

# Speaker Biographies

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# Glenette Alston

Training & Qualifications Functional Area Manager  
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Glenette Alston brings over 30 years of expertise in the Training and Technologies industries, with a focus on Learning & Development, Training Management, Project Management, Enterprise Learning Management Systems, and Information Technology. Her career has been primarily rooted in the global Engineering & Construction sector, where she has consistently driven impactful learning and technology initiatives.

Currently serving as the Training and Qualifications Functional Area Manager (T&Q FAM) at Lawrence Livermore National Laboratory (LLNL), Glenette oversees the Laboratory Training Managers Office (LTMO) and collaborates with over 20 training organizations across the lab. She is dedicated to improving the lab's training programs by addressing challenges, enhancing course engagement, and reducing training time while maintaining quality.

Glenette's leadership has resulted in significant achievements, including re-engineering safety training programs at LLNL, which saved approximately 23,000 employee seat-time hours and \$1 million in training costs. She has also spearheaded initiatives such as the GET LEAN program, "Take 5 for Safety & Security" microlearning series, a Knowledge Management program, and a Communication Brown Bag series to enhance skills for key personnel.

With a bachelor's degree in information systems and technology and certifications in Project Management, Human Performance Improvement, Safety Culture Training, and Employee Engagement, Glenette is passionate about leveraging her decades of experience to deliver efficient and innovative learning solutions. Her ability to build strategic relationships and streamline processes continues to make a lasting impact at LLNL.

# Kristen Backstrom

Senior Instructional Designer  
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Kristen is a Senior Instructional Designer for the National Security Directorate supporting Nuclear Smuggling Detection Deterrence (NSDD) and the Office of Radiological Security (ORS). Kristen joined the Pacific Northwest National Laboratory in 2020. She has a MA degree in Organizational Management and over 30 years of experience as a business owner in computer manufacturing and consulting, university professor, and implementer of world-wide corporate training programs.

She has an MA degree in Organizational Management. Kristen coordinates project scope and curriculum development work with Subject Matter Experts and multiple DOE lab instructional design teams. Kristen creates interactive and engaging training materials using a Systematic Approach to Training methodology. Her contributions assist organizations in mitigating radiological security events at the local and international levels.

# John Batacan

Learning Performance Consultant  
Idaho National Laboratory



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John is a Learning Performance Consultant assigned to the Learning Performance team within the Idaho National Laboratory (INL) Learning Services. This team focuses on building comprehensive data collection, analysis, and a measurement and reporting strategy based on training industry's best practices. Learning Performance works closely with customers to understand their organizational goals, identify efficiency, effectiveness, and outcome metrics; and establish reporting strategies to inform, monitor, evaluate and manage. These efforts help align new and deployed training programs with business outcomes and identify programmatic strengths and improvement opportunities.

Prior to his current role at INL, John was the Training Development Technical Lead for INL Training Services, and a Training Specialist at the INL Materials and Fuels Complex. John served as a faculty member in the Department of Community and Public Health at Idaho State University (ISU) for nearly fifteen years where he taught undergraduate and graduate courses in health program planning and evaluation, community health, environmental health, fitness & wellness programs, promoting wellness, and epidemiology. He also served as the Wellness Center Director at ISU.

John holds a Doctor of Philosophy in education with an emphasis in adult/organizational learning and leadership from the University of Idaho. He also holds a master's degree in health education from Idaho State University, and a bachelor's degree in physical education with an emphasis in exercise science from the University of Puget Sound. He is a Certified ROI Professional (CRP) from the ROI Institute and a Certified Performance Consultant (CPC) from The Training Clinic.

# Mark Blackburn

Nuclear Safety Engineer  
Hanford Tank Waste Operations Closure (H2C)



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W. “Mark” Blackburn is a retired Senior Department of Energy (DOE) Headquarters Office Director for Nuclear Safety Policy and a former senior Pantex Site Office Manager. Currently, he serves as a senior Nuclear Safety Engineer at H2C, a prime contractor at the DOE Hanford cleanup site in Richland, Washington. His work focuses on developing and implementing nuclear safety controls to ensure safe operations at the Hanford Tank Farms and related facilities. Mark is a senior member of several DOE Energy Facility Contractor Operating Group (EFCOG) committees, addressing strategic Nuclear Security Enterprise (NSE) needs. These efforts involve collaboration with company presidents, senior Federal officials, and international partners, including the Defense Nuclear Facility Safety Board (DNFSB).

Before joining Hanford, Mark dedicated 40 years to various DOD and DOE sites, gaining extensive experience in nuclear weapons assembly, quality assurance, contract management, and DOE/DOD research and development. He has been a frequent speaker on these topics and co-authored the DOE Worker, Safety and Health Rule (10CFR851) along with other key documents.

Mark is passionate about helping the NSE attract and retain top managerial and technical talent. He has sponsored EFCOG meetings, co-authored regulations, and served as a DOE Certified National Training Instructor. Additionally, he has been a speaker in STEM education both nationally and internationally.

Mr. Blackburn holds a Bachelor of Science degree in Industrial Engineering from Mississippi State University and a Department of Defense certification in Maintainability Engineering. He is an active member of the American Nuclear Society and was previously licensed as a Professional Engineer and a member of the American Society for Safety Engineers.

# Abigail Bowman

Learning Transformation Lead  
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As the College Partner, Curriculum, and Pipeline Development Lead for the SRS Apprenticeship Program, Abigail Bowman develops curriculum for nuclear operator apprenticeship training, ensuring alignment with SRS standards. She manages external partnerships, represents the program in business and public engagements, and drives strategic planning and program growth. Additionally, she maintains up-to-date training materials to support workforce readiness.

With 16 years of experience in teaching, coaching, and leadership, Abigail joined SRS in 2019 as a Senior Training Specialist at Tritium Training Department. She qualified as a Material Test Facility Life Storage Operator and Laboratory Technician and was progressing toward Reservoir First Line Manager qualification. She most enjoyed facilitating leadership training, including “Leadership Action Plan” for Leadership Class 101.

Abigail holds a Master’s in Curriculum and Instruction from Augusta University (2017) and a Bachelor of Arts in Middle Grades Education (Math and Language Arts) from Covenant College (2003).

# Irene Joy Bozkurt

Health & Productivity Manager

Lawrence Livermore National Lab



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Irene Joy, MPH, MBA has managed and supported organizational well-being programs for academia and local government sectors. She developed the employee well-being program for the City and County of San Francisco and supported student and employee wellness for Saint Mary's College of California.

Her background in public health is focused on health promotion and program development. She practices well-being with a health-at-every-size approach that focuses on helping individuals to feel empowered about establishing healthy habits for their lifestyle.

# Ed Brickely

Director, National Laboratory and Nuclear  
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In his capacity as the Director of National Laboratory and Nuclear Security Engagement for the Texas A&M Engineering Extension Service (TEEX), Ed Brickley acts as the liaison for TEEX, supporting Texas A&M University System's role in TRIAD National Security, LLC, and PanTeXas Deterrence, LLC, overseeing projects at Los Alamos National Laboratory and the Pantex Plant.

