

Monthly Federal Training Conference Call Notes

The Monthly Federal Training Conference Call was conducted on April 2, 2002 from 1:00 to 2:25 PM (EST). The following participants were on the call:

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| Ø Al Corbett (SR) | Ø Jim Vosburg (ORO) |
| Ø Ann Capps (WAPA) | Ø Linda Media (Chicago) |
| Ø Barry Weaver (RF) | Ø Mike Gilmore (NNSA) |
| Ø Carol Henning (ID) | Ø Myrna Vallette (SC) |
| Ø Carol Ingram (OAK) | Ø Peggy Coates (NE) |
| Ø Carol Cassel (Golden) | Ø Randy Cline (SR) |
| Ø Dawn Tolley (FE) | Ø Sharon Pollock (RW) |
| Ø Deborah Manning (NV) | Ø Tammy James (SPRO) |
| Ø Denise Smith (IG) | Ø Tim Landy (OH) |
| Ø Dick Devine (AL) | Ø Jerome Butler, JoAnne Whitman, Steve Young, Bob Joyce, Becky Arndt, Wanda Jones, Cheri Dent, Dottie VanSteinburg, Gretel Pinkney, Jackie Jones-Peters, and Karyn Collins (ME-51) |
| Ø Ernestine Davis (GC) | |
| Ø Erik Erichsen (RF) | |
| Ø Gary Little (SR) | |
| Ø Judy Canja (BPA) | |

The following summarizes the major issues and actions from the call:

- Presidential Initiative – Competitive Sourcing (A-76)
 - ❖ Claudia Cross serves as the functional team leader for human resource management.
 - ❖ DOE is about to start the FY02 Fair Act process.
 - ❖ DOE is heavily contracted out.
 - ❖ Fair Act inventory looks at all Federal positions and compares them to OMB's functional codes.
 - ❖ The functional areas are not always equivalent to actual occupations.
 - ❖ The codes were originally developed in Department of Defense and this coding process does not translate easily to civilian agencies.
 - ❖ In addition, functional coding in each facility/office is different because similar positions are functioning differently in different organizations; therefore, there are no uniform codes through out DOE.
 - ❖ DOE Fair Act function codes for training:
 - ★ U300 – Specialized Skill Training
 - ★ U301 – Training Management
 - ★ U500 – 235 Employee Specialist

- ❖ Functional studies were decided by top management in DOE based on the positions that existed in FY01 and were coded under Fair Act; these positions will be reviewed first.
- ❖ The President has required all agencies to study 50% of the inherently non-governmental positions during his Administration. OMB is requiring all agencies to study 15% in FY02/03. The usual time frame for studies is 3 to 30 months.
- ❖ Fair Act provides the study team a place to see what positions can be contracted out. We are forming a team to perform the study – volunteers welcome.
- ❖ DOE is at very beginning of the process, the first deliverable will be in late May.
- ❖ First we need to define work statements, then open the positions for bids. Each work statement gets its own contract.
- ❖ Both private companies and government agencies can sign up for bidding, the contractor or outside agency wins if the bid is 10% or lower than the DOE most efficient organization (MEO).
- ❖ A reduction-in-force (RIF) may take place during the process.
- ❖ A hiring freeze will probably be needed at some point in this study if there are too many employees in an organization overall.
- ❖ If a contractor has vacancies, the priority is to hire the RIFed federal employees.

➤ Albuquerque Training Conference

- ❖ Next training conference will be held in Albuquerque from August 20 to 22, 2002; please hold these dates on your calendars.
- ❖ The central theme of the conference is “Technology-Supported Learning”.
- ❖ The conference will be a joint effort between TRADE and DOE.
- ❖ Both joint and separate sessions for Federal and Contractor employees will be held.
- ❖ Will finalize the agenda by June 15 – ideas welcome.

➤ Career Intern Program (CIP)

- ❖ Will send out the electronic version of the CIP Guide in a few days
- ❖ Currently conducting information briefings for the HQ organizations

➤ Online Learning Center

- ❖ Interface testing with CHRIS went well, analysis showed 100% accuracy in random test cases, and expect to put up the interface by the end of April.
- ❖ Addition of the Financial Disclosure module to Ethics training is progressing well
- ❖ Will develop a task to archive old employee online training data

➤ DOE Mentoring Program

- ❖ As of April 2, 106 mentors have signed-up for the program
- ❖ Protégé sign-up call will be announced via DOECAST soon
- ❖ First HQ training session, "Establishing Effective Relationships", is scheduled on May 21.
- ❖ An information briefing, including the "Mentoring Connection Process for Matching and Pairing", is scheduled on April 25 and will be video taped.
- ❖ Will send Program training outline to the training managers soon

➤ CHRIS

- ❖ If employees want to close out old records to reflect the current ESS data, the training point of contacts can now make the changes.
- ❖ CHRIS hotline is in conjunction with the OLC helpline, the number is 202-287-1640.

➤ Senior Executive Service Candidate Program (SESCP)

- ❖ Program approved by the Deputy Secretary
- ❖ OPM approval expected soon – graduates can be non-competitively selected into the SES as a result of OPM approval.
- ❖ OPM requires all candidates to have SES mentors
- ❖ Briefing slides will be disseminated soon

➤ FY 2001 Training Costs

- ❖ Federal training data summarizes FY 1998 to FY 2001 information.
- ❖ Not all ASTD data is correct. Many large corporations did not report their executive and safety training as training costs. For example, safety training costs are sometimes listed under factory costs.
- ❖ DOE data accuracy is within 5%. It is good for general "benchmark" purposes.
- ❖ Summary of contractors' M & O data is by field offices, not by contractor.
- ❖ We cannot make direct comparisons between Federal offices and contractor data because mission and site characteristics vary considerably.

Next Conference Call – May 7, 2002, Call-in # (301) 903-7073