



July 2020 News

Hi All,

Welcome to another collection of news and interesting articles from your ETSA Operational team. In this addition we have attempted to include a wide spectrum of recent news, blogs, webinar links, MS&T articles, and event news.

I've also written a short article myself and there is one from our friends at NSC, I hope you enjoy.

Best regards

Ian

ETSA Chief Operating Officer

PS – I have also includes the answers to last month's crossword. Let me know if you managed to complete it?

Our deepest condolences

The ETSA board members wish to extend their most sincere and deepest condolences to the family and friends of 1st Lt. Kenneth Allen who died in a routine F-15 training exercise that took place on Monday 15th June 2020 in the in the North Sea, UK.

We thank you for your service may you RIP.

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An Article from your COO

Is enough emphasis placed into managing knowledge & skill fade within your organisation?

“Tell me and I will forget, show me and I may remember; involve me and I will understand.”

This famous quote believed to be from Confucius, holds as true today as it has always done over time immemorial. Moreover, it is clearly reinforced in many modern training pipelines with the performance of structured on-the-job-training (OJT) in either controlled practical training events using real or simulated equipment's, or in live real-world operational environments. Indeed, practical experience is often the most important activity associated with re-enforcing that classroom-based knowledge learning, especially for safety critical tasks such as those required in manufacturing or maintenance organisations.

By reading many approved Operational Expositions, albeit for Flying, Maintenance, Production or Training establishments, the requirements for controlled operational approvals within the workforce, activated through progressive OJT and individually certified operational Authorities, are quickly identifiable from their originating CAA, EASA, EMAR or MAA RA mandates.

The role of the Responsible Manager (RM) in these approvals processes is clear, but what is less obvious is the need to undertake periodic checks on the skills and knowledge fade within their workforce.

Whilst it is acknowledged that there may be six-monthly or annual Continued Formal Training (CFT) reinforcements registered within the operations training plan or quality controls, the rationale behind these training gaps is often not understood or bears no relevance to the actual performance fade which has developed during the time elapsed since receiving the original training or more importantly from when that person last performed that specific critical task correctly.

In my 39+ years in the industry, I've seen many training programmes deliver a 100% pass rate, but for only a few weeks later to see the entire classes job performance drop rapidly often with safety critical implications. Empirical evidence would suggest that skills and knowledge fade can occur as early as six weeks after the initial training event, especially if the individual has not operationally performed that tasks since the initial training. More worryingly, this capability shortfall is also often ignored until a safety critical incident occurs or someone is seriously injured.

In my experience, some common reasons behind these performance drop offs can include, but are not limited to:-

- Initial poor hand skills in the trainees and basic training programme,
- Lack of a structured OJT programme in the workplace,
- Lack of trained OJT staff (i.e. no train-the-trainer programme in the organisation),
- A corporate 'sheep deep' approach to training,
- OJT being compromised by critical tools and equipment not being available to support the training exercise when required,
- A complete lack of monitoring individual's performance in the workplace,
- OJT being totally ignored by the corporate need to deliver the products into operational service,

- No feedback from the operational environment into the training school / syllabus design team.

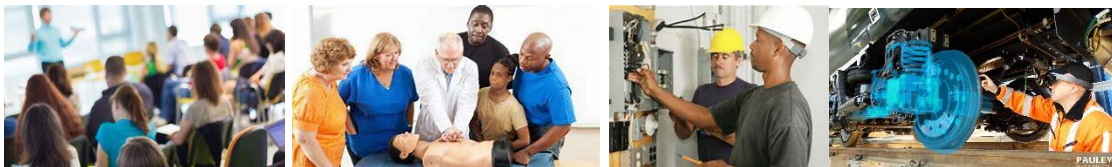
All too often, Training and Human Resources (HR) departments appear to me to focus on measuring their training school delivery performance based on how many cohorts they have trained and their pass rate. However, they rarely evaluate whether their learning intervention has actually resulted in any significant knowledge/skill retention or generated a long-term safety and performance improvement within their operations. Equally measuring and providing feedback into training/HR organisation on the skill fade in the workplace is often neglected.

