

SAP Solution Brief
SAP for Defense & Security



A COMPREHENSIVE LEARNING SOLUTION FOR DEFENSE AGENCIES

Comprehensive Learning Platform Integrates Processes, Content, and Delivery

SAP® Learning Solution offers defense agencies an enterprise-class individual and collective training environment that integrates back-office enterprise-resource-planning functionality with learning-management-system and learning-content-management-system functionality. It provides a Sharable Content Object Reference Model-certified learning platform that supports online, offline, and classroom training through a customizable learning portal, helping you to improve force generation goals while reducing training costs.

Whether involved in a conflict zone, peacekeeping effort, or humanitarian mission, defense agencies like yours need to ensure that the appropriate forces are assigned to tackle the mission at hand as quickly and effectively as possible. Visibility across the entire human capital management chain is essential for the results-oriented deployments facing today's military operations—lives depend upon your knowledge of the skills, competencies, and training requirements of every service member in the field and every unit in the force.

As you seek to maximize force generation efficiency and expand the skills and expertise of your service members, you need a comprehensive learning solution that helps you align collective training with each mission while enabling you to target career paths with specific individual skills training programs. Managing this system has to be easy and cost-effective. You simply cannot afford to spend half your education and training budget verifying prerequisites and collating qualification data. What is more, training efforts are typically an operational function, separated from personnel and management tasks. Since your IT systems have likely evolved over the years into disparate silos of information and processes, you need an integrated solution that automates and facilitates resource sharing and training strategies across all departments.

Most importantly, you need to get the training to the service members. Effective force generation depends on a high quality of training – on both an individual and collective level – and this training must be delivered as quickly and successfully as possible. Learning must be possible anywhere and at any time, with direct communication between students and training staff – online or offline, in a classroom, on a ship, or wherever training must be delivered – and it must incorporate a multitude of different learning styles and methods to match the preferences and capabilities of individuals and units.

SAP® Learning Solution addresses all of these requirements and more. SAP Learning Solution is a component of the mySAP™ ERP Human Capital Management solution but can also be configured to work with existing legacy HR systems or as a stand-alone product. It offers a comprehensive learning platform that integrates operational processes, content development, and learning delivery in a single enterprise-class package with both online and offline functionality. By combining back-office enterprise resource planning functionality with both learning-management-system and learning-content-management-system functionality, it allows you to effectively manage and integrate operational and learning processes while supporting online and classroom training for individuals and collective units.

Certified by Department of Defense Standards

In addition to meeting a broad range of training needs, SAP Learning Solution has been certified as successfully implementing the Advanced Distributed Learning Sharable Content Object Reference Model (SCORM) specifications – a collection of specifications adapted from multiple sources to provide a comprehensive suite of e-learning capabilities in line with the requirements of numerous defense organizations around the world. SCORM certification goes beyond compliance by using independent system testing by a third party to provide you with superior quality assurance.

Designed for Lifelong Learning

Based on the latest research into lifelong-learning requirements, SAP Learning Solution is designed for maximum flexibility and can be adapted to meet individual or unit goals. Each of the four main components can be leveraged to meet a broad range of training needs:

- The **learning portal** provides a variety of portal design options, enabling you to create a springboard into a personalized learning environment that best suits the needs of your individuals or units. Through the portal, learners can access course offerings and information on personal learning data and activities. Collective or individualized career or learning paths can be set up, either by the learner or a supervisor, to facilitate military occupational specialty tracks or completion of other required classes for unit readiness. Learners can identify their own learning preferences and enjoy a truly interactive adaptive learning experience that conforms to different learning styles.
- The **learning management system** controls learning processes and handles the administrative side of training, including enrollment and registration, resource and classroom management, course planning, test administration, workflow control, and reporting. Based on the information the system has about the user, it can also propose learning units, monitor progress, and incorporate the learner's preferred mode or process of learning.
- The **authoring environment** contains powerful tools for creating, structuring, and publishing course content and tests that facilitate and optimize the work of instructional designers, subject matter experts, and training administrators. Customizable and flexible views allow course designers to configure and personalize the authoring environment, while a long list of wizards helps automate much of the process.

