

## Tuesday, 25 March 2025

#	Session Title and Speaker(s)	Description	Recording URL
10	EFCOG Training Working Group 2025 Annual Meeting Welcome, What/Who is EFCOG (Phil Weiss, Amy Loevy, Gabe Pugh)	Our 2025 Annual Meeting Chair, Phil Weiss (LLNL) welcomed participants on Tuesday, March 25, 2025. Amy Loevy, TWG Chair (LANL), and Gabe Pugh (Director, NTC) delivered welcome briefings.	<a href="https://youtu.be/43n7O6lWeHc">https://youtu.be/43n7O6lWeHc</a>
12	LLNL Overview and Keynote Speaker (Phil Weiss, Suzanne Rollinson)	The LLNL overview and keynote Phil Weiss provided an overview of the Lawrence Livermore National Laboratory, and Suzanne Rollinson (LLNL) delivered the opening keynote on Tuesday, March 25, 2025.	<a href="https://youtu.be/43n7O6lWeHc?si=7ZKDoT-sdmbc4ESM&amp;t=2573">https://youtu.be/43n7O6lWeHc?si=7ZKDoT-sdmbc4ESM&amp;t=2573</a>
13	Panel: Artificial Intelligence (Terry King, Ray Cole, and Shian Warren with Phil Weiss Moderator)	Phil Weiss (LLNL) moderated the panel on Tuesday, 25 March 2025 on Artificial Intelligence panel with Terry King (LLNL), Shian Warren (LLNL), and Ray Cole (LBNL), addressing the current uses and immediate future of AI, and how AI may integrate with the learning development lifecycle.	<a href="https://youtu.be/EnqZQu9Jzfw">https://youtu.be/EnqZQu9Jzfw</a>
14	Panel: NIEHS Worker Training Program (Matt Marstella, Gary Gustafson, and Joel Dabon with Fallon Holloway facilitator)	Fallon Holloway (Hanford) moderated the panel on Tuesday, 25 March 2025 on the NIEHS Worker Training Program with Matt Marstella (N3B), Gary Gustafson (CPWR), and Joel Dabon (LIUNA Training). The panel consisted of Worker Training Program grantees who discussed their experiences and training courses available to the DOE contractor community.	<a href="https://youtu.be/EnqZQu9Jzfw?si=gn2qwJYFK05rtdx8&amp;t=2704">https://youtu.be/EnqZQu9Jzfw?si=gn2qwJYFK05rtdx8&amp;t=2704</a>
15.1	Benchmarking Strategies for improving GET (Brytni Soto/Glennette Alston/Patrick Millard)	Brytni Soto, Glennette Alston, and Patrick Millard (LLNL) delivered this concurrent session on Tuesday, 25 March 2025. Speakers aimed to foster an informal dialogue among institutional representatives to explore and enhance General Employee Training programs. This session shared insights and strategies on the administration and management of their training initiatives and focused on best practices, challenges faced, and innovative approaches.	<a href="https://www.youtube.com/watch?v=MXJaMY7aQZI">https://www.youtube.com/watch?v=MXJaMY7aQZI</a>
15.2	DACUM Job Analysis Tool (Nick Jones/Stan Hayes)	Nick Jones and Stan Hayes (LANL) delivered this concurrent session on Tuesday, 25 March 2025. This session summarized LANL's experience with professional development and shares examples of LANL's implementation of DACUM as a job analysis tool.	<a href="https://youtu.be/aChcUPRn6eQ">https://youtu.be/aChcUPRn6eQ</a>
15.3	Building your Leadership Brand (Janice Duis)	Janice Duis (NNSS) delivered this concurrent session on Tuesday, 25 March 2025. How do you grow leadership capability and build greater resilience in your workforce? This session discussed how the OD organization addressed a gap in leadership training during the pandemic and how that workshop evolved to become a foundational program for all levels of leaders seeking to be more intentional and in charge of their own leadership brand development.	<a href="https://youtu.be/xPqrA_-g864">https://youtu.be/xPqrA_-g864</a>