One example I have seen was where a large multinational “blue chip” company kept giving the same self-paced computer-based-training (CBT) lesson to the entire workforce every year as a “Governance sheep dip”. Whilst gaining that all important “training” tick in the box for those external auditors, the actual learning & retention was extremely poor. Especially when the same end-of-course questions were re-presented year on year! Indeed, non-conformances continued to be reported with the blame being placed solely at the feet of individuals, rather than looking back at the underlying problems with their corporate training strategy.

On a cheerier note I have seen some great examples recently on-line and through Webinars, with the use of Extended Reality (XR) tools within the workplace to support training, practical skills and augmented reinforcement of safety critical operational tasks.

With the continued Covid-19 restrictions, many organisation and immersive associations are now forecasting greater use of this type of technology to support point of need training, skills and knowledge retention, and aid safety within day to day operations, instead of the tradition mass annual classroom / lecture theatre refresh.

In conclusion, I believe a significant change will be required in some organisations to move from a classroom learning-event focus into a holistic whole-life operational skills and knowledge retention approach. Introducing more regular checks, operational feedback and tests within the operational environment will also create challenges for some organisations, requiring a significant mind-shift and endorsement by all parties including, not the least, the workforce and its trade unions. However, I believe this approach, coupled with embracing new XR training / operational support tools for structured OJT within the workplace will deliver results that will have a positive impact on future organisation’s safety and their overall performance delivery.



Ian McCrudden
Chief Operating Officer

The British Army's Unit Based Virtual Training (UBVT)

The British Army's Unit Based Virtual Training (UBVT) has been used to combat the conundrum of effectively sharpening soldiering skills while adhering to strict social distancing measures.

Delivered as a managed service by training and simulation specialist NSC, the technology allowed personnel from 1st Battalion, The Yorkshire Regiment to train collectively despite the constraints of operating during the coronavirus crisis.



Run on a network of laptop computers with exercising troops communicating via headsets, the all-arms system negates the need for the close proximity and physical contact commonly associated with traditional field training and other fixed simulation capabilities.



UBVT, which immerses troops in a high-fidelity synthetic environment, was deployed to 1 YORKS base at Battlesbury Barracks in Warminster for a three-week period and saw the Armoured Infantry Battalion's platoons rotate through a series of virtual exercises without having to travel.

In addition to physically separating participants and the use of personal protective equipment where necessary, a remote exercise control setup was among a raft of safeguarding measures introduced by the Army's chain of command and NSC to ensure the health of soldiers and directing staff was not put at risk.

"We have rapidly evolved the system's delivery to enable troops to return to training with confidence during the COVID-19 pandemic," explained UBVT project manager Nick Brown. "Current events highlight the benefits afforded by a means of training that can be delivered at a commander's point of need and has a minimal logistical burden.

"One of UBVT's great advantages is that units can rehearse tactics, techniques and procedures without constraints such as the availability of vehicles, training estate or ammunition and concerns over safety, and in this case its flexibility helped to enable collective training that would not otherwise be possible.

"The system can be used at scale – as demonstrated during Exercise Virtual Eagle last year, which saw the largest single deployment of the MoD's Defence Virtual Simulation to date – but also tailored to service small groups and minimise physical contact."

RECENT NEWS



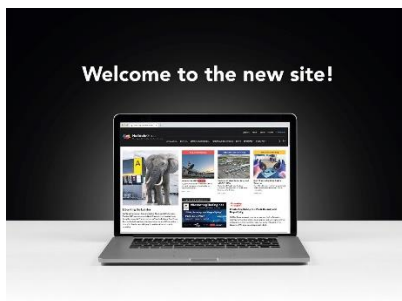
RFI released for RAAF Hawk 127 LIF replacement

[Click here to read more](#)



Eurofighter Typhoons from the UK Royal Air Force deployed in Lithuania have train with NATO Warships

[Click here to read more](#)



Halldale Group launch new Simulation and Training website for Safety Critical and High Resilience Organisations

[Visit the website here](#)



U.S. Army releases \$1B cyber training request

[Read more here](#)



Cobra Simulation wins Norwegian Armed Forces Simulator Contract



[Read more here](#)



Entrol H11 FNPT III MCC simulator installed at HeliCentre Netherlands

[Read more](#)



EAMTC membership fee reduction

[Read more here](#)



Nominations close on 10th July.

