READY RELEVANT LEARNING

MyNAVY HR — Serving Sailors 24/7

Ready Relevant Learning (RRL) is the Navy's long-term investment to enhance Fleet mission readiness by continually improving Sailor performance and ensuring they have the knowledge and skills to compete and win across the spectrum of conflict. RRL has three lines of effort:

1) Career-Long Learning Continuum, 2) Modern Delivery at Point of Need, and 3) Integrated Content Development.

WHEN	HOW	WHERE
RRL delivers training at the most appropriate time in a Sailor's career. The learning continuum won't stop at today's "A" school. Block Training means Sailors will receive continued training throughout their career, as opposed to the "one-and-done" approach in the past.	RRL leverages training technology that ranges from simple tools such as YouTube-like videos to more complex, immersive simulators and virtual reality trainers. These modern tools are designed so that Sailors can perform and build upon muscle memory before actually interacting with physical equipment or systems.	RRL will break out of today's dependency on "brick and mortar" schools to deliver modernized training material to the point of need. That means training is resident on the waterfront, flight line, and eventually available on our afloat units.

RECENT UPDATES

- Delivered modernized accession training for eight ratings: Operations Specialist, Quartermaster, Intelligence Specialist, Retail Service Specialist, Personnel Specialist, Yeoman, Yeoman (submarine), and Aviation Maintenance Administrationman. In FY22, we plan to deliver modernized training for five more ratings.
- Through the end of FY21, we completed requirements development for 39 ratings and completed content conversion (CC) for 13 ratings.
- In FY22, we plan to complete requirements development for four ratings and begin the process for five ratings. We will also complete content conversion for eight ratings and begin the process for an additional nine ratings, any of which are more technically complex than previous ratings.
- As part of our overall fiscal improvement plan, we are awarding content conversion contracts earlier in the fiscal year. This allows the program to achieve OSD benchmarks early, thus reducing risk to the program.
- We continue to work toward establishing a cloud-based environment to deliver, track, and assess modernized training content.

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KEY ELEMENTS OF READY RELEVANT LEARNING

RRL is a holistic approach to reimagining how the Navy trains its Sailors, representing a significant change from the ways Sailors have been trained in the past. Specifically, RRL will change (1) when we provide training, (2) how we deliver training, and (3) how we keep that training as relevant as possible to the real-world needs of the Fleet. These changes require sustained focus across three lines of effort: career-long learning continuum, modern delivery at point of need, and integrated content development.

CAREER-LONG LEARNING CONTINUUM	MODERN DELIVERY AT POINT OF NEED	INTEGRATED CONTENT DEVELOPMENT
- Detailed learning roadmaps for every Navy career. - Training requirements tightly linked to real Fleet needs. - Covers technical, professional, and leadership content.	- Multiple delivery options that increase training effectiveness. - Information architecture that increases Sailor access. - Performance support available at anytime from anywhere.	- Faster delivery of the most relevant content to the Fleet. - Processes, standards, and resources aligned for efficiency. - Increased operational agility in a rapidly changing world.

READY RELEVANT LEARNING LINES OF EFFORT

DELIVERING A MORE READY AND LETHAL FORCE

STAGE 1: BLOCK LEARNING - COMPLETE ✓

The first stage of the transition to Ready Relevant Learning is a shift to what is called Block Learning. In this stage, current accession-level training is analyzed to link all learning objectives as tightly as possible to the real-world points of need in a Sailor's career. In this phase, key activities include rating reviews and content re-alignment.

- **Rating Review Analysis** – Thorough review of learning objectives and content to align current training as closely as possible with the real-world work requirements of Sailors in the Fleet.

- **Content Re-alignment** – Adjusting training content in accordance with the findings of the Rating Review Analysis.

By moving training from the accession pipeline to a point during the first or second operational tours of our Sailors, we create an opportunity for Sailors to get to their units sooner with the knowledge and skills they need in their first one or two years onboard. Then, follow-on training is scheduled at a point when it will be most useful and relevant to Sailors, supporting their ongoing professional development and preparing them for peak performance in emerging roles.

STAGE 2: ENHANCED, ACCESSIBLE LEARNING

The content-modernization process is defined as analyzing and optimizing the media types, media modes, and delivery methods of performance-centric training content and delivering it at the ideal time and in a location convenient to the Sailor, either at the waterfront or in the actual work environment. This process takes advantage of modern technologies to deliver training in the most effective way based on key principles of the science of learning.

During this stage, we work to fill gaps in training so Sailors are ready to operate and maintain their equipment at the extreme technical end of its capability to win the high-end fight. Additionally, we ensure that Sailors receive modernized content through multiple delivery options to accelerate learning, minimize atrophy and provide on-the-job performance support. The content modernization process is a multi-phased effort, as illustrated and described below.

STAGE 3: MODERNIZED, ON-DEMAND, FLEET RESPONSIVE LEARNING

This stage represents the culmination of the RRL journey. At this point in the evolution of RRL, all training content will be accessible to Sailors where and when they need it, and new training will be delivered to the Fleet much faster than current training systems and processes allow.

- **Expansion of Career-Long Learning Continuums** - Trainings will be expanded to include technical and non-technical alike, while also linking requirements with real-world Fleet needs so Sailors get the right training at the right time and pace of their individual development.

- **Rapid Responsive Content Control (R2C2)** – This authority will be established to drive ongoing improvement of both the content of training and the methods for delivering that training to Sailors.

- **Total Learning Architecture** – The information architecture that enables individual training will be fundamentally transformed. This Navy-wide solution will enable real-time scheduling, delivery, tracking, and assessment of training across all communities. Through the high-bandwidth, two-way data flow enabled by this system, Sailors will be able to access the training they need, when they need it, where they need it, in order to meet Fleet-driven requirements.

FOR ADDITIONAL READY RELEVANT LEARNING PROGRAM INFORMATION AND GUIDANCE VISIT:
https://www.netc.navy.mil/RRL/

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