

# Training Working Group Monthly Learning Opportunity

November 14, 2022

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# Agenda



- “Creating Microlearning” Presentation
- Next Steps
  - We would like your Feedback for today’s event
  - Preview 2023 TWG Annual Meeting
  - Follow up messages, including 2023 Annual Meeting Survey



# Transforming Training at the Savannah River Site

**Lisa Hartzog**

**Manager -Training Administration & Technology**



# Overview

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- **SRS sets a goal to transform training into a more modern engaging experience for employees.**

# History

- **Beginning in 2017 Site Training with Information Technology (IT), began exploring options for replacing the existing Learning Management system with a Commercial-Off The-Shelf (COTS) product.**
- **In 2018 SRNS procured SumTotal's Learning Management System (LMS) and attempted a cloud-based implementation.**
- **In 2019 the cloud solution was abandoned for a more cost-effective on-premise implementation.**
- **In 2020 Site Training launched a new department focused on Knowledge Preservation and multimedia development.**
- **In 2021 Site U launched.**
- **2022 Site Training Department restructured our Training Administration, LMS, Web and KPMD Departments.**

# Goal – New Learning Management System

- Deploy a Learning Management System (LMS) at Savannah River Site that will serve as a training infrastructure to support the expansion of a learning culture.
- Essential Functions:
  - ✓ Web Enabled
  - ✓ User Friendly Dashboard
  - ✓ Course Management
  - ✓ Scheduling/Enrollment
  - ✓ Qualification Management
  - ✓ **Watchbills**
  - ✓ Reports and Notifications
  - ✓ Mobile Ready

# Process



1. Evaluation Team (site tenant reps)
2. Market Research (Demos/Evals)
3. Requirements Specification
4. Request For Proposal (RFP)
5. Technical Demos/Evals
6. Award

1. Prototype/Gap Analysis
2. Gap/Feed Resolution
3. Data Cleanup
4. Data Migration
5. Training/Testing
6. Go-live

1. Change Management
2. Issue Management
3. Lessons Learned



# Key Challenges

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- **Data Cleanup**
- **Requirements Gaps**
- **Watchbills**
- **Resource Availability**
- **Change Management**





# Current Status

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- **Project currently in the “Burn-in” phase**
  - Training current users on the system
  - Monitoring software adoption
  - Responding to technical issues and functionality gaps
  - Exploration of inactive functionality.



# Goal – Enhance Training Content

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- **Diversify course development tools for our Web Team.**
- **Develop strategic plan for knowledge preservation and multimedia development.**
- **Create KPMD Team to work side by side with the Web based team to create content.**

# Web Based Training and KPMD Mission



**Capture and curate institutional knowledge while delivering impactful content that enhances our safety culture and drives mission success.**

# “Technology will never replace great instructors, but technology in the hands of great instructors is transformational.”

- George Couros



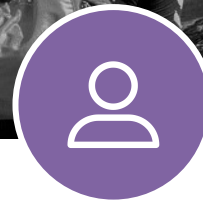
Knowledge  
Preservation



Web & Content  
Development



Audio/Visual Design



Augmented & Virtual  
Reality



Virtual Classrooms

# Our Services

## Course Development

From Conception to revision, our team can work with you to design, create and implement interactive training for the classroom or the web.

01

## Videography / Photography

Knowledge capture interviews, task & project documentation, lessons learned, screen captures, meetings or training videos, our team captures it..

02

## Virtual Instruction

If you need to teach remotely, broadcast live from a classroom, conduct remote examinations or JPM's, we can make it happen.

03

## Custom Graphics

Infographics, graphs, charts or animations, our team can transform your data into visually engaging and impactful design.

04

## Virtual Reality

Turning hard to duplicate scenarios into immersive experiences, we allow students to apply instruction in realistic simulations safely.