[Click here to Read more here](#)



Futurotec launches 3D Hologram Table with Interactive 360 Degree Holograms with Multiuser Support

[Read more here](#)



AI-infused training coming for drone pilots, sensor ops.

[Click here to Read more](#)



4C STRATEGIES

Programming NATO's Training and Exercises

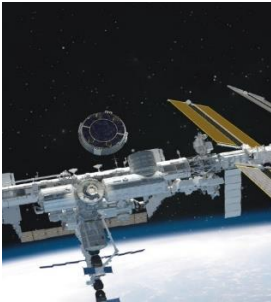
[Read more here](#)



Top Custom Content Development Companies in 2020

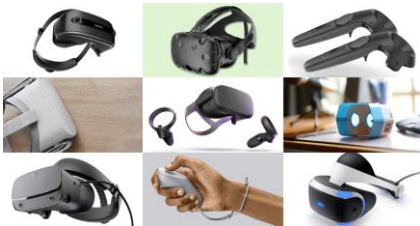
[Click here to check them out.](#)

RECENT XR BLOGS



A New Era in Astronaut Training

[Read more here](#)



New Report suggests 19% of U.S. Adults Have Tried VR



[Click here to read more](#)

CHIEF LEARNING OFFICER®

Virtual reality and augmented reality: overhyped or new industry standard?

[Read more here](#)



AREA Researcher Dr @MichaelRygol looks into technology strategies and how they relate to embracing enterprise AR right now

[Click here to read more](#)



Next-generation eye tracking - Tobii Pro Glasses 3

[Click here to read more](#)



Pioneering virtual reality nuclear fuel movement simulator

[Read more](#)

Or

[Click here to watch the video](#)





The 5 main types of AR experiences you can create

[Click here to read more](#)



What to look out for when buying a VR headset:

[Read more here](#)



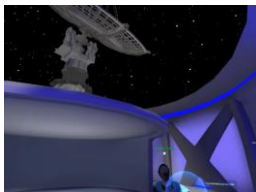
Transforming the Automotive and Transport sector using VR:

[Read more here](#)



Benefits of port equipment training

[Read more here](#)



VictoryXR opened the doors of its Engage-based VR academy for public tours

[Click here to read more](#)



A guide to implementing immersive training: measurement and strategy

[Click here to read the article](#)



Arrival of the HTC Vive XR Suite

[Click here to read more](#)



PwC study proves the effectiveness of VR for soft skills training

[Read more here](#)



Immerse announces that its Virtual Enterprise Platform (VEP) now integrates with Oculus

[Read more here](#)



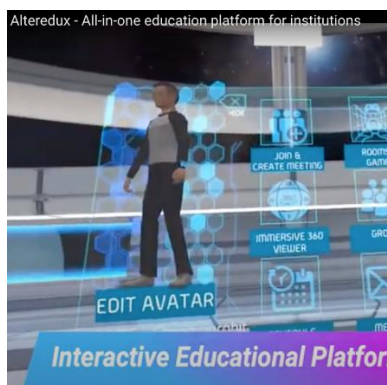
5 Ways to Make Virtual Training Collaborative and Social

[Read the article hear](#)



Improving Automotive Safety and Performance with Biosensor Research in Driving Simulations

[Read the article here](#)



Alteredux launches an All-in-One Solution to Shape the Future of Online Education

[Watch the video and Read the article here](#)



MILITARY MS&T BLOGS



ACC Aims to Cut Pilot Training Time by Up to Half

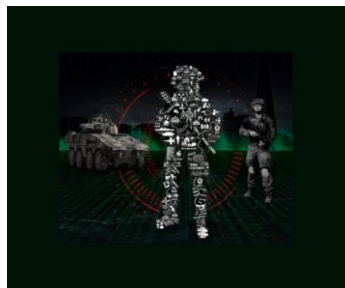
[Read more here](#)

AIR FORCE
MAGAZINE



UK Royal Navy Training - Transformation tales

[Read more here](#)



The Australian Army Future Ready Training System Transformation Program Strategy

[Read the paper here](#)



Virtually Enabling the Work force

[Click here to read more](#)



How to Close the Concurrency Gap in Military Simulation Training

[Read more](#)



THE AI ADVANTAGE

[Read more here](#)

Or Watch the video @ <https://vimeo.com/423263623>



Hyper realism in simulator training

[Read more here](#)

BAE SYSTEMS

MEDICAL MS&T BLOGS



First Augmented Reality Spine Surgery Using FDA-Cleared Augmedics xvision™ Spine System Completed in U.S.

