

STATEMENT OF REQUIREMENT (SOR)

PS1726 – BTAP Soldier Academy Course Design

Introduction

Purpose

The current Soldier and Officer training delivery is trainer centric and reliant on traditional face to face delivery methodology. The Army Digital Plan aspires to create a digital Army, which is underpinned by a digitally talented workforce. In order to reach this aspiration from the onset of basic training, delivery mode of training requires to incorporate both traditional and virtual / digital methods, i.e., a blended learning environment. The Army Digital Plan encompasses the Basic Training Adaptation Programme (BTAP), Defence Learner Management Capability (DLMC) and Collective Training Transformation Programme (CTTP).

The Defence Learning Environment (DLE), as part of the DLMC, provides a single point of access for Technology Enhanced Learning (TEL) to deliver blended learning solutions. To enable the delivery of the TEL strategy, DLE uses several platforms for the following:

- Data analytics / manipulation – Learning Locker
- Electronic portfolio – MAHARA
- Cloud storage – Alfresco

Following the disbandment of the Defence Technology Enhanced Learning (DTEL) team, the learning material created in the DLE are poorly created, governed and un-coordinated. In addition, the support available is subjected to isolated, under resourced and poorly supported organisations. These circumstances have led the DLE to be an underutilised capability in terms of data manipulation, electronic portfolio, grading / assessments, content design, and learning pathways.

BTAP will address this situation through Line of Effort (LOE) 3. The aim of LOE3 is to set the foundation for the digitalisation of Basic Training (BT), including driving TEL through better use of the DLE capability. However, neither the Army Recruitment and Initial Training Command (ARITC) nor the BTAP project team have the resource and capability to conduct this activity.

Background

HQ ARITC is undertaking a programme (BTAP) to improve and innovate the provision of BT to all recruit soldiers and officer cadets. At the end of BT, all recruits (both soldier and officer) will commence their Initial Trade Training (ITT), which will enable them to fully participate in their chosen career stream.

The programme intends to transform the recruit pathway from initial contact through to end of training, harnessing the power of TEL through the creation of a sophisticated DLE course content, which gives the Army the ability to create a learning path for all recruits. This will allow them to track learning through the whole training pipeline to capture data that is meaningful, relevant, and current. The intention of this project aligns to both the Army and MoD digital aspirations and visions and has been accepted as a discrete THEIA work package.

Objectives

The new Common Military Syllabus (CMS) will be delivered from April 2023 onwards by ARITC and Royal Military Academy Sandhurst (RMAS). The new syllabus developed under LOE 1 is heavily focussed on the recruits' attitudes and behaviours whilst seeking to nurture them in a de-heated training course.

The DLE content created by the MOODLE experts will achieve this objective by covering the following learning outcomes:

- Duty 1 – Apply Culture Foundation Behaviours
- Duty 2 – Apply Core Military Skills
- Duty 3 – Operate in Tactical Environments

The content created during the design and creation of the course will be:

- A User-Friendly Interface that is well be structured for trainee, trainers and administrators.
- A Learner Management Service (LMS) that meets the training requirements for the whole training pipeline, which can be customised to meet training prerequisites for Soldier Academy and its schools.
- Generating a uniform learning experience for both desktop, laptop and mobile users using responsive design.
- Future proofing the platform so that it can evolve with latest changes in the learning industry which includes the Army upgrade to Moodle 4.1 in May 23.
- Producing a LMS that has value for money (VFM), regulated, auditable and endorsed by the MOD already – hereby mitigating the proliferation of alternative delivery platforms that are non-DSAT compliant, costly nor supported by Defence Digital.
- Constructing an integrated learning environment that supports various training methodologies, coheres with existing business applications, provides a centralised and automated learning experience.
- Building a platform that has customisable reporting that delivers real-time reports on learner engagement and completion which allows for analysis of training initiatives to make informed interventions which will enhance the learning experience, benefit training compliance, inform operational decisions and provide performance reviews.

For the above to be feasible, the team will require the following people:

- 2 - 3 x Moodle Experts with H5P, SQL, coding experience to build and develop courses.

They will work in tandem with the project team for a period of 16 weeks to achieve the objectives listed in the SoR.

Scope

The outcomes of this project will influence the method by which key learning objectives are delivered within BT for both Soldiers and Officers.

This initial work is to design, build and deliver the Soldier Academy Syllabus (CMS course) as an online blended learning solution for BT. It will minimise the problems(s) experienced by the users on DLE and showcase how blended delivery of training can influence other enablers (e.g. behaviours, governance, costs, compliance) as it

delivers business transformation in the form of a training solution fit for the Future Soldier.

Areas in scope:

- Army BT delivered within Soldier Academy
- To include all Soldier and Officer entry pathways
- AAITC instructor Pre-employment training package

Areas with possible increase in scope:

- ITT – this will be determined later by the Programme Board / wider Army stakeholders. Any changes will be subjected to change management board and will formally be incorporated.
- Wider MoD - The RAF under Proj ASTRA and the NAVY under Proj SELBORNE are doing a similar programme across their training pipeline, and this may influence a possible increase in scope.