2025 EFCOG Training Working Group Annual Meeting | **Session Descriptions and Recording Links**

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15.4	DOE Regulation Updates + Q&A (Brendan Burns)	Brendan Burns (DOE EHSS Office of Nuclear Safety) facilitated this concurrent session on Tuesday, 25 March 2025. He focused his remarks on the status of issuing the revised DOE Standard 1070 and answered questions during the session.	<a href="https://youtu.be/P91ZMeCRi5I">https://youtu.be/P91ZMeCRi5I</a>
16.1	ADDIE for Human and Organizational Performance (HOP) Training at LLNL (Jeff Warga)	Jeff Warga (LLNL) delivered this concurrent session on Tuesday, 25 March 2025. The session focused on the Human Performance Improvement (HPI) program at LLNL.	<a href="https://youtu.be/--z5GZcQ-eU">https://youtu.be/--z5GZcQ-eU</a>
16.2	Enhancing EP Training through FEMA Collab (Michael Holmes)	Michael Holmes (SRS) delivered this concurrent session on Tuesday, 25 March 2025. This session discussed the importance of FEMA courses in Emergency Preparedness, how a successful relationship with local and state EM agencies can provide rewarding training opportunities, what relevant courses became available from this relationship, and how these trainings align DOE/NNSA personnel with HSPD-5 and PPD-8.	<a href="https://youtu.be/eml3kdYz2ms">https://youtu.be/eml3kdYz2ms</a>
16.3	Microlearning journey in ID (Aly Goulding)	Aly Goulding (LLNL) delivered this concurrent session on Tuesday, 25 March 2025. This session focused on a case study that highlighted design strategies that underpin successful microlearning initiatives, including the use of multimedia, interactive elements, and real-time feedback mechanisms.	<a href="https://youtu.be/XWZ48IHgYT4">https://youtu.be/XWZ48IHgYT4</a>
16.4	Maximizing Existing Tools: Why Buy When You Already Own It? (Patrick Griffin and Micheal Goble)	Patrick Griffin and Micheal Goble (Bechtel) delivered this concurrent session on Tuesday, 25 March 2025. This session explored practical ways to harness Microsoft Forms, Excel, and Power BI to automate instructional design and evaluation processes, reducing manual effort and improving data-driven decision-making.	No recording
16.5	Embedding DOE Value: Pre-hire Training Initiative (Ashlee Fitch)	Ashlee Fitch (United Steel Workers) delivered this concurrent session on Tuesday, 25 March 2025. The session discussed the Clean-Up Worker Readiness Program, a pre-hire project that aimed to ensure that future DOE site workers are not only technically proficient but also well-versed in DOE's values.	<a href="https://youtu.be/Lhq2tMOMGtc">https://youtu.be/Lhq2tMOMGtc</a>
17.1	LANL and TEEX Collab for Operations Training (Lacey Bruaw, Derek Clark, and Ed Brickley)	Derek Clark (LANL), Lacey Bruaw (LANL), and Ed Brickley (TEEX) delivered this concurrent session on Tuesday, 25 March 2025. The session discussed the development collaboration of an innovative course that placed participants in real-world operational environments and presented them with challenging, realistic problem sets designed to develop requisite critical thinking and communication skills.	<a href="https://youtu.be/YmT7AQIjr-o">https://youtu.be/YmT7AQIjr-o</a>
17.2	Mindset Matters (Mishon Montgomery)	Mishon Montgomery (NNSS) delivered this concurrent session on Tuesday, 25 March 2025. Can the way we think about ourselves and our abilities shape our lives? The session discussed ways to expand our understanding of mindset, reframed the current idea of failure into an opportunity for growth, and enhanced participants' basic human ability to be present, in the moment, and on purpose.	<a href="https://youtu.be/6iO_SpKs7AM">https://youtu.be/6iO_SpKs7AM</a>

