



## Transformational Learning Solutions

Technology-delivered. Instructionally Excellent.  
Designed to Enhance Readiness.



Kratos' Learning and Performance Solutions team delivers learning solutions that help you ensure that your warfighters are trained for the mission effectively and efficiently. We utilize research-based methodologies to define work requirements, train your workforce, and assess key indicators of workforce competency and performance. We help you:

- Identify technical competencies and requirements that drive training outcomes and workforce performance
- Apply instructionally sound training approaches that align with your mission strategy
- Develop the right "blend" of training using optimal delivery media based on your requirements
- Reduce training time by maximizing efficiencies throughout the training lifecycle

### Front-End Analysis

Kratos will help you conduct an initial evaluation to determine performance gaps, causes and potential solutions. We start by profiling the job requirements, knowledge, skills, and abilities of the target workforce, and desired performance outcomes. Our analysis considers your work environment, mission strategy and processes, work incentives, and worker motivation.

A Kratos Front-End Analysis provides you recommendations that can drive a range of performance

solutions – personnel requirements, training, performance support tools, knowledge management, or business process recommendations.

### Workforce Competency Definition

Kratos has significant experience defining workforce competencies and aligning them to performance goals and training solutions. We utilize outputs of a job task analysis (JTA) as inputs for definition of comprehensive technical competencies that help inform job performance expectations. Using standardized methodologies, we collect data from focus groups, technical documentation reviews, stakeholder input, interviews, and task observation to refine technical competency definition. This competency data serves to define job performance expectations, identify training gaps, and define training goals and outcomes.

### Instructional Systems Design

One of Kratos' core competencies, instructional systems design (ISD) is woven throughout all of the training and performance solutions we produce. Our ISD professionals are involved in front-end analysis, job task definition, solution definition, delivery media decisions, training design, assessment design, and comprehensive evaluation. They are conversant in designing for multiple interactivity levels, including higher-level gaming and simulation, and for a variety of delivery media, including instructor-led, e-learning, job aids, and electronic performance support.

### Services include:

- Manpower, Personnel, and Training (MPT) Acquisition Services
- Workforce Competency Development
- Credentialing / Certification
- Learning Design and Development
- Technology-based Delivery, including e-Learning and Simulation
- Instructor-led Training Delivery
- Performance Support Solutions
- Learning Management
- Evaluation and Assessment

### For more information...

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Kratos Learning & Performance  
Solutions

### Performance-Based Training

We help align your learning objectives to workforce competencies and mission goals, and design the appropriate performance-based training solutions for you using media selection algorithms. Kratos employs theories of cognition, motivation, adult learning theory, and a criterion-based framework to form the foundation of our instructional approach. We are adept at defining a “blend” that is tailored to your workforce requirements, modularized, and accurately supports your business processes and goals. That blend can consist of one or more of the following: e-learning, gaming-based courseware, simulation components, job aids, electronic performance support, or instructor-led training.

### Technology-based e-Learning

Kratos designs and develops technology-based training solutions, such as e-learning, tailored to your specific requirements. We integrate rich content experiences, appropriate levels of interactivity, practice and feedback, and assessment opportunities. Our goal is to prepare learners for on-the-job tasks, and improve their capability to engage with technical systems or mission-aligned processes. We utilize authentic scenarios and contextual learning to improve comprehension and skills transfer to the job environment.

### Learning 2.0

Kratos has integrated Web 2.0 technologies into learning solutions for a variety of clients. This blend of delivery and approach supports many of the ways in which warfighters learn best; a combination of targeted training and just-in-time support. Technologies that support social learning foster collaboration and information sharing. Using mobile devices or the web can get the right information or training to the warfighter in time to support the mission.



### Performance Support Solutions

Kratos develops performance-support tools such as self-study guides, learning portals, online courseware, printed job aids, and help systems. These tools enable personnel to operate and troubleshoot equipment, use software applications, analyze and interpret information, configure systems, and follow organizational procedures.

### Evaluation & Assessment

The Kratos team engages in formative evaluation during all phases of development, and conducts summative evaluation to determine overall training impact and product success. Evaluation methods are based on commonly used models, such as Kirkpatrick’s four levels of evaluation. Based on feedback, performance measures, and metrics, modifications are implemented to improve and refine products, with the goal of improving both individual and overall system performance.

### Learning Management

Tracking manpower training is critical and, in many cases, required for compliance. Kratos staff provides in-depth expertise in providing connectivity and support for learning management systems (LMS). Kratos also provides assistance in LMS selection. For learning management functionality that is quick to set up, easy to use and cost effective, Kratos offers our own scalable, web-based LMS: Velocé.

### Selected Clients

American Honda Motor Co.  
Computer Sciences Corp.  
Dave & Buster’s Restaurants  
Department of Energy  
Department of Defense  
GMAC, Homecomings  
Internal Revenue Service  
Mitsubishi Motors  
NASA  
National Radio Astronomy Observatory  
Nissan Motor Acceptance Corporation  
Nokia  
Pratt & Whitney  
Red Bull  
United Technologies  
U.S. Navy  
Volkswagen of America  
Washington Mutual

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**About Kratos:** Kratos Defense & Security Solutions, Inc. (Nasdaq:KTOS) provides mission critical engineering, IT services and warfighter solutions for the U.S. federal government, commercial enterprises and state and local agencies. With an emphasis on serving the U.S. Department of Defense, our services include advanced information technology, C4ISR, weapon systems sustainment, military weapon range operations, engineering services and public safety solutions. For more information please visit [www.KratosDefense.com](http://www.KratosDefense.com).