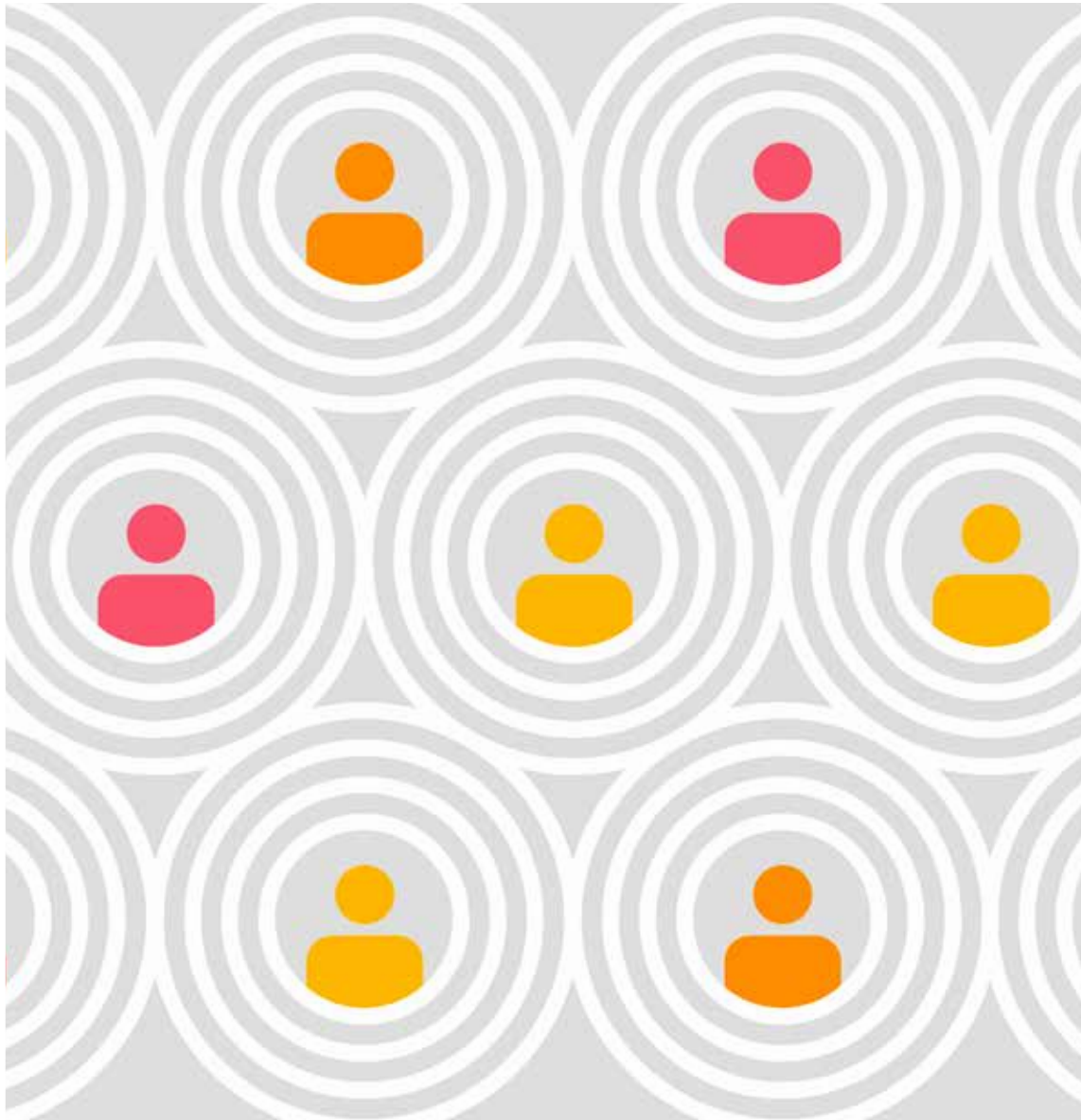


PwC's Advanced Systems Approach to Training

Enhance your workforce capabilities
with our learning and development
ecosystem



What is PwC's Advanced Systems Approach to Training (A-SAT)?