Ed joined TEEX in 2005 after 22 years of service in the United States Air Force. His diverse experience spans search and rescue, law enforcement, homeland security, and emergency management. Ed has participated in over fifty disaster response deployments, serving as the ESF-9 Search & Rescue Coordinator for Texas A&M Task Force 1 and leading TEEX's State Operation Center efforts during the COVID-19 pandemic.

Ed's career includes management of personnel, projects, and programs, focused on qualifying, certifying, and educating thousands across federal, state, and international platforms. He boasts over 40 years of instructional experience in both professional and public education settings globally.

Beyond his professional endeavors, Ed has been a television weather broadcaster, small business owner, sports official, and coach. He has also volunteered significantly, serving as a faculty sponsor for various community programs during his tenure as an Air Force Junior ROTC Instructor.

Ed holds a B.A.A.S in Humanities and Social Sciences from Midwestern State University and an Associate of Applied Sciences in Survival and Rescue Operation from the Community College of the Air Force. He is a certified Occupational Instructor. Residing in Texas with his family, Ed proudly calls the state his home.

# Lacey Bruaw

Acting Chief Operations Officer

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“Lacey Bruaw serves as the acting Chief Operations Officer for the Facilities and Operations directorate at Los Alamos National Laboratory. Lacey has been at Los Alamos National Laboratory (LANL) for over nineteen years and has always been in an operations role, maintaining the safety, security and compliance envelope both in nuclear and non-nuclear settings on behalf of the laboratory. She is passionate about training and knowledge transfer and looks forward to sharing

# Brendan Burns

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Brendan Burns is a seasoned professional with a background in nuclear engineering, engineering management, and project engineering. With experience in the U.S. Department of Energy, U.S. Army, and the U.S. Navy, Brendan's professional background includes roles in the defense industry, energy sector, and systems engineering. Brendan's skills include project management, strategic planning, negotiation, and team building. Brendan is a member of the Department of Energy Office Quality Assurance and Nuclear Facility Safety Management Programs, EHSS-32, at DOE Headquarters.

# Scott Cannon

Activity Manager, Hoisting and Rigging  
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Scott is currently the Activity Manager of Hoisting and Rigging at the HAMMER Federal Training Facility for HMIS. He is tasked with oversight of the Hoisting and Rigging curriculum, Forklift and Aerial Lift Training and assisting with OJT/OJE's to the workers of Hanford. Recently, he was chosen by his colleagues to become chair for the HAMMER EZAC (Employee Zero Accident Council).

Scott's experience includes an apprenticeship for Union Ironworkers Local #14 out of Spokane, WA. As a Journeyman for 14 years, he traveled across the U.S. performing all aspects of the trade with the focus being a rigger and signalperson while working on the many dams and wind turbines located on both the Snake and Columbia Rivers. In 2017 Scott switched gears and joined UA Local #598 in Pasco, WA. While there he served a five-year apprenticeship and worked in a wide variety of industries such as industrial refrigeration, pipeline and nuclear. After completion he was asked to become a Hoisting and Rigging instructor for Local #598's apprenticeship.

Scott is working on his teaching degree through Washtenaw Community College in Ann Arbor, Michigan and an EPRI (Electric Power Research Institute) Rigger/Signalperson certification. Currently he instructs courses such as Rigging, Trade Related Math, Drafting and CPR/ First Aid.

# Leslie Carlson

Multimedia Training Specialist  
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Leslie Carlson (She/Her) is a seasoned training specialist with a Bachelor's Degree in Multimedia, emphasizing graphic design and video production. With 25 years of experience, Leslie has excelled in performing needs analysis, course design, development and instruction across various training modalities, including web-based, classroom, workshops, remote, and on-the-job training.

Her career spans multiple prestigious organizations, including the US Army Communications, Lawrence Livermore National Laboratory, and the Pharmaceutical Development and Manufacturing sector. Leslie has worked under diverse disciplines, such as Military Communications, Radioactive and Hazardous Waste Management, Nuclear Material Safety Training, Solid Dosage Pharmaceutical Research and Manufacturing, Engineering Hydrogen-Fueled Car Systems Safety, and Information and Physical Security.

In addition to her extensive training expertise, Leslie has a strong background in mentoring and coaching training staff in media and the ADDIE systematic instructional design model. She has successfully managed leadership responsibilities, including team leadership, media budget procurement, and providing guidance to management and training staff. Leslie's commitment to excellence and her multifaceted skill set makes her a valuable asset for training environments, dedicated to fostering growth and enhancing learning experiences.

# Ramon Castillo

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Ramon Castillo supports Operational Readiness Assurance for the Uranium Processing Facility (UPF) Project at Y-12 National Security Complex in Oak Ridge, TN.

The Uranium Processing Facility (UPF) supports the Uranium Mission Strategy, which ensures the long-term viability, safety, and security of enriched uranium capabilities in the United States. UPF will relocate casting, special oxide production, and salvage and accountability capabilities into a new, modern, more efficient and safer facility.

Ramon Castillo has over 35 years of experience in Nuclear Operations, Nuclear Quality, and Nuclear Training supporting both government and commercial nuclear industry. He served in the U.S. Navy Submarine Force as a Reactor Operator, Propulsion Plant Supervisor, Prototype Instructor and Lead Instructor for the Prospective Nuclear Engineer Officer Course. Upon retiring from the Navy, he developed operating procedures and training programs for Nuclear Regulatory Commission licensing of the Paducah Gaseous Diffusion Plant in Paducah, KY, managed corporate and station training programs for Exelon Nuclear and the Institute of Nuclear Power Operations (INPO). He supported the analysis, design, development and delivery of over twenty courses in Nuclear Training at the Radiochemical Processing Laboratory, Pacific Northwest National Laboratory, Richland, WA. Ramon holds a Bachelor of Science degree in Nuclear Technologies from Excelsior College.

# Dr. Becky Chance

Learning Transformation Lead  
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Becky is a passionate educator and instructional coach. Following 21 years devoted to K-12 education, Becky completed a doctorate and a post-doctorate appointment focusing on Neuroscience and the brain's ability to learn. Coming from academia, Becky has recently transitioned into a new role at NREL, where she coaches and supports instructors in the creation of brain-based compliance trainings.

# Derek Clark

Weapons Facilities Operations Director  
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Beginning with his tenure on a Submarine, Derek's career has provided him with extensive knowledge and experience in the areas of nuclear, high hazard, and explosives operations. After serving in the US Navy's Nuclear Power Program, Derek worked at Lawrence Livermore National Laboratory in a variety of positions including ES&H Senior Technologist, WCI Engineering/Scientific Coordinator, and the Deputy Facility Manager of the High Explosives Application Facility (HEAF) and Weapons High Bay. From LLNL, Derek moved to Los Alamos in 2018 to take on the role of Science & Technology Operations Deputy Facility Operations Director with a focus on LANL's uranium and beryllium metallurgy capabilities. Derek was selected as the Weapons Engineering Facilities Operations Director (FOD) in October 2020, a role he still holds within the Associate Laboratory Directorate for Weapons Engineering, responsible for a ~\$150M, 22sq/mi, +600 facility portfolio. In addition to a Naval Nuclear Power Training Command education, he holds a Bachelor's of Science in Nuclear Energy Engineering Technology from Thomas Edison State University and a Master's of Engineering from Texas A&M University.

