Goal 1: FLC delivers comprehensive education for Federal technology transfer.

Objectives:

Objective 1: ***Increase content to satisfy the various T2 Career Pathways***

Objective 2: ***Increase awareness of educational offerings to FLC stakeholders***

Objective 3: ***Elevate the prestige of the T2 profession***

| Committee Chair:
Jeff DiTullio, DoD | Subcommittees:
Professional Development: Andy Myers, DOE
Program: Kathleen McDonald, DOE | **Subcommittee Members**
• Valerie Larkin, DoD
• Jeff DiTullio, DoD
• Dick Paul, NAC
• Lydia Hierl, NSA
• Pete Tseronis, Dots and Bridges
• David McFeeters-Krone, MEP
• Whitney Hastings, NIH
• Monica Martinez, DOE
• Amanda Jelsema, DOE
• Kent Hibben, DOE
• Annie Bullock-Yoder, DoD
• David Lee, DoD
• David Kistin, DOE
• Kathleen Graham, EPA
• Elsie Quaite-Randall, DOE
• Dan Loague, DC ArchAngels
• John Kaplan, VA
• Parikha Mehta, USPTO |

Educate Operational Plan
Goal #1: *FLC delivers comprehensive education for Federal technology transfer.*

Objective 1: Increase content to satisfy the various T2 Career Pathways						
Activities/ Tactics	**FLC Staff Responsibility**	**Others Responsible (EB, Committees, Subcommittees, Other Stakeholders)**	**Fiscal Resources**	**Timeline**	**New Equipment & Infrastructure**	**Measures of Success/ Indicators of Achievement**
Strategy #1: Conduct Needs Assessment to research what members would like to see on courses. In progress						
Needs Assessment Survey of membership for: • Type of courses that fall under each Career Pathway • What are the "hot button" topics that they would like to see in courses/webinars • What needs are/are not being met	• Educate staff will coordinate with Promote Focus Groups • Pivot from RC questions • Educate staff will work with Committee to design survey	Promote conducting focus groups will inform process	Staff Labor	Q2 2025 Complete report and analysis		Identify at least 1 new course area

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Strategy #2: Develop consistent structure and design for all courses (objectives, modules, outcomes) In progress						
Curriculum guides will be established for in-person training and aligned to paired online course	PD Director will oversee Path LMS vendor in the development of curriculum guides.	• Receive input from SME's • PD Subcommittee to provide feedback on curriculum guides	• SME stipend • Staff Labor	Q1 2025 Curricula available for National Meeting Q4 2025 All content	None	90% satisfaction on Training Day materials survey question from the National Meeting Survey
Create a template so all courses will have learning goals and objectives included in the initial course description	PD Director will develop a template that is consistent across courses	• PD Subcommittee to approve template	• Staff Labor • Contract s support	Q1 2025	None	95% of courses currently on the LMS will use the same template
Course content will contain similar activities (case study, PowerPoint, resources)	PD Director will work with SME's to include activities into courses	• PD Subcommittee to offer suggestions of other content to be included	• Staff Labor • SME Stipend	Q2 2025	None	95% of courses currently on the LMS will include agreed upon content

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Strategy #3: Develop courses from novice to expert in each Pathway In progress						
Develop additional on demand courses in LMS based on current gap analysis	• Secure SME's for courses • Align content from previous course learning objectives	• SME input and development of content • PD Subcommittee to review and provide feedback	• SME Stipend • Staff Labor	Q3 2025	None	Complete 8 courses
Based on new survey complete additional courses to fill gaps	• Oversee work from Path LMS on all curriculum	• PD Subcommittee to review and provide feedback	• SME stipend • Staff Labor • Path LMS fee	Q2 2025 Identify courses Q4 2025 Complete development	None	Complete additional 5 courses
Beta test SME-based online courses	PD Director to work with Path LMS to provide courses	PD Subcommittee and other volunteers to test course and provide feedback	• Staff Labor • SME stipend	Q1 2026	None	85% positive response to online courses

Education Operational Plan
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Objective 1: Increase content to satisfy the various T2 Career Pathways

Activities/ Tactics	FLC Staff Responsibility	Others Responsible (EB, Committees, Subcommittees, Other Stakeholders)	Fiscal Resources	Timeline	New Equipment & Infrastructure	Measures of Success/ Indicators of Achievement
Strategy #4: Engage membership to establish a list of SME's to develop content In progress						
Recruit SME's through Executive Board, Agency reps, and PD Subcommittee	Educate Pillar will share list of courses/webinars in need of SME's to all committees	Provide suggestions of SME's who are able to help	SME stipend	Q2 2025	None	90% of courses have SME's identified and committed to course development
Survey membership for interest in working as a SME	Create survey that gives members information on how to become a SME	PD Subcommittee to review and provide feedback of survey questions	Staff Labor Survey Vendor fee	Q3 2025	Survey Vendor	100 completed survey responses
Update member profiles	Launch email campaign to encourage members to update profile with new area of expertise section	Email campaign for all stakeholders to complete	Staff Labor	Q3 2025	None	35% of member profiles are updated in first email campaign