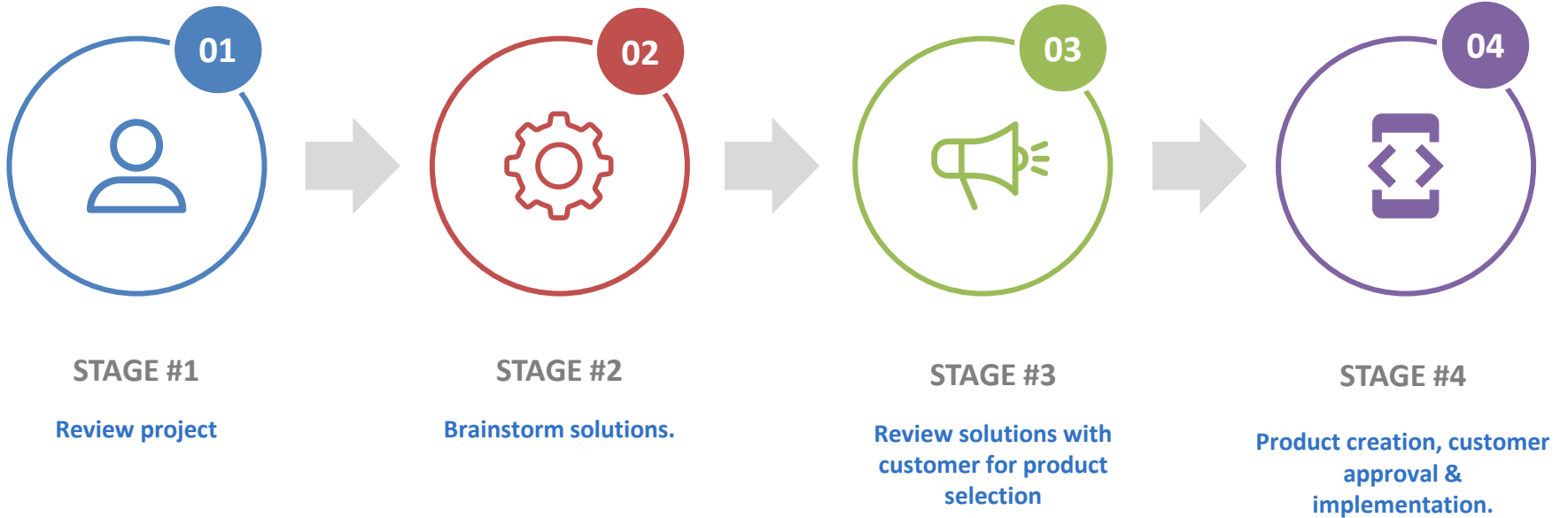
05

## Web Development

Web application development or website design, if you can imagine it, our team will do our best to make it a reality.