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17.3	Connecting New Hires through Community Cohorts (Carrie Martin)	Carrie Martin (LLNL) delivered this concurrent session on Tuesday, 25 March 2025. The Community Cohorts program is an innovative initiative designed to support the successful acclimatization of new hires at LLNL during their first year of employment. This session discussed how the program improved employee retention rates and contributed positively to the Lab's overall culture and productivity.	<a href="https://youtu.be/O2-TCIRRK3U">https://youtu.be/O2-TCIRRK3U</a>
17.4	Benchmarking DOE Wellness Strategies (Jennifer Walsh/Irene Umipig/Aisha Khan)	Jennifer Walsh, Irene Umipig, and Aisha Khan (LLNL) delivered this concurrent session on Tuesday, 25 March 2025. This presentation explored the well-being initiatives implemented across Department of Energy (DOE) laboratories, with a particular focus on Lawrence Livermore National Laboratory (LLNL), which has received multiple wellness awards.	<a href="https://youtu.be/T-Z_rdsiyis">https://youtu.be/T-Z_rdsiyis</a>
18.1	Un-PowerPoint your Web courses (Richard Rodriquez)	Richard Rodriguez (LLNL) delivered this concurrent session on Tuesday, 25 March 2025. This session explored practical strategies and examples for upgrading web courses with meaningful interactivity, cognitive engagement, and task simulation.	<a href="https://youtu.be/E2sxEWXQ4Hk">https://youtu.be/E2sxEWXQ4Hk</a>
18.2	Manager QuickStart (William Loew)	William Loew delivered this concurrent session on Tuesday, 25 March 2025, highlighting the design, development and delivery of one of LANL's successful new manager onboarding programs, Manager QuickStart.	<a href="https://youtu.be/Hl_1f_RxbTw">https://youtu.be/Hl_1f_RxbTw</a>
18.3	Next Level Workflow - Use GenAI for Professional Development (David Yakonich)	David Yakonich (NNSS) delivered this concurrent session on Tuesday, 25 March 2025. This session discussed how GenAI can be integrated into your professional development workflow. The presentation demonstrated activities that leverage GenAI for creating development activities, including Notebook LM.	<a href="https://youtu.be/ERnCYkajBgw">https://youtu.be/ERnCYkajBgw</a>
18.4	Fostering a Culture of Well-being (Jennifer Walsh and Mark Worrell)	Jennifer Walsh and Mark Worrell (LLNL) delivered this concurrent session on Tuesday, 25 March 2025. This session discussed LLNL's benchmarking efforts, innovative strategies, and best practices that contributed to comprehensive wellness programming, mental health support, physical fitness initiatives, and work-life balance policies.	<a href="https://youtu.be/xelvwjwqXJk">https://youtu.be/xelvwjwqXJk</a>

## Wednesday, 26 March 2025

#	Session Title and Speaker(s)	Description	Recording URL
19.1	Standardizing Facilitation of Analysis and Design (Zach Trujillo)	Zach Trujillo (Y12) delivered this concurrent session on Wednesday, 26 March 2025. This session shared an improved approach to analysis, specifically job analysis and design to increase effectiveness and remove burden from the Instructional Technologist while empowering line management.	<a href="https://youtu.be/jwLLFgDeGEC">https://youtu.be/jwLLFgDeGEC</a>
19.2	Easily Create Immersive Learning (Ray Cole/Xavier Gomez)	Ray Cole and Xavier Gomez (LBNL) delivered this concurrent session on Wednesday, 26 March 2025. This session highlighted the Berkeley Lab training group's simple method for creating immersive learning simulations with just a few elements.	<a href="https://youtu.be/7VdAZakBWfk">https://youtu.be/7VdAZakBWfk</a>
19.3	Animation In Training (Honey Worth-Shian Warren)	Honey Wirth and Shian Warren (LLNL) delivered this concurrent session on Wednesday, 26 March 2025. This session discussed best uses of animation in training, such as budget, time, and animation versus video recording.	<a href="https://youtu.be/-7laPY0g0TO">https://youtu.be/-7laPY0g0TO</a>
19.4	DOE and NTC Updates and Support (Ted Giltz-Evan Dunne)	Evan Dunne and Ted Giltz (NTC) delivered this concurrent session on Wednesday, 26 March 2025. This session covered updates on NTC support to DOE and its contractors, through CARDS, the Contractor Assurance University, the DOE Reciprocity Program, course-sharing improvements, and suggestions on how the community can improve its training programs.	<a href="https://youtu.be/oDc2GDLf6sg">https://youtu.be/oDc2GDLf6sg</a>
21.1	Training Evaluation: Measuring Impact & ROI (John Batacan/Shawn McGregor)	Shawn McGregor and John Batacan (INL) delivered this concurrent session on Wednesday, 26 March 2025. This session walked through a case study to evaluate the Compliance Officer/Coordinator (CO/CC) training program using Phillips' approach to training evaluation. They shared training program recommendations and lessons learned using the ROI Methodology.	<a href="https://youtu.be/6WPO9Zj_d1E">https://youtu.be/6WPO9Zj_d1E</a>
21.2	Emotional Intelligence (Dr. Dave Rude)	Dr. David Rude (Longenecker & Associates) delivered this concurrent session on Wednesday, 26 March 2025. This interactive session explored what is EI, why it matters to personal and professional excellence, its effects on building healthy organizations, and how it impacts sound adult learning practices.	<a href="https://youtu.be/AZMqSF3gdSY">https://youtu.be/AZMqSF3gdSY</a>
21.3	Gamification on a Shoestring Budget (Pat Millard, Leslie Carlson, Shian Warren, Richard Rodriguez, and Will Coleman)	Pat Millard moderated a panel with Leslie Carlson, Shian Warren, Richard Rodriguez, and Will Coleman (LLNL) on Wednesday, 26 March 2025. This panel discussed their process for developing simulation training, the solutions to technical hurdles, the transformative impact on worker engagement, and the achievement of executing this initiative with minimal funding.	<a href="https://youtu.be/VSiFa9IMbA">https://youtu.be/VSiFa9IMbA</a>
21.4	Pitch your Development Project Like a Pro (Krista Seeman/Piper Stone)	Krista Seeman and Piper Stone (KCNSC) delivered this concurrent session on Wednesday, 26 March 2025. This interactive workshop discussed how to successfully engage with stakeholders to market their next learning project.	<a href="https://youtu.be/-6r09dOppuk">https://youtu.be/-6r09dOppuk</a>

