

D&D Experiential Learning Achieves Better Alignment with D&D Mission

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Objective: The skill requirements of decontamination and demolition (D&D) workers are radically different from the normal production worker skills available at the DOE facilities that are transitioning to D&D. A study performed at Rocky Flats determined that current training is structured around individual subject courses that are not integrated nor efficiently coordinated, with high-reliance on a poorly defined on-the-job training program. The study also found that the rapid growth in D&D worker numbers would severely tax the ability of the current system to deliver qualified workers. This paper discusses the integrated experiential learning structure that was subsequently developed to train and qualify D&D workers at Rocky Flats

Workshop Relationship: Areas addressed by the paper include:

- Authorization Basis – Emphasizing the D&D workers role in maintaining the Authorization Basis.
- Facility Management – Transitioning the Facility Training Programs from the silo based (subject area) training to an Integrated Experiential Learning Program.
- Risk Management – Maximizing the contribution of the D&D work teams to minimize risks and uncertainties.
- Safety Management – D&D work teams and the focus on ISMS.

Description: The paper summarizes the development and implementation of an Integrated Experiential Learning Program for D&D workers at Rocky Flats. The paper discusses the following elements of the program:

- A summary of the drivers for the program
- Comparison of traditional Silo based training and the new D&D curriculum
- The methods used to develop the D&D training program
- Benefits from training, safety and cost perspectives
- Potential application to other training programs

Results: The approach used has reduced the cost of training and qualification by significantly reducing both seat time and the overall time period required to qualify personnel. Training with the focus on experiential learning is also expected to produce a team of personnel that will arrive in the buildings qualified and ready to perform work safely and effectively. This is expected to support the conduct of more complex D&D operations with improved safety performance.

Benefits to Others : The integrated experiential learning approach has direct application to all DOE D&D programs and offers an alternative to traditional training programs. The approach offers improvements in training time, improved teamwork, and increased efficiency and safety performance.