- The **learning content management system** stores all content, whether it is created in the authoring environment or purchased from outside vendors. The system uses a Web-based distributed authoring and versioning interface for administration and version management, so content can be managed and searched within the system.

Streamlining the training process with SAP Learning Solution can help military forces significantly reduce training times and improve the quality of training. This comprehensive educational resource enables trainers to ensure that the appropriate training is scheduled, controlled, and tracked and that consistent qualification processes are established and monitored. Perishable skills can be practiced and confirmed, and new units can quickly learn team battle skills and achieve operational readiness.

Comprehensive Blended-Learning Solution

SAP Learning Solution provides exceptional flexibility for the anytime, anywhere educational and training needs of mobile forces. Courses can be taken in a variety of ways – online, in a classroom, or downloaded for offline completion and uploading at a later time. Training on a practice range and in-theatre training can be conducted quickly and efficiently, and the ability to integrate factors such as equipment readiness and refresher skills helps ensure appropriately trained and equipped forces at the necessary readiness level for each mission.

SAP Learning Solution also allows you to integrate all learning methods, so you have a complete blended-learning solution. This high degree of flexibility helps you save precious time and reduce the costs associated with planning and executing courses in traditional military learning environments.

Feature-Rich Functionality

The rich set of features and functionality in SAP Learning Solution means you can cater learning programs to both individual and collective training needs. These features include:

- Dynamic testing functionality that allows individuals to take tests at specific points throughout the program to measure their knowledge and evaluate their learning experience
- Workflow management, so course approval can be appropriately routed through ranks and supervisors can be notified of courses taken
- Time limits and reminders for test takers, to help ensure compliance with required courses
- Personalized histories, so you can target specific career paths or military specialties and monitor required experience levels by rank
- Collaboration-room creation, to help virtual learner communities and units quickly and efficiently exchange information
- Full life-cycle curriculum development that enables you to monitor the progression of the individual and the collective unit

Multilevel Analytics

SAP Learning Solution can help military leaders generate capable forces for the mission at hand. In addition to individual training, SAP Learning Solution provides visibility into the qualifications and experience of collective groups and unit forces – for example, the identification of weapons certifications or requirements for task-specific equipment. A comprehensive range of reporting options enables supervisors, administrators, and trainers to keep track of all training-related activities at all times so unit capabilities can be synchronized with equipment and resource strategies. By determining which units possess certain skills and competencies, you can better manage troop deployment cycles and readiness requirements, improving the predictability of available forces and decreasing the uncertainty of whether troops will be ready when called upon.

Fully Integrated

SAP Learning Solution is a complete software package that integrates with your current system to enable you to optimize your education and training processes by using established personnel management data and processes. In addition, it provides enhanced functionality, such as the ability to create training proposals based on current qualifications, requirements, and position data, and the ability to link courses to jobs, positions, and organizational units. Customers not already using mySAP ERP Human Capital Management are supplied with the parts of this solution required to use SAP Learning Solution to its fullest extent as a stand-alone system or to integrate with existing HR solutions.

To learn more about improving individual and collective learning opportunities in your defense agency, contact your SAP representative or visit us at www.sap.com/defense.

Powered by SAP NetWeaver®

SAP Learning Solution is powered by the SAP NetWeaver® platform. SAP NetWeaver unifies technology components into a single platform, allowing organizations to reduce IT complexity and obtain more business value from their IT investments. It provides the best way to integrate all systems running SAP or non-SAP software.

SAP NetWeaver also helps organizations align IT with their business. With SAP NetWeaver, organizations can compose and enhance business solutions rapidly using enterprise services. As the foundation for enterprise services architecture (ESA), SAP NetWeaver allows organizations to evolve their current IT landscapes into a strategic environment that drives business change.