Derek currently leads the EFCOG Operations Working Group focused on disciplined operations and is dedicated to supporting the DOE Complex. He is excited to lead the nuclear weapons portfolio's important work enabling, simplifying, and managing operational requirements in the pursuit of outstanding mission support and science.

# Ray Cole

Instructional Designer  
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Ray Cole is an instructional designer in the Berkeley Lab Training group at Berkeley Lab, where he designs and builds safety training, including self-paced e-learning courses, formal classroom courses, and live online courses, as well as supporting materials such as job aids, field guides, how-to videos, and more.

Prior to joining Berkeley Lab, Ray worked for several San Francisco Bay Area instructional design firms before striking out on his own as an instructional design consultant. Ray also taught classes in the graduate program in Instructional Technologies at San Francisco State University for many years.

Ray holds a Master's degree in Instructional Technologies from San Francisco State University and a Bachelor's degree in Computer Science from the University of California, San Diego.

# Joel Dabon

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Grant Coordinator for LIUNA Training and Education Fund (LIUNA Training), Joel has over 22 years of industry and training experience in a wide range of environmental safety and health concentrations.

Joel began his career in construction as an apprentice until achieving journey-worker status and over time worked his way to becoming a jobsite foreman. During his time in the field, Joel gained vast industry experiences through positions at K-25 and East Tennessee Technology Park in Oak Ridge, TN, Savannah River Site in South Carolina, Edwin I. Hatch Nuclear Plant in Baxley, GA and Vogtle Nuclear Plant in Waynesboro, GA.

In 2009, Joel was brought on as an Instructor at the Laborers' Southeast Training Fund in Stone Mountain, GA. During his years at the Training Fund, he became a Training Site Coordinator, Apprenticeship Coordinator, and earned distinguishment as a LIUNA Certified Instructor.

In 2023, Joel was selected by LIUNA Training as a Grant Coordinator, where he provides oversight of the organization's NIEHS-DOE and DOL-OSHA Susan Harwood environmental and safety training grants. In this role, he is responsible for program implementation, compliance, and reporting.

Joel continues to maintain his certification as a LIUNA Training Instructor through continuing education opportunities and he conducts environmental train-the-trainers on behalf of LIUNA Training for its affiliated training centers throughout North America.

# Janet Duis

Senior Principle in Experience, Enrichment,  
and Empowerment  
Nevada National Security Site



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Janice Duis is an organizational effectiveness and leadership development professional with over 25 years of experience in helping leaders, at all levels, accelerate their own and their organization’s performance. She is a Senior Principal in the Experience, Enrichment, and Empowerment Team at the Nevada National Security Sites and joined the NNSS from Sandia National Labs in 2023. Her areas of specialty include leading successful change and transitions, developing a strong understanding of self as the key to being authentic as a leader, creating strategies and plans for building more effective teams, and building a diverse pipeline of current and future leaders.

Janice holds numerous certifications and has a MA in Educational Psychology and Counseling. She is a Board-Certified Coach and a former faculty member for the Global Institute of Leadership Development. She joined the DOE Complex of Labs and Sites from industry where she supported leaders as a trusted advisor, senior director, and “doer” in multi-faceted organizations including Jamba, Safeway Consumer Brands, Nestle Purina PetCare, The Gillette Company, and the Auto Club of Southern California.

She grew up in Topanga Canyon, California and spent her formative years in Vienna, Austria. She credits her life experience with shaping her sense of adventure and curiosity about people, cultures, nature, food, and the world. She loves to travel but nothing beats feet up on the couch at home with her five pets. She believes you can lead from wherever you find yourself and is passionate about helping people “Build Their Leadership Brand.”

# Evan Dunne

Enterprise Learning and Special Projects  
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Evan Dunne serves at the National Training Center as the Enterprise Learning and Special Projects Program Manager. He has supported the EFCOG Training working group as NTC's liaison since 2012.

Mr. Dunne manages several training portfolios for NTC including the Safety Culture, Contractor Acquisition University, Management and Information Technology and NNSA program specific curriculum tracks. He has completed 34 years of federal civilian service with the General Services Administration, United States Air Force, and the Department of Energy (since 2001). Evan enjoys teaching and promoting collaboration across DOE to best leverage our finite training resources.

Evan lives and works in Albuquerque, New Mexico.

# Ashlee Fitch

Director

United Steelworkers Charitable and Educational Organization



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Ashlee Fitch is Director of the United Steelworkers' Steelworkers Charitable and Educational Organization. Prior to joining the United Steelworkers, Ms. Fitch worked in a rolled aluminum plant in Ravenswood, WV and served as a union health and safety committee representative. She is a Certified Safety Professional through the Board of Certified Safety Professionals and holds an MBA and master's degree in Safety, both from West Virginia University.

# Ted Giltz

DOE Safety and Health Program Liaison  
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Ted Giltz is the DOE Safety and Health Program Liaison. He is a past Radiation Protection EFCOG chair and today supports all EFCOG Communities of Practice for the DOE National Training Center and the NIEHS Worker Training program. His primary responsibility is to aid in the identification of training resources to support mission completion. He has been supporting establishing ways to reduce duplicate training courses, improving training quality and improving portability of training completions.

# Xavier Gomez

Instructional Designer  
Lawrence Berkeley National Lab



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Xavier Gomez is an instructional designer in Berkeley Lab Training group at Lawrence Berkeley National Laboratory. In addition to developing e-learning in Storyline, he specializes in video-based performance support and the development and implementation of site-specific job aids.

Prior to joining the Lab, Mr. Gomez designed online academic programs at UC Berkeley Haas School of Business and at the University of San Francisco. In the corporate sector, he designed training for AAA and contracted with Genentech, Cisco, and Symantec. He also served as chair of the Educational Technology program at Merritt College which served to develop online teaching competencies for community college instructors across California.

Mr. Gomez holds a Master's degree in Instructional Technologies and a Bachelor's degree in Cinema from San Francisco State University.

# Aly Goulding

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Aly is a Learning Specialist in the Office of the Chief Financial Officer (OCFO) at Lawrence Livermore National Laboratory (LLNL), where she plays a pivotal role in supporting the development of training programs and learning activities within the organization. Leveraging a systematic approach, Aly employs instructional design methodologies to create advanced training initiatives tailored to meet the diverse needs of the workforce.

In addition to her role at LLNL, Aly has been serving as an adjunct professor of education and university supervisor for the past three years. This enhances her ability to design impactful learning experiences, as she integrates insights from both the academic and professional realms. With over a decade of experience in education and a master's degree in Instructional Science and Technology, Aly is passionate about fostering a culture of continuous learning and is excited to contribute to projects that elevate the OCFO's well-established training programs.

Aly's professional interests also include developing data-driven training initiatives that leverage analytics to assess learning outcomes and improve program effectiveness. Additionally, Aly is committed to the principle of lifelong learning, advocating for continuous professional development and personal growth for herself and others in the field.

