Current, Similar, Subtask (CSS) Model for Training Content Selection

TPOP = Target Population Directions: Review all of the questions individually. Any questions answered as a "Maybe" 1. Is the TPOP already performing this task? If yes there may not be a need to train. If you think you need to train a task the TPOP need to be given extra scrutiny. If already knows how to perform, you need to be able to explain why necessary, error on the cautious side and he training is needed and make it valid to the student. treat a "Maybe" as a "No". If no, continue down the tree. Does the target audience currently perform the complete task? Yes Is the TPOP already performing a similar task? If yes, how similar or how different? There may not be a need to train all the tasks and subtasks. You will need to explore and define No this requirement. If yes, use the previous experience as a starting point to build on. f no, continue down the tree. Has the target audience performed a similar task? (Task must be similar enough so that no training Yes would be required.) 3. Have all the subtasks been individually examined? If not, you are likely to miss a training requirement and jeopardize the training. For tasks not examined your only safe choice is to No Ensure all subtasks have include it for training. You may desire to structure the training been evaluated. All subtasks to take this into consideration when conducting the training. need to respond yes to If no, continue down the tree. questions 1 and 2. Yes Have all the subtasks been individually examined? Train these tasks and subtasks. NOTE: Content Prioritization does not sequence he tasks and subtasks. You may want to No integrate with existing training or provide nontraining support. Integrate training Mark task as a candidate for training (May still require "Familiarization" training)

This evaluation instrument adapted from MIL-HDBK-29612-2A, Instructional Systems Development/Systems Approach to Training (ISD/SAT), Page 71, dated 31 August 2001.