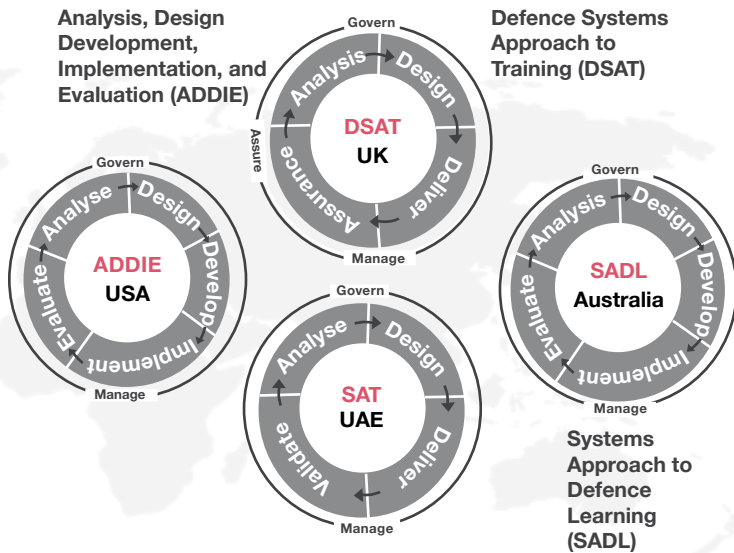
PwC's A-SAT approach is based on globally recognised education and training (E&T) management systems that integrate rigorous, auditable and competency-based processes with the wider learning ecosystem (encompassing environment, culture, behaviours and technology), to maximize human performance and capability.

Systems Approach to Training (SAT) is recognised globally...

SAT techniques have been developed globally by military and security training professionals in the UK, US, Australia and Canada, and are increasingly deployed as a standard in the GCC to support the development of world class training programmes and workforces.

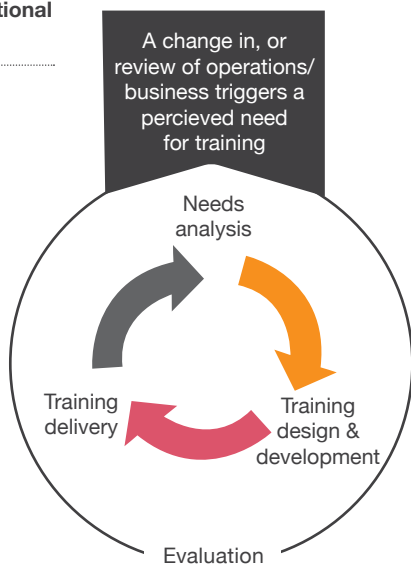
The use of structured approaches to design and govern training is also common across governmental, commercial and academic E&T providers.

Fig 1: Examples of SAT application in a global Defence context



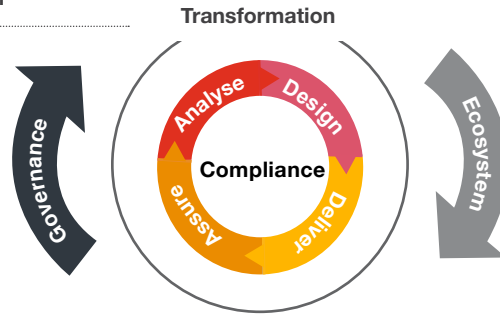
At the core of SAT is the cyclical process that supports the delivery of the right training, at the right time, within a continuous improvement and evaluation process.

Fig 2: A traditional SAT model



PwC's A-SAT goes beyond the core processes to deliver true transformation and lasting change by embracing the entire learning ecosystem and applying clear core and traditional processes, governance and management.

Fig 3: PwC's A-SAT Model



Why PwC A-SAT?

