

Training Delivery

EFCOG Training Working Group

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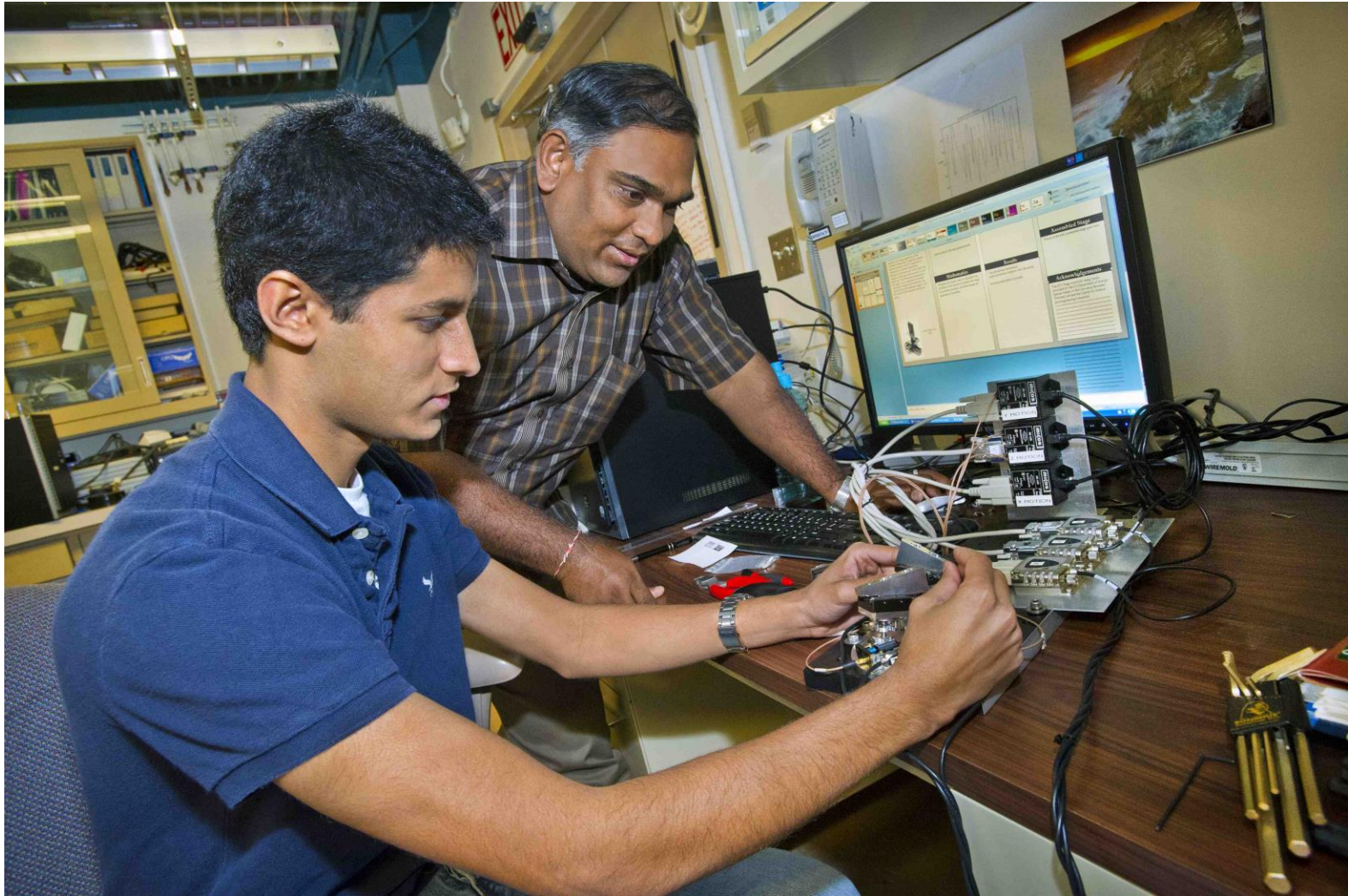
Different Training Modalities



