

## APPENDIX B

### USACE Training Priorities

Human resource development theory describes three categories of learning: training, education, and development. These categories are ranked in order and determine USACE priorities.

1. Priority I. Training which provides new skills and knowledges or improved current skills and knowledge that are needed now to perform one's duties. Priority I needs must be met during the next 6-12 months. Without this training, organizational missions cannot be fully accomplished.
2. Priority II. Training which addresses skills and knowledge needed within the next 12-24 months. This training is designed to provide new skills, improve existing skills, correct performance deficiencies, and prepare individuals to assume additional duties.
3. Priority III. Development of new skills and knowledge that will be used in the future (two or more years hence). Developmental learning can be deferred with little or no impact on current mission accomplishment.