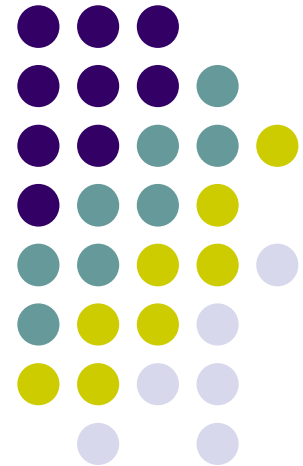
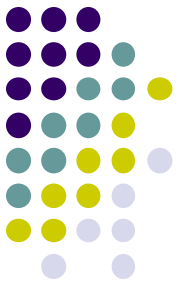


Training Working Group FY2021 EFCOG Annual Meeting



Shayne Eyre
Battelle Energy Alliance (INL)
Working Group Chair
June 9, 2021



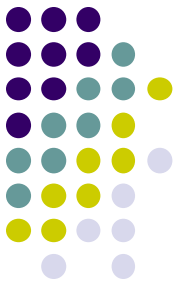


Training Working Group

- Chair: Shayne Eyre, INL
- Vice-Chair: Amy Loevy, BNL
- Secretary: Melissa Walker, LANL
- DOE Liaison: Karen Boardman
- EFCOG Sponsoring Directors:
 - Kelly Beierschmitt, LANL
 - Linda Kobel, LATA
- Course Efficiency Subgroup
 - Chair: Melissa Walker, LANL
 - Vice Chair: Ted Giltz, NTC/NIEHS
- Process Efficiency Subgroup
 - Chair: Brandon Andrus, INL; Vice Chair: Cristie Shuford, SRNS
- Training Collaboration Subgroup
 - Chair: Tina Vialard, NNSS; Vice Chair: Lyle Stephenson, INL

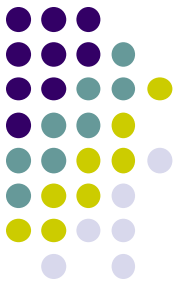


Training Working Group



- The Training Working Group has broad participation with the right people and with representation from across the DOE complex. Participants are especially engaged during annual working session.
- TWG has tripled in size – COVID training sessions have increased our reach (75+ people attending monthly)

Tie Ongoing Work to EFCOG Strategic Initiatives



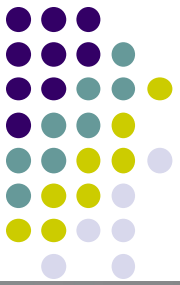
Safe, Secure & Effective Operations

- Lessons learned and best practices during COVID
- Optimize telework during COVID & beyond
- Collaborative efforts, such as sharing best practices, benchmarking, and joint development have helped develop workers, strengthen safety performance, and reduce costs.

Recruit, Develop & Retain the Right People to Ensure Future Mission Needs are Met

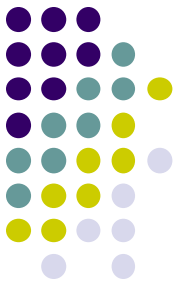
- Many courses have been and continue to be standardized, offered for reciprocity, or course material made available for leveraging by other sites.
- The TWG has consistently worked with DOE on improving and clarifying the regulatory environment for training.

FY21 Key Achievements



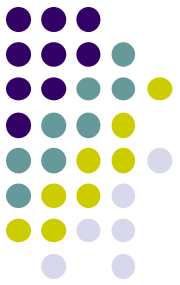
- Supported sites shifting training from in-person to virtual
- Expanded support during pandemic through monthly best practice sharing & learning opportunities
- Successfully shifted annual TWG meeting to virtual – well attended
- Continued collaboration with Labor training working group through joint website development
- Supported training organizations with rapid course development through the CARDS database
- Expanded DOE Reciprocity Program
 - Certified 25 courses
 - Labor’s International Union Apprentices program

FY21 Work Plan – Course Efficiency



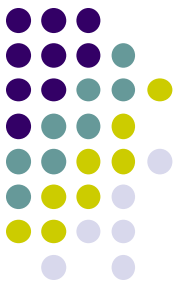
Focus Area/ Activity	Deliverables	Accomplishments
Provide training subject matter expertise and endorsement in development of standardized DOE course materials	Identify 3 courses for development	<ul style="list-style-type: none"> • Fundamental Radiation Worker drafted • HazCom core training module learning objectives drafted • When complete, will identify and start another course
	Work with sites, other EFCOG groups and NTC in course development	Working with Radiation Protection working group on Rad Worker training
	White paper on worker involvement model with recommendations	Tabled
Develop shared course delivery capability	Process and capability to share instructor and/or space resources across multiple DOE sites	Push to FY22