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<b>21.5</b>	Beyond Training - A Performance-Driven Approach to Solving Workplace Challenges (Kathryn Miller/Chris Slater)	Kathryn Miller and Chris Slater (ORNL) delivered this concurrent session on Wednesday, 26 March 2025. This session explored the key drivers of performance issues and introduced a simplified and practical performance analysis framework to diagnose challenges and implement the right solutions.	<a href="https://youtu.be/QcGly1A-N2s">https://youtu.be/QcGly1A-N2s</a>
<b>22.1</b>	How to co-create with SMEs (Kristen Backstrom)	Kristen Backstrom (PNNL) delivered this concurrent session on Wednesday, 26 March 2025. This session covered strategies for engaging SMEs, improving communication, and managing timelines to ensure everyone's time is used effectively throughout development.	<a href="https://youtu.be/uNsfcfMPwt4">https://youtu.be/uNsfcfMPwt4</a>
<b>22.3</b>	Resilience - It's a Superpower (Mishon Montgomery)	Mishon Montgomery (NNSS) delivered this concurrent session on Wednesday, 26 March 2025. This interactive session discussed how to incorporate concepts of resilience into your personal and professional life and provided skills to help manage stress, increase your optimism, and optimize your well-being.	<a href="https://youtu.be/bLchqHTomak">https://youtu.be/bLchqHTomak</a>
<b>22.4</b>	The Quest for the Next Generations (William Mark Blackburn)	William "Mark" Blackburn (Hanford) delivered this concurrent session on Wednesday, 26 March 2025. This session explored the challenges facing our DOE workforce in 2025, as well as near-term and long-term solutions.	<a href="https://youtu.be/_ukPMjON_T4">https://youtu.be/_ukPMjON_T4</a>

**Thursday, 27 March 2025**

#	Session Title and Speaker(s)	Description	Recording URL
<b>25</b>	Panel: Training Evaluation Strategies: Frameworks and Beyond (Rude/Holloway/McGregor/Batacan with Kathryn Miller Moderator)	The 2025 Annual Meeting conclusion occurred on Thursday, 27 March 2025. Kathryn Miller (ORNL) moderated the panel on Training Evaluation Strategies with Dr. Dave Rude (Longenecker & Associates), Fallon Holloway (Hanford), Shawn McGregor (INL), and John Batacan (INL). Our Subgroup and Task Team leads reported on priorities and plans for 2025. Shaun Stephenson (LLNL) gave our closing keynote. Amy Loevy, Chair (LANL) and David Yakonich, Vice Chair (NNSS) closed out the Annual Meeting.	<a href="https://youtu.be/Rfh5D2VDi_0">https://youtu.be/Rfh5D2VDi_0</a>
<b>26</b>	Subgroup & Task Team Report outs (Various Leads)	Our Subgroup and Task Team leads reported on priorities and plans for 2025.	<a href="https://youtu.be/Rfh5D2VDi_0?si=VoQjG5iulE1TBp21&amp;t=3628">https://youtu.be/Rfh5D2VDi_0?si=VoQjG5iulE1TBp21&amp;t=3628</a>
<b>27</b>	Closing Keynote (Shaun Stephenson)	Shaun Stephenson (LLNL) gave our closing keynote.	<a href="https://youtu.be/Rfh5D2VDi_0?si=pYG7YnNFx32FKPIM&amp;t=6201">https://youtu.be/Rfh5D2VDi_0?si=pYG7YnNFx32FKPIM&amp;t=6201</a>
<b>28</b>	TWG Annual Meeting Closing (Amy Loevy/David Yakonich)	Amy Loevy (LANL) and David Yakonich (NNSS) closed out the Annual Meeting.	<a href="https://youtu.be/Rfh5D2VDi_0?si=QAZHR9jWiVne1rJA&amp;t=8296">https://youtu.be/Rfh5D2VDi_0?si=QAZHR9jWiVne1rJA&amp;t=8296</a>