Different Training Modalities



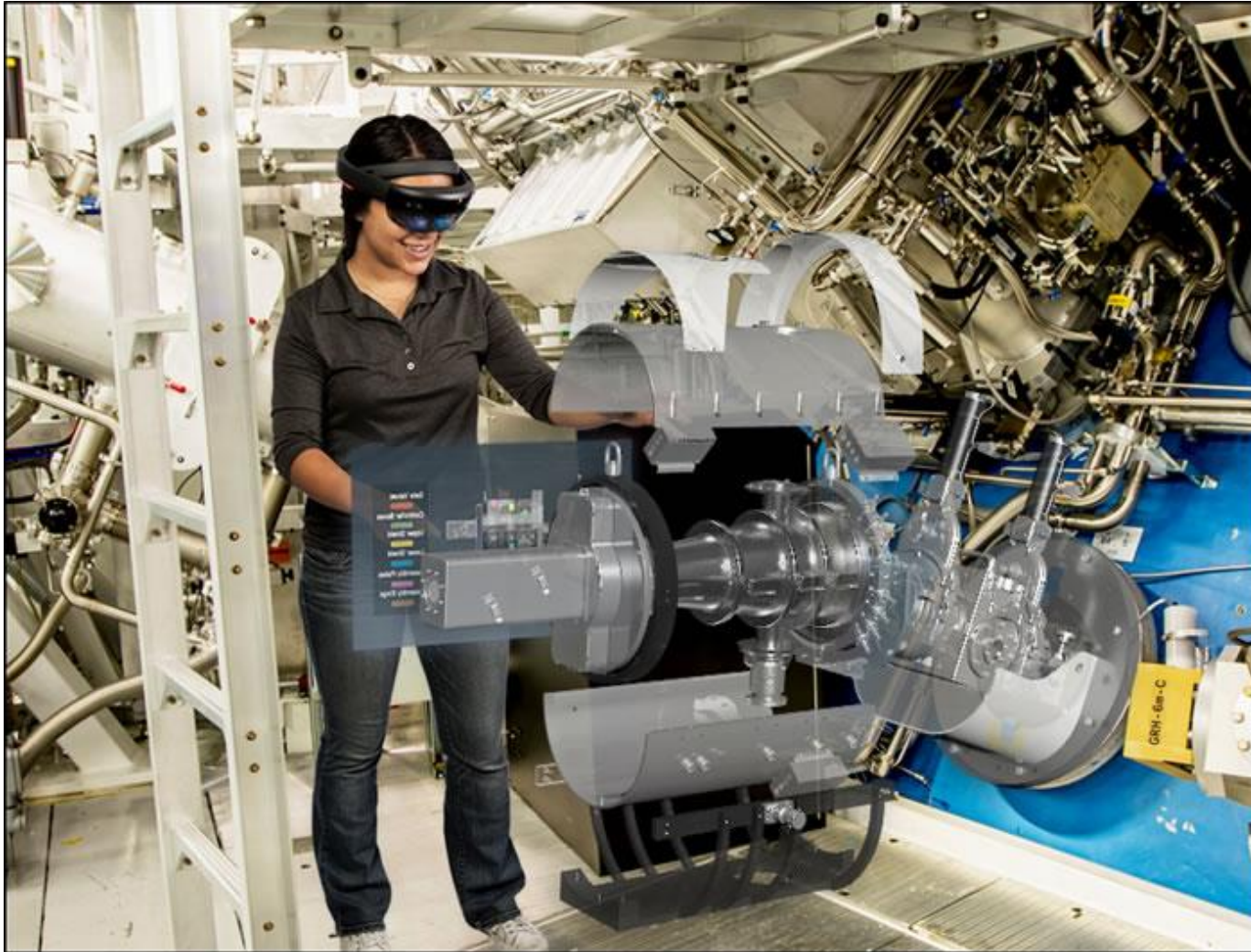
Different Training Modalities



Different Training Modalities



Different Training Modalities



Different Training Modalities

Why Use Multiple Modalities?

