

# EFCOG Training Working Group Monthly Learning Opportunity

**September Meeting | September 16, 2025**

Ben Culver, HAMMER Group  
TWG Collaboration Subgroup Vice Chair

Emily McCall (LANL)

Mike Petrowski (LANL)





# Collaboration Request



Our Training Regulation Task Team is working on documenting lessons learned from national laboratories who have finished implementing DOE Order 426.2A. The Task Team would like to expand to other National Laboratories, Plans, and Sites throughout the DOE complex. Eventually they will host a monthly learning opportunity panel to share best practices.

**If your DOE organization has finished 426.2A implementation and has lessons learned to share with the TWG community, please contact:**

**Ramon Castillo** | Training Regulation Task Team Lead |  
[rcastillo@bgs-llc.com](mailto:rcastillo@bgs-llc.com) | (585) 315-6215





# Collaboration Request



One of our National Laboratories is looking for outside contractor vendors who have been used for course development: **Are any labs using an outside vendor for course development work?**

- Please share vendor contact information and type of course work they have been involved in to: **Christy McAvoy** | [mcavoy2@ltnl.gov](mailto:mcavoy2@ltnl.gov) | mobile: 650-888-5407





# Collaboration Request



## How does your laboratory or site organize around the Employee Experience?

- The Nevada National Security Sites recently reorganized their Community Events, Awards, and OD teams into a new Experience, Enrichment, & Empowerment (E3) team to centrally cover **Experience** (New Hire, Performance Management), **Enrichment** (Community Events, Awards) and **Empowerment** (IDP, Leadership Development, Professional Development).
- Please contact **David Yakonich** ([yakonida@nv.doe.gov](mailto:yakonida@nv.doe.gov)) if your lab/plant/site is organized like this or can provide best practices around your organization.





# Collaboration Request



Share your Collaboration Requests with Matt ([matthew.marstella@em-la.doe.gov](mailto:matthew.marstella@em-la.doe.gov)) or post to our Training Working Group LinkedIn Group.

Scan here to join the LinkedIn Group:





# NEW Training Connections Fall 2025

An information package for the DOE training community to provide information on support resources.




**NEW TO THE TRAINING FUNCTION AT A DEPARTMENT OF ENERGY LABORATORY, PLANT, SITE, OR OFFICE?**

## TRAINING CONNECTIONS



**NEW Fall 2025 version with latest leadership contacts, pictures, and resources**





**DOWNLOAD NOW**

### TWG Subgroup Leads

Course Efficiency	Training Collaboration	Workforce Development
 Patrick Millard, Chair Lawrence Livermore National Lab <a href="mailto:Millard5@llnl.gov">Millard5@llnl.gov</a>	 Matt Marstella, Chair NSB (Los Alamos National Laboratory) <a href="mailto:Matthew.Marstella@em-ls.doe.gov">Matthew.Marstella@em-ls.doe.gov</a>	 Kathryn Miller, Chair Oak Ridge National Lab <a href="mailto:mlk12km@ornl.gov">mlk12km@ornl.gov</a>
 Ted Giltz, Vice Chair NTC / NIEHS / WTP <a href="mailto:Tedgiltz2018@gmail.com">Tedgiltz2018@gmail.com</a>	 Mark Worrell, Vice Chair Lawrence Livermore National Lab <a href="mailto:worrells@llnl.gov">worrells@llnl.gov</a>	 Ben Culver, Vice Chair HAMMER Training Center <a href="mailto:benjamin_u_culver@rl.gov">benjamin_u_culver@rl.gov</a>
		 Abigail Bowman, Vice Chair Savannah River Solutions <a href="mailto:Abigail.Bowman@srs.gov">Abigail.Bowman@srs.gov</a>

The **Course Efficiency Subgroup** improves sharing of training products between contractors. They focus on common course and resource development and accessibility, as well as expanding training reciprocity (DOE approved portability of training courses), shared course delivery, and developing standard core competencies.

