

Training Working Group
EFCOG (Energy Facility Contractors Group)

ANNUAL MEETING

Lawrence Livermore National Laboratory

March 25 - 27, 2025

PARTICIPANT GUIDE

2025 TWG Annual Meeting



Welcome to the 2025 EFCOG TWG Annual Meeting.

This document will serve as your one-stop shop for all links and materials you will need for the meeting. This document contains a guide for participation and helpful information about the meeting that will facilitate discussion.

More information is available on the [TWG SharePoint](#).



For assistance before, or during the meeting, please see the contacts below.



Lawrence Livermore National Laboratory
(LLNL)



University of California
Livermore Collaboration Center (UCLCC)

LOCATIONS & CONTACTS:

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Speaker Team Lead

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Emergency – 911

Onsite Emergency	925-447-6880
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2025 TWG Annual Meeting



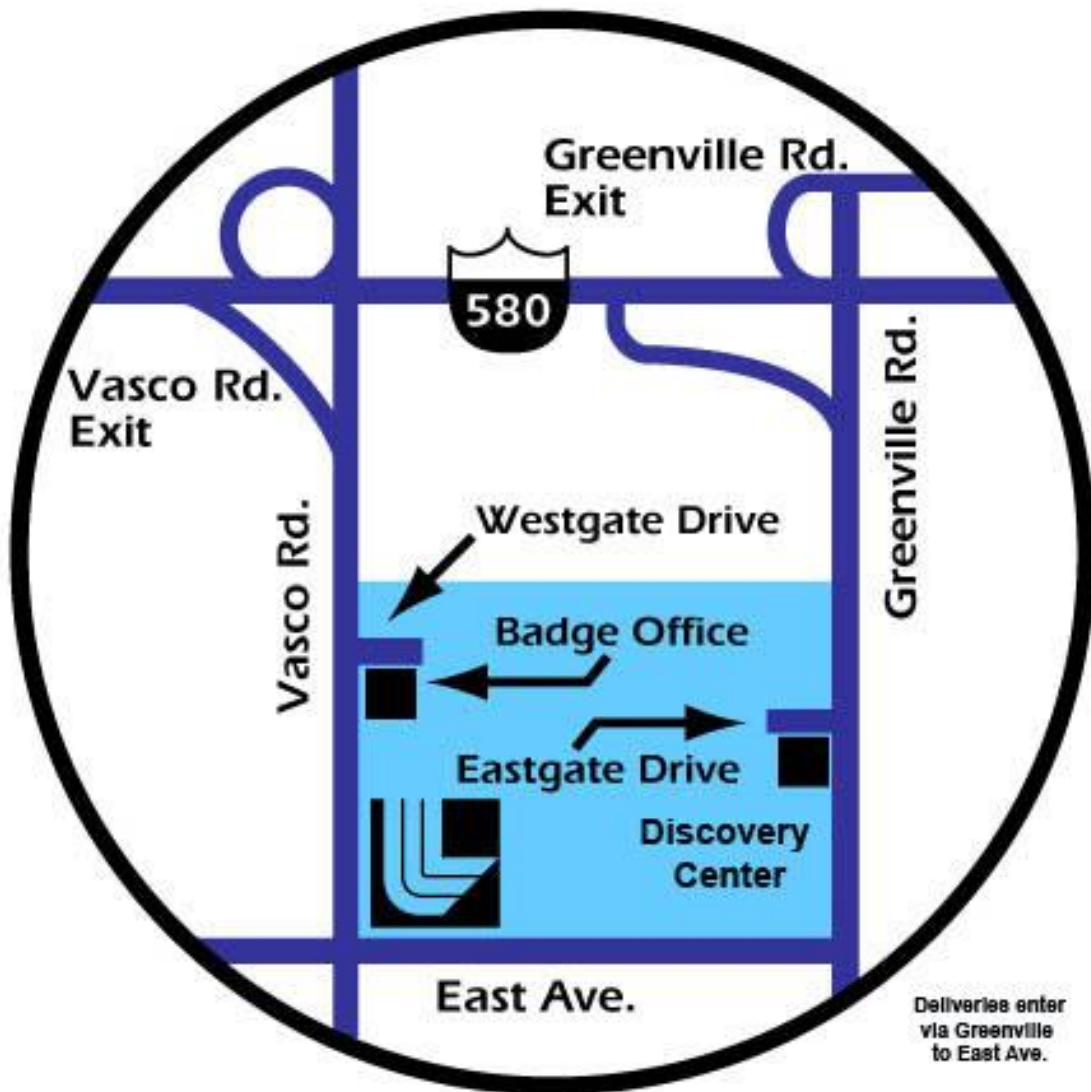
Meeting Information Directions to Lawrence Livermore National Laboratory

7000 East Ave, Livermore, CA 94550

[Google Maps Link](#)



If you **do not** have an **HSPD-12** badge, please check-in at the Badge office first.