# Patrick Griffin

Training Specialist  
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Patrick Kyle Griffin is an instructional designer, technical trainer, and nuclear operations professional with over 13 years of experience in the development, implementation, and management of training programs. He is currently a Simulator Instructor and Instructional Developer (IAD) with Amentum at the WTCC Vitrification Plant. With a background in nuclear engineering technology and instructional design, he specializes in designing comprehensive training solutions for complex technical environments, ensuring compliance with industry and regulatory standards.

Patrick has played a key role in curriculum development, simulator training integration, and workforce qualification across both military and civilian sectors. His expertise includes Learning Management System (LMS) administration, multimedia-based training, and instructional technology implementation. As a Senior Instructor at the Naval Nuclear Power Training Command, he managed curriculum development and trained personnel in reactor operations and emergency procedures. He also worked as a Technical Training Lead at Vertiv, where he managed LMS platforms and developed online training content for field technicians.

With a Master of Science in Instructional Design & Learning Technology from Franklin University, Patrick is passionate about using technology-driven training strategies to enhance learning efficiency and effectiveness. His experience in simulator-based instruction, interactive media design, and competency-based learning allows him to create engaging and impactful training programs. He is a dedicated advocate for data-driven decision-making in training programs and frequently explores new ways to optimize learning processes using existing tools and innovative methodologies.

# Gary Gustafson

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Center for Construction Research and Training



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Gary Gustafson is the Director of CPWR's Environmental Hazard Training Program. Since joining CPWR in 2015, he has worked as part of CPWR's training team supporting North America's Building Trades Unions and their 14 member unions with their worker health and safety and environmental training needs. CPWR is the safety and health research and training arm of NABTU with a proven track record in researching health and safety hazards and developing, delivering, and evaluating safety and health training programs in the construction industry.

For over 30 years, Gary has had the pleasure of working with labor/management training organizations ensuring the health and safety of workers in the construction and environmental remediation fields. Gary currently is the co-chair of the Department of Energy Labor Training Work Group and the NABTU Health and Safety Infection Control Risk Assessment, or ICRA, sub-committee. He is a graduate of Assumption College in Worcester Massachusetts, and he looks forward to continuing his work of improving the safety and health of workers in the construction and environmental remediation industry.

# Ethan Guymon

Safety and Health Instructor  
Idaho National Lab

Collaboration Subgroup Co-Chair



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Ethan Guymon is a Safety and Health Instructor for the College of Eastern Idaho and is contracted to the Idaho National Laboratory to provide safety training on a variety of topics. Ethan enjoys his position instructing INL employees and is qualified for this role holding both a Certified Safety Professional designation and the Certified Instructional Trainer designation from the Board of Certified Safety Professionals. This is Ethan's third year participating in EFCOG and he is currently the EFCOG TWG Collaboration Subgroup Chair.

# Mark Hagerty

Learning Experience Design Specialist  
Lawrence Livermore National Lab



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Mark Hagerty is a member of the training team for Workforce and Organizational Development (WOD) at the Lawrence Livermore National Laboratory in California. As a part of HR, the WOD group is responsible for the challenging work of attracting, educating, and nurturing the careers of the LLNL workers. Mark spends his day creating online learning courses, producing webinars, and editing training materials.

Before joining LLNL in 2017, Mark worked as a trainer and instructional designer in several public companies, including PG&E, a Silicon Valley software startup, American Express, and 19 years at the Clorox company. He is also a past president of the Northern California chapter of the American Medical Writers Association (AMWA), and a member of the Editorial Freelancers Association (EFA), ACES: the Society for Editing, and a past board member of the Association of Talent Management (ATD, formerly ASTD).

Mark did his undergraduate studies in psychology and biology at the California State University in Hayward. He earned a Master of Science degree in Organizational Behavior from the California School of Professional Psychology. He also holds a Master's certificate in Online Instructional Design from Capella University, and most recently received a Medical Writing and Editing certificate from the University of Chicago's Graham School.

Mark has a huge desire to serve others, and an insatiable curiosity about behavioral and life sciences. He also enjoys many sorts of word puzzles.

# Stan Hayes

Learning Specialist  
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# Fallon Holloway

Technical Support Staff Training Manager  
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Collaboration Subgroup Co-Chair



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Fallon Holloway is a seasoned Training Management and Development Professional with over 16 years of experience in instructional design, content development, and management, particularly within Hazard Category II Nuclear facilities. Fallon excels in enhancing training program quality and customer service, consistently meeting and exceeding industry standards. She holds a Master of Arts in Communication and Leadership from Gonzaga University, a Bachelor of Arts in Communication from Western Washington University, and a Project Management Professional (PMP) certification.

Currently, Fallon serves as the Technical Support Staff Training Manager at Hanford Tank Waste Operations & Closure (H2C) in Richland, WA. She oversees a team of Training Specialists and Coordinators, ensuring compliance with training procedures and quality expectations. Her role involves managing training development, implementation, and execution, as well as spearheading process improvements and project management initiatives.

Previously, Fallon was the Principal Training Specialist and Operations and Maintenance Program Lead at WRPS, where she developed comprehensive training programs using the Systematic Approach to Training (SAT). Her responsibilities included mentoring, process improvement, and managing training procedures.

Fallon's career also includes roles at CH2M, Jacobs Engineering, and Energy Solutions, where she developed and delivered training programs, managed training plans, and performed needs analyses. Her expertise extends to technical writing, computer-based training, and apparent causal analysis.

An active member of the training community, Fallon participates in various safety management and training committees, providing technical expertise and consulting assistance.

# Michael Holmes

Emergency Preparedness Specialist  
Savannah River Site (SRS)



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Michael Holmes is an Emergency Preparedness Specialist currently serving on the Site Drill Team at the Savannah River Site (SRS), located in Aiken, South Carolina. The Site Drill Team is responsible for developing, coordinating, and conducting effective emergency preparedness related training and exercises within SRS to enable effective responses to incidents. Michael joined the Site Drill Team in 2022 and has served as the Lead Scenario Writer for the Savannah River National Laboratory (SRNL) as well as the Team's Training Coordinator, coordinating and instructing local offerings of emergency management courses in collaboration with regional partners.

Prior to coming to SRS, Michael has over 15 years of knowledge and experience in Emergency Response, Emergency Management, Hazardous Materials Response, and Incident Command and Coordination at the State level.

Most recently, Mr. Holmes has served as the Training and Exercise Coordinator for the South Carolina Emergency Management Division (SCEMD), as well as Senior Emergency Response Specialist and State On-Scene Coordinator for the Florida Department of Environmental Protection (FDEP), Division of Law Enforcement, Office of Emergency Response.

Mr. Holmes holds a Bachelor's degree in Disaster and Emergency Management from Western Carolina University and is currently pursuing a Master's degree in Disaster and Emergency Management with a dual-concentration in Environmental Hazards and Cybersecurity from Nova Southeastern University. Mr. Holmes is also a South Carolina Certified Emergency Manager (SC CEM).

# Felicia Jimenez

Learning Specialist  
Los Alamos National Laboratory



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Felicia Jimenez is a Learning Specialist (LS) with Los Alamos National Laboratory. LS work with customers and stakeholders to design, develop and implement training programs in accordance with applicable regulatory drivers and contractual requirements. They evaluate and assess training program effectiveness using industry concepts and LANL objectives to resolve issues in creative and effective ways. Provide resolutions to a diverse range of moderately complex problems while contributing to the development of the organization's goals, objectives and procedures.

