

SPACE EDUCATION AND OUTREACH SYMPOSIUM (E1)  
Enabling the Future - Developing the Space Workforce (5)

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PDIEA : A METHODOLOGY FOR WORKFORCE TRAINING AND ITS BEST PRACTICE

**Abstract**

PDIEA is an optimized training model origins from the U.S. military model. Through ten years of practice, CAST (China Academy of Space Technology) Shenzhou Institute has found and proved the effectiveness of this PDIEA model. Actually, this PDIEA model can be applied to all kinds of training in the enterprise level, which means it is a kind of methodology. PDIEA is named from the five key phases of training's lifecycle. A training project consists of plan, development, implementation, evaluation and archive phases. Each phase has an objective, and provides output for the next phase. The final phase can be deemed as input for next round training. This PDIEA model is open and easy to incorporate different theories such as behavior learning, knowledge management, systems engineering, project management etc. PDIEA model has been proved by workforce clients training projects. CAST exert great investment on workforce training each year. With the guidance of PDIEA model, the training management organization has evolved from passive doer into active stakeholder, the training supervisors become more professional, the customers and trainees turns optimistic attitude on trainings. We truly hope we can share this wonderful recognition with astronautical peers in the global community.