2025 TWG Annual Meeting



Directions from the Badge Office (Building 071) to Building 123



1. Start at **the Badge Office (Building 071)**
2. Turn right on **Westgate Drive** and show your badge to the Security Officer at the entry gate.
3. Stay in the right lane.
4. Turn right on **W PERIMETER DR**
5. Turn left on **FIRST ST**
6. Continue forward and find available parking.
7. Walk toward the Security gate and look for “B123”

2025 TWG Annual Meeting



Directions to UCLCC - Building 661

University of California Livermore Collaboration Center (UCLCC)

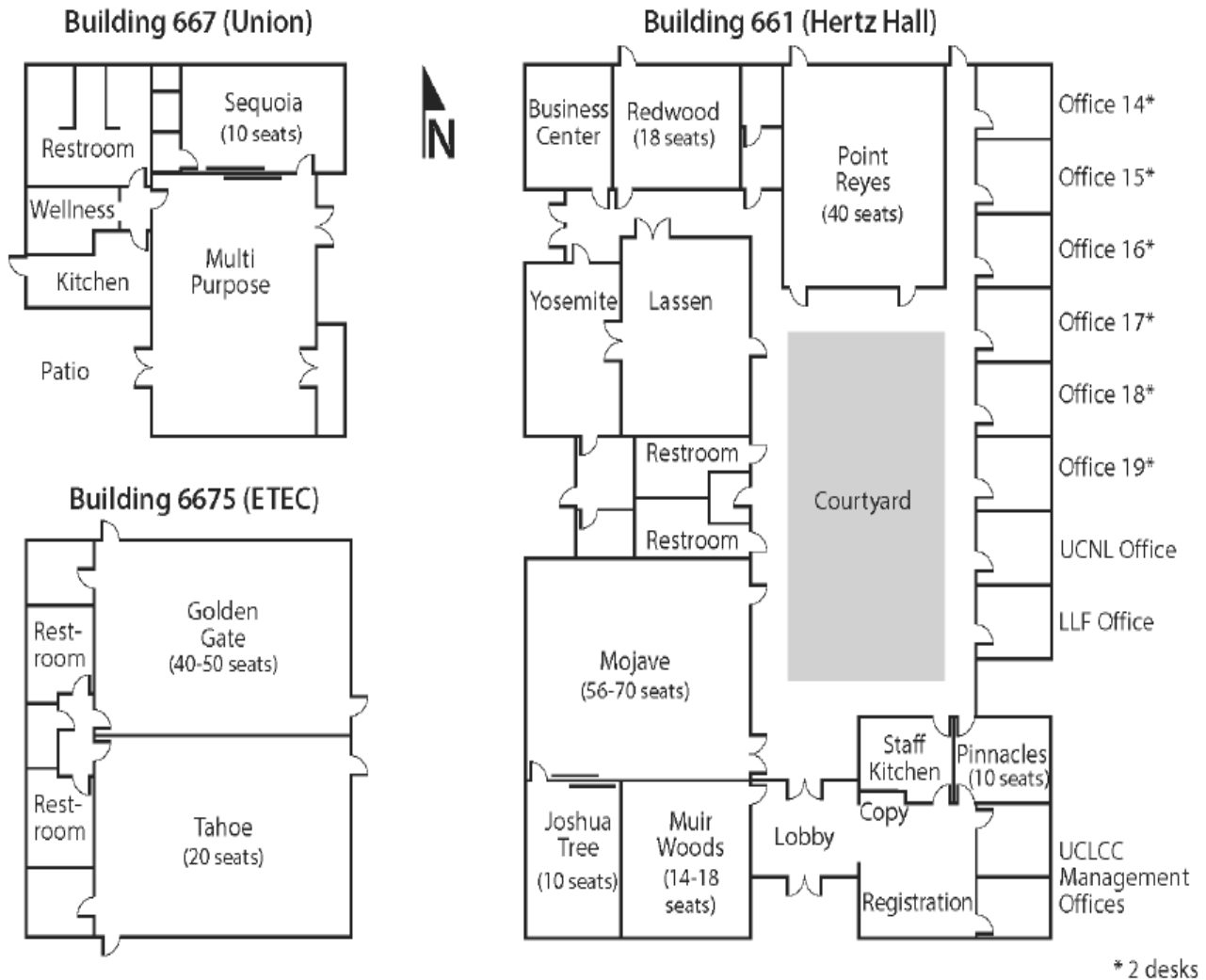


Directions to Building 661

1. Start at **B123**.
2. Turn **left** on **W PERIMETER DR**
3. Turn **right** on **EAST AVE**
4. **Exit LLNL** through the Security checkpoint
5. Turn **right** on **S. VASCO RD**
6. Turn **right** on **PATTERSON PASS RD**
7. Turn **right** on **GREENVILLE RD**
8. Turn **right** on **LUPIN WAY**
9. Make an immediate **right** and park in lot with building marked 661



Meeting Room Layout & Occupancy





Virtual Meetings



[Click here to access the 2025 TWG Annual Meeting Virtual Links](#) for the meeting schedule and virtual meeting URLs for segments or scan this QR code.

General Information for All Attendees

- Presentations will occur in (45) minute increments.
- There will be a 15-minute break between sessions.
- All sessions will be recorded for later viewing. For virtual attendees who do not want to be recorded, please mute your microphones and turn off your camera.
- We will have a 5-minute countdown before the presentations begin.
- When speaking, please be sure to unmute yourself (virtual attendees) or use the room-provided microphones (in-person attendees) to ensure everyone in the room AND attending virtually can hear you.

Speaker Information



[Click here to access the 2025 TWG Annual Meeting Speaker Biographies](#) or scan this QR code.

Session Evaluations



We kindly ask for your feedback to improve future annual meetings. Use the QR code to evaluate each segment (e.g., keynote, panel, session). Start by selecting the day and location (LLNL or UCLCC), then choose the segment to evaluate. The survey takes less than a minute and can be used multiple times (you can refresh your screen to start a new evaluation). [Click here to start](#) or scan the back of your badge.