Different Training Modalities



Different Training Modalities

Option 1

Read a book

Master concepts & rules

Become familiar with Legends

Option 2

Read a book

Play golf 3 hours/day

Schedule coaching

Different Training Modalities

Multi-Modal Approach Advantages

- **Cuts down “Forgetting Curve”**
- **Practice and Coaching = Deep Learning**
- **Golf takes muscle memory**

4 Criteria to Use for Modality Choice



52%



4 Criteria to Use for Modality Choice

Content

Foundation of Modality Selection

4 Criteria to Use for Modality Choice

Audience

How do they prefer receiving information?

4 Criteria to Use for Modality Choice

Goal

What is the purpose for training?

What skills are transferred?

4 Criteria to Use for Modality Choice

Context

Where will skills be used?

What time constraints exist?

What technology can students use?

Scenario: What Modality(s) would you choose?

Your Supervisor assigns your team to assist a customer develop training that is required for startup operations.

The customer needs training to be implemented in 4 months

Scenario: What Modality(s) would you choose?

**You have determined that the operations
have 3 roles requiring training**

**Tasks are all performed in a
Hazard Category 2
Nuclear Facility**

**Work will be performed 700 miles away from
Your location**

Scenario: What Modality(s) would you choose?

No travel due to pandemic

Classification restrictions in place

Scenario: What Modality(s) would you choose?

Discussion on how to determine Design

Role = High Explosive Handler

Goal = Attach electrical controls to explosive detonators

Procedures are in draft form

Scenario: What Modality(s) would you choose?

Discussion

What would you do?

What approach would you take?

What modalities would you choose?

How does cost factor in?

How to Attract and Retain Instructors?

ENVIRONMENT

Higher Turnover

Large number of retirements across DOE Complex

New employees changing jobs faster than previous generations

Scenario: How would you recruit/retain instructors?

Most of Your OJT Instructors

1. **Operational Experts**
2. **Instruction is a part-time responsibility**

Scenario: How would you recruit/retain instructors?

Instructor Pool

- 1. 6-10 Senior Fissile Material Handlers (FMH)**
- 2. Responsible for meeting lab mission objectives**

Scenario: How would you recruit/retain instructors?

Student Pool

1. 30-40 FMH Trainee
2. 70% must be directly supervised by Instructors
3. 6-24 months to qualify as Certified FMH
4. Increase trainee pool 10-15 annually

Scenario: How would you recruit/retain instructors?

Training Goal

1. **Reduce time to qualify**
2. **Maintain Rigor/Quality of training**

Which Metrics Matter?

How to Measure Success?

- **Training Effectiveness**
 - **Are the skills transferred?**
 - **Pass rate of students**

Which Metrics Matter?

How to Measure Success?

- Are the skills retained on-the-job?
 - Workplace performance
 - Management Assessments
 - Readiness Reviews
 - Operational Drills

Which Metrics Matter?

How to Measure Success?

- **Organizational Metrics**
 - **Near Misses**
 - **Reportable Occurrences**
 - **Mission Milestones achievement rate**

Best Management Practice for Training Coordination

- **Review coordination for**
 - SME
 - Instructional Designers (Learning Experience Designers)
 - Instructors
 - Management

- *MS Teams – LLNL Training Group*

- *Sharepoint sites*

- *Document Review Systems*

Training Delivery - Conclusion

“We don’t grow when things are easy; we grow when we face challenges.”

Anonymous

“Don’t limit your challenges. Challenge your limits.”

Anonymous

It’s all to do with the training: you can do a lot if you’re properly trained.

Queen Elizabeth II

Training Delivery - Conclusion

Instructional designers need to run, not walk, away from classroom-based thinking and get to the point of providing short, quick, business-focused learning points that are easily accessible when and where our learners need them.

This means leveraging new technologies to deliver non-traditional instruction.”