The **Training Collaboration Subgroup** focuses on information sharing and collaborative opportunities among its members. This group is also responsible for monthly virtual learning opportunities focusing on current and relevant training topics and assisting with planning of the annual meeting.

The **Workforce Development Subgroup** identifies and shares best practices between DOE contractor sites and local businesses, universities, and technical schools. Three subgroup focus on best practices in the employee lifecycle: before hiring, during employment, and job (or role) transition.

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Training Working Group

JOIN THE PLANNING TEAM!

# ANNUAL MEETING

MARCH 24-26, 2026

AT OAK RIDGE NATIONAL LABORATORY IN OAK RIDGE, TN



 **OAK  
RIDGE**  
National Laboratory



 **OAK  
RIDGE**  
National Laboratory

Help us plan for the  
2026 Annual Meeting

# Virtual Icebreaker

**Emily McCall**

Learning Specialist (LANL)



# Human Performance Improvement

**Mike Petrowski**

LANL Human Performance Improvement  
IQPA-PIAT-IPI





# EFCOG TWG Learning Opportunity: Human Performance Improvement Making HPI relatable to your student

Mike Petrowski, LANL

September 16, 2025

## Make training relatable then applicable

- Training becomes effective and engaging when it's made relatable first, then applicable.
- Starting with something familiar and personal to the learner helps you build a strong connection.
- Only after this foundation is built should you introduce the practical application of the concepts.



## Make training relatable then applicable

Instead of diving straight into theory, begin by connecting with your learners' existing knowledge and real-world experiences.

- Tell relatable stories.
- Use analogies.
- Involve learners' experiences.
- Conduct a needs analysis.
- Leverage social learning.



# Making Human Performance Improvement relatable

- What is something that almost everyone does?
- Almost everyone drives



Use driving concepts, behaviors, and situations as metaphors for HPI concepts and practices

## What is “Human Performance?”

In its simplest form, human performance is a series of behaviors carried out to accomplish specific task objectives (results).