2025 TWG Annual Meeting



Agenda – Tuesday, March 25th, 2025

TIME (PDT)	TOPIC/ACTIVITY	SPEAKER(S)	LOCATION
7:00-8:00 am	Registration & Badging		Building 123 - Auditorium
8:00 am	Welcome	<i>Phil Weiss, LLNL Annual Meeting Host</i>	Building 123 - Auditorium
8:15-8:30 am	TWG Overview	<i>Amy Loevy, TWG Chair</i>	Building 123 - Auditorium
8:30-8:40 am	DOE Support	<i>Gabe Pugh, Director – National Training Center</i>	Building 123 - Auditorium
9:00-9:45 am	Keynote Speaker	<i>Suzanne Rollinson – LLNL Engineering People Officer</i>	Building 123 - Auditorium
9:45 – 10:00 am	Break/Transition		
10:00 – 10:45 am	Panel 1: Artificial Intelligence	<i>Terry King, LLNL Shian Warren, LLNL Ray Cole, LBNL</i>	Building 123 - Auditorium
10:45 – 11:30 am	Panel 2: NIEHS Worker Training Program	<i>Matt Marstella and Gary Gustafson, NIEHS Worker Training Program</i>	Building 123 - Auditorium
11:30 am – 1:00 pm	Lunch/Move to UCLCC		
1:00 – 1:45 pm	Benchmarking Strategies for Improving GET	<i>Brytni Soto, Glenette Alston, Pat Millard</i>	Golden Gate
Concurrent Sessions	DACUM Job Analysis Tool	<i>Nick Jones and Stan Hayes</i>	Point Reyes
	Building Your Leadership Brand	<i>Janice Duis</i>	Mojave
1:45 – 2:00 pm	Break/Transition		
2:00 – 2:45 pm	HPI Program Development	<i>Jeff Warga</i>	Golden Gate
Concurrent Breakout Sessions 2	Enhancing EP Training through FEMA Collab	<i>Michael Holmes</i>	Point Reyes
	Microlearning Journey in ID	<i>Aly Goulding</i>	Mojave
	Maximizing Existing Tools for Training Development	<i>Patrick Griffin</i>	Muir Woods
	Embedding DOE Value: Pre-hire Training Initiative	<i>Ashlee Fitch</i>	Redwood
2:45 – 3:00 pm	Break/Transition		

2025 TWG Annual Meeting



TIME (PDT)	TOPIC/ACTIVITY	SPEAKER(S)	LOCATION
3:00 – 3:45 pm	LANL and TEEX Collab for Operations Training	<i>Derek Clark & Lacey Bruaw</i>	Golden Gate
Concurrent Breakout Sessions 3	Mindset Matters	<i>Mishon Montgomery</i>	Point Reyes
	Connecting New Hires through Community Cohorts	<i>Carrie Martin</i>	Mojave
	Benchmarking DOE Wellness Strategies	<i>Jennifer Walsh, Irene Umipig, Aisha Khan</i>	Muir Woods
3:45 – 4:00 pm	Break/Transition		
4:00 – 4:45 pm	Un-PowerPoint Your Web Courses	<i>Richard Rodriguez</i>	Golden Gate
Concurrent Breakout Sessions 4	Manager QuickStart	<i>William Loew</i>	Point Reyes
	Next Level Workflow: Use GenAI for Professional Development	<i>David Yakonich</i>	Mojave
	Fostering a Culture of Wellbeing	<i>Jennifer Walsh & Mark Worrell</i>	Redwood
5:00 pm	Group Photo		TBD
5:00 – 7:00 pm	Evening Reception		UCLCC/Discovery Center

Snacks and beverages will be offered in the morning and afternoon, including vegetarian and vegan options.

2025 TWG Annual Meeting



Agenda – Wednesday, March 26, 2025

TIME	TOPIC/ACTIVITY	SPEAKER(S)	LOCATION
7:30 am	Registration (Day 2 attendees) & Networking		UCLCC
9:00 – 9:45 am	Standardizing Facilitation of Analysis and Design	<i>Zach Trujillo</i>	<i>Golden Gate</i>
Concurrent Breakout Sessions 5	Easily Create Immersive Learning	<i>Ray Cole & Xavier Gomez</i>	Point Reyes
	Animation In Training	<i>Shian Warren</i>	Mojave
	DOE and NTC Updates and Support	<i>Evan Dunne</i>	Red Woods
	Crane and Rigging Training Innovations	<i>Scott Cannon</i>	Tahoe
9:45 – 10:00 am	Break/Transition		
10:00 – 11:30 am	Workforce Development Subgroup	<i>Kathryn Miller and Abigail Bowman</i>	Golden Gate
Subgroup/Task Team Meetings	Course Efficiency Subgroup	<i>Pat Millard & Ted Giltz</i>	Point Reyes
	Training Collaboration Subgroup	<i>Ethan Guymon, Mark Hagerty & Fallon Holloway</i>	Mojave
	Learning Technologies Task Team	<i>David Yakonich, Beth McLeod, & Felicia Jimenez</i>	Redwood
	Learning Effectiveness Task Team	<i>Dr. Becky Chance</i>	Muir Woods
	Training Regulation Task Team	<i>Ramon Castillo</i>	Tahoe
11:30 am – 1:00 pm	Lunch		
1:00 – 1:45 pm	Training Evaluation: Case Study of Measuring Impact and ROI	<i>Shawn McGregor & John Batacan</i>	Golden Gate
Concurrent Breakout Sessions 6	Emotional Intelligence	<i>Dr. David Rude</i>	Point Reyes
	Gamification on a Shoestring Budget	<i>Richard Rodriguez, Pat Millard, Leslie Carlson, & Will Coleman</i>	Mojave
	Pitch Your Development Project Like a Pro	<i>Krista Seeman & Piper Stone</i>	Muir Woods