[Click here to read more](#)



How One Nursing Educator Tuned into Virtual Reality

[Click Read more here](#)



Simulating Medical Imaging

[Click here to read the article](#)



Osso VR brings cinematic visuals to medical training

Medical training platform developer Osso VR is taking its interactive experiences to the next level with new cinematic-quality experiences.

[Read more](#)



Improving Safety in Cardiac Surgery
Using an open heart surgical simulator

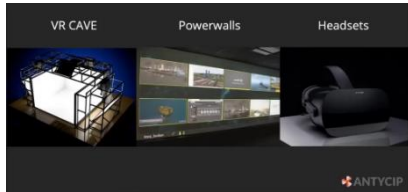
[Read more here](#)



How AR Transforms medical device manufacturing at Medtronic

[Read more here](#)

RECENT WEBINARS



If you did not attend our Tech Talk with Varjo on VR & XR Solutions for enterprise use you can enjoy the webinar recording here:

[Watch the video here](#)



Did you miss the recent VR/AR online Global summit?

[Catch up on the presentation on YouTube here](#)



Thinking of arranging an on-line event. This webinar video might help.

[Click here to watch the broadcast](#)



Did you miss the HTC VIVE/Immerse UK event in May?

[Watch it here](#)



Did you get up early to what the VBS Webinar "Immediate Performance Feedback with After Action Review" ?

If not; [Replay it here](#)



Webinar - Advance Eye Tracking with Smart Eye
[Replay here](#)

What is Smart Eye?

[Click here to watch our latest brand video.](#)

EVENTS



The next ITEC webinar is due to stream live on Friday 3rd July 2020 at 3pm BST (GMT+1). One of the speakers, Peter Moore, has offered to be interviewed by CBC journalist Ian Brown about his experiences as an Iraqi hostage and how that led him to develop the Conduct After Capture training programme.

The registration is now live and can be found at <https://www.itec.co.uk/webinar-two#/>



Sadly IT²EC will not take place in 2020.

The next event will be held in Spain in 2021.

[Read the fully statement here](#)



CAE OneWorld

Starting July 8th 2020 at 9:00AM (EST)

To register for the CAE OneWorld, a free virtual conference and tradeshow focusing on the latest innovations and technologies for military training and mission support.

[Click here](#)



What Makes a Great Training Organization? Check out this webinar presenting 10 Best Practices to Follow.

9th July 2020 1:00 pm ET

[Click here to read more](#)



Unreal Fest Online is a **free** one-day virtual event that brings together Unreal Fest and Unreal Academy.

[Register here](#)



Upcoming Webinars - July

Introduction to Questionmark's Assessment Platform

Tuesday, **July 21st**: 10:00 AM EDT | 3:00 PM BST

Prevention: Proctoring and Test Security in 2020

Thursday, **July 14th**: 11:00 AM EDT | 4:00 PM BST



The International Manufacturing Technology Show, which was scheduled to be held in Chicago on September 14-19, 2020 is cancelled.

[Read more here](#)



Open Call for Speakers Launched!

We want to invite you to share your inspiration, your vision and your convincing use cases during VRDays Europe 6th, New Horizons Edition.

From November 4 - 6 we will organise the most immersive event of 2020. Together with great minds like yourself, we will explore how immersive technologies shape the world of tomorrow.

