

**Title: Active Training**

**Authors: Tron Resnes, *Rolls-Royce Marine AS* and Ola Nilsson, *Citec Information AB Sweden***

**Abstract**

Rolls-Royce Marine is a world leader within marine solutions, providing products, service and expertise to 30,000 commercial and naval vessels in the offshore, merchant, naval and submarine markets. Rolls-Royce Marine Control Aalesund designs and manufactures world class Dynamic Positioning systems and will by 2011 have approximately have 150 Icon™ DP systems installed on various types of vessels.

Citec Information is one of the largest providers of technical communication services in Scandinavia with more than 500 employees.

Product training has become more important for Rolls-Royce Marine over the last years, due to increasing product complexity and a growing offshore market.

Even though training has been delivered for years, Rolls-Royce Marine in Aalesund seeks new ways to make the learning and training process more effective both for the trainer and learner.

Our focus is to make the learners more active during training. One of the ways of achieving this is to use a lot of pictures, animations and interactivity. To be able to understand a concept, you have to remember it, and to remember it you often have to put it into practice and repeat. Therefore the learners are using DP simulators for practical exercises, but also interactive quizzes are woven into the theoretical parts of the courses.

*When learning has occurred, it implies that a permanent change in a person's behavioral performance. (Gross, 2005)*

Citec Information has together with Rolls-Royce Marine developed the software Nemo™ to support enhanced classroom training, as described above. In addition, the course material is provided digitally to each learner for repetitive self-studies.

In Rolls-Royce Marine's concept, training material is delivered to the learners as:

- Digital presentations
- Classroom training
- Simulator training
- Optional self-study material
- Reference Information

This paper presents this new training concept, including facilities and software support, used at the Rolls-Royce Marine training facilities in Aalesund, Norway.

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