2025 TWG Annual Meeting



TIME	TOPIC/ACTIVITY	SPEAKER(S)	LOCATION
Concurrent Breakout Sessions 6 (continued)	Beyond Training – A Performance-Driven Approach to Solving Workplace Challenges	<i>Kathryn Miller & Chris Slater</i>	Tahoe
1:45 – 2:00 pm	Break/Transition		
2:00 – 2:45 pm	How to Co-create with Subject Matter Experts	<i>Kristen Backstrom</i>	Golden Gate
Concurrent Breakout Sessions 7	DOE Regulation Updates and Q&A	<i>Brendan Burns & Mark Hagerty</i>	Point Reyes
	Resilience – it's a Superpower!	<i>Mishon Montgomery</i>	Mojave
	The Quest for the Next Generations	<i>William Mark Blackburn</i>	Redwood
2:45 – 3:00 pm	Break/Transition		
3:00 – 5:00 pm	Optional LLNL Tours		
5:00 – 7:00 pm	Special Event: Dinner and Friendly Competition		Cattlemen's Axes & Ales

2025 TWG Annual Meeting



Agenda – Thursday, March 27, 2025

TIME	TOPIC/ACTIVITY	SPEAKER(S)	LOCATION
7:30 – 8:00 am	Registration (Day 3 attendees only)		Building 123 - Auditorium
8:00 – 8:15 am	Day 3 Welcome	Phil Weiss	Building 123 - Auditorium
8:15 – 9:00 am	Panel 3: Training Evaluation Strategies: Frameworks and Beyond	<i>Dr. David Rude – Longenecker & Associates Fallon Holloway - Hanford Shawn McGregor – INL</i>	Building 123 - Auditorium
9:00 – 9:15 am	Break/Transition		
9:15 – 10:45 am	Training Collaboration Subgroup	Ethan Guymon & Fallon Hollway	Building 123 – Auditorium
Subgroup & Task Team Report Outs	Course Efficiency Subgroup	Pat Millard & Ted Giltz	Building 123 – Auditorium
	Workforce Development Subgroup	Kathryn Miller & Phil Geiss	Building 123 – Auditorium
	Learning Technologies Task Team	David Yakonich	Building 123 – Auditorium
	Learning Effectiveness Task Team	Dr. Becky Chance	Building 123 – Auditorium
	Training Regulation Task Team	Ramon Castillo	Building 123 – Auditorium
10:45 – 11:00 am	Break/Transition		
11:00 – 11:30 am	LLNL Closing Speaker	Shaun Stephenson, LLNL	Building 123 - Auditorium
11:30 am – 12:00 pm	Annual Meeting Closing	Amy Loevy / David Yakonich	Building 123 - Auditorium
12:00 – 1:00 pm	Lunch		
1:30 – 3:00 pm	<i>Optional Tours: LLNL</i>		

Snacks and beverages will be offered in the morning and afternoon, including vegetarian and vegan options.

Panel and Concurrent Session Descriptions

Tuesday Panels and Sessions – March 25th

TUESDAY

10:00 – 11:30 am

Panel 1: Artificial Intelligence Terry King (LLNL), Shian Warren (LLNL), and Ray Cole (LBNL) – Building 123 Auditorium

AI continues to develop at a lightning pace, its staggering development speed and many predictions creating both breakthroughs and concerns. This panel will address the current uses and immediate future of AI, and how AI may integrate with the learning development lifecycle. Panelists will discuss the uses of their favorite AI tools and address audience questions.

Panel 2: NIEHS Worker Training Program Matt Marstella and Gary Gustafson – Building 123 Auditorium

Panel members will discuss their individual experiences and observations in obtaining training support from the NIEHS Worker Training Program and anticipate future use. Worker Training Program awardees will discuss their experiences and training courses available to the DOE contractor community. Time will be available for general questions and answers.

Benchmarking Strategies for Improving General Employee Training (GET)

Presented by Brytni Soto, Pat Millard & Glenette Alston (LLNL) – Golden Gate

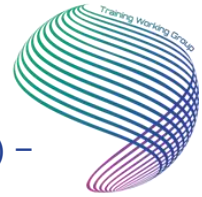
This session aims to foster an informal dialogue among institutional representatives to explore and enhance General Employee Training programs. Participants will share insights and strategies on the administration and management of their training initiatives, focusing on best practices, challenges faced, and innovative approaches. Key areas of emphasis will include reciprocity in training practices, the concept of equivalency in learning outcomes, the integration of AI and VR techniques to enhance engagement and effectiveness, and the development of robust course assessments to measure training success. By creating a collaborative environment, this discussion seeks to identify effective methodologies that can be adapted across institutions, ultimately leading to improved training outcomes and employee engagement. Attendees will leave with actionable ideas and a deeper understanding of how peer institutions are successfully navigating the complexities of employee training.

1:00 – 1:45 pm

DACUM: Still a Solid Rock Job Analysis Tool Presented by Nick Jones and Stan Hayes (LANL) – Point Reyes

Ever since its incorporation into the DOE Table-Top Job Analysis Handbook in the late 1900s, the DACUM method of job analysis has been continuously revised and improved by its creators at Ohio State University. Los Alamos National Laboratory recently took advantage of training currently offered by the DACUM International Training Center at OSU for professional development of LANL's training personnel on job analysis, with excellent results. This presentation summarizes LANL's experience with this professional development and shares examples of LANL's implementation of DACUM as a job analysis tool.

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1:00 – 1:45 pm

Building Your Leadership Brand Presented by Janice Duis (NNSS) – Muir Woods

How do you grow leadership capability and build greater resilience in your workforce? This is both a case study in building workforce resilience during the pandemic and in addressing the growing need for greater self-awareness in our leaders. We will share 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. Participants will get an opportunity to explore their own brand evolution and how that story can be packaged for professional career development.