Prior to coming to LANL, Felicia worked in the medical field for over 10 years. Gaining extensive knowledge and experience treating patients (PT) not only in a clinical setting, but also in the field. Along with PT care came knowledge of medication administration and Intravenous (IV) application. This set a great foundation for acquiring knowledge and appreciation of rules and regulations by which a medical organization operates on.

Felicia holds a Baccalaureate of Science in Mathematics and a Baccalaureate of Science in Biology, with Minor in Chemistry from Northern New Mexico College. She is a Certified and Licensed Emergency Medical Technician (EMT).

# Nick Jones

Training Specialist

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Nick Jones is a training specialist at Los Alamos National Laboratory (LANL) in Los Alamos, New Mexico. Nick is deployed to the Conduct of Engineering (COE) office from the Readiness and Training division of the Associate Laboratory Directorate of Facilities and Operations. Nick provides technical and non-technical training and education program services to COE, works with customers and stakeholders to design, develop and implement training programs in accordance with applicable regulatory drivers and contractual requirements, evaluates and assesses COE training program effectiveness, and represents COE before regulatory agencies on matters pertaining to the COE training program. Nick's recent focus has been on the Cognizant System Engineer program, the Process Engineer program, and implementation of DOE O 426.2A. Additionally, Nick has played a key role in introducing LANL to The Ohio State University's (OSU's) Developing a Curriculum (DACUM) process.

Prior to LANL, Nick was an instructor at Central New Mexico Community College (CNM) in Albuquerque, New Mexico. At CNM, Nick was responsible for standing up the College's new Beverage Production and Management program, including analysis, design, development, implementation, and evaluation of multiple programs, including one associate's degree and four certificates. Under Nick's leadership CNM's program achieved official Recognition by the Master Brewers Association of the Americas for excellence in post-secondary brewing education and workforce training.

Nick holds a Master's degree in industrial engineering from New Mexico State University and a Bachelor's degree in Liberal Arts from St. John's College. Additionally, Nick has a Master's Certificate in Nuclear Systems Engineering from Texas A&M, a DACUM Facilitator Certificate from OSU, and a Secondary Teaching Certificate from Santa Fe Community College

# Aisha Khan

Health & Productivity Program Coordinator  
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Aisha Khan has a Bachelor of Science degree in Biological Sciences and is a Certified Clinical Medical Assistant. She strives to create meaningful connections with her peers, creating a sense of belonging, and is passionate about helping others reach their health and wellness goals by focusing on all aspects of health – mental, social, and physical.

When away from her office, Aisha enjoys spending time with family and friends, reading, trying out new coffee shops, and being pushed by her CrossFit coach.

# Terry King

Training Manager  
Lawrence Livermore National Lab



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Terry King has over 25 years of domestic and international training and training management experience leading and developing instructor led and virtual training programs. Terry has designed and led training for multiple Fortune 100 companies in various disciplines including: Legal, medical, Signal Processing, Programming and Commercial Banking..

Terry holds a Juris Doctor from the University of California Hastings College of Law and a bachelor's from University of California, Berkeley. Terry joined LLNL in 2019.

Terry's interests include Art History, cycling, reading, international travel and Film Noir.

# Amy Loevy

Learning Specialist  
Los Alamos National Lab  
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Amy Loevy is a Learning Specialist at Los Alamos National Laboratory. Prior to LANL, Amy was the Training & Qualifications Manager at Brookhaven National Laboratory. Her background includes over 30 years in training and development, in both public and private sector industries, including education, financial services, consulting, public utilities, and telecommunications.

Since 2023, Amy has served as the Chair of the EFCOG Training Working Group (TWG), a cross-DOE initiative that drives efficiency and effectiveness in training and development. She is currently working on her master's in Adult Education and Training at the University of Phoenix. Amy has six children, ages 15 to 28, and in her free time, she loves to scrapbook and travel.

# William Loew

Program Specialist

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William Loew is a program specialist on the People and Organizational Development (POD) team at Los Alamos National Laboratory. His background in leadership development within private industry prepared him for his job at Los Alamos beginning in 2022. Since joining the POD team, William has contributed to the Lab mission by his involvement in multiple programs including the Executive Leadership Development Program, Foundational Leadership, and Manager Mentoring. William is most proud of his work on Manager Quick Start, which earned recognition under the Los Alamos Awards Program (LAAP) in 2023 and continues to empower new and existing managers in all parts of the Lab.

# Mike Marstella

Director of Technical Training and Qualifications  
Newport News Nuclear BWXT Los Alamos (N3B)



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Matthew H. Marstella is the Director of Technical Training and Qualifications at N3B, LLC, a company owned by HII Nuclear Inc. and BWX Technologies. N3B manages the Los Alamos Cleanup Contract for the U.S. Department of Energy's Office of Environmental Management, Los Alamos Field Office.

With over six years of experience supporting multiple DOE contracts, Matt specializes in leading and developing high-performing training teams. He began his DOE career managing the Learning & Development team at Legacy Management Support (LMS) in Grand Junction, Colorado. Currently, he oversees a team of 20 professionals, driving training initiatives at a Hazard Category 2 nuclear facility.

Matt has been instrumental in enhancing training engagement throughout his career, leveraging creativity and animation expertise to develop innovative learning solutions. His contributions have earned him multiple accolades in the training field. Before transitioning into the nuclear sector, he spent 20 years in the restaurant industry and government sector, bringing a unique perspective to workforce development.

He holds an MBA from the University of Texas at Dallas and remains committed to fostering a culture of continuous learning and operational excellence.

Outside of work, Matt enjoys riding his Harley through Zion National Park, Bryce Canyon, and the Grand Canyon. When not on his bike, he can be found on the golf course, perfecting his swing.

# Carrie Martin

Community Cohorts  
Lawrence Livermore National Lab



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Carrie Martin is a dedicated professional with over 30 years of experience at Lawrence Livermore National Laboratory (LLNL). She currently leads the Community Cohorts program, helping new hires acclimate to the Laboratory through educational sessions, facility tours, and networking opportunities.

Throughout her career, Ms. Martin has held a variety of roles at LLNL, including Public Information Officer, Protocol Officer, and Administrator. These positions have allowed her to gain extensive institutional knowledge while excelling in communications, event coordination, and team management.

In addition to her professional roles, Ms. Martin is deeply involved in volunteer efforts. She actively participates as a volunteer for the Emergency Response Organization, in STEM outreach programs, institutional activities and has served on the Ombuds Council and the Laboratory's Coaching Collaborative.

Ms. Martin is widely recognized for her leadership, exceptional people skills, and commitment to fostering a positive organizational culture. She holds a Bachelor of Science in Organizational Behavior from the University of San Francisco and a Certificate in Management from the University of the Pacific. She remains passionate about continuous learning and making a meaningful impact through her work and community engagement.

