

Section 15

Training Report for the Pacific Northwest Site Office (PNSO)





PNSO Employee Training by Job Function: FY 2007

ORO has categorized Federal employees into the following seven job functions:

- Supervisor
- Professional
- Facility Representative
- Administrative
- Technician
- Clerical
- Other

See Appendix B for a complete description of each of these job functions.

Figure 15.a Average Number of Training Hours by Job Function

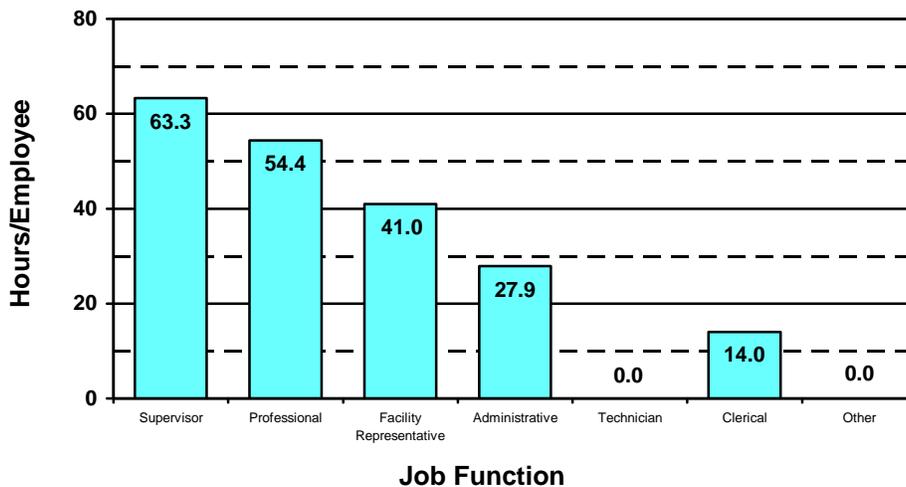


Table 15.a Total Number of PNSO Employees and Total Number of Training Hours

Job Function	Number of Employees		Number of Training Hours	
	FY 2006	FY 2007	FY 2006	FY 2007
Supervisor	4	4	85	253
Professional	16	16	254	871
Facility Representative	2	2	75	82
Administrative	11	12	92	335
Technician	0	0	0	0
Clerical	3	3	178	42
Other	0	0	0	0
Totals	36	37	684	1,583
Average Hours/Employee			19.0	42.8



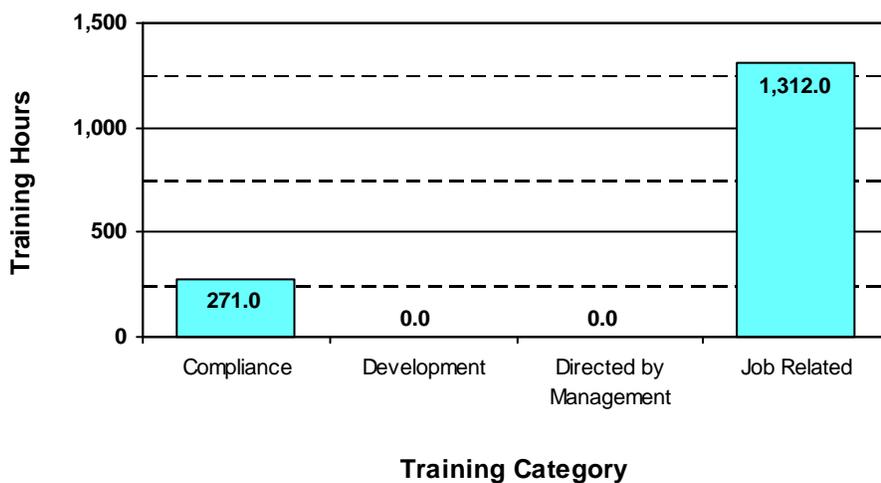
PNSO Employee Training by Training Category: FY 2007

For management and reporting purposes, DOE has classified employee training into the following four major categories. See Appendix C for a complete description of each of these training categories.

- Compliance
- Development
- Directed by Management
- Job Related

The corresponding training hours for PNSO are depicted in Figure 15.b.