HPI Program Development Presented by Jeff Warga (LLNL)– Golden Gate

When facing the challenge of developing a training curriculum for sustainably transferring knowledge and developing skills at a practitioner level for a wide range of employee classifications and no common baseline of education or training, the strategic application of ADDIE concepts and principles is the key to success. This is especially true in the context faced at LLNL, which is like many national laboratories and DOE programs/projects. There was no established Human Performance Improvement (HPI) program – just a grassroots HPI Committee, all human factors knowledge was based on HPI ideologies and needed transitioning to Human and Organizational Performance (HOP) principles, and candidate trainees had a variety of roles and responsibilities.

Enhancing EP Training through FEMA Collab Presented by Michael Holmes (Savannah River Site) – Point Reyes

This presentation will discuss 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 become available from this relationship, and how these trainings align DOE/NNSA personnel with HSPD-5 and PPD-8. Attendees will leave with actionable insights into leveraging relationships with local and state agencies to obtain courses locally, strengthening preparedness, and building a culture of collaboration for responding to future incidents both within their organizations and with agencies throughout the region.

2:00 – 2:45 pm

TUESDAY



Microlearning Journey in ID Presented by Aly Goulding (LLNL) – Mojave

In an era where learners are increasingly seeking flexible and efficient ways to acquire knowledge, microlearning has emerged as a transformative approach to instructional design and evaluation. This presentation will follow a new training initiative in the Office of the Chief Financial Officer at LLNL that illustrates the principles and practices of microlearning in action, showcasing lessons learned and considerations for learner engagement. By examining a real-world example, we will demonstrate how complex content can be broken down into bite-sized, easily digestible modules, creating a more flexible and personalized learning experience. The case study will highlight design strategies that underpin successful microlearning initiatives, including the use of multimedia, interactive elements, and real-time feedback mechanisms.

Maximizing Existing Tools for Training Development Presented by Patrick Griffin (Bechtel) – Muir Woods

In a world captivated by new technologies, organizations often overlook the untapped potential of tools they already have. This session explores 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. Attendees will learn how to seamlessly integrate these tools to create dynamic dashboards, automate feedback analysis, and streamline reporting. By mastering the tools at hand, training professionals can achieve greater efficiency without overextending budgets. This session will include interactive demonstrations and actionable takeaways.

Embedding DOE Value: Pre-hire Training Initiative Presented by Ashlee Fitch (United Steel Workers) – Redwood

The Steelworkers Charitable and Educational Organization (SCEO) received DOE's Community Capacity Building Grant to develop a Clean-Up Worker Readiness Program. This program will provide baseline knowledge of cleanup work site operations in a pre-hire training setting. While community college participants gain the necessary skills to perform site work successfully, they often enter the DOE workforce with limited knowledge of DOE site culture, policies, and procedures. This project aims to ensure that future DOE site workers are not only technically proficient but also well-versed in DOE's values. In this workshop, a brief presentation on the project will be given, and breakout session participants will have the opportunity to weigh in on project development and discuss strategies currently used in pre-hire training initiatives.

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LANL and TEEX Collab for Operations Training

Presented by Derek Clark and Lacey Bruaw (LANL) – Golden Gate

Los Alamos National Laboratory (LANL) and the Texas A&M Engineering Extension Service (TEEX) partnered in 2023 to develop a national laboratory-specific facilities operations management course. This innovative course places participants in real-world operational environments and presents them with challenging, realistic problem sets designed to develop requisite critical thinking and communication skills. Students engage in the practical application of work processes and collaborative facility management evolutions occurring daily within their perspective portfolios. These scenarios are accompanied by focused classroom presentations covering the breadth of information relative to the hazardous operations environments within the DOE Complex. An immense amount of collaboration was necessary to develop and deliver this unique learning experience that equips individuals with skills critical to career development and with applicability across the Weapons and Office of Science Laboratory System.

Mindset Matters Presented by Mishon Montgomery (NNSS) – Point Reyes

Can the way we think about ourselves and our abilities shape our lives? The way we think about our intellect and talents affects the way we feel, what we achieve, and whether we stick to new habits. Together, we will expand our understanding of mindset, reframing the current idea of failure into an opportunity for growth, and enhance participants' basic human ability to be present, in the moment, on purpose. Participants will leave the session better able to:

- Understand the difference between Fixed and Growth Mindset
- Recognize the role beliefs play in determining achievement and success
- Implement mindfulness practice into their daily routine

Connecting New Hires Through Community Cohorts Presented by Carrie Martin (LLNL)

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 program provides new employees with essential insights into the Lab's resources, culture, and operational framework, equipping them with the tools necessary to thrive in their roles. Recognizing that employees often evaluate their fit within an organization within the first 90 days, the program facilitates connections beyond immediate work groups through structured activities such as educational sessions, facility tours and networking events. This approach fosters a sense of community and collaboration, enhancing interpersonal relationships and promoting a cohesive work environment. The primary goal of the Community Cohorts program is to cultivate a strong sense of belonging among new hires, thereby increasing engagement and satisfaction. By nurturing these connections and providing vital resources, the program aims to improve employee retention rates and contribute positively to the Lab's overall culture and productivity, reinforcing its commitment to developing talent and fostering a collaborative community.

TUESDAY

3:00 – 3:45 pm



Benchmarking DOE Wellness Strategies Presented by Jennifer Walsh, Irene Umipig, and Aisha Khan (LLNL) – Muir Woods

This presentation explores 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 "Healthiest Employer" accolades and recognition as a Top Place to Work." By benchmarking these programs, the study highlights LLNL's innovative strategies and best practices that contribute to these achievements, including comprehensive wellness programming, mental health support, physical fitness initiatives, and work-life balance policies. Key metrics such as employee engagement, health outcomes, and productivity are analyzed to assess the effectiveness of these initiatives. Additionally, insights into the specific programs and approaches that have earned LLNL its accolades will be shared, offering a roadmap for other organizations aiming to foster a culture of well-being. The findings underscore the critical role of holistic well-being initiatives in driving workforce resilience, improving productivity, and setting new standards for employee health and satisfaction within the DOE laboratory system and beyond.