Human Performance =



Behaviors + Results

**Laboratory Agenda**  
*How we do work is as  
important as what we do*



## Principles of Human Performance

1. People are fallible, and even the best people make mistakes



<https://www.youtube.com/watch?v=zfyWct2FJBU>



## Principles of Human Performance

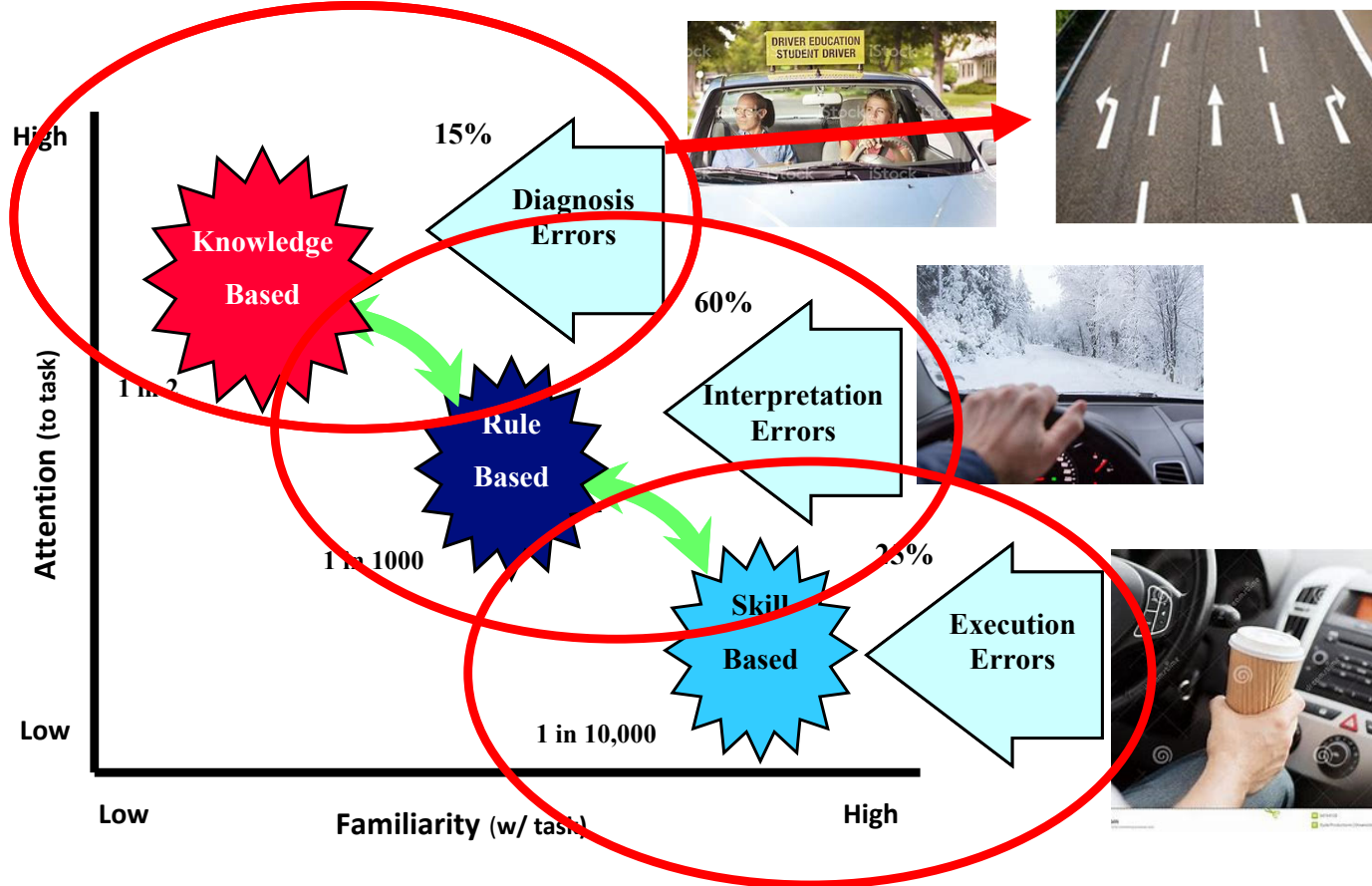
2. Error-likely situations are predictable, manageable, and preventable