# Shawn McGregor

Learning Performance Consultant  
Idaho National Laboratory



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Shawn is a Learning Performance consultant assigned to the Learning Performance team within the Idaho National Laboratory (INL) Learning Services. This team focuses on building comprehensive data collection, analysis, and evaluation strategy following training industry best practices. Learning Performance works closely with each of their key customers to deeply understand their business drivers and devise metric strategies, including reports and dashboards. These efforts help them identify improvement opportunities, programmatic weaknesses, and inefficiencies in deployed training programs, and see where their efforts are excelling at equipping INL workers with the knowledge and skills they need.

Prior to INL, Shawn served for 23 years in the United States Army as an Armored Crewmember with a background in facilitation, training management, training consultation, curriculum development, performance evaluation, requirements management and project management. Shawn has held numerous levels of management positions throughout his career, supervising up to 300 indirect reports.

Shawn holds a Master of Science in Management with an emphasis in Leadership and Organizational Development from Troy University. He also holds a bachelor's degree in business administration with a minor in marketing from Post University. He is a certified ROI professional from the ROI Institute (CRP) and a Project Management Professional (PMP).

# Beth McLeod

Learning Specialist  
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Beth McLeod has been a Learning Specialist/Instructional Designer on the HR-ITS Design Team at Los Alamos National Laboratory (LANL) for over 2 years. On the design team, Beth designs eLearning courses using tools like Articulate Storyline, Vyond, and various Adobe programs.

Before joining the Design Team at LANL, Beth worked as an instructional designer at Honeywell. Prior to that, Beth did freelance instructional design work, as well as held roles in higher education including online program director and online instructor.

Beth holds a Master of Education in Instructional Design and Technology as well as a Master of Science in Integrated Healthcare Management.

# Patrick Millard

Strategic Deterrence Operations Support Training Manager  
Lawrence Livermore National Labs



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Patrick Millard is the LLNL SD Operations Support Training Manager for LLNL, located in Livermore, California. He is responsible for technical-skill and compliance training for more than 200 SD facilities at LLNL, including all of the nuclear facilities. These responsibilities include training for the Nuclear Facilities known as “Superblock”, Radioactive Hazardous Waste Management (RHWM) program and facilities, High Explosives Training, Joint Laboratory Operations Nevada (JLON) training for LLNL workers traveling to the Nevada National Security Sites (NNSS), and additional programmatic and facility training within his directorate.

Patrick has more than 25 years of experience in technical training, including 12 years at LLNL where he has had responsibilities for nuclear facility and ES&H training. Prior to working at LLNL, Patrick had worked for more than a decade in the private industry. He supported technical training at the Biotech company, Becton Dickinson (BD) Biosciences, and in the semiconductor industry with KLA-Tencor. He also served in the United States Navy Nuclear Power Program as a Machinist Mate submariner and as an instructor at the Naval Prototype Training Unit (NPTU) in Ballston Spa, New York.

Patrick holds a bachelor’s degree in communication from California State University – Sacramento and a master’s degree in business administration (MBA) from City University in Bellevue, Washington.

# Kathryn Miller

Manager of Office of Technical Training  
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Kathryn serves as the Manager of the Oak Ridge National Laboratory (ORNL) Office of Technical Training (OTT). OTT is responsible for corporate management and integration of ORNL training activities. The Office of Technical Training provides an infrastructure of supporting systems and processes, including site-level procedures and guidance, instructional design services, training delivery, learning management system administration, and training performance assurance.

Prior to Kathryn's current role, she also she served as the Manager of Professional Development at Nevada National Security Sites and Project Training Manager for three Rocky Flats Environmental Technology Site Closure Projects. Kathryn also served in the training organization at Savannah River Nuclear Solutions.

Throughout her career, Kathryn has provided technical, regulatory and leadership training support services to several government contractors and corporate customers. She has more than 25 years of experience in the training and communication domain and more than 20 years of experience in the nuclear-regulated training domains. She holds a B.A. in Communication from Regis University in Denver, Colorado. She also holds several training certifications including Human Capital Strategist, eLearning Design, Instructional Design, Business Professional/Leadership, and Myers-Briggs Type Indicator Practitioner. She served three years in the Presidency of Denver, Colorado's Association for Talent Development (ATD).

# Mishon Montgomery

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Mishon believes that a company's greatest asset is its people! She is dedicated to cultivating a workplace where all employees feel valued, supported, and inspired to thrive. Using a people-first approach, Mishon drives innovative initiatives that enhance engagement and professional growth. Leveraging her passion for people and organizational development, she produces and implements strategies to optimize the employee journey and create a positive and engaging work environment that leads to improved employee satisfaction, productivity, and retention.

A United States Air Force Veteran with 20+ years of honorable service, Mishon is experienced in Human Resources, Professional Development, Strategy Development & Employee Engagement; successfully designing and implementing programs that drive retention, collaboration, and career advancement. She excels in working with businesses to create cultures of belonging and implement programs that yield long-term sustainable change. Proudly hanging her boots in North Las Vegas, she is a wife, mother, dog mom, and champion powerlifter.

Mishon holds a Master of Public Administration (Public Policy and Governance), is a Certified Emotional Intelligence Practitioner, Mental Health First Aid Instructor, and earned Diversity and Inclusion Certifications from Cornell University and Coach Diversity Institute. She also maintains a Lean Six Sigma Black Belt, and is certified as a Master Resilience Trainer, Motivational Speaker, and Life Transformation Coach. An eternal optimist, Mishon consistently marvels in the deliciousness of life.

# Gabe Pugh

Director, National Training Center  
National Training Center



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Gabe Pugh is the Director of the Department of Energy's (DOE) Office of Enterprise Assessments (EA) National Training Center (NTC), located on the Kirtland Air Force base in Albuquerque, New Mexico. The NTC develops and maintains the proficiency and competence of safety and security personnel and builds management excellence in safety and security disciplines for the DOE. The NTC facilities consist of classrooms, administrative offices, and weapons firing ranges. It also maintains the Integrated Safety and Security Training and Evaluation Complex – a simulated DOE research and operational facility. Each year, more than 7,000 professionals from across the DOE enterprise benefit from NTC training.

Prior to coming to the NTC, Gabe Pugh has over 31 years of extensive knowledge in providing leadership, programmatic direction, and oversight of NNSA programs. He is recognized as a Subject Matter Expert in the areas of: Nuclear Weapons (Both Programmatic and Technical), Nuclear Facility Operations, Safety Basis for Nuclear Explosive Operations, Program/Project Management.

Most recently, Mr. Pugh has served as the Deputy Manager at the Pantex Plant in the NNSA Production Office, and Deputy Manager of Business, Security, and Missions for the NNSA's Los Alamos Field Office in New Mexico.

Mr. Pugh holds a Master's degree in Industrial Engineering from New Mexico State University and a Bachelor's degree in Chemical Engineering from the University of New Mexico. Mr. Pugh is a certified project management professional.

# Richard Rodriguez

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Richard Rodriguez has worked for two years as a training specialist and instructional designer under the Strategic Deterrence directorate at Lawrence Livermore National Laboratory (LLNL). He primarily supports the Project Controls group and develops training materials to support program management activities. In addition, he provides training support for the Radioactive and Hazardous Waste Management program, Superblock facility, and the explosives handler program. Richard also acts as the subject matter expert for the directorate's on-the-job training (OJT) instructor qualification program and regularly instructs classes on this topic.