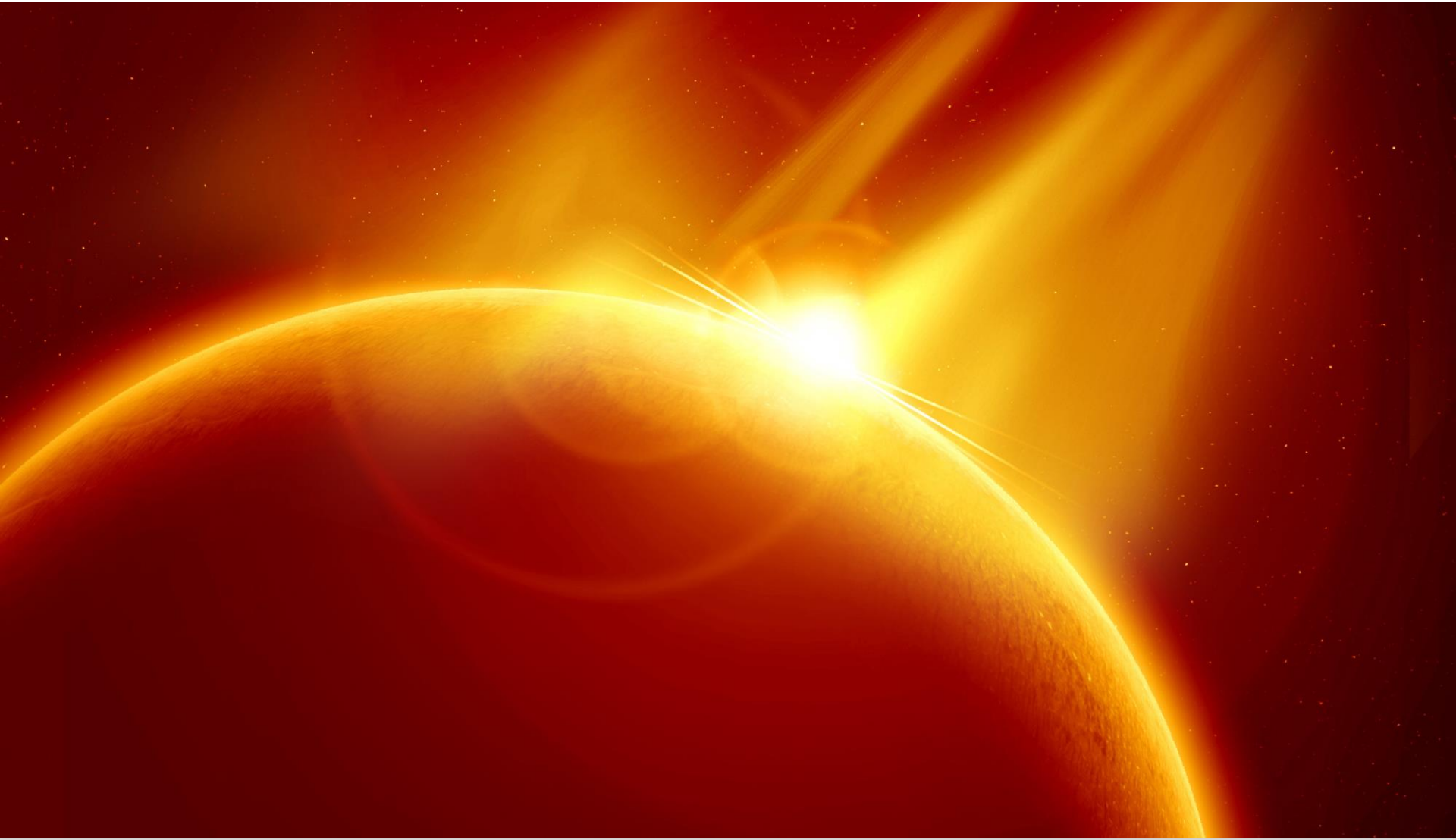
Karl M. Kapp

Training Delivery - Conclusion

Even in such technical lines as engineering, about 15% of one's financial success is due to one's technical knowledge and about 85% is due to skill in human engineering, to personality and the ability to lead people.

Dale Carnegie

Questions?





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