



Advanced (?) Distributed (!) Learning (?!)

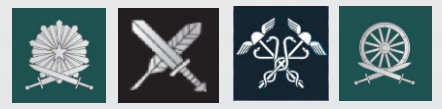
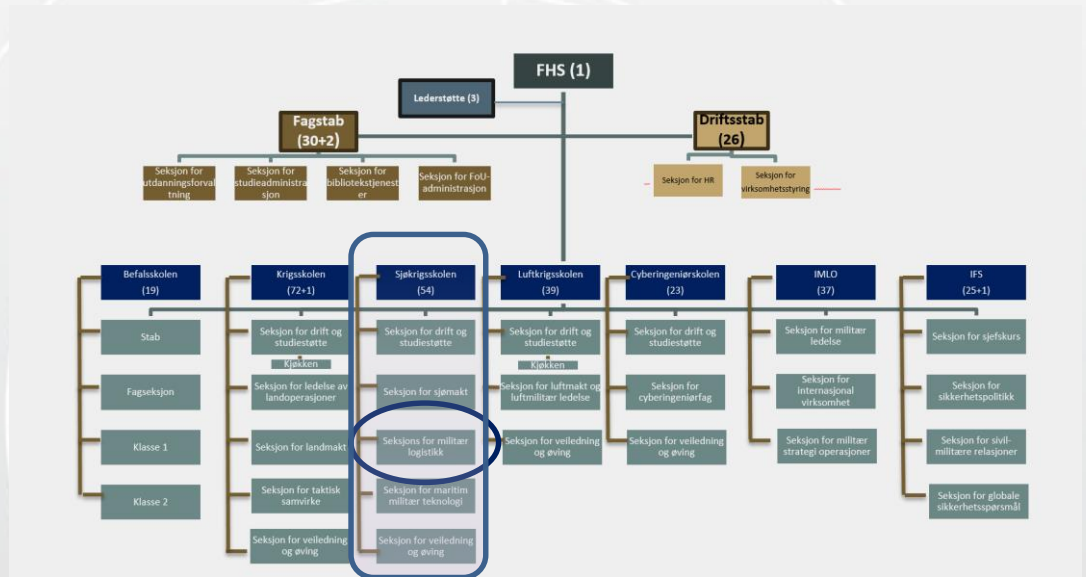


Practical implications of outsourcing
Royal Norwegian Naval Academy



Norwegian Defence University College – Norwegian Naval Academy

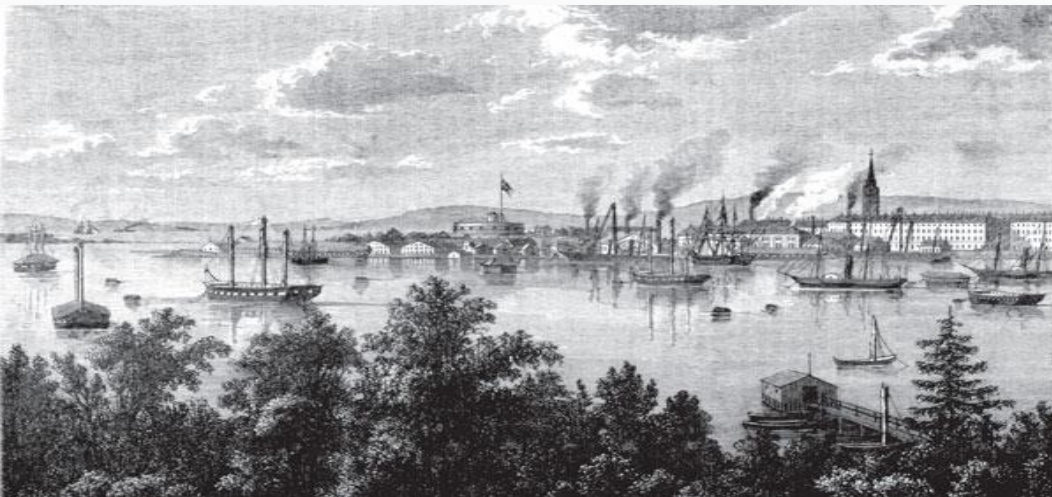
- Remi Jakobsen
 - Commander SG – head of section military logistics
- Lasse Elvemo
 - Commander – head teacher military logistics





