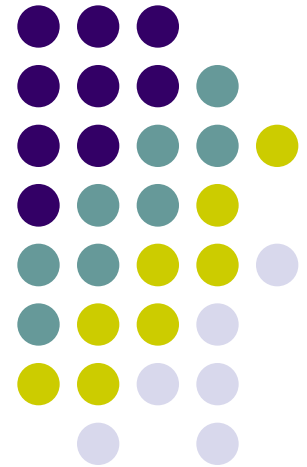


Human Capital Working Group 2012 EFCOG Semi-Annual Meeting

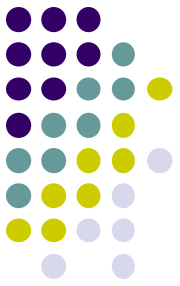


Dione Heusel
DynMcDermott Petroleum Operations Company, Inc.
Working Group Chair
December 6, 2011

DOE Sponsors: EM (Sandra Waisley)
 HSS (Mari-Jo Campagnone)



FY12 Achievements to Date



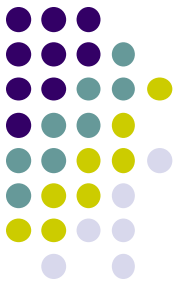
- None at this point in the FY.



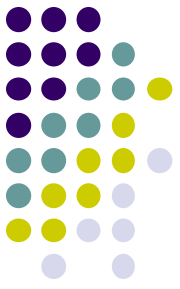
FY12 Achievements To Go

- Complete the evaluation of fire protection engineer staffing issues with the Engineering Practices Working Group.
- Share best practices and lessons learned among the Working Group.
- Provide workforce planning recommendations to DOE Sponsors.

Best Practices Development Status and Plans for FY12



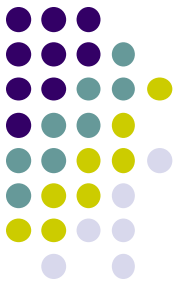
- Goal is to develop 3 Best Practices
 - Possible topics include
 - Workforce management approaches
 - Retention strategies for core skills
 - Collaboration between sites on core skills acquisition and utilization
 - Qualification and skills development approaches
 - None developed to date



Performance Metrics

- No performance metrics in place; effectiveness gauged through member and sponsor feedback
- Feedback
 - Does the WG tackle relevant issues?*
 - Yes, monthly WG conference calls allow and encourage discussion of current issues or relevance
 - Is the WG helping to create solutions for your company's challenges?*
 - Members express that the discussion and collaboration which take place in these calls and during the Working Group meetings are useful to them as they address the issues in their companies.
 - One of the HCWG sponsors provided feedback that "EFCOG's focus on the human capital issues in the last few years has been important in getting perspectives on a complicated issue with broader implications than just the issues that affect the management of the Federal workforce. Dialogues of this kind keep the senior DOE managers abreast of issues that could potentially affect their operations."
 - Are you changing any practices as a result of your involvement with the WG?*
 - Yes, based on member feedback
 - Does participation in the WG add value for your company?*
 - Yes, based on member feedback

Performance Metrics, cont'd



- Number of best practices posted during FY 2011?
 - 2
 - U-Learn - Lawrence Livermore National Laboratory's Multi-Faceted, Multi-Modal On-Line Learning Program (BP#106)
 - Developing Every Leader at Every Level (BP#108)
- Number of white papers submitted to DOE during FY 2011?
 - None
- Number of review/comment sets of draft DOE Orders/Guidelines, and DNFSB recommendation responses submitted to DOE during FY 2011?
 - None