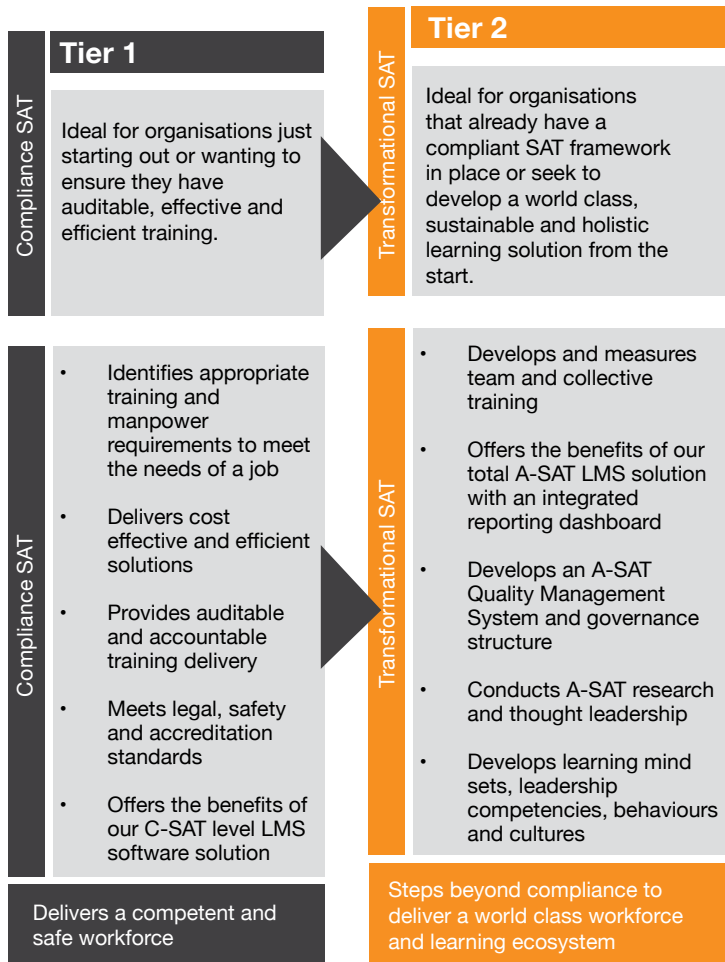
By combining our deep SAT expertise in the Defence sector with our wider industry experience, academic knowledge and global network of professionals, we are uniquely positioned to support your individual E&T needs at every step.

1. We have done this before	2. We have a dedicated education practice
<p>PwC brings extensive experience of a Systems Approach to Training</p> <p>Our team bring 50+ years of experience in the application of SAT.</p> <p>As thought leaders we have brought together and blended these deep technical skills and global market experience to offer an enhanced process we have named 'A-SAT'.</p> <p>Not content to say 'we have done this before', we seek to do things better.</p>	<p>PwC offers skills and expertise specific to providing A-SAT to highly regulated sectors</p> <p>We have a dedicated Education & Skills A-SAT team established on the ground in the UAE serving the entire GCC region, and with strong links to our defence practices in the UK, Europe, the US and Australia.</p> <p>Our regionally based A-SAT practice enables us to offer enhanced, and internationally recognised SAT standards direct to the region, supporting the localisation of this skill set and making it accessible.</p>
3. We can offer a bespoke A-SAT software solution	4. We have a global network
<p>Our bespoke A-SAT software tool</p> <p>We have designed our own A-SAT software to fill a known technology capability gap.</p> <p>Our bespoke Learning Management System (LMS) software tool provides an agile and efficient solution for designing and managing an auditable A-SAT solution.</p> <p>The smart device enabled and intuitive software enables training to maintain pace with change and stay relevant and effective.</p>	<p>PwC is the largest professional services organisation in the World</p> <p>Our network allows us to bring the best of PwC's global Subject Matter Experts (SMEs) to support our local A-SAT delivery capability.</p> <p>This means we can combine A-SAT technical capability with SME capability to deliver a one-stop solution. Our model enables us to scale the team as required.</p>

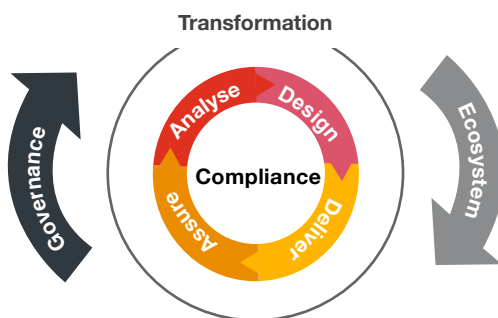
A tailored and trusted approach to help you overcome your biggest E&T challenges

We provide a flexible, tailored, trusted, and tiered approach to suit the different needs of your organisation at any given time.

Our two tiers, **Compliance SAT (C-SAT)** and **Transformational SAT (T-SAT)**, can support you at every step of the way from developing an efficient and auditable training model through to embedding a world class, sustainable and holistic learning ecosystem.