Educating Navy officers since 1817

Navy supply branch since 1949 – All services from 2005



- Stavern 1817 - 1864
- Horten 1864 - 1940
- UK 1940 - 1945
- Oslo 1945 - 1960
- Bergen 1960 -





The military personnel and education reform

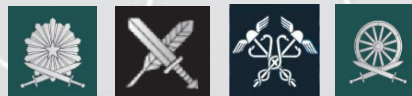
- The military education system was fragmented, expensive, complex with small vulnerable academic communities
- Quality through reduced cost
- Centralising staff and support
- Save 540 millions og 265 personnel
- Establish robust academic communities
- Harmonizing with civilian communities
- Core competence – priority to military core disciplines
- Modules, progression, joint modules and education, exchange of modules
- Use civilian competence where possible – at least 60 credits on engineer and logistics

- **A change of focus – change of mindset**
- **From Naval Academy to Norwegian Defence University College**
- **From high instructor density and classroom activities to increasing cadet responsibility and utilization of digital solutions and platforms**
- **Change of focus from economics, finance and business logistics to pure military logistics**



The Norwegian Naval Academy is outsourcing the second year of our logistics bachelor. Molde University College will deliver ADL on 8 subjects.

This has a lot of practical implications, it's not just running some videos. How do we ensure learning, how do we ensure officers development in parallel?





re-stated Mission

- General officers education – joint branch education in military logistics.
- Class size; 15 Cadets
- 3 years -180 credits – bachelors degree.
- 2nd year outsourced in total – 60 credits
 - General education within logistics and resource management
 - Provided by Molde University College in Logistics
 - Foundation for further contextualization and focus on military logistics in year 3



Bachelor leadership profile Military logistics



1. Semester Basic military training. The officer role. Joint perspective
2. Semester Army/Navy/Airforce. The distinctive character of own service.

3. - 4. Semester Basic logistics & method: Math, Statistics, Finance, Procurement and logistics, operational analysis, micro economics, Information technology

5.– 6. Semester Joint operations, Military strategy and logistics, Operational Logistics, Military SCM, Defence resource management

Assumptions and objectives:

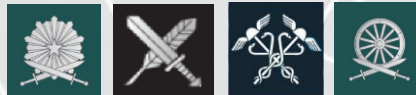
- Better officers through multi method learning and interaction
 - Interacting and learning in different environments
- Better officers through best practice – joint focus, specialized civilian and military competence
- Military branch knowledge close to practice bridging the gaps through guidance, training and practice





Active learning and officers development

- Question
 - How do we help ensure academic development delivered by Molde?
 - 0% failure rate!
 - How do we ensure parallel processes of officers development?
 - (Without burning out our cadets)





Learning platform



Molde University College
Specialized University in Logistics

- A 100% digital solution is considered as to risky
- Two seminars in Bergen
- Live streamed lectures from campus Molde, with Q&A opportunities
- 4 focused mandatory tasks per subject during with feedback/digital interaction from Molde
- Military mentor will improve cadet focus and preparedness – support to group development and dynamics related to each session
- A civilian intergrator and digital educator at Molde University College will enhance communication between the two institutions, cadets and teachers





Officer development

- Intention to build independent, confident and learning officers able to handle and manage uncertainty
- A digital platform second year will be challenging
 - Important provide sufficient support to cadets
 - Important to monitor close i o t detect difficulties
 - Avoid overload
 - Build teams i o t manage workload
- Learning through teams and mutual support
- Bridging the three years
- Providing a better learning environment
- Digital competence enhanced
 - Future learning area
 - Learning, practice and experiences important for future officers
 - Building Naval academy experience and possibilities for expansion