<https://www.youtube.com/watch?v=IPuM8KaxEQE>



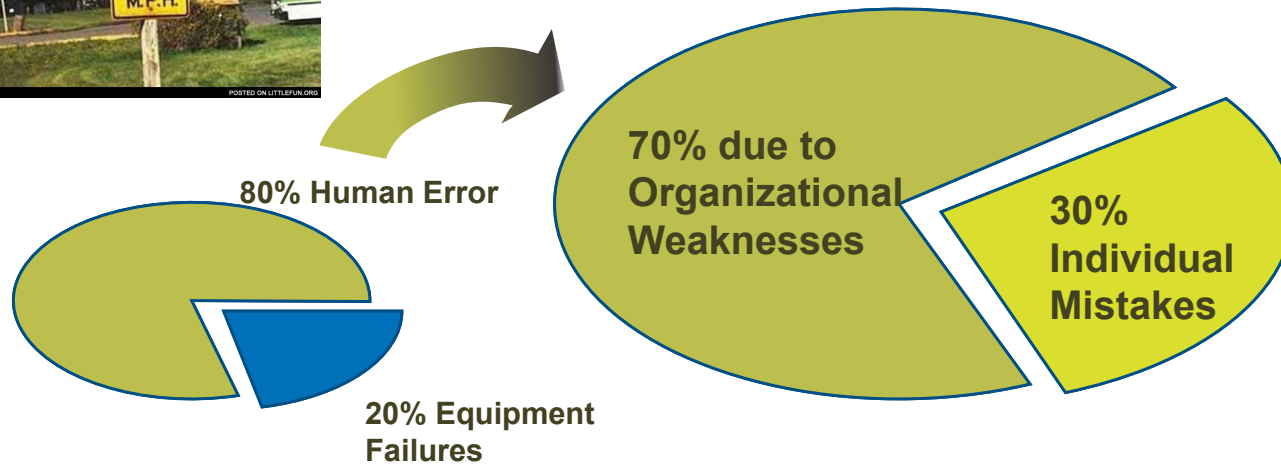
# Performance Modes



# Perspective on Human Performance and Events



What is causing events?



