

MMC LEARNING AND DEVELOPMENT

COMPANY OVERVIEW

MMC Learning and Development (MMCLD) is a training and development organisation specialising in technology-based training and web-based applications. The company was established in 1991 and commenced servicing Australian Army requirements in 1996 through design and development of the Land Navigation Package (NAVPAC).

In 2012 we were engaged to undertake one of Australia's largest-ever Defence technology-based training projects, which required the translation of complex engineering specifications into interactive animated 3D representations. MMCLD has continued to provide numerous training courses to the Australian Defence Force, as well as providing services to the US DoD, the Canadian DoND, and the British Ministry of Defence.

Our expertise is also widely used in other industry sectors including finance, energy, telecommunications, primary and secondary education and law enforcement. Lead customers include: Qantas, Kellogg's, CISCO Systems, Hewlett Packard and Apple Computers Asia Pacific. MMCLD's packages now span all levels of interactivity from e-information through to immersion in fully-engaging, near life, desk-top simulations.



UNIQUE VALUE PROPOSITION

MMCLD's training methods are based on scientific work originally carried out during World War II to enable the rapid training of operators and mechanics to keep pace with constantly evolving mass-produced aircraft and tanks. The methodology was further developed at the University of Florida during the 1970s into the - Analyse, Design, Develop, Implement, Evaluate and Sustainment - or "ADDIE" model. ADDIE has proved a successful approach to embracing the principles of quality assurance and continuous improvement.



Training is repeatedly analysed to ensure validity and efficiency and maintain workforce performance at a high standard.

MMCLD's products are now extending the upper limits of conventional technology-based training and web-based applications spectrum to include highly cost-effective simulations and simulators, from simple desktop operations through to fully-functional tactile and latterly, high-fidelity part-task-trainers. The expertise required to produce high fidelity simulations also filters downwards to enrich all levels of training and applications. MMCLD is now successfully re-engineering its content and application development for delivery through Apple's mobile devices along with mobile content distributed through common mobile handsets.

OUR ROLE IN HORIZON DEFENCE SYSTEMS

MMCLD is pleased to be involved with the corporate Alliance model offered by Horizon Defence Systems. Mr Redstone says, "One of the main advantages of Horizon's holistic approach is the opportunity for trainers to engage with new products and processes as they are being developed, rather than after new systems have been acquired. Employing this approach will bring with it a number of efficiencies that will result in more effective training." He adds, "Working cooperatively with a number of Australian industrial icons and viewing the soldier as a single system will also lead to the development of more comprehensive training packages. In the past, the practice was generally to buy multiple pieces of kit for fitment on or around the soldier, and then to look to developing multiple pieces of training to support introduction of the kit into service. By viewing the soldier as a single system, it will be possible to create training that brings all these elements much more efficiently together."

Further, "Training can also be structured much more within the context of how the ADF wishes to operate, as opposed to having to digest training supplied by a foreign design house or manufacturer that was originally conceived for a customer with a different operational context to that of the Australian military." Mr Redstone says, "MMCLD believes that the entry of Horizon Defence Systems into the local market will boost Australia's sovereign capabilities by providing another avenue for more Australian-based companies to secure a piece of every major acquisition project, rather than having to selectively focus on niche opportunities and therefore contend with the boom and bust cycle." He says one of the challenges of SMEs surviving in the Defence sub-contracting environment has been winning enough project work to justify ongoing industry engagement. "Using the Horizon Alliance model to assist



SMEs secure a wider spectrum of work will help build their capabilities, which means they can address more Defence business opportunities and will therefore be able to sustain their presence in supporting the Australian military for much longer.”

OUR VISION IN DEFENCE

While technology used to support training for military purposes is advancing rapidly, global defence forces cannot afford to operate too far ahead of the technology curve because they have an obligation to manage risk and uncertainty.

MMCLD sees one emerging trend being the narrowing of the distinction between the classroom and the real world. “We have already envisaged the evolution of a single learning system that is transportable, mobile, and can travel with the soldier across the continuum of their career from the classroom into the operational context,” says Mr Redstone. “Virtual Reality and Augmented Reality have real potential to make the ‘classroom’ - which need not necessarily be indoors - more like the experience of real operations. While there are certain attributes soldiers are trained to do on a regular basis (otherwise known as ‘muscle memory’), there will always emerge unusual scenarios and challenges from battlefield experience which call for quick refresher courses to hone standard operating procedures or embed entirely new skills - in other words, the advance of simulation and training technologies will revolutionise the current regime for on-the-job training.”

