



Abstract

Sultan Qaboos Naval Academy (SQNA) plays a crucial role in preparing personnel for complex operational environments by adopting flexible learning pathways that blend **formal education**, **work-based learning**, and **non-formal training**. The integration of **micro-credentials**, **recognition of prior learning (RPL)**, and **competency-based training** addresses the diverse skill needs of modern military operations. This poster explores how **quality assurance** frameworks can be adapted to **support these innovative approaches**, ensuring credibility and relevance in learning outcomes amid military-specific challenges like operational urgency and varied learner profiles.

Aims and Intentions

- To explore the integration of flexible learning pathways in Sultan Qaboos Naval Academy.
- To propose strategies for aligning military training with global quality assurance standards.
- To highlight the importance of quality assurance in maintaining public confidence and operational effectiveness in military education.

Background

Sultan Qaboos Naval Academy have a unique responsibility to develop well-rounded personnel capable of thriving in dynamic and high-pressure operational environments. The integration of flexible learning pathways has become increasingly critical to address the evolving nature of military missions and global challenges. These pathways include formal education, non-formal training, and work-based learning approaches that provide both theoretical and practical skills. Quality assurance frameworks must adapt to ensure the credibility, relevance, and effectiveness of these diverse learning approaches. By focusing on robust assessment and accreditation mechanisms, military institutions can provide flexible yet reliable training that meets both operational and educational standards.



Figure1. Simulation center at Sultan Qaboos Naval Academy

Quality Assurance Considerations

- Alignment with Global Standards:** Ensure training programs align with internationally recognized quality standards to maintain credibility.
- Stakeholder Collaboration:** Facilitate partnerships between military institutions, academic organizations, and industry to enhance program relevance.
- Assessment and Validation:** Develop robust mechanisms to assess informal and experiential learning outcomes.

Comparison of learning pathways

Pathway	Characteristics	Examples
Formal Education	Structured, degree-based learning	Military science, engineering degrees
Non-Formal	Skill-specific, short-term training	Tactical workshops, certifications
Work-Based	Practical, experience-driven learning	Field missions, RPL assessments

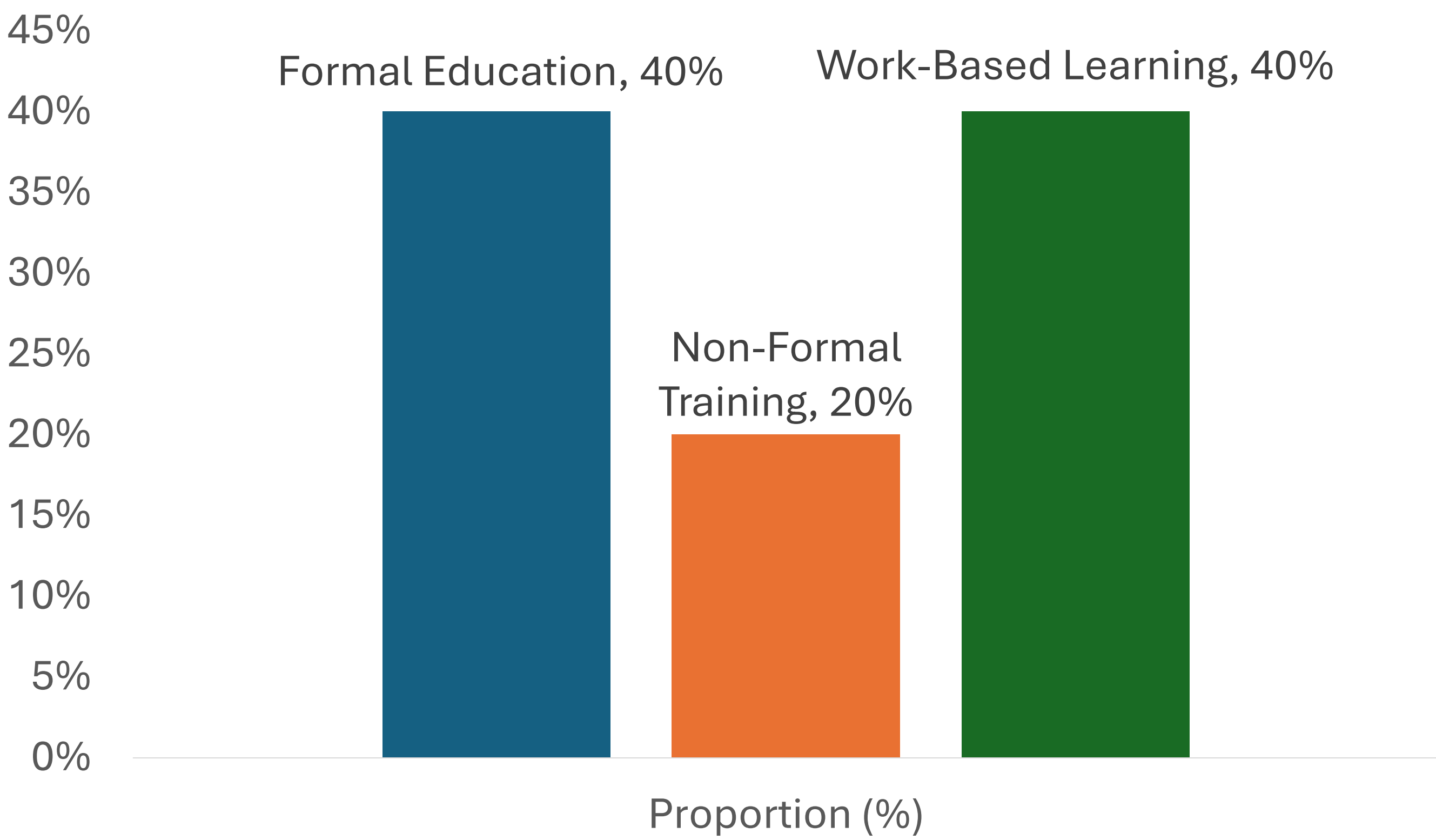


Figure 2. Proportion of learning modalities in a typical military training program at Sultan Qaboos Naval Academy in 2024.

Quality Assurance Considerations



Figure 3. Quality assurance framework for military learning program.

Innovative Tools and Techniques at SQNA

- Use of micro-credentials to recognize specialized skills.
- Integration of simulation-based training for enhanced practical learning.
- Application of digital platforms to track and evaluate learning progress.

In Sultan Qaboos Naval Academy many learning and teaching methods are followed such as computer-aided instruction, demonstration, discussion, flowchart text, gaming, in-tray exercise recording, lecture tactical trainer, textbook, practical 3D, self-study models, seminar video, simulation, touch-drill flannel-board and tutorial periodicals.

Conclusion

By combining rigorous quality assurance practices with innovative learning pathways, **Sultan Qaboos Naval Academy** can ensure their personnel are prepared for modern operational demands while maintaining public confidence in the education and training provided.

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