

Enterprise Training Management Delivery System



The Navy e-Learning Modernization Initiative

Enterprise Training Management Delivery System (ETMDS) was the acquisition effort to modernize Navy e-Learning (NeL). NeL is one of the largest distance learning environments in the world and provides on-demand access to 9,000 Web-delivered courses available 24/7 to military, civilians, contractors, dependents, and retirees. NeL also supports Navy schoolhouses with content and learning management services.

Why is ETMDS Needed?

ETMDS was the response to a Navy leadership goal to field systems that would allow the Navy Total Force to invest in and direct their own careers, education, and professional development, while supporting requirements for job detailing, recruitment, retention, and direct links to fleet job specifications and readiness reporting and assessments¹. To that end, the ETMDS was one of the key acquisitions in the Navy's shift toward consolidated, modernized solutions within the Total Force lines of business. ETMDS enabled progress toward standardized business rules, processes, data, infrastructure, and lower costs over time.

Capabilities and Benefits

Phase I of ETMDS replaced the current shore-side Learning Management System (LMS) while delivering a more scalable technology infrastructure and automation improvements to support workforce management. The ETMDS capabilities and corresponding benefits include:

- **Architecture designed around an agile, scalable integrated learning environment** to accommodate the Navy's data-driven and dynamic human capital requirements.
- **Robust learning management facilities** to improve support for course and assessment development and deployment; also potential repository for repurposing content in the future.
- **Improved learner services** for modern "look and feel" interface and more efficient courseware capabilities. The new LMS is a role-based design using "tab and gadget" tools that enable users to see all their tailored options at a glance.
- **Enterprise-level toolsets and data** to enable decision-quality information and trend analyses.
- **Credentialing (future)** to enable access to individual credentials for detailing and career management.

Technical Solution

The centerpiece of the ETMDS acquisition is AtlasPro, a government-off-the-shelf software suite, which consists of the AtlasPro LMS application, government-furnished-products, and Open Source interface development tools, which are widely accepted within the corporate sector. The Atlas Pro learning suite has continuously evolved to incorporate leading-edge technology. Atlas Pro is used by the Defense Acquisition University (DAU), the Army Training Support Center, Defense Manpower Data Center, U.S. Transportation Command, and other Department of Defense agencies.

¹ ETMDS Functional Area Description Document (FADD), 16 June 2010, signed by OPNAV N15 and N16. Refer to ETMDS FADD for a comprehensive discussion on future Navy training and education capabilities.

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Key aspects of the technical solution include:

- Requirements separated into Core (Phase I) and Post-core (Phase II). The Core Phase I entailed modernizing existing NeL IT capabilities. Phase II addressed additional advanced training management capabilities in accordance with Navy leadership direction.
- The modernized distance learning capabilities provided by the AtlasPro LMS are available to authorized Navy personnel with a Common Access Card (CAC) and a CAC-enabled computer. During Phase I, NeL shipboard delivery remains unchanged, and no updates to the user interface occurred within the afloat environment. Going forward, however, updates and enhancements will be considered.
- Authoritative training data is managed separately from business rules, thereby improving data quality and eliminating barriers to interoperability.
- Organizations developing content for distributed online training delivery via AtlasPro LMS may use any suitable development tool capable of producing Sharable Content Object Resource Model (SCORM)-conformant output (see DoD Instruction 1322.26). SCORM provides a way for organizations to create content that can be deployed on any system, stored, and retrieved based upon an individual's need, and easily updated.



The Navy e-Learning IT director engages with the USS STOCKDALE (DDG 106) Command Career Counselor and crewmembers to discuss enhancements to afloat training delivery capabilities.

Design and Development

The AtlasPro LMS capability was developed via a series of monthly software iterations that build out application functionality and associated data interfaces. The ETMDS effort was unique in that it combines best practice, commercial Agile development with the discipline of the DoD 5000 acquisition system. This process produced actual operational code for specific LMS functions, which were demonstrated early to select users and stakeholders to obtain immediate feedback.

The ETMDS architectural design focused on agility and scalability to meet Navy online training requirements through a data-centric environment, instead of data being embedded in many training and related business applications.

ETMDS was a collaborative acquisition involving the Naval Education and Training Command (NETC), the Naval Education and Training Professional Development and Technology Center (NETPDTC), and the Sea Warrior Program.

The Sea Warrior Program (PMW 240) manages a complex portfolio of information technology (IT) systems to support Navy human resource management, criminal justice, fleet support, afloat business applications, Navy and DoD portfolio management, DON administration, and joint aviation aircraft scheduling. The PMW 240 Program is part of the Navy Program Executive Office for Enterprise Information Systems (PEO EIS) which develops, acquires, fields, and sustains Enterprise Network, Business, and fleet support IT Systems for the warfighters of the Navy and Marine Corps.

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