Figure 15.b PNSO Employee Training Hours by Training Category





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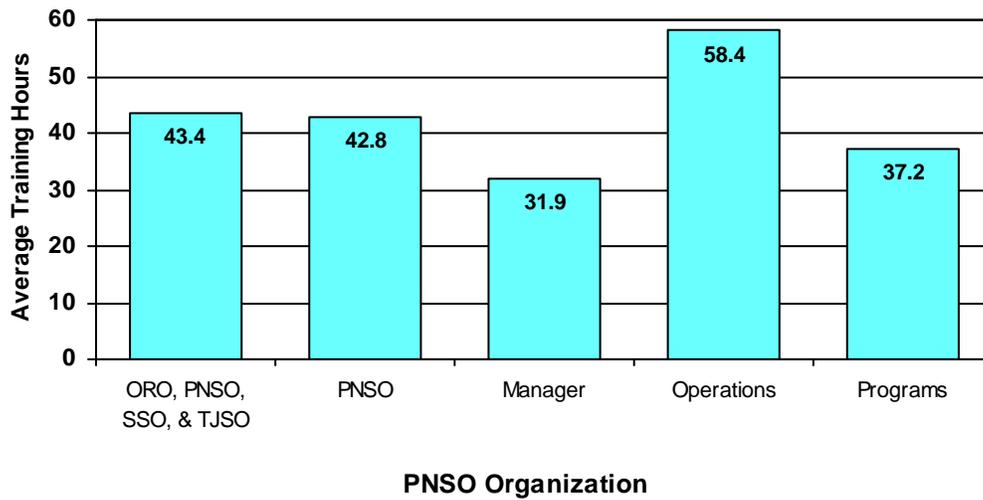
Training Report for the Pacific Northwest Site Office

Average Training Hours per Employee by PNSO Organization: FY 2007

The following organizations are represented in the figure below:

- Office of the Manager
- Programs Division
- Operations Division

Figure 15.c Average Training Hours per Employee by PNSO Organization

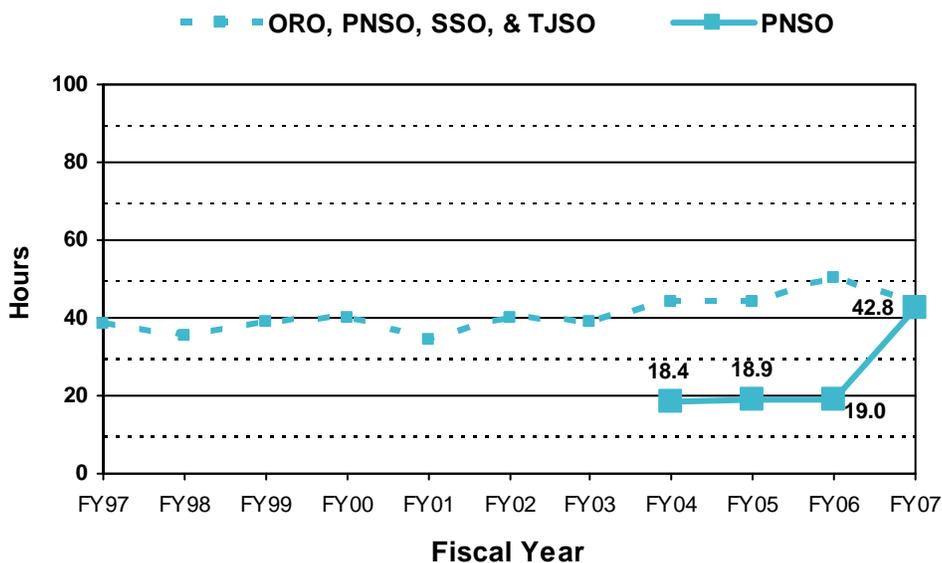




Average Training Hours per PNSO Employee: Trending

Figure 15.d depicts the average annual training hours per PNSO employee as compared to the combined ORO, PNSO, SSO, and TJSO annual average. All information available from the CHRIS database is shown, beginning with FY 1997.