06

# Our Process





**SAVANNAH RIVER SITE**



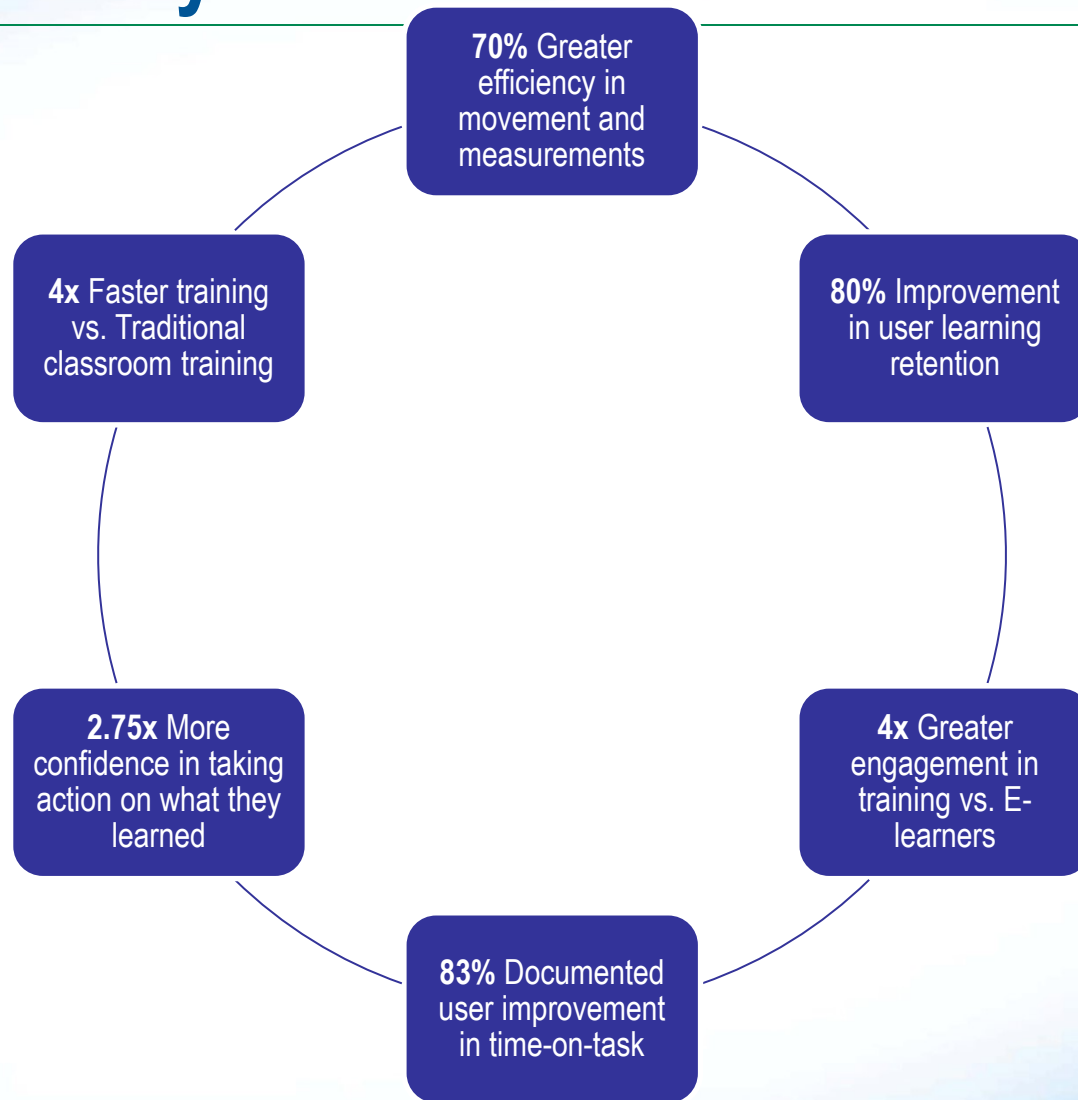
# The Impact of Video

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- **Bridges the Gap**
- **Increases Knowledge Retention**
- **Documents the Process**
- **Usable in Multiple Platforms**
- **Covers all 5 Knowledge Transfer Mechanisms**