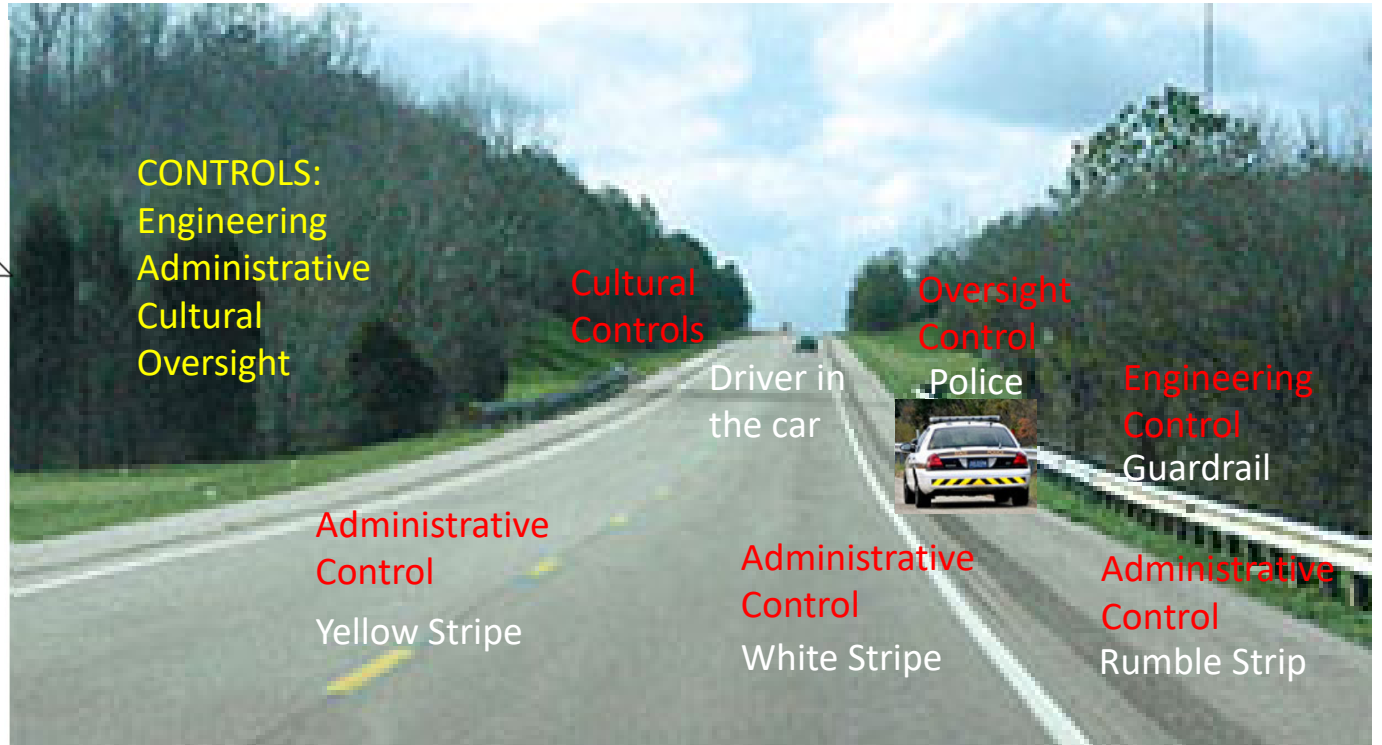
## The value of following procedures



<https://www.youtube.com/watch?v=McZHJ9-jYi8>



# Defense in Depth



## Performance Metrics

- Lagging = Rear view mirror
  - Injury rates
  - Rework
  - Training
- Real time = Dashboard
  - Observations
  - Self assessments
  - briefings
- Leading = Information signs (accident at exit ###)
  - Culture Surveys



## Other relatable metaphors

- Critical Step = Right turn on red, sending an email (cannot undo)

- Placekeeping = Grocery shopping



- Three-way communication = reading your credit card number to customer service
- Phonetic Alphabet = spelling your name for customer service



# Safe Driving Tips



**Don't drive** if you feel tired, lightheaded or stressed. And always wear your seatbelt.

Error Trap:  
Fatigue



**Remove distractions** in the vehicle. The use of devices, conversations with passengers and eating can all divert a driver's attention.

Error Trap:  
Distractions



**Increase the awareness** of your surroundings by frequently checking mirrors, particularly while changing lanes.

HPI Tool:  
Situational  
Awareness



**Verify you are driving** at the correct speed limit. Keep a safe distance from the car ahead of you to allow time to brake safely.

HPI Tool:  
Verification  
Techniques



**Exercise caution** when emergency vehicles approach. They have the right of way. Watch for flashing lights and listen for sirens.