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Strategy #5: Identify optimal course delivery platform for each offering (digital option only, webinar, in-person) In progress						
Evaluate user experience with content delivery: In-person, on demand, webinar	Staff will develop and implement satisfaction surveys		Staff labor	Q1 2025 Update surveys Q4 2025 evaluate responses	New webinar provider and training	85% satisfaction for each mechanism
Utilize new curriculum guides and delivery of in-person training courses	PD Associate to create additional survey questions regarding curriculum guides, and again in 6 months to inquire if content has been used in their career	PD Subcommittee to review curriculum guides and survey questions	• Staff Labor • Survey Vendor	Q3 2025	Survey Vendor fee	85% satisfaction on Training Day materials survey question on the National Meeting Survey, as well as have used the materials in their career

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Strategy #6: Create a stackable education map for navigation purposes In progress						
Redesign LMS navigation tool for quick direction to Pathways. Example: All CRADA courses housed on the CRADA tab	• PD Director to utilize functions for an interactive navigation tool on homepage. • Marketing to launch email campaign on use of new tool	PD Subcommittee to review usability. Encourage other committees to review navigation tool	• Staff Labor • LMS fees	Q2 2025	None	Increase LMS users by 20%
Feature new content on the home page of the LMS	• PD Director to create template to easily feature new content • Marketing to review tool		• Staff Labor	Q3 2024	None	30% of users visit the featured content

Educate Operational Plan

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Objective 2: Increase awareness of educational offerings to FLC stakeholders						
Activities/ Tactics	**FLC Staff Responsibility**	**Others Responsible (EB, Committees, Subcommittees, Other Stakeholders)**	**Fiscal Resources**	**Timeline**	**New Equipment & Infrastructure**	**Measures of Success/ Indicators of Achievement**

Strategy #1: Develop a strategy for promoting new courses on the LMS In progress						
Improve LMS to highlight new content	• PD Director to create template to easily feature new content • Marketing to review tool		• Staff Labor	Q2 2025	None	30% of users visit the featured content

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Strategy #2: Develop a strategy for promoting the LMS and its capabilities to increase use and adoption In progress						
Work with Promote Committee on a campaign to increase usage	• PD Director to create template to easily feature new content • Marketing to review tool	Promote	• Staff Labor	Q3 2025	None	20% increase in usage
Improve communication material for use at events and other functions	• PD Director to work with Facilitate to identify opportunities to work together at events • Work with Designer on LMS flyers	Promote and Facilitate	• Staff Labor • Design fees	Q3 2025	Canva	20% increase in LMS usage

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Strategy #3: Develop a marketing plan to reach new ORTAs with onboarding courses and other LMS information In progress						
In coordination with Strategy #2, develop targeted strategy for ORTAs	PD Director to organize a focus group on needs of ORTA's	EB, committees, and subcommittees to suggest focus group participants	• Staff Labor	Q3 2024	None	20% increase in usage
FLC Mentorship Program	Educate staff	Mentors	Staff Labor	Q1 2024 Launch Program Q1 2025 Evaluate Program and next steps for program Q2 Request interest in Cohort 2 Q3 Complete Cohort 1 and launch Cohort 2 if warranted	None	At least 5 mentor mentee pairs in program

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Strategy #4: Attend agency rep meetings to gather information and recommendations directly from members. In progress						
Compile gaps in courses, popular courses, Needs Assessment, and gap analysis to report what SME's are needed from agencies	Educate Pillar to compile report for the Educate Chair to present to agency reps		• Staff Labor	Q3 2025	None	Completion of task – Educate focus at an Agency Rep Meeting

Educate Operational Plan
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Objective 3: Elevate the prestige of the T2 profession						
Activities/ Tactics	**FLC Staff Responsibility**	**Others Responsible (EB, Committees, Subcommittees, Other Stakeholders)**	**Fiscal Resources**	**Timeline**	**New Equipment & Infrastructure**	**Measures of Success/ Indicators of Achievement**
Strategy #1: Collaborate with all agencies (via IAWGTT or L2M) to define requirements of T2 professionals In progress						
Attend relevant member events to work with them to identify agency-related T2 requirements	• PD Director to work with agencies and attend relevant events	Educate Chair to collaborate with director to document requirements NIST for IAWGTT/L2M	• Staff Labor	Q2 2025		Compilation of resources to improve LMS content

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Strategy #2: Develop a micro-credentialing program from novice to expert in each pathway In progress						
Beta Test T2 for Beginners micro-credential	• PD Director to recruit, coach, survey members, and report results • Include SME's for instructor questions	PD Subcommittee to participate, review, and provide feedback	• Staff Labor • SME stipend	Q2 2025	None	80% positive feedback on course content
Utilize results of beta test to improve micro-credentials, Career Pathways, navigation tools, activities, and curriculum guides	• PD Director to identify the activities for micro-credential adoption	PD Subcommittee to participate, review, and provide feedback	Staff Labor	Q3 2025	None	90% positive feedback after modifications

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Strategy #3: Continue evaluation of potential for a certification program for T2 professionals, including working to establish an OPM T2 job series. In progress						
Attend relevant member events to work with them to identify certification needs	PD Director to work with agencies and recruit focus groups	Educate Chair to collaborate with director to document requirements	• Staff Labor	Q3 2025		Attend 3 events
Research certification requirements and other T2 programs	Educate Pillar to reach out to agencies and research other programs	PD Subcommittee to provide input	• Staff Labor	Q2 2025		Look at 4 other programs