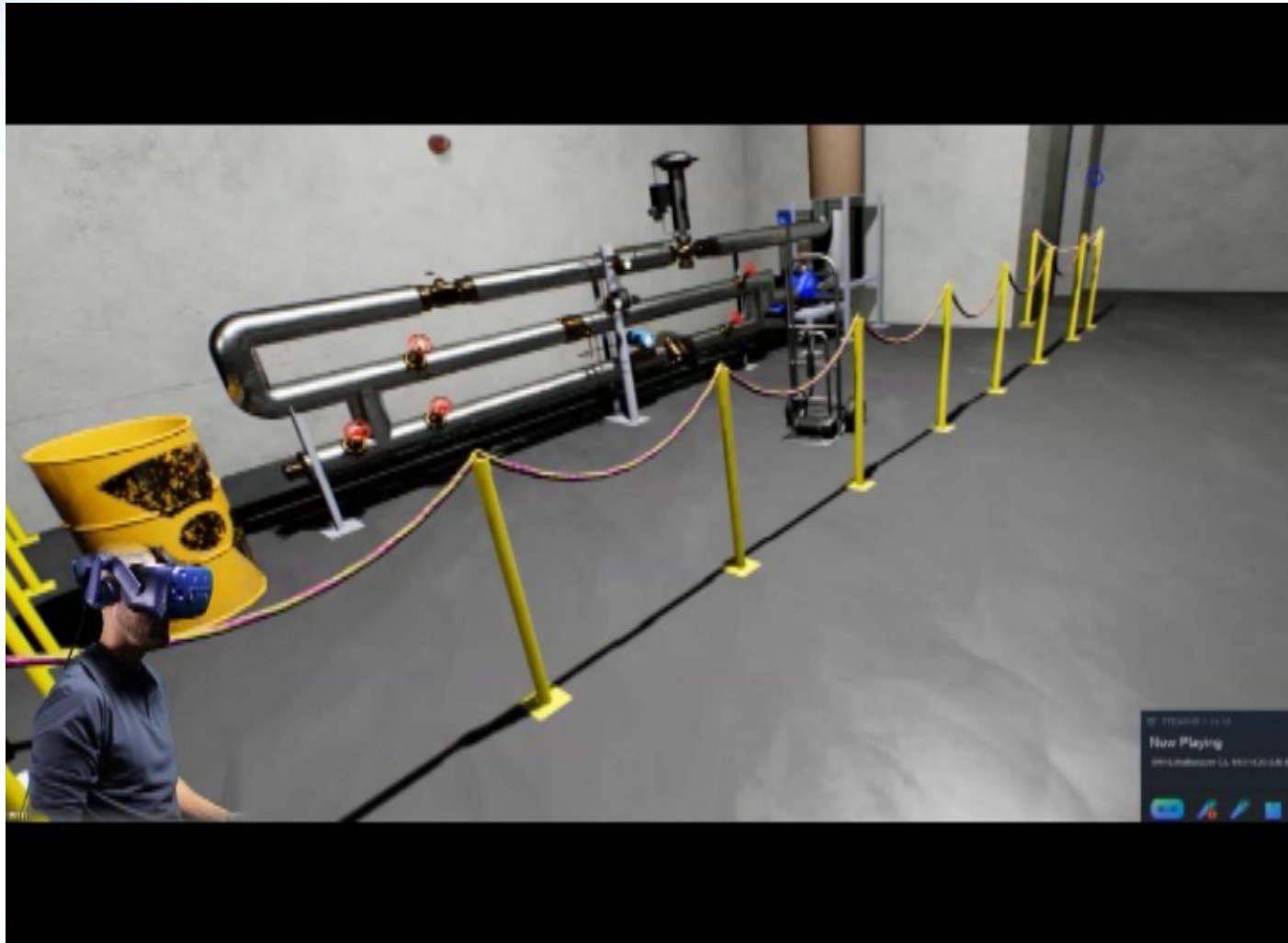


# Virtual Reality





# Virtual Reality



# Why Gamification

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- Employees can interact with each other in new ways, promoting teamwork
- Rewards help them feel that they've reached a goal and achieved something
- Learners stay motivated and engaged
- Employees retain more knowledge when they're more engrossed in the content
- Learning can take place at individual employees' own pace

# Gamification

Chart of Nuclides Lab

file:///C:/Users/K8354/Documents/Websites/Nuclear%20Criticality/Chart%20of%20Nuclides/index.html

## Chart of the Nuclides

Turns remaining: 100

RESET

Number of Protons

8  
7  
6  
5  
4  
3  
2  
1  
0

0 1 2 3 13 14 15 16

This site says...

Welcome to the Chart of Nuclides lab!

Each element has isotopes. Copernicium has 4 known isotopes; Mercury has 40. Most elements have a dozen or so isotopes. The Periodic Table is an organized presentation of the elements. An organized presentation of the Isotopes is called the Chart of the Nuclides. In this activity, you'll build the first 10 rows of the Chart of the Nuclides.

Begin by clicking and dragging an isotope to its correct position on the board. If you have correctly placed the isotope, you will no longer be able to pick it up and move it again.

OK

# Other Training Enhancements

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- **Deployment of smart classroom model. Currently used for RWT training.**
- **Deployment of tablets for classroom course guides.**
- **Conversion of classroom projectors and screens to smart monitors.**
- **Deployment of a new automated Training Forms Control System.**



# On the Horizon

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- **Classroom transformation**
- **Training records automation**
- **LMS enhancements**
- **Development of a “youtube” style database to provide video training on demand.**



# QUESTIONS



# Got Feedback?

- Please complete the Monthly Learning Opportunity Evaluation (see link in the chat).
- It only contains four questions and should take about a minute!

## EFCOG TWG | Monthly Learning Opportunity | Meeting Evaluation

Q1. It was easy for me to become actively involved/engaged in the monthly learning opportunity.

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

Q2. I will be able to apply what I learned on the job.

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

Q3. How likely are you to recommend this Monthly Learning Opportunity to others?

Not at all likely

Extremely likely

0

1

2

3

4

5

6

7

8

9

10

Q4. Please comment on your response to question 3 (this survey is unclassified, do not include any classified, UCNI, or OOU information in your response).







# 2023 TWG Annual Meeting



**Hosted at  
Savannah River Site**

**Tuesday – Thursday  
March 21-23, 2023**



# Look for some follow ups...

- Follow up email with slides and notes from our November Learning Opportunity:
  - Link to PDF deck from today's call
  - Link to new Classroom Instructor Apprenticeship Standard and Evaluation Guide resource from SRS (follow up MS Teams User Group)
- Please complete **2023 TWG Annual Meeting Survey** by Friday, December 3.

Did you attend the March 2022 Virtual TWG Annual Meeting?

Yes

No

Are you considering attending the 2023 Annual Meeting in-person on March 21-23, 2023 at the Savannah River Site?

Definitely not

Probably not

Might or might not

Probably yes

Definitely yes

If a hybrid experience is offered, would you participate in the 2023 Annual Meeting virtual sessions planned between March 21-23?

Definitely not

Probably not

Might or might not

Probably yes

Definitely yes