Areas out of scope will be:

- Wider Home Command (HC) initiatives
- Subsequent Trade Training (STT)
- Collective Trade Training (CTT)

Requirements

The Moodle Experts in collaboration with the BTAP team must be able to design, build and deliver a DLE course that:

- Has an attractive and intuitive user interface
- Is easy to deploy
- Is customised to our training requirements
- Will have built in summative assessments
- Is mobile compatible using responsive design
- Has customisable reporting
- Has a seamless integration with other applications
- Supports integrated learning solutions for blended, classroom and mobile delivery
- Features learning content at Level 1 (Basic) and Level 2 eLearning (Chapman Alliance) – Interactive with multimedia.
- Utilises Mahara, Alfresco and Learning Locker within design
- All material is built on the MOD endorsed DLE
- All courses will be owned by Crown Copyright
- All design and build will be done collaboratively to ensure sharing of knowledge
- All course material will be DSAT compliant.

The virtual / digital content delivered through Computer Based Learning (CBT) is based on four levels. These are:

- Level 1 eLearning (Basic) includes content pages, graphics, PPT.
- Level 2 eLearning (Interactive) includes interactive exercises with liberal use of multimedia (audio, video, interactions).
- Level 3 eLearning (Advanced) is highly interactive using Avatars, custom interactions and responsive simulation games.
- Level 4 eLearning (Complex) is highly sophisticated using high degree of interactivity and extensive branching.

The courses created will be aligned to one or more of the above levels, as detailed in the next section (Outputs/deliverables/milestones).

Primary delivery will be conducted in

- Soldier Academy North and South (Currently ITC and ITG)
- Content relevant to Officer BT will be delivered in RMAS

By the end of the 16-week delivery period, the outputs will be piloted over the duration of the first delivery of Future Soldier syllabus. The opportunities for further development or refinement will be prioritised by the BTAP team based on business value and presented for approval by the programme board.

Outputs/deliverables/milestones

At the end of the 16-week period, the MOODLE experts will create the Soldier Academy Syllabus for Future Soldier as a DLE learning pathway. The deliverables under the three Duties relevant to create course content is as follows:

1. Apply Cultural Foundation Behaviours
 - CBT Level 2 180 minutes
 - CBT Level 3 120 minutes
 - CBT Level 4 60 minutes
2. Apply Core Military Skills
 - CBT Level 2 180 minutes
 - CBT Level 3 120 minutes
3. Operate in Tactical Environments
 - CBT Level 4 120 mins

Much of the Level 1 is already in place and additional material development is not required. All relevant training and assessment objectives required to build the content will be provided by the inhouse SQEP.

Chain of command at each establishment, HQ ARITC, Defence Digital Foundry at UK StratCom, DLMC and the TEL team at DEFAC will also be consulted when problems(s) are articulated.

Acceptance

Acceptance of the work undertaken will undergo scrutiny by a military judgement panel (MJP). The MJP will consist of SQEP from:

- HQ ARITC (Training Ops Team),
- Army Digital Services,
- Defence Learning Management Capability (DLMC),
- Proj THEIA and
- Defence Digital

This is to ensure the following key performance indicators (KPIs) are met:

- Key Components of Defence Learning Framework have been incorporated
- All material will be DSAT compliant
- Principles of Defence Learning (JSP 822) have been applied
- Foundation of Digital Skills has been enabled

<ul style="list-style-type: none"> • Adherence to TEL Ruleset • Commitment to DLE Policy and Guidance (in accordance with the DLE Rubric)
<p>Intellectual Property (IP) Rights (IPR)</p> <p>N/A – this is creating a learning architecture on DLE. No classified (official or above) data will be shared with commercial partner. No data protection policies will be breached.</p> <p>All material created under this contract will be transferred over to and owned by Crown Copyright.</p>
<p>Government Furnished Supplies</p> <p>An overall understanding and access to the DLE will be given along with its current use as used with ARITC Basic Training. No personal / business specific information will be forwarded to the commercial partner.</p>
<p>Approach (optional and only in exceptional circumstances)</p> <p>N/A</p>
<p>Payment</p> <p>Payments will be made in accordance with the Schedule of Requirements.</p>
<p>Contract management arrangements</p> <p>The following meetings will be facilitated by the project manager or Tiger Team Lead (as appropriate) either face-to-face or virtually:</p> <ul style="list-style-type: none"> • A planning meeting before start of the work • A minimum of 1 meeting held on a bi-weekly interval to monitor progress • Retrospective meeting at the end of the work • If the requirement to hold any further meetings to manage the delivery is required, these will be arranged on an ad-hoc basis <p>Performance indicators relevant to this work are the deliverables as specified in the set criteria.</p>
<p>End of contract/Exit strategy</p> <p>The work undertaken will be on a one – off basis to give the ARITC and BTAP staff an opportunity to develop a digitally relevant LMS. Under BTAP, there is an aspiration to develop a Management Information Cell who will be responsible for the maintenance of future content relevant to BT delivery. No exit strategy will be required.</p>
<p>Final Reminders</p> <p>Please remember that most of commercial do not have the technical knowledge to understand the requirement. So, for best contractual protection, you must ensure that everything is stated as clearly as possible, and that commercial staff are fully aware of what is happening in order to best advise you. Things to remember for final drafts are:</p>

OFFICIAL-SENSITIVE COMMERCIAL

- Ensure all acronyms fully defined
- Use simple language use that a layman would understand
- Ensure all terms have clear meanings
- Keep the structure logical and easy to follow
- Keep requirements in their own section