Un-PowerPoint your Web courses Presented by Richard Rodriguez (LLNL) – Golden Gate

Due to the constraints of our workplaces, sometimes the most logical training medium is a web course. Unfortunately, it's easy for web courses to become little more than PowerPoint decks with narration and multiple-choice questions, thereby ignoring the most impactful benefits of computer-based learning. This session will explore practical strategies and examples for upgrading your web courses with meaningful interactivity, cognitive engagement, and task simulation. Your learners will not only enjoy your courses more, but they will also achieve deeper learning and be better prepared for their jobs.

Next Level Workflow - Use GenAI for Professional Development Presented by David Yakonich (NNSS) – Mojave

In an era where innovation drives professional growth, the transformative power of Generative AI (Gen AI) tools is proving to be an invaluable asset for our development. In this session, you can expect an insightful exploration of how GenAI can be integrated into your professional development workflows. The presentation will cover key AI concepts, emerging AI definitions, and emphasize the importance of "portable" professional development, highlighting the need for training organizations to lead in AI tool adoption (that means you!). You will learn about various AI tools and their strengths, including ChatGPT, Copilot, Gemini, Claude, and others. Additionally, the presentation will delve into activities that leverage GenAI for creating development activities, including a demonstration of Notebook LM. Overall, you can expect a comprehensive overview of how GenAI can enhance professional development, with practical examples and prompts to help you integrate AI into your workflow effectively.

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TUESDAY

4:00 – 4:45 pm

Fostering a Culture of Well-Being Presented by Jennifer Walsh and Mark Worrell (LLNL) Redwood

This presentation explores 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 "Healthiest Employer" accolades and recognition as a Top Place to Work." By benchmarking these programs, the study highlights LLNL's innovative strategies and best practices that contribute to these achievements, including comprehensive wellness programming, mental health support, physical fitness initiatives, and work-life balance policies. Key metrics such as employee engagement, health outcomes, and productivity are analyzed to assess the effectiveness of these initiatives. Additionally, insights into the specific programs and approaches that have earned LLNL its accolades will be shared, offering a roadmap for other organizations aiming to foster a culture of well-being. The findings underscore the critical role of holistic well-being initiatives in driving workforce resilience, improving productivity, and setting new standards for employee health and satisfaction within the DOE laboratory system and beyond.

Wednesday Sessions – March 26th

WEDNESDAY

9:00 – 9:45 am

Standardizing Facilitation of Analysis and Design Presented by Zach Trujillo (Y12) – Golden Gate

At our site we've been experiencing significant turn-over with a growing workforce and we're losing expert knowledge at an increased rate which negatively impacts the maintenance, design, and development of effective training and training programs. As a result, we found it necessary to standardize our systematic approach to training process from analysis through design in a very specific and regimented way that could overcome these challenges and produce higher quality and accurate training for respective target audiences. The process we have developed is extremely repeatable, reproducible, adaptable, and effective and removes burden from the Instructional Technologist, while empowering line management. We wanted to share our improved approach to analysis, specifically job analysis, and design.

Easily Create Immersive Learning Presented by Ray Cole and Xavier Gomez (LBNL) – Point Reyes

Easily Create Immersive Learning: Research shows that practice in a simulation is more effective than a lecture. But creating simulations with current e-learning tools often seems complex and time-consuming. The Berkeley Lab training group has developed a simple method for creating immersive learning simulations with just a few elements. Come to this presentation to learn what those elements are and to see how to put them together. Further, we acknowledge that learners will forget most details they learn in class, and we have developed a strategy to address this too.

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Animation in Training Presented by Shian Warren (LLNL) – Mojave

This presentation discusses best uses of animation in training, such as budget, time and animation versus video recording. General terms will be shared such as assets, modeling, coding and rigging. Finally, we will look at software currently being used, the approval process, and the specs on systems needed to run programs.

DOE and NTC Updates and Support Presented by Evan Dunne (DOE NTC) – Red Woods

Evan Dunne will provide an update on NTC support to DOE and its contractors, through improved communications, such as the Training Connections document. This document will aid 'new' training staff, leaders, and EFCOG teams. NTC supports efforts to share information, reduce redundant and duplicate training, and provide tools to improve access to high-quality training materials. Evan will provide updates on CARDS, the Contractor Assurance University, the DOE Reciprocity Program, course-sharing improvements, and suggestions on how the community can improve its training programs.

Crane and Rigging Training Innovations Presented by Scott Cannon (HAMMER) – Red Woods

The U.S. Department of Energy (DOE) is responsible for one of the largest environmental cleanup efforts in the world, managing a legacy of more than four decades of plutonium production at the Hanford Site in Washington State [1]. Currently, Hanford workers receive critical health and safety training at the Volpentest HAMMER Federal Training Center. HAMMER stands for Hazardous Materials Management and Emergency Response.

