# Training Working Group FY25 Annual Workplan

The Training Working Group (TWG) guides efficiency and effectiveness in DOE training. The TWG takes a leadership role in leveraging collaborative initiatives that support training. It also assists in identifying areas of improvement for proposed policy or regulatory changes, reviewing new or changed processes, and providing subject matter expertise for training initiatives across the complex.

1) **TASKS AND DELIVERABLES TIED DIRECTLY TO THE FOUR EFCOG STRATEGIC OBJECTIVES**

| EFCOG STRATEGIC OBJECTIVE | DESCRIPTION | TWG TASK | DELIVERABLE/ DATES |
|---|---|---|---|
| Strategic Workforce Management | Make DOE and its contractors the employer of choice; aid recruitment/ training/ retention, improving training and leadership development across the complex | Pursue opportunities to create reciprocity of general employee /new employee training across the complex. | JLON project completes at least 3-course reciprocity certifications by 9/30/25<br><br>In support of revised DOE O 426.2a, implement TLP training support for the new nuclear safety culture requirement by 9/30/25. |
| Lifecycle Infrastructure Management | Ensure predictable construction project performance, including subcontractor safety and strong cost/schedule performance | Collaborate with Safety Working Group/Subcontractor Safety Subgroup to develop and deliver baseline subcontractor safety training | Pilot new subcontractor safety training by 9/30/25. |
| Ensuring Safe, Secure, and Efficient Operations | Enhance safety/ security culture | Collaborate with NTC, NIEHS WTP, and other TWG SMEs to review and expand general Safety Culture training for | Implement a process to qualify contractor and NIEHS WTP staff as TLP course Instructors by June 2025 |

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|---|---|---|---|
| | | all sites based on TLP 100 course delivery | |
| Deploying Technology for Future Mission and Operation Execution | Ensure effective implementation of digital tools in the learning environment | Curate a list of digital tools and resources that can be used for more effective learning solutions | Publish on TWG SharePoint by June 2025 (i.e., new AI functionality in Articulate 360) |

2) **KEY TASKS AND DELIVERABLES FOR CONTINUOUS IMPROVEMENT AND PARTNERSHIP ACROSS EFCOG WORKING GROUPS**

- Continue to support the Joint Laboratory Operations Network (JLON) project to reduce redundant training for personnel moving between NV, LLNL, LANL, and Sandia. Establish reciprocity or equivalency for a minimum of 5 courses.
- Support expansion of the National Institute of Environmental Health and Safety (NIEHS) Worker Training Program awardee delivery of new S&H training courses at three DOE contractor locations.
- Plan and deliver a high-value TWG Annual Meeting in March 2025 at Lawrence Livermore National Laboratory in Livermore, CA.
- Support EFCOG Leadership and the NTC initiative to improve the sharing of high-quality contractor training programs. In 2025, support the implementation of revised DOE O 426.2A, expansion of TLP course deliveries, and use of the NTC Learning Management System to list upcoming contractor training.

3) **OTHER TRAINING WORKING GROUP ACTIVITIES**

- Conduct **monthly learning opportunities to share updates on** DOE Orders and Regulations, brain-based learning, NTC course revisions, and other global learning changes.
- Continue to develop and deliver quarterly **Training Connections newsletters** to foster collaboration and continuous improvement efforts.
- Continue to grow the **TWG SharePoint** site to foster communications, contractor sharing of knowledge and practices, collaboration of processes and course materials, and continuous improvement efforts.