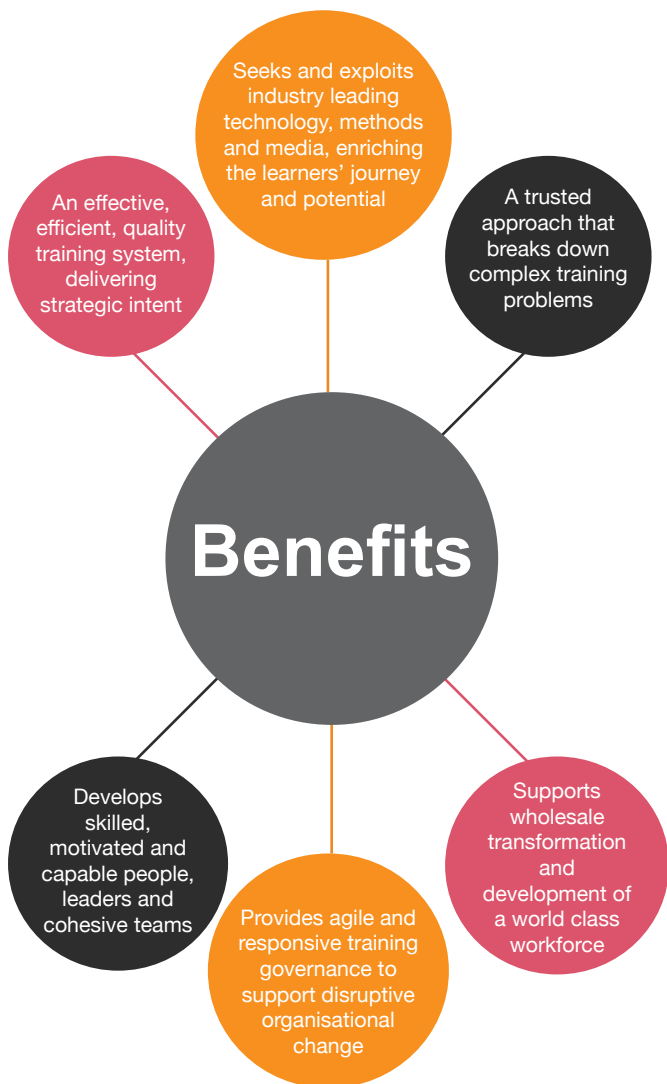
PwC's A-SAT Model



Who benefits, and how?

Whether you are a highly regulated sector requiring safe and auditable training, an educational establishment seeking transformation, or an organisation looking to enhance your local workforce capabilities – we have solutions to help you.

Fig 4: Benefits model



Analyse



- Clarity on the job - role performance and competencies for individual, team and organisational needs
- Identifies the training audience; numbers, characteristics and learning preferences
- Identifies environmental impact
- Analyses team interaction, behaviour and leadership skills
- Identifies current training gap and level of risk
- Develops costed training options to close the gap

Design



- Produces auditable training objectives and course documentation to standardise delivery
- Designs and develops learner centric, modern and blended learning solutions, optimizing technology and the learner experience
- Supports achievement of accreditation and qualifications

Deliver



- Engaging training programmes delivered, based on clearly defined learning objectives
- Development of trainers to integrate modern learning approaches and optimise technology/simulation
- Piloting of courses to ensure effective learning solutions

Assure



- Measures effectiveness of course delivery against the requirement and learner satisfaction expectations
- Ensures training documentation content, media, and approach stays relevant to changing needs
- Measures impact and benefits of training investment

Governance and Management



- Develops robust Quality Management and Continuous Improvement Systems to effect change
- Provides clear training governance structures, roles and responsibilities
- Provides a smart and intuitive SAT LMS solution tailored for each Tier, with an integrated reporting dashboard. Accelerating a systemic process to keep pace with change.
- Provides a structure for optimizing training and operational risk

Learning Ecosystem



- Supports advancement through A-SAT research and thought leadership
- Develops learning mind sets
- Encapsulates the entire ecosystem of environment, culture, behaviours and technology to support human and physical transformation projects
- Measures the effect of training spend for an establishment, across the ecosystem to find efficiencies/drive performance and align investment

Contact us

Please reach out to us to discuss your potential challenges, requirements or any general questions you may have.

We can support you in areas such as:

- Defence and security education & training (E&T)
- E&T strategy, policy and governance
- Auditable curriculum development for accreditation and qualifications
- Assurance and audits of E&T systems
- Cost Benefit Analysis of E&T spend
- E&T software and technology
- Establishment of E&T academies and learning ecosystems
- Development of leadership and management pathways and team behaviours



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Established in the Middle East for 40 years, PwC has 22 offices across 12 countries in the region with around 4,500 people. (www.pwc.com/me).

PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see www.pwc.com/structure for further details.