Workforce Development Subgroup Working Meeting (Golden Gate) – This subgroup develops best practices between DOE contractor sites and local businesses, universities, and technical schools. Their focus areas are before hire, during employment, and transition. They are building a partnership with the Safety/Operations Working Group. *Facilitated by Kathryn Miller (ORNL), Chair.*

Course Efficiency Subgroup Working Meeting (Point Reyes) – This subgroup is focused on common course and resource development and accessibility, as well as expanding training reciprocity, shared course delivery, and developing standard core competencies. *Facilitated by Patrick Millard (LLNL) Chair and Ted Giltz (NIEHS/NTC) Vice Chair.*

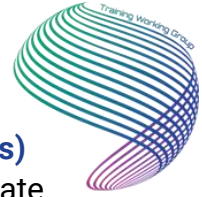
Learning Technologies Task Team Working Meeting (Redwood) – Developing best practices in the use of learning technology, such as Virtual Reality (VR)/Alternate Reality (AR), and content delivery. *Facilitated by Beth McLeod and Felicia Jimenez (LANL), Co-Team Leads, and David Yakovich (NNSS).*

WEDNESDAY

9:00 – 9:45 am

10:00 – 11:30 am

2025 TWG Annual Meeting



WEDNESDAY

10:00 – 11:30 am

Learning Effectiveness Task Team Working Meeting (Muir Woods)

The vision of the Learning Effectiveness Task Team is to incorporate more inclusive learning environments, eliminate unnecessary obstacles, support organizational goals such as Nuclear Safety Culture. *Facilitated by Dr. Becky Chance (NREL), Lead.*

Training Collaboration Subgroup Working Meeting (Mojave) – Focused on sharing best practices, skill building, and networking, this subgroup shares strategic communications to strengthen the community. They publish the TWG biannual newsletter, *Training Connections*, plan and deliver monthly learning opportunities, and manage the TWG website. *Facilitated by Mark Hagerty (LLNL), Ethan Guymon (INL), Chair and Fallon Holloway (WRPS), Vice Chair.*

Training Regulations Task Team Working Meeting (Tahoe) – Works with DOE to ensure a clear understanding of requirements, lessons learned, and challenges. Reviews and provides guidance on how DOE Regulations, Orders, Standards, and Handbooks affect, impact, and benefit Training. *Facilitated by Ramon Castillo (BGS), Team Lead.*

Training Evaluation: Case Study of Measuring Impact and ROI

Presented by Shawn McGregor and John Batacan (INL) – Golden Gate

The purpose of this case study was to evaluate the Compliance Officer/Coordinator (CO/CC) training program using Phillips' approach to training evaluation. INL Learning Performance Consultants (LPCs) applied the ROI Methodology to measure the effectiveness of the CO/CC training program. INL CO/CCs participated in focus groups to provide feedback on their learning, enablers and barriers to applying what they learned, and opportunities to improve the CO/CC learning experience. With collaboration from the CO/CC training program owner, the LPCs demonstrated the business impact and return on investment (ROI) of the CO/CC training program. Included are training program recommendations and lessons learned using the ROI Methodology.

Emotional Intelligence: An Imperative for Healthy Organizations & Relationships Presented by Dr. David Rude (Longenecker & Associates) – Point Reyes

Emotional Intelligence (EI) is an imperative for everyone. It is a crucial underpinning for healthy workplaces and drives strong intra- and interpersonal skills. EI is an acquired ability to understand and express human emotions healthily and productively through self and social awareness and regulation. In this interactive session, participants will explore 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. Participants will engage in both individual reflection and small group activities to reinforce their learning and apply that in their future training facilitation and interactions with colleagues.

1:00 – 1:45 pm



Gamification on a Shoestring Budget

Presented by Richard Rodriguez, Pat Millard, Leslie Carlson, and Will Coleman (LLNL) – Mojave

In the face of logistical challenges, how can organizations effectively train their workforce for emergency situations? At Lawrence Livermore National Laboratory, a team of training specialists from different focus areas recently broke new ground by harnessing the power of a video game engine to create a dynamic, computer-based simulation for evacuation training. This panel will delve into the process for developing this training, the solutions to technical hurdles, the transformative impact on worker engagement, and the achievement of executing this initiative with minimal funding.

Pitch your Development Project Like a Pro Presented by Krista Seeman and Piper Stone (KCNSC) – Muir Woods

During this highly interactive workshop, talent development professionals and leaders will learn how to successfully engage with stakeholders to market their next learning project. Using industry tested tools and best practices, the workshop will reveal three strategies to develop your powers of persuasion, gain maximum support from your stakeholders and ensure your project's success. At the conclusion of the workshop, participants will leave with the perfect pitch for their next development project.

Beyond Training - A Performance-Driven Approach to Solving Workplace Challenges Presented by Kathryn Miller and Chris Slater (ORNL) – Tahoe

Too often, training is seen as the go-to fix for every performance issue. But as learning professionals, we know that training alone won't resolve deeper operational challenges. The real challenge? Helping stakeholders recognize when training isn't the right solution and guiding them toward more effective alternatives. In this session, we'll explore the key drivers of performance issues and introduce a simplified and practical performance analysis framework to diagnose challenges and implement the right solutions. Key Takeaways:

- Discuss causes that contribute to employee struggles.
- Explore common solutions to workplace performance issues and understand where training fits.
- Recognize when training is the right intervention—and when it's not.
- Conduct a performance analysis to uncover the true barriers to success.

By the end of this session, you'll be on your way to collaborating with stakeholders to design solutions that drive meaningful, long-term improvements. You'll gain actionable strategies to move beyond the default "let's train them" mindset and drive real performance improvement across your organization.



