

Tuesday, 21 March 2023

| Order | Presentation Title/Topic (Video Duration) | Speaker(s) | Presentation | Video |
|-------------|--|--|------------------------|-----------------------|
| 11 | Welcome and Opening Keynote (58:13) | Cristie Shuford, Kevin Whitt, and Tom Kohler | None | Video |
| 12-1 | Meeting Opening (31:27) | Shayne Eyre | Slides | Video |
| 12-2 | Federal Sponsor Briefing (22:00) | Gabe Pugh | Slides | Video |
| 13-1 | Panel: Training Staff Onboarding and Qualification (1:01:04) | Ethan Guymon, Moderator | None | Video |
| 13-2 | Tell me a story: A Tale of Audience Engagement (32:56) | Mark Hagerty | Slides | Video |
| 14-1 | Succeeding through Organizational Churn (43:37) | Pete Stromberg | Slides | Video |
| 14-2 | Why the Details Matter (41:16) | Shannon Griggs | Slides | Video |
| 15 | A Multigenerational Workforce (53:57) | Delores Charlton | Slides | Video |

Wednesday, 22 March 2023

| Order | Presentation Title/Topic (Video Duration) | Speaker(s) | Presentation | Video |
|-------------|--|------------------------------------|------------------------|-----------------------|
| 21-1 | Panel: NIEHS Grantee (43:37) | Ted Glitz, Moderator | None | Video |
| 21-2 | Top 20 Instructor Fails and How to Avoid Them (48:05) | Chris Jerger | Slides | Video |
| 22-1 | Apprenticeships & College Involvement (45:12) | Dr. Dorian Newton & BooBoo Roberts | Slides | Video |
| 22-2 | Course and Related Data Systems (CARDS) (41:57) | Katrina Knight | Slides | Video |
| 23-1 | LLNL's Journey to Improve Educational Inclusiveness: Designing Training for Differently Abled Learners (45:06) | Dr. Phil Weiss & Mark Hagerty | Slides | Video |
| 23-2 | Back to basics - Task Analysis (36:56) | Eric Meakins | Slides | Video |
| 24-1 | Project Management 101 for Training (47:50) | Owen Peters | Slides | Video |
| 24-2 | Platform Skills: How to Effectively Get Your Message Across (42:04) | Ashley Felton | Slides | Video |

Thursday, 23 March 2023

| Order | Presentation Title (Video Duration) | Speaker(s) | Presentation | Video |
|-------------|--|----------------------------------|------------------------|-----------------------|
| 32-1 | New Employee Training (NET) Academy Overview | Hannah Wood and Evelena Valencia | Slides | Video |
| 32-2 | Using 3D - Virtual Tours (41:44) | Lloyd Keith | Slides | Video |
| 33 | Update on 426.2 and 1070-94 (20:38) | Brendan Burns | None | Video |
| 34 | Closing Keynote (37:39) | Kevin Whitt | None | Video |

Click [here](#) to access the TWG Annual Meeting Participant Packet.

Tuesday, 21 March 2023

| # | Segment Title | Video Description | Presentation | Video |
|-------------|---|--|------------------------|-----------------------|
| 11 | Welcome and Opening Keynote Cristie Shuford, Kevin Whitt, and Tom Kohler | This meeting welcome and opening keynote occurred on Tuesday, 21 March 2023. Cristie Shuford, SRS Site Training Deputy Director and our Annual Meeting Chair, and Kevin Whitt, SRS Site Training Director, welcomed the participants. Tom Kohler, Director for the Office of Safety and Quality Assurance (SRS), delivered the opening keynote to our March 2023 Annual Meeting. | None | Video |
| 12-1 | Meeting Opening Shayne Eyre | Shayne Eyre, EFCOG Training Working Group Chair (INL) opened the Annual Meeting on Tuesday, 21 March 2023. | Slides | Video |
| 12-2 | Federal Sponsor Briefing Gabe Pugh | Gabe Pugh, Director National Training Center (DOE NTC), delivered this briefing on Tuesday, 21 March 2023. | Slides | Video |
| 13-1 | Panel: Training Staff Onboarding and Qualification Process | Due to a high turnover rate of Training Professionals in our industry it has become very important to efficiently bring new training staff up to speed. In this panel we discussed the onboarding and qualification process from three different DOE complexes. Ethan Guymon, ES&H Instructor (INL) moderated this panel on March 21 with Kathryn Miller, Technical Training Manager (ORNL), Peter Stromburg, Training Support Manager (PNNL), and Fallon Halloway, WRPS Technical Staff Training Manager (Hanford). | None | Video |
| 13-2 | Tell me a story: A tale of audience engagement Mark Hagerty | Mark Hagerty, Instructional Designer ESH (LLNL) delivered this concurrent session on Tuesday, 21 March 2023. This session provided insights into how learning happens better when we include storytelling as the conduit for the message. Training can be effective only if the lesson is communicated clearly. You will learn how delivery techniques including storytelling, open questions, safe mistakes, and a little bit of neurology, can enhance learning and comprehension, making your courses not only effective, but engaging. | Slides | Video |

