The key to success in developing training is a dedicated and highly qualified team of training specialists. IOMAX training developers are experts in using the widely accepted Instructional Systems Development (ISD) model, Government-approved Systems Approach to Training (SAT) process and the provisions of unique training needs of the Aircraft. IOMAX uses the ISD and SAT process for *all* training analysis, design, development, delivery and evaluation.

The IOMAX Instructional Systems Design (ISD) model for all training development will provide the basis for assuring an effective, technically accurate training plan that promotes user acceptance, ease of use and maximizes operational productivity. It is a structured process for analyzing job tasks and other requirements to analyze, design, develop, deliver, and evaluate high quality, effective training using whatever method of delivery is most cost and learning effective. IOMAX has developed projects for the U.S. Government and overseas entities, supporting a broad range of training technology products and services, including the following:

- Training analysis, design, development, and integration
- CBT development for PC , and Macintosh environments, as well as multiple browser compatibility
- Software development for networking of on-line training programs
- Training simulation/simulator development
- Training Documents (Training Plan, Training Course Control Document, Lesson Plans, Student Guides, Instructional Media, etc.)
- Training Data Base Management
- Internet / Intranet Training Institutions

As part of the IOMAX ISD and SAT process, we conduct an extensive front-end analysis training needs assessment. This assessment helps us more fully understand the training needs of users. We collect information through technical literature reviews and personal interviews with equipment developers and technical staff. This up-front assessment also identifies training constraints and potential training issues. The Needs Analysis then provides the basis for the: Task Analysis, Lesson Analysis, Media Assessment, Media Selection, and Training Plan.

The Front End Analysis, accomplished as described during the Analysis Phase, coupled with the Design Phase will result in both the structure and the content of the individual training modules. Whether the training is for operators or maintainers, engineers, supervisors, or managers, the approach, e.g., *process,* is the same. Regardless of the operating arena, management, maintenance, engineering, or safety, the *process* will result in satisfying the requirements for training (regulatory, etc.) and the standards the student must meet (familiarization, checklist operating procedure competence, or formal certification). Once the requirements for training are detailed, all of the required areas of instruction will be assembled into modules. Lessons are then developed from these modules resulting in the training product outcomes.

Our technical training approach embodies the application of the full range of advanced training technology. These approaches result in dynamic, user-friendly, cost-effective, and properly documented training courseware and materials tailored to satisfy precise training needs.

Instructional System Design Process — IOMAX

Process Improvement, Lessons Learned, Feedback Loop

Analysis Phase
- Job Analysis
- Task Analysis
- Task Selection

Design Phase
- Translate Tasks to Learning Objectives
- Determine Delivery System
- Produce an Instructional Sequence

Development Phase
- Produce Instructional Material
- Student Guides
- Presentations
- Instructor Guides
- Real World Practical Exercises
- Examinations
- Course Control Document
- Conduct Course Pilot and Validate

Implementation Phase
- Prepare and Deliver Instruction

End Users

Evaluation Phase
- Measure effectiveness
- Course Evaluation with End User
- POI Modifications based on feedback

Improvement/Corrective Actions

Quality Control Process
- TI/CD
- SSME
- Manager

End Users

DATABASE
- Quality Management
- Document Requirements
- Management Responsibility
- Resource Management
- Customer Related Process
- Design & Development
- Training & Service Provision
- Control of Monitoring & Measuring
- Measurement, Analysis & Improvement
- Analysis of Data
- Improvement
- Programs of Instruction
- Supporting Documents