HPI Tool:  
Questioning  
Attitude

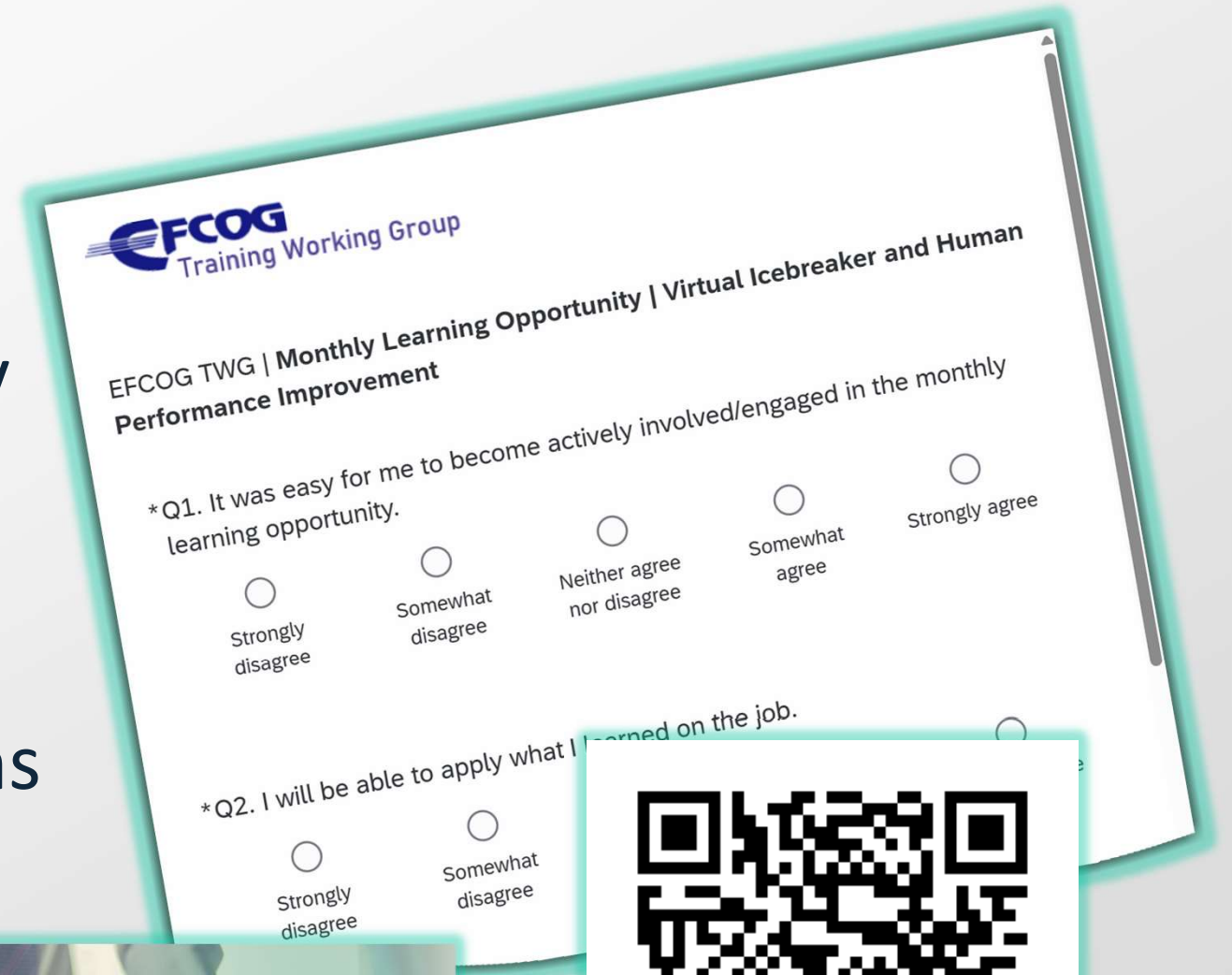
Thank you





# 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!



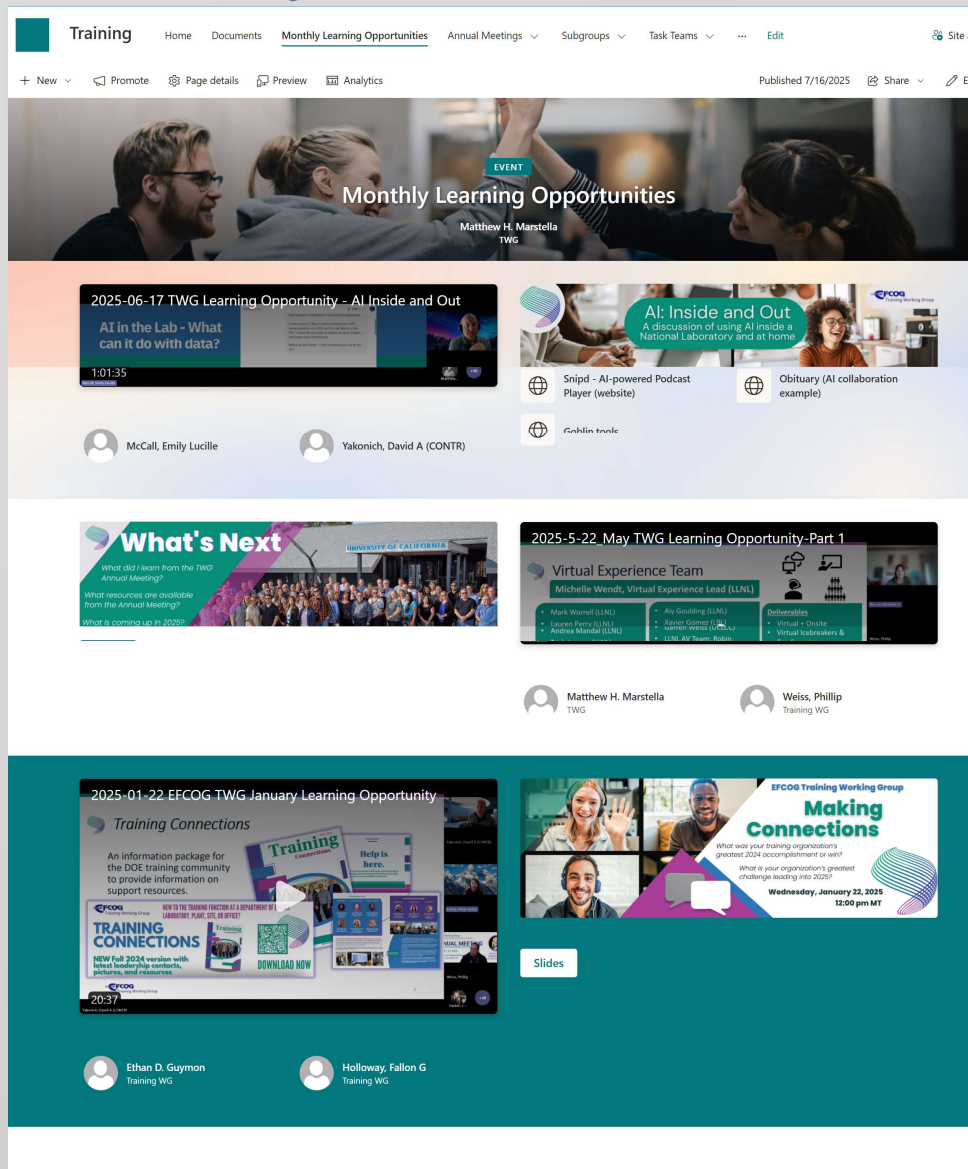
**HUMAN PERFORMANCE IMPROVEMENT**

**MIKE PETROWSKI**  
LOS ALAMOS NATIONAL LABORATORY

**Tuesday, September 16, 2025 | 11:30 am MT**



# Find recording and resources on our TWG SharePoint | Request Access to the TWG SharePoint



## EFCOG Training Working Group SharePoint Member Access Request

Thank you for your interest in future collaboration with the EFCOG Training Working Group. The Training Working Group SharePoint provides members with access to materials from our Annual Meetings and monthly learning opportunities. TWG members also participate in subgroups and task teams and use this SharePoint to store and collaborate on files. Only employees of EFCOG member companies and DOE federal employees have access to this EFCOG resource. Click [here for the EFCOG - About Us website](#) to see the latest list of member companies (see bottom of page). Please provide your contact information in this Access Request. We look forward to working with you.

What is your first name?

What is your last name?

What is the name of your contractor organization?

Confirm your EFCOG membership or Federal status:

Contractor Employee of EFCOG Member Company