Prior to working at the lab, Richard spent eleven years working in K-12 education. He was a credentialed teacher and taught English, science, and computer science/technology classes. He also served as a site technology lead and delivered training to staff members on the use of educational technology tools.

Richard has a BFA in creative writing from Chapman University. He takes pride in applying storytelling and communications skills to training development, and he also strives to leverage multimedia tools and technology to enhance the effectiveness of training courses.

# Suzanne Rollinson

Engineering People Officer

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Suzanne Rollinson has an extensive background in human resources, organizational development, and leadership development. She specializes in teaching leaders how to incorporate highly effective leadership skills into their everyday work. She is well versed in many coaching and leadership models and is a certified facilitator for several training and assessment programs. Her passion is helping organizations achieve their potential by way of developing and harnessing the immense power of their most unique resource – their people.

Suzanne holds a Bachelor of Science in Business Administration from California State University, East Bay and both SPHR, SHRM-SCP certifications.

# Dr. David Rude

Chief Learning Officer  
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Dr. Dave Rude is the Chief Learning Officer (CLO) at Longenecker & Associates. He has been a CLO for 17 years, having served in that role for the Department of Defense’s civilian workforce of 850,000 employees, Department of Energy/National Nuclear Security Administration, and for a nonprofit research institute. Other highlights of a 40-year career include senior-level positions in talent management, consulting, financial management, and international relations. His research passions are focused on building healthy organizations.

Dave serves as partner faculty at various universities and is President of the Transformative Emotional Intelligence Foundation Board. He earned his Ed.D. in Human and Organizational Learning from The George Washington University, an MPA from American University, and a BS from George Washington University. He is a Certified Professional in Talent Development and a Certified Action Learning Coach.

# Krista Seemann

Senior Talent Management and Learning Manager  
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Krista Seemann is the talent management and learning senior leader at Kansas City National Security Campus (KCNSC) managed by Honeywell FM&T. When she joined KCNSC 9 years ago, a talent development organization didn't exist. She quickly gained leadership support and built a talented team of learning and talent management professionals who continually achieve remarkable results. Krista is a recognized leader having received the Association of Talent Development (ATD) visionary award in 2024. She has degrees in education and psychology.

When she is not working, Krista loves to travel, is an avid reader, and dance workout enthusiast. She also frequently escapes to the family farm to look after a small menagerie of farm animals and enjoy amazing prairie sunsets.

KCNSC is one of eight sites that comprise the NNSA. The primary focus at KCNSC is manufacturing 80 percent of non-nuclear components that go into the nuclear stockpile. We develop advanced solutions for complex national security issues from prototype simulations to production to quality testing.

# Chris Slater

Training Management & Performance Assurance Specialist

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Chris Slater is a Training Management and Performance Assurance Specialist at Oak Ridge National Laboratory (ORNL), where he applies the Systematic Approach to Training (SAT) to enhance workforce development. He specializes in job/task analysis, training assessments, and performance assurance, collaborating with subject matter experts to refine training programs. Dr. Slater conducts field observations, analyzes performance indicators, and ensures training effectiveness through rigorous evaluation and continuous improvement initiatives.

Prior to arriving at ORNL, he was the Director of Flight Standards and Training Development at Cirrus Aircraft. Previously, Dr. Slater served in multiple training leadership roles within the government and private sector, including Deputy Director of the U.S. Coast Guard Performance Technology Center and Training Director of the U.S. Coast Guard Aviation Technical Training Center. He also led the military executive development function at Macy's, Inc. as a Director of Learning and Development. Dr. Slater also served on the Board of Directors for the International Society for Performance Improvement.

A lifelong educator, he has also been an adjunct graduate professor at Boise State University, shaping the next generation of instructional technologists. His expertise extends to competency modeling, career mapping, interactive multimedia, and training evaluation.

Dr. Slater holds a Doctor of Education in Adult Education from Regent University and a Master of Science in Instructional & Performance Technology from Boise State University. He is an FAA Advanced and Instrument Ground Instructor and an award-winning innovator in learning technologies.

# Brytni Soto

Transformation Team, Portfolio Manager  
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Brytni Soto serves as a Project Manager on the Transformation Team, where she brings her passion for efficiency, innovation, and applying creative solutions to business initiatives. In her current role, Brytni leads highly visible, cross-functional projects that drive high-impact results across the organization. She is dedicated to streamlining processes, fostering collaboration, and delivering meaningful outcomes that align with organizational goals.

Prior to her current role, Brytni worked as a Training Manager, where she honed her skills in leadership development, team collaboration, and process improvement. This experience allowed her to join a community of experts across various disciplines, further enhancing her ability to successfully navigate and manage complex projects in her current role. Her background in training and development continues to inform her approach to project management, ensuring that every initiative is both strategic and people-centered.

Brytni holds a Bachelor's degree in Sociology and a Master's degree in Public Administration. She has also earned a Senior Professional Career Coaching Certificate and a Certificate in HR Management, further showcasing her dedication to professional growth and development.

# Shaun Stephenson

Veteran/Military Strategic Program Manager  
Lawrence Livermore National Lab



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Shaun Stephenson manages the Strategic Military & Veteran Program at Lawrence Livermore National Laboratory. He is currently building both the military and veteran pipeline during a critical time for the Lab, increasing the veteran population by 103% to 636. The program received a 4-Star Employer Award by VETS Indexes, the leading provider of veteran employer recognition. Previously, Shaun was the Division Leader and Training Functional Area Manager at LLNL, responsible for training and developing a world class workforce. Shaun is a retired Marine Corps officer, serving in the Special Operations, Reconnaissance and Light Armored Reconnaissance communities and the training & development field specializing in several ground combat areas in the western Pacific, Desert Shield & Desert Storm, and numerous humanitarian operations in the Middle East and Indonesia.

Shaun is a passionate speaker, educator, and mentor in academic institutions, associations, organizations, and athletic teams in the leadership arena. He reaches today's youth and young adults with a strong message in developing principally centered character. His authentic, inspirational message focuses on service and sacrifice and has a clear connection to the adversity youth and young adults face today.

Shaun earned a Bachelor of Science degree in Economics from the United States Naval Academy, Annapolis, Maryland in 1996. He's married to his wife Jennifer of twenty-eight years and has two children – Taylor (25) and Cameron (23).

# Piper Stone

Talent Management Manager  
Kansas City National Security Campus



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Originally hired at the KCNSC in April of 2020 as the Learning and Development manager for a team of four instructional designers and technical learning specialists, Piper Stone now works as the Talent Management Manager with a small team focused on growing and developing talent for the site to ensure placement of the right people with the right skills to fulfill the needs of the mission. In the last 12 months her team has worked to overhaul and implement a new performance management process and system.

Piper has over 21 years of experience specializing in onboarding, communication, relationship-building, coaching, and culture evolution. She has two Bachelor's degrees from Kansas State University (GO CATS!), an Master's degree in Conflict Management and Dispute Resolution from Baker University. Piper is a Society of Human Resources Senior Certified Practitioner through SHRM and a Certified Change Practitioner through Prosci.

