arrangement was recreated to facilitate maximum participation and cross-functional team activities. All participants and observers received copies of workbooks and job aids. In addition, the GOSHIPS.COM website, containing the video presentations of the original workshop, was provided as a reference for reinforcement back on the job.

Attendees:

Puget Sound Navy Shipyard:

Twenty participants and 10 observers representing training groups from nine different shop codes attended the workshop.

Pearl Harbor Navy Shipyard:

Eighteen participants representing training groups from nine different shop codes. In addition, three observers from management and one CACI (NSTEP) observer attended.

Mississippi Gulf Coast Community College:

This workshop contained a diverse group of organizations related to shipbuilding/repair. Seventeen participants and four observers attended representing training groups from the following organizations:

- Ship Systems (Pascagoula)
- Ship Systems (Avondale)
- West Ashley High School (Commander Rob Turner is developing a shipbuilding curriculum that will serve to prepare students for a career in the shipbuilding/repair industry)
- Maritime Administration: MARAD

- International Brothers of Electrical Workers
- University of South Alabama (involved with Shipbuilding Curriculum Project using Ship Constructor)
- Electric Boat (Instructional Development Manager)
- VT Halter Marine Inc.
- Knowledge-Based Systems: shipyard contractors
- US Department of Transportation

.Results

The reactions to these three workshops replicated the evaluations of the originally funded workshop. The consistent response was similar to: “I wish I had known this when I started developing training” and “why didn’t we learn this in our Master of Education Program?” and finally, “the rest of the training staff back in my shipyard could really benefit from this workshop”. Contact was made with all participants to encourage the continual use and job site transfer of the instructional design methods demonstrated in the workshops.

Findings and Recommendations

1. **Finding:** The configuration of the workshop activities limited the number of participants in each workshop.
2. **Finding:** Informal and formal evaluations were exemplary.
3. **Finding:** Training managers/supervisors requested more w/s sessions to send additional training staff
Recommendation: NSRP – Crosscut provide funding to deliver the w/s six times per year for two years.
4. **Finding:** The Foundations of Instructional Design is one of four major phases guaranteeing superior shipyard training. The other phases are: (1.) Analysis of Training Skills Gap, (2.) Development of

Instructor Lead Training (ILT) and Computer Based Training (CBT) materials, (3.) Instructor Presentation and Delivery Techniques, and (4.) Student Measurement and Programmatic Evaluation Methods.

Recommendation: NSRP fund the Crosscut Panel to develop a follow-on three-day workshop entitled: The Analysis of Training Gaps and Student Measurement and Programmatic Evaluation Methods. Certainly, shipyard training development, delivery and evaluation would value these skills. Most trainers are subject-matter-experts turned training specialist. Most have little professional development opportunities.