Now there is only one question left: **Are you ready to shine?**

[Submit your application here](#)



CONVERGENCE INDIA 2020

DATE OF EVENT: Oct 20-22 2020

LOCATION: New Delhi, India

VENUE: Pragati Maidan, New Delhi, India

[Check out their Web site here](#)







**iFEST 2020 | August 17-19
Registration Open!**

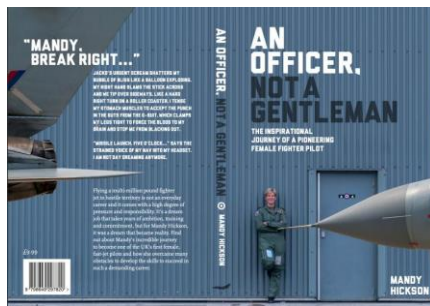
In collaboration with the NTSA, the Advanced Distributed Learning (ADL) Initiative is excited to announce iFEST 2020. iFEST provides unique opportunities for military, government, industry, and academia professionals to share the latest in distributed learning innovations.

In collaboration with the NTSA, the Advanced Distributed Learning (ADL) initiative is excited to announce iFEST 2020..

[Click here to learn more](#)

	<p>Aero India 2021 – UK Pavilion</p> <p>ADS is coordinating the UK Pavilion at the 13th Edition of Aero India 3rd – 7th February 2021</p> <p>Click to Read More & Register your interest.</p>
	<p>Date - 16-17-18 February 2021 Location - Riyadh, KSA</p> <p>Click here to read more</p>
	<p>IDEX 2021 – Abu Dhabi, UAE</p> <p>21st – 25th February 2021</p> <p>Visit the Website here</p>
 <p>Click here to read more</p>	<p>Space-Comm Expo 2021</p> <p>This exciting new event will showcase the manufacturing supply chain for products, services and solutions supplying commercial enterprises and developments in space.</p> <p>23rd – 24th February 2021</p> <p>Farnborough International Exhibition and Conference Centre, UK.</p>

BOOKS



An Officer, Not a Gentleman:

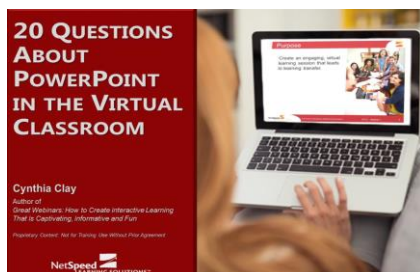
The inspirational journey of a pioneering female fighter pilot Paperback

[Available on amazon click here](#)



Jane's Simulation & Training Systems Year Book 20/21

[To Pre-order now click here](#)



This complimentary e-book, "[20 Questions About PowerPoint in the Virtual Classroom](#)," answers

questions about the most common mistakes or misconceptions about using PowerPoint in virtual training.

Download now to add to the magic!

[Down load here](#)



Free Book – Night Vision and Optics

[Click here to register for the down load](#)

Answers to last month's cross word

ADVERTS



Cybersecurity risks for home workers

[Find out more information](#) on how our cybersecurity assessment can help your organisation.



Command Professional Edition updated to version 1.15

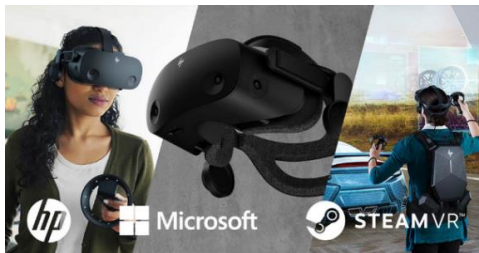
We took this opportunity to re-shape and update our official presentation. You can now find it online at the following [link](#).

An updated list of purchase options, with specifics about multiplayer and an array of changes, can also be consulted [here](#).



Introducing the [MetaVRse](#) Engine, a universal 3D/XR creation tool and editor for Marketing, Commerce, Training and Education.

[Click here to see more](#)



Introducing the HP REVERB G2 VR Head set.

Links:

[Press Release](#)

[HP Reverb G2 Video](#)

[LinkedIn](#)

[Facebook](#)



VBS4 20.1 Preview

Virtual Training For Wherever You Deploy, Whatever the Situation

[Watch the video here](#)



Online Virtual Trainer Certificate

A Series of 4 Sessions Starting August 3, 2020.

[Click here to read more](#)



The investment case for online assessments

[Download our new white paper](#) to read the ten areas where online assessments deliver value or book a demo to hear more

[To Book a Demo click here](#)