When she is off the clock, Piper travels, plays volleyball, reads, teaches fitness classes, and volunteers for a few animal shelters in the Kansas City area. She and her husband have fostered over 300 dogs and puppies in the last six years and have three personal dogs of their own (Bruno, Romeo, and Waffle).

# Zach Trujillo

Learning Specialist  
Y-12 Pantex



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Zach Trujillo was a captain in the army for seven years with two deployments to Afghanistan. His final assignment in the army was serving as the training manager for the Army's Officer Candidate School, which became the benchmark for all the military schools at Fort Moore. After leaving the military and going to Y12, he facilitated Leadership Training through team building and reflective practice.

In the last two years, he identified areas for improvement in the approach to systematic analysis and leveraged his experience as a Lean Six Sigma Black Belt (LSSBB) to develop training improvements on the Analysis and Design phases of ADDIE.

# Jennifer Walsh

Health and Productivity Coordinator  
Health Services Department - LLNL



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Jen Walsh is a Registered Dietitian Nutritionist who specializes in functional and integrative medicine. She has an extensive background in public health and has a passion for creating wellness programs focused on behavior changes that empower others to grow into the healthiest and strongest versions of themselves. Jen recognizes that the body and the mind are intricately connected and aspires to help others understand this relationship so that they can feel their best.

She loves hiking, weightlifting, Pilates, trying new recipes and spending time with her husband and two kids.

# Jeffrey Warga

HOP/CONOPS Functional Area Manager  
Lawrence Livermore National Lab



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Mr. Warga is the LLNL Human and Organizational Performance/Conduct of Operations (HOP/ConOps) Functional Area Manager (FAM) and is also the designated LLNL Safety Culture subject matter expert. He served in the US Navy Nuclear Power Program – Submarines for 8 years and has been primarily a DOE contractor employee over the past 35 years, 15 of which have been at LLNL. He holds a Bachelor of Science degree in Organizational Behavior and Leadership and has attained various levels of professional certification in the disciplines of Radiation Protection, Occupational Health and Safety, Instructional Technology, Emergency Response, and Facility Operations.

Jeff's career has primarily been focused on supporting the safe and compliant operation of nuclear and high hazard facilities and the decontamination, decommissioning and remediation of nuclear weapons program-related sites and facilities across the DOE enterprise. Jeff has also supported the US Army Missile Defense Agency operations at the Ronald Reagan Ballistic Missile Defense Test Site (RTS) in the Kwajalein Islands. His areas of expertise include nuclear and high hazard facility operations support, strategic technical training program development and implementation, and identifying, controlling, and monitoring hazards through work planning and control processes that apply human and organizational performance improvement principles. In his current role, Jeff is responsible for standing up an institutional HOP/ConOps functional area at LLNL designed to apply best practices that foster disciplined operations and promote a positive safety culture.

# Shian Warren

Training Specialist  
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Shian Warren is a Training Specialist in the Radioactive Hazardous Waste Management (RHWM) division at Lawrence Livermore National Laboratory (LLNL), located in Livermore, California. In her role, Shian develops and conducts training courses both online and in person. RHWM's courses are uniquely designed to meet specific permit requirements. These courses are vital to ensuring the continuation of safety, quality, and compliance within RHWM and the broader laboratory.

Before joining RHWM, Shian spent five years working in the Environment, Safety, and Health (ES&H) division at LLNL. In addition to her responsibilities as a Training Specialist, she contributed her expertise in photography, videography, and multimedia production to enhance training programs. Her creative skills brought a fresh perspective to the development of engaging and effective training materials.

Shian holds a Bachelor of Science in Media Arts and Animation, specializing in 3D animation, 3D modeling, 3D environment building, and graphic design. With this unique background, she has been instrumental in modernizing training programs at the laboratory. By incorporating simulation-based training and innovative design techniques, Shian has helped create dynamic learning experiences that improve knowledge retention and engagement.

Shian's dedication to safety, quality, and innovation makes her an integral part of the RHWM team at LLNL. Her contributions continue to enhance the laboratory's mission of excellence in training and compliance.

# Dr. Phil Weiss

Chief of Staff, Office of the CFO  
Lawrence Livermore National Lab  
2025 EFCOG Annual Meeting Chair



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Dr. Phillip Weiss is currently the Chief of Staff for the Office of the Chief Financial Officer at Lawrence Livermore National Laboratory. Over his 35+ year career, he had led operational, training, and development organizations in non-profit, software, military, and government industries. In the area of virtual learning, he pioneered software training techniques using virtual workstations with Webex and contributed to the development of the original Webex Training Center. Dr. Weiss holds an MBA from the University of Maryland and a Doctorate of Business Administration from Walden University where he completed research on knowledge transfer preferences of expert employees nearing retirement. Dr. Weiss has spoken at multiple learning conferences including the Learning Guild's DevLearn and Learning Solutions conferences as well as Elliot Masie's Learning Consortium.

We would like to extend our sincere gratitude to Phil for his outstanding leadership and dedication in chairing this meeting. His ability to facilitate meaningful discussions and ensure a productive environment has been invaluable. Thank you, Phil, for your commitment and professionalism. Your efforts have greatly contributed to the success of this gathering.

# Mark Worrell

Learning and Development Facilitator  
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Mark Worrell is a Learning and Development Facilitator at LLNL, joining the lab in July of 2023 and working remotely from San Antonio, TX. At LLNL, Mark supports a variety of lab-wide learning programs, ranging from: New Hire Onboarding, Crucial Conversations, DiSC, Strengthsfinder and a Stanford-created design program, Designing your Life.

Prior to joining LLNL, Mark Worrell has spent the last nine years in various L&D roles, most recently facilitating global learning programs at 3M. Prior to that, Mark was an Associate Manager of People Development at Tesla, supporting leaders around the world and supporting the design and implementation of Tesla's first ever Diversity, Equity, and Inclusion leadership program. Mark has been working either remotely or on a hybrid team since 2017. As part of this work, he supported development of Managing Globally Dispersed and Hybrid Teams training while working at Indeed during the pandemic.

Mark holds a Master's degree in Education from Johns Hopkins University and a Bachelor's degree in Political Science from UCLA. Mark is a certified Crucial Conversations Facilitator and a certified Master Trainer through the Association of Talent Development (ATD).

# David Yakonich

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David Yakonich builds capabilities to connect and engage employees using learning technologies. He is Business Specialist with the Experience, Enrichment, & Empowerment (E3) organization at the National Nevada Security Sites (NNSS). He leads employee metrics and communication efforts and delivers development tools and engagement interventions across the NNSS. Since July 2023, David serves as Vice Chair of EFCOG Training Working Group after spending two years as Training Collaboration Subgroup Chair.

David has been a leader in the Talent Development and Learning space for over 25 years in business consulting and talent development positions.

Prior to joining the NNSS, he used his experience in delivering virtual training, blended learning, and program development to create learning experiences in a variety of industries. David holds a Bachelor's Degree in Business Marketing and Master's Degree in Human Resources and Organizational Development. He lives in Las Vegas, Nevada with his wife and five kids.