Subcontractor Employee of EFCOG Member Company

Federal Employee (e.g., Department of Energy)

Federal Contractor (e.g., National Training Center)

Scan Here for to  
Start Request  
Access





# October brings us two exciting Learning Opportunities!

- **Special Event: October 9, 2025 at 11:30 am MT.**
  - The AI Hub at DOE will be presenting an overview of the Joulix AI Tools for training professionals.
  - Hosted by David Yakonich with the TWG Learning Technology team!
  
- Our next monthly Learning Opportunity will be October 21, 2025 at 11:30 am MT.

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## INTRODUCING JULIX

WHERE ENERGY MEETS INTELLIGENCE

An overview of Joulix and how we can use this AI toolset for training purposes.

Thursday, October 9, 2025 at 11:30 am MT

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## SECTION 508 COMPLIANCE

PRACTICAL TECHNIQUES  
FOR ENHANCING DIGITAL  
ACCESSIBILITIES

**LARISSA BURBACK**  
TEXAS A&M ENGINEERING  
EXTENSION SERVICE (TEEX)

Tuesday, October 21, 2025 | 11:30 am MT

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# Look for some follow ups...

- Follow up email with slides and notes from our September Learning Opportunity:
  - Link to PDF deck from today's call.
  - Link for “Training Connections” Fall 2025 information package.
  - Link to be part of “Planning Team for 2026 Annual Meeting”