How to Co-Create with Subject Matter Experts

Presented by Kristen Backstrom (PNNL) – Golden Gate

In the fast-paced world of instructional design and eLearning, effective collaboration between Instructional Designers and Subject Matter Experts (SMEs) is essential to create accurate, engaging, and impactful training content. This session presents a proven, dynamic process that brings instructional designers and SMEs together in a collaborative, agile framework that drives success. Attendees will learn how to leverage the knowledge and expertise of SMEs while developing efficient, real-world training content. This session will cover strategies for engaging SMEs, improving communication, and managing timelines to ensure everyone's time is used effectively throughout the development process. Key techniques, such as the Task-to-Training Matrix and a streamlined 3-step review process using Articulate Review 360, will be shared as practical tools to enhance the SME collaboration experience. Through real-world examples and insights from successful projects, you'll discover how to align instructional design with SME expertise, ensuring technical accuracy and relevance to the target audience. You will also see how tools like Articulate Review 360 can transform the review process, making it more efficient and adaptable to busy SMEs. Join us for this insightful session and learn how strong partnerships between instructional designers and SMEs can lead to the creation of impactful, effective, and memorable learning experiences.

DOE Regulation Update and Q&A Presented by Brendan Burns (DOE EHSS Office of Nuclear Safety) – Point Reyes

Brendan will present an update on the recently revised DOE O 426.2A and status of contractor implementation plans. He will also provide an update on the status of issuing the revised DOE Standard 1070. Questions and contractor discussions are encouraged.

Resilience – It's a Superpower! Presented by Mishon Montgomery (NNSS) – Mojave

Give yourself permission to be the best version of yourself! Together, we will learn how to incorporate concepts of resilience into your personal and professional life. Walk away from this presentation with skills to help manage stress, increase your optimism, and optimize your well-being. Bring your cape -- it's a SUPERPOWER!

Participants will leave the session better able to:

- Navigate the 'always on' societal expectations
- Find calm and perspective during challenging situations
- Pursue their personal resilience journey

The Quest for the Next Generations Presented by William Mark Blackburn (Hanford) – Redwood

2025 TWG Annual Meeting



The current climate offers many opportunities and challenges. Let's look at the challenges facing our workforce in 2025, as well as near-term and long-term solutions.

Thursday Panel – March 27th

THURSDAY

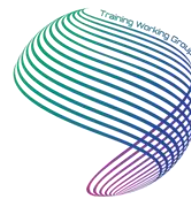
8:15-9:00 am

Panel Discussion Training Evaluation Strategies: Frameworks and Beyond

Presented by Dr. David Rude (L&A), Fallon Holloway (Hanford), Shawn McGregor (INL), and John Batacan (INL). Facilitated by Kathryn Miller (ORNL)

Evaluating the impact of learning activities, such as training courses, is often considered the “holy grail” of the learning industry. In short, EFCOG TWG Annual Meeting Call for Speakers 4 stakeholders throughout the organization – including training professionals – need to know whether and to what extent learning investments made a positive difference in mission success and individual performance. In this dynamic session, panelists will share their experiences on determining training's value-added impact on building dynamic organizations and individual capacity. Real-world examples of what's worked (or hasn't) will be shared, to promote the use of various evaluation methods that participants should consider in building world-class learning organizations.

2025 TWG Annual Meeting



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Thank you to all our valued sponsors. We couldn't do this without you!



Annual Meeting Planning Team and Presenters

Be sure to find these people and say thank you for their help! Each of them provided valuable support to make this year's annual meeting a success!

Amentum Patrick Griffin. **Department of Energy** Brendan Burns, Katrina Knight, Gabe Pugh. **EM-Nevada** Janis Romo. **HAMMER** Scott Cannon. **Hanford** William (Mark) Blackburn, Shannon Griggs, Fallon Holloway. **Idaho National Lab** John Batacan, Ethan Guymon, Shawn McGregor, Jeffrey Robbins, Porter Zohner. **Jefferson Lab** Patti Greer. **Kansas City National Security Campus** Krista Seeman, Piper Stone. **Lawrence Berkeley Lab** James Basore, Ray Cole, Xavier Gomez. **Los Alamos National Lab** Lacey Bruaw, Derek Clark, Shari Glines-Allen, Stan Hayes, Felicia Jimenez, Nick Jones, Bonar Karns, Amy Loevy, William Loew, Beth McLeod. **Lawrence Livermore National Lab** Leslie Alfonso, Glenette Alston, Leslie Carlson, Will Coleman, Aly Goulding, Mark Hagerty, Elizabeth Jameson, Trish Jensen, Geyna Keilbart, Aisha Khan, Terry King, Chris Leno, Amanda Levasseur, Andrea Mandall, Carrie Martin, Robin Martin, Kevin McWilliams, Michelle Metro, Patrick Millard, Karly Murray, Laura Murray, Lauren Perry, Mark Pettit, Alex Pili, Dustin Riggs, Richard Rodriguez, Brytni Soto, Farraziene Tennell, Irene Umipig, Esra Uzun, Elizabeth Garcia Villagrana, Jennifer Walsh, Jeff Warga, Shian Warren, Dr. Phillip Weiss, Michelle Wendt, Honey Wirth, Mark Worrell, Colin Yamaoka. **Longenecker & Associates** Dr. David Rude. **NIEHS** Gary Gustafson, Matt Marstella. **Nevada National Security Sites** Janis Duis, Mishon Montgomery, David Yakonich. **National Renewable Energy Lab** Dr. Becky Chance. **National Training Center** Evan Dunne, Ted Giltz. **Oak Ridge National Lab** Kaylyn Hayes, Destine' Johnson, Kathryn Miller, Chris Slater, Joseph St. Claire. **Pacific Northwest National Lab** Kristen Backstrom, Tina Bjork, Heath Marlin, Peter Stromberg. **Savannah River Sites** Abigail Bowman, Michael Holmes, Joanne McKinney. **United Steel Workers** Ashlee Fitch. **University of California** Camille Bibeau, Garren Weiss. **Y-12** Ramon Castillo, Zach Trujillo.