2023 EFCOG Training Working Group Annual Meeting | **Presentations and Video Links**

| # | Segment Title | Video Description | Presentation | Video |
|------|---|---|------------------------|-----------------------|
| 14-1 | Succeeding through Organizational Churn Pete Stromberg | Pete Stromberg, Training Support Manager (PNNL), delivered this concurrent session on Tuesday, 21 March 2023. Organizations now face a high level of organizational churn due to retirements, promotions, internal transfers, and external poaching of talent. We all know that employee turnover is costly and that this churn creates a multitude of challenges for the organization. This session discussed the steps taken by PNNL's Training Support organization to combat the issue. The path they took enabled them to not only weather the storm but to deliver to the lab an organization that embraces its cultural norms and is better prepared to deliver on expectations. | Slides | Video |
| 14-2 | Why the Details Matter Shannon Griggs | Shannon Griggs, End States Training and Procedure Writer Manager (CPCCo), delivered this concurrent session on Tuesday, 21 March 2023. There is concern that as new technology is introduced, and organizations seek better training and more cost-efficient systems they will forget to operate training in a systematic manner. In this session we discussed how the SAT process is used to make sound decisions to determine the who, what, when, where why and how of a learning program. | Slides | Video |
| 15 | Training a Multigenerational Workforce Room Deloris Roberts-Charlton | Deloris Roberts-Charlton, Engineering, Project Management & Construction Training Lead (SRS), delivered this closing session on Tuesday, 21 March 2023. For the first time in history, we have five generations working side-by-side in the workplace. Challenges present themselves because we simply don't understand each other. Experiences, goals, expectations, and events have shaped each generation. This session looked at some of the influences of each generation; discussed motivators, demotivators, and determined strategies for a more cohesive workplace with employees from different generations. | Slides | Video |

Wednesday, 22 March 2023

| # | Segment Title | Video Description | Presentation | Video |
|------|---|--|------------------------|-----------------------|
| 21-1 | Panel: NIEHS Grantee | In this panel from March 22, we discussed the National Institute for Environmental Safety and Health Training Grant and updates from grant recipients. Ted Giltz, Technical Support Liaison (NTC) moderated this panel with Ashlee Fitch, United Steelworkers' (USW) Center for ESH Education, Gary Gustafson, Center for Construction Research and Training, Jim Remington, Program Analyst NIESH, and Kirt Laflin, Executive Director National Partnership for Environmental Technology Education (NPETE). | None | Video |
| 21-2 | Top 20 Instructor Fails and How to Avoid Them Chris Jerger | Chris Jerger, ISED Training Manager (ORNL), delivered this concurrent session on Wednesday, 22 March 2023. In this presentation common mistakes instructors make was the primary focus. The discussion targeted newer Training Professionals but even veterans of the craft will discover some issues that they more than often fall into. | Slides | Video |
| 22-1 | Apprenticeships & College Involvement Dr. Dorian Newton and BooBoo Roberts (SRS) | Dr. Dorian Newton, Apprenticeship School and Pipeline Training Program (SRS), and BooBoo Roberts, Regional Technical College Loaned Executive (SRS), delivered this concurrent session on Wednesday, 22 March 2023. In this presentation the speakers discussed the importance of the Savannah River Site's relationship with local colleges as well as the strong benefits from Apprenticeship programs in their work force. This presentation will hopefully give training professionals an understanding and baseline knowledge on how to nurture those programs and relationships for the betterment of their respective work locations. | Slides | Video |
| 22-2 | Course and Related Data Systems (CARDS) Katrina Knight | Katrina Knight, CARDS Administrator at DOE National Training Center (NTC), delivered this concurrent session on Wednesday, 22 March 2023. In this presentation the speaker discussed the benefits of utilizing the National Training Centers CARDS system as well as a walkthrough of its utilization. | Slides | Video |