FY21 Work Plan – Process Efficiency



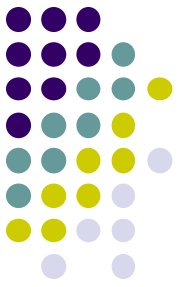
Focus Area/ Activity	Deliverables	Accomplishments
Collaborate with DOE on review and implementation of DOE Order 426.2A revision	Consolidated feedback and recommendations from contractors across the DOE Complex	DOE O 426.2A REVCOM completed. Document is awaiting final DRB approval. Waiting for revision of 1070-94 revision so both will be released together.
Collaborate with DOE on the revision of training standards and guides	DOE STD-1070-94, “Guidelines for Evaluation of Nuclear Facility Training Programs”	DOE HQ determined that the first focus should be on 1070-94 revision to be released with DOE O 426.2A. Small group consisting of DOE HQ, DOE NTC, and Process Efficiency subgroup members to collaborate on 1070-94 Revision

FY21 Work Plan – Training Collaboration



Focus Area/ Activity	Deliverables	Accomplishments
Develop tool/resource collaboration process	Identify and develop an effective method for sharing training information across the EFCOG TWG members.	Monthly Learning Sessions were a natural development following the Annual TWG Workshop
	Provide a strategic approach to communicate and market the TWG activities and successes across the sites	TWG activities and successes are shared at the Monthly Learning Sessions as well as upcoming events
	Identify current best in practice resources and tools	Monthly Learning Session topics have covered a variety of best practices
Conduct Training Working Group annual workshop	Provide high value in-person community of practice for sharing of best practices and development of training capabilities.	Conducted Training Working Group Annual Workshop virtually for the first time ever

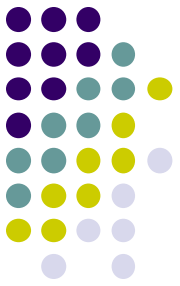
Coronavirus Impacts / Lessons Learned



Focus shift to immediate needs of changing training circumstances

- Regulatory relief for expired qualifications
- New training modalities
 - In-class teaching protocols
 - Virtual instructor-led training (VILT)
 - Blended learning
- Productivity of workers unable to access worksite

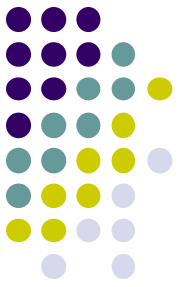
Coronavirus Impacts/ Lessons Learned (cont.)



Stronger emphasis on collaboration

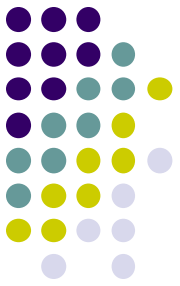
- Initiate monthly touchpoints
 - TWG leadership calls
 - Learning sessions - New approach to capture & share best practices for training departments forced to quickly use & optimize new learning modalities – well attended
 - NTC supported – conferencing platform, producers
- Increase in leveraging/broadening the TWG network

FY22 Upcoming Focus Areas and Planned Achievements



- Provide technical expertise in course creation and delivery.
 - Established a cross-Lab Working Group to revise and deliver new HAZCOM training (currently in Design phase)
- Develop better processes to promote shared course delivery
- Provide support in implementation of DOE O 426.2A
- Collaborate with DOE on revision to DOE-STD-1070-94
- Continue with monthly learning sessions
- Conduct annual working meeting





New Initiatives

- Monthly Learning Opportunities
 - Jan – Brainstorm on topics and format for sessions
 - Feb – Panel discussion on training organization structures
 - Mar – Preparing experts to instruct
 - Apr – Virtual facilitation – Instructor
 - May – Virtual facilitation – Producer
 - Coming up:
 - Instructional design for virtual
 - Leadership training
 - Training development processes
 - Web conferencing platforms benefits and challenges
 - Development tools for online & virtual