



# STSM

# Continuing Training Program Implementation Approach

Federal Technical Capability Panel  
Face-to-Face Meeting  
May 5, 2016

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Presented by Al MacDougall  
DOE National Training Center

# Background

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- Following November 2015 FTF meeting NTC facilitated conference calls discussing implementation approach
- Consensus was reached on a 5-year Continuing Training (CT) cycle with the following three components to the program
  - Periodic updates to changes in Directives provided in coordination with NNSA TQP office and AU
  - DOE Operational Experience and Lessons-Learned provided via STSM-222, Case Study Applications
  - Site-Specific Evaluation of competencies to identify any additional training

## Background – cont.

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- Group consensus was that STSM-222 would be preferred method for covering the second component but it would not be mandatory
- For the third component the NTC recommended an evaluation of the STSM competencies be conducted to determine if there should be any other continuing training on a recurring basis

# Recommended Path Forward

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- Convene an STSM Steering Committee meeting to complete an analysis of existing STSM competencies to determine if there should be any standard continuing training topics
  - This is done by walking through all the competencies and rating the difficulty, importance, and frequency of related tasks – this is called a DIF analysis.
  - Would need to establish some common tasks for typical STSM positions in field and HQ positions
  - Committee would also evaluate options for evaluating site-specific continuing training topics that may not be covered by the first two components of the CT program.
  - Outcome would be a standard list of minimum CT topics that could be expanded if desired based on site-specific evaluations.

# Initial STSM Steering Committee Members

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- ❑ Carl Sykes –NNSA HQ
- ❑ Pat Cahalane – NNSA HQ
- ❑ Pat Worthington- AU-10
- ❑ Bob Boston –NE-ID
- ❑ Julie Finup – NE-ID
- ❑ Todd LaPointe – OS- HQ
- ❑ Ted Peitrok – OS –PNSO
- ❑ Al MacDougall-EA-50

# Recommendation

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- Convene STSM Steering Committee Meeting and perform DIF analysis (June – August timeframe)
  - Validate STSM committee Members
  - Need new EM Representative
  - Report results at next FTCP FTF meeting
- Identify lead to work details of first component of CT program
  - This is the part regarding how to push out directive and other changes to TQP participants

## Recommendation – cont.

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- Continue to update and improve STSM curriculum
  - Updated STSM Knowledge Base online courses
  - Update STSM Case Study Applications with new case studies