2023 EFCOG Training Working Group Annual Meeting | **Presentations and Video Links**

| # | Segment Title | Video Description | Presentation | Video |
|------|---|--|------------------------|-----------------------|
| 23-1 | LLNL's Journey to Improve Educational Inclusiveness: Designing Training for Differently Abled Learners Dr. Phil Weiss & Mark Hagerty | Dr. Phillip Weiss, Workforce Services and Development Manager (LLNL), and Mark Hagerty, Instructional Designer ESH (LLNL), delivered this concurrent session on Wednesday, 22 March 2023. In this presentation participants learned about how LLNL is working to improve educational inclusiveness for it's over 9,000 learners to meet their neurodiversity needs and reach closer compliance with Section 508 of the Rehabilitation Act of 1973, as amended, (29 U.S.C. §794d). In a mere two months, the team formed and created recommendations and Articulate 360 templates for eLearning course development considerations for deaf/hearing-impaired individuals. The team is now working on recommendations for blind/sight-impaired learners. The presenters shared the team's process and recommendations in hopes of helping others throughout the DOE meet their employees' neurodiversity needs. | Slides | Video |
| 23-2 | Back to basics - Task Analysis Eric Meakins | Eric Meakins, Training and Procedures Manager (CPCCo), delivered this concurrent session on Wednesday, 22 March 2023. Everyone does task analysis, it is part of the role of being a trainer, but are we using it the way that it was intended? Are we looking at the tasks that are required to complete work, or are we doing small tweaks to existing material? This session focused on how modifying courses and updating their task analysis can lead to having blind spots in our training materials that do not meet the needs of a changing workforce. | Slides | Video |
| 24-1 | Project Management 101 for Training Owen Peters | Owen Peters, Training and Procedures Manager (WTCC), delivered this concurrent session on Wednesday, 22 March 2023. This presentation merged proven project management techniques from the Project Management Body of Knowledge, 7th edition with the ADDIE process for developing training products. It covered the application of the System for Value Delivery, Project Management Principles, Project Performance Domains, and how they can be best applied for Training Product success. | Slides | Video |

2023 EFCOG Training Working Group Annual Meeting | **Presentations and Video Links**

| # | Segment Title | Video Description | Presentation | Video |
|------|--|---|------------------------|-----------------------|
| 24-2 | Platform Skills: How to Effectively Get your message across Ashley Felton | Ashley Felton, Executive Chairman of SystemATECH, delivered this concurrent session on Wednesday, 22 March 2023. Platform skills are an essential part of any successful training program. Being able to effectively communicate your message to an audience is key to ensuring that the training is successful. This platform skills workshop helps trainers develop the necessary skills to be able to deliver their message effectively. | Slides | Video |

Thursday, 23 March 2023

| # | Segment Title | Video Description | Presentation | Video |
|------|--|--|------------------------|-----------------------|
| 32-1 | New Employee Training (NET) Academy Overview Evelena Valencia and Hannah Wood | Evelina Valencia, Deputy Division Leader for Training and Mission Services (LANL) and Hannah Wood (LANL) delivered this concurrent session on Thursday, 23 March 2023. The New Employee Training (NET) Academy was founded in 2020 to provide new employees to the Associate Laboratories Directorate for Weapons Production with a foundation of excellence and ensure that workers are prepared to contribute to the mission with a thorough understanding of nuclear facility fundamentals. This presentation discussed the history of the training programs and identification of the need for an Academy-style model, the initial project effort to launch the program, subsequent enhancements, an overview of current state, and what comes next. | Slides | Video |
| 32-2 | Using 3D - Virtual Tours Lloyd Keith | Lloyd Keith, Conduct of Operation and HPI Manager (WRPS), delivered this concurrent session on Thursday, 23 March 2023. This presentation discussed a cutting-edge 3D Model training tool in use at the Hanford Tank Farms as well as the how and why of its inception. | Slides | Video |
| 33 | Update on 426.2 and 1070-94 Brendan M. Burns | Brendan M. Burns is on the staff of the Office of Nuclear Safety (EHSS-32) at DOE Headquarters. He is responsible for the nuclear training policy in the Department and is the point of contact in the Office of Primary Interest (OPI) for DOE O 426.2. In this briefing delivered Thursday, 23 March 2023, the speaker provided an update on changes to DOE 426.2 and 1070-94. | None | Video |
| 34 | Closing Keynote Kevin Whitt | Kevin Whitt, Site Training Division Director (SRS) delivered the closing keynote on Thursday, 23 March 2023. | None | Video |