*Figure 15.d Average Annual Hours of Training per Employee**



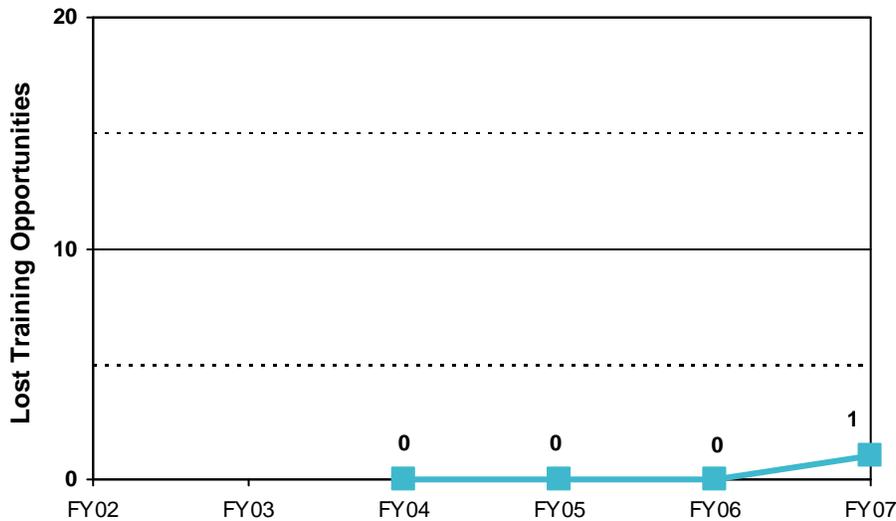
*Historical data not available for PNSO prior to FY 2004.



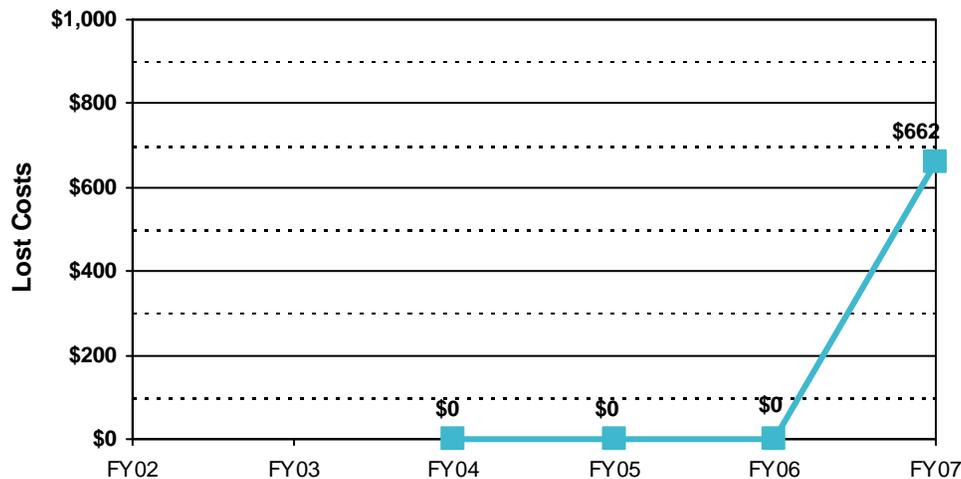
Lost Training Opportunities and Costs: FY 2007

ORO maintains a tracking system within CHRIS to report no-shows and late cancellations of courses where payment was required. “No-show” means that the employee signed up for the course but did not attend. “Late cancellation” is defined as cancellation outside the cancellation policy. When a registration or tuition fee is paid but the course is not attended by a PNSO employee, or the course is canceled too late to avoid paying the fee, there is no value received by the employee or the organization. This results in lost training opportunities and lost training costs, as shown below.

*Figure 15.e Lost Training Opportunities for PNSO**



*Figure 15.f Lost Training Costs for PNSO**



*Cost data prior to FY 2004 were not available.



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Continuing and Advanced Education

Continuing and advanced educational attendance is strongly encouraged and supported by DOE and ORO management. HCAG maintains a tracking database through CHRIS for attendance at courses provided by institutions of higher learning.

Table 15.b PNSO Employees Enrolled in Educational Institutions

(College [two and four years], university, and technical training school)

	FY 2006	FY 2007
Total number of employees enrolled	0	0
Total number of courses attended	0	0
Total cost of education	0	0
Average cost per employee attending	0	0