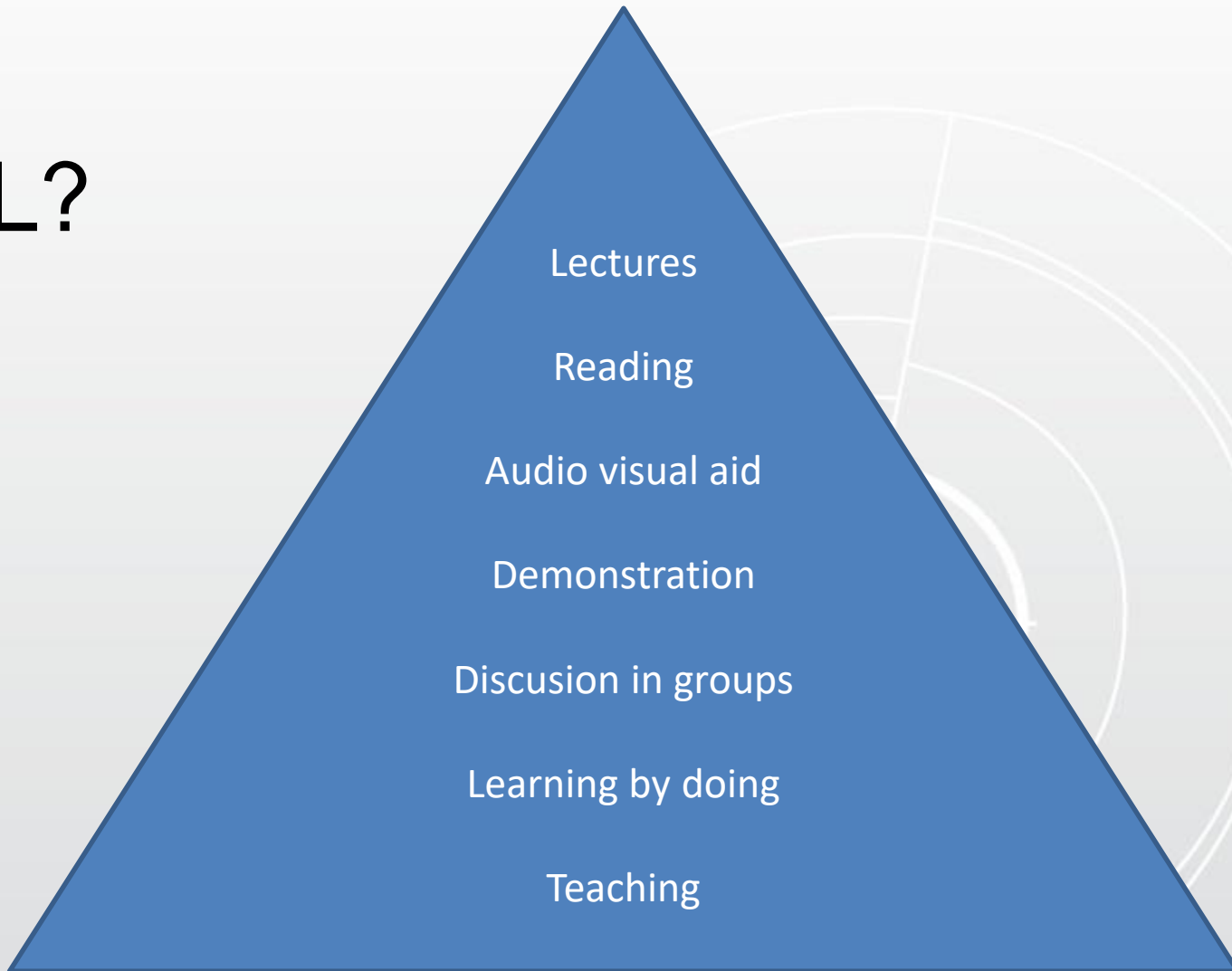




Learning



ADL?





Opportunities

- Armed forces personnel may attend courses in parallel with officers programs
- Quality through a specialised university colleges civilian and military
- Increased digitalization – lectures and presentations with better accessibility
- Team focus throughout – peer support – mentor driven
- Further ADL portfolio development related to Master, Nordefco Logistic Courses etc.
- Provides Military logistic section to focus on main effort – core competence :
 - Military Logistics with an increased research and development opportunity



Questions ?

