

Subsea Technician Skills Courses Blended Learning Training Education Implementation Plan

Goal (BHAG): Develop and deploy a blended learner environment (face-to-face and online) enabled using an existing stable Learning Management System for training offshore Subsea Technicians

PHASE 1 Analysis (1 month)		PHASE 2 Design (2 months)	PHASE 3 Build (10 months)	PHASE 4 Beta Test (4 months)	PHASE 5 Deployment (4 months)
AUDIENCE	Personnel considering, planning on pursuing a career as an offshore subsea technician	Organization's Executive Management: <ul style="list-style-type: none"> Present Research & Develop Innovation Plan Proposal Innovation Plan Video 	Educate and align team's belief system and common understanding <ul style="list-style-type: none"> Professional Development Visible Scoreboard/KPIs/Performance Tracking 	<ul style="list-style-type: none"> In-house operations department personnel Target select from existing related industry clients 	Two launch stages: <ul style="list-style-type: none"> Soft Launch: Target select industry related customers / preferred clients, and unattached stakeholders (duration - 3 months) Hard launch: General Public and Offshore Subsea Audience (duration - 1 month for corrective actions update & release)
IMPLICATION	Students pursuing a career field as an offshore subsea technician will benefit greatly from a blended learning training curricular that starts with face-to-face in classroom hands-on instruction; then transitions to supervised monitored on-the-job digital online training.	Through presentation of existing and current outcomes and successes, build consensus "buy in" for an intentional incorporation of blended learning in continuing to build on the organization's already successful training portfolio. Background development considerations: <ul style="list-style-type: none"> The Influencer Model 4DX disciplines 	Establishing and maintaining team consensus is crucial to maximizing overcoming project inertia wherever and whenever they are encountered. Background development considerations: <ul style="list-style-type: none"> The Influencer Model 4DX disciplines 	<ul style="list-style-type: none"> In-house operations personnel are high performing related industry practitioners and reliably will validate beta testing of the product. Industry related clients provide a realistic feedback response of their expectations of how the training material "looks", "plays", "feel", and actively translates for their workforce. 	Registration, enrollment, and career pursuits open to all interested parties.
STRATEGY	Agree on courses and sequence in which they will be presented to the learner. Digital online course access will make use of existing technology; able to be responsively accessed by desktop computers, tablets, and cellphones. The technology an enabled tool for which platform will not OEM matter.	Years of forward thinking and investment in creating physical collaborative in class hands-on kinesthetic resources lends itself well to being integrated to online applications for this project. None of these resources will be wasted. It is important not to rest on past achievements/successes.	Already existing learned skill sets minimize team's mental learning blocks and facilitate concentration on faster assimilation of new XR "know how" skill sets in creatively building an authentic learning environment.	Aggregate, review, edit, update, and by consensus agreement meaningfully implement feedback suggestions that are deemed critical to the curricula and students' learning.	Students progressing along the intentional course sequence design will increasingly take ownership of: <ul style="list-style-type: none"> Being responsible independent learners Seamlessly comfortable using technology for learning, reporting, and effectively communicating with superiors, peers, and subordinates Mastering auxiliary industry expected soft skillsets.
CURRICULUM	Will be comprised of customized and some existing International Association of Drilling Contractors (IADC) and IWCF approved courses.	Utilize existing in-house curricula	<ul style="list-style-type: none"> Move/transcribe existing written content to online digital learning environment. Review components of curricula for content being possibly impacted by Original Equipment Manufacturer's product updates/advisory/bulletins; schedule appropriate inclusions. Proctoring and invigilating services selected and will be review fully on the back end of 	Review components of curricula for content being possibly impacted by Original Equipment Manufacturer's product updates/advisory/bulletins; schedule appropriate inclusions.	Review components of curricula for content being possibly impacted by Original Equipment Manufacturer's product updates/advisory/bulletins; schedule appropriate inclusions.
ASSESSMENT	<ul style="list-style-type: none"> Adopt IADC & IWCF industry established baseline Accreditations Competencies. Review the leading independent online proctoring and invigilating App services that have a proven track records of working effectively with industry leading LMSs. 	<ul style="list-style-type: none"> Use existing quizzes, pre and post-tests Develop/expand customized questions data test banks Develop Multi-sensory graphic simulations, gaming scenarios for learner I/O feedback assessments Build in integrated test demos of proctoring and invigilating services 		Quizzes, tests; student peer-to-peer reviews; historical case study analyses; instructor-student Q&A;	Continuous feedback received for each student learner, lends itself to timely responsive course improvements.

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		<ul style="list-style-type: none"> Use forum discussion, chat rooms for instructor-learner, peer-to-peer live Q&A interactions, parking lot questions, comments, case studies and analyses. 	beta testing and soft launch rollout.		
RESOURCES NEEDED	<ul style="list-style-type: none"> Current in-house team members-: LMS Selection and Training eXtended Reality (XR) development tools, server hosting options, and cybersecurity contract expertise. 	Tools to consider/use in design development: <ul style="list-style-type: none"> Case Studies Fink's Template Understanding by Design (UbD) 	<ul style="list-style-type: none"> Schedule training and learning for team members Identify, select tools, and develop eXtended Reality (XR) applications for implementation for student accessing across widest technology platform. 	PC, tablets, mobile (iOS and Android) platforms	