

Airmen Powered Learning

Target Audience: Units & Airmen at all levels

Purpose

To increase the quality of technical & professional development growth by allowing Airmen at all levels to choose courses of interest taught by subject matter experts.

Description

High operations tempo missions preclude many—especially shift-work—Airmen from adequate time, access, or opportunities for technical growth and professional development. Unit continuation training is often managed as an additional duty by a small group of individuals. The training consists primarily of downward (HHQ) directed, “cookie cutter,” duty specific training geared toward one AFSC or another. These reasons have created situations where mass training is presented by under-qualified instructors teaching information not valuable to all attendees, resulting in “knowledge level” at best understanding of topics.

A different, more effective and overwhelmingly receptive approach is elective-based training. Elective-based training (i.e. [Sentinel Academy](#)) provides an opportunity for Airmen to have a say in their technical growth and professional development. Dedicated instructors teach subjects in their area of expertise to at least a comprehension, and optimally at an application level.

Employ

- Compress work schedules to “deliberately engineer” Airmen days, one or two times a month.
- Develop technical and professional development topics of interest, as well as skill set.
 - Survey Airmen, or gather through chain of command, at weekly stand-ups
 - Post a Sentinel Academy Board, highly accessible whiteboard
- One month out, have a committee (Wingman Tactics Program or other training / development group) select six elective options per Airman day. Electives are split up between three technical growth and three professional development subjects, and tiered to learning levels.
 - **Technical Growth** – Job focused training meant to increase technical skills.
 - **Professional Development** – Airmanship focused training meant to increase managerial and leadership skills and promote self-improvement.
 - **(Level 1) Knowledge** – 1 hour courses with little instructor involvement or application. Courses may involve prerequisites.
 - **(Level 2) Comprehension** – 1 hour courses with instructor involvement or an increased level of understanding. May involve prerequisites and hands on applications.
 - **(Level 3) Application** – 2 hour courses spread out over 2 training days. Courses often involve prerequisites, homework, workshops/workgroups, advanced discussion, and hands on applications.
- At least two weeks prior, solicit dedicated instructors from subject matter experts for each of the six electives. Appoint a Point of Contact (POC) for courses taught by outside agencies and tours. Instructors and POCs create lesson materials, and post course descriptions and advertisements on the training board. Additionally, a committee member coordinates course times and locations, and posts a schedule to the training board.
- Unit members use the training board to sign up for courses based on their schedule, course location, and interest.
 - Each course has a detailed description, overview, goal, learning objectives, participant profile, prerequisites, topics course type, duration and instructor information.
 - Sign-up sheets are located with course description to gauge interest and class size.
- Award certificates upon completion of set semester requirements (determined by flights – i.e. 24 hours, 8 each of technical, professional development, either; equaling 24 Airman Days)
 - Host graduation celebrations or present at Commander’s Call