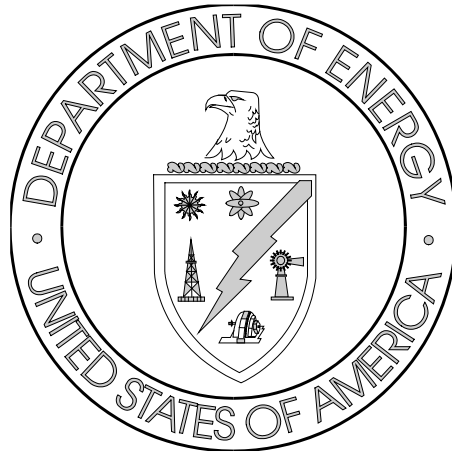


Section 16

Training Report for the SLAC Site Office (SSO)





Section 16
Training Report for the SLAC Site Office

**SSO Employee Training
by Job Function: FY
2009**

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 16.a Average Number of Training Hours by Job Function*

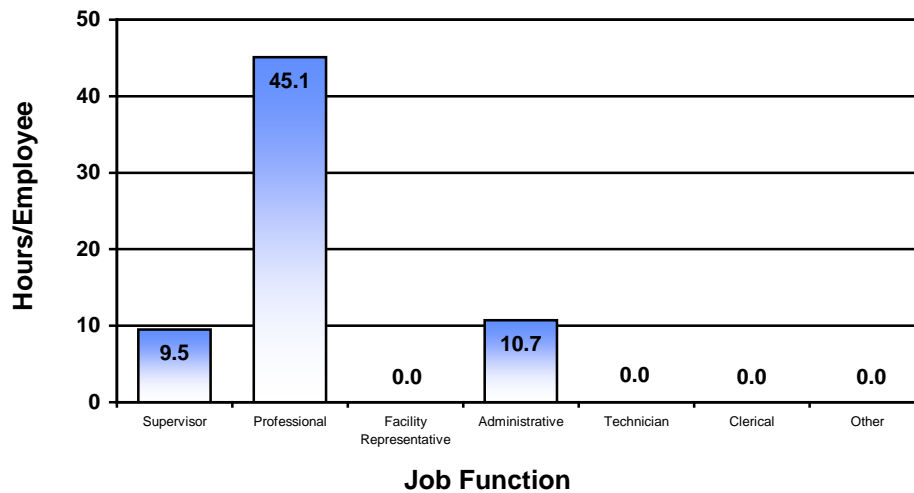


Table 16.a Total Number of SSO Employees and Total Number of Training Hours*

Job Function	Number of Employees		Number of Training Hours	
	FY 2008	FY 2009	FY 2008	FY 2009
Supervisor	2	2	13	19
Professional	13	11	95	496
Facility Representative	0	0	0	0
Administrative	2	3	4	32
Technician	0	0	0	0
Clerical	0	0	0	0
Other	0	0	0	0
Totals	17	16	112	547
Average Hours/Employee			6.6	34.2

* Data prior to FY 2007 were not available.



Section 16

Training Report for the SLAC Site Office

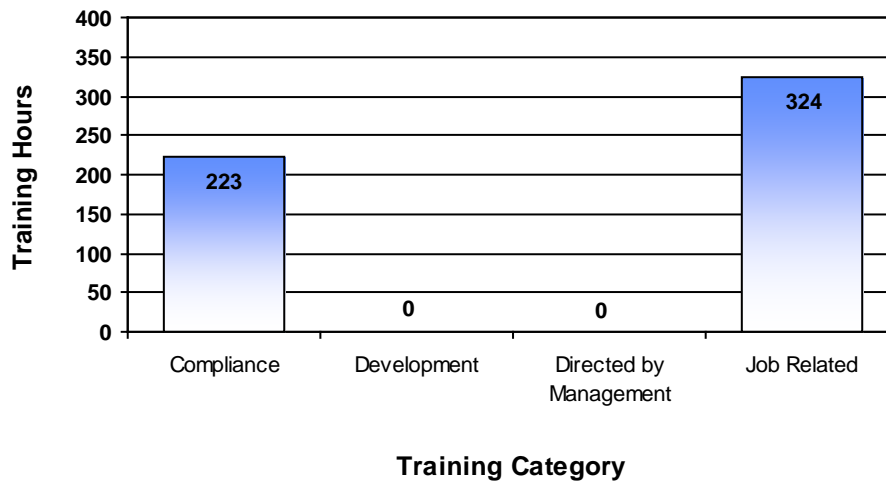
SSO Employee Training by Training Category: FY 2009

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 16.b.

Figure 16.b SSO Employee Training Hours by Training Category



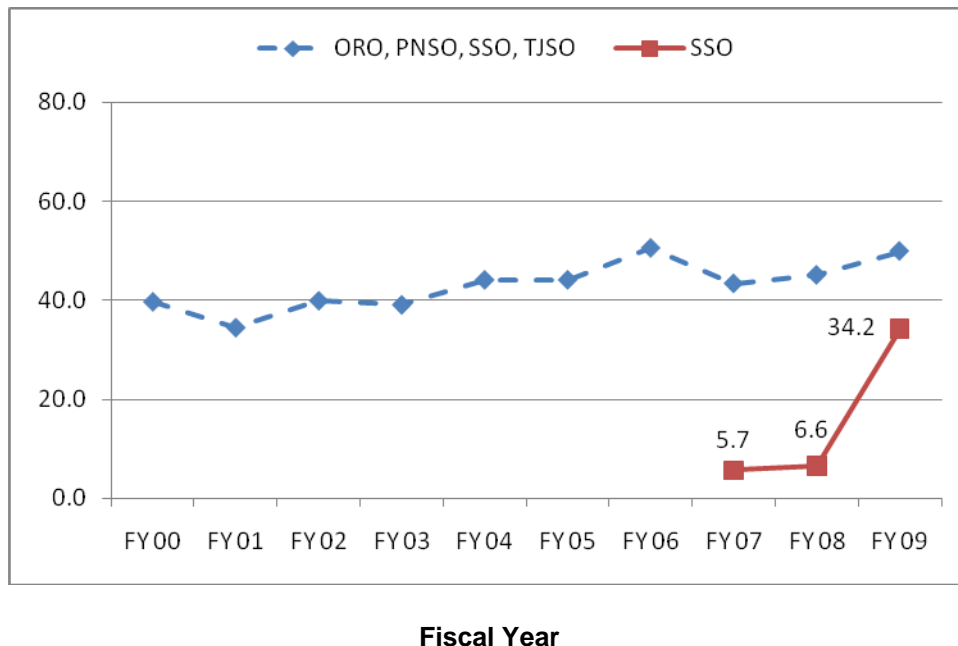


Section 16 Training Report for the SLAC Site Office

Average Training Hours per SSO Employee: Trending

Figure 16.c depicts the average annual training hours per SSO employee as compared to the combined ORO, PNSO, SSO, and TJSO annual average. Information available from the CHRIS database is shown, beginning with FY 2000.

*Figure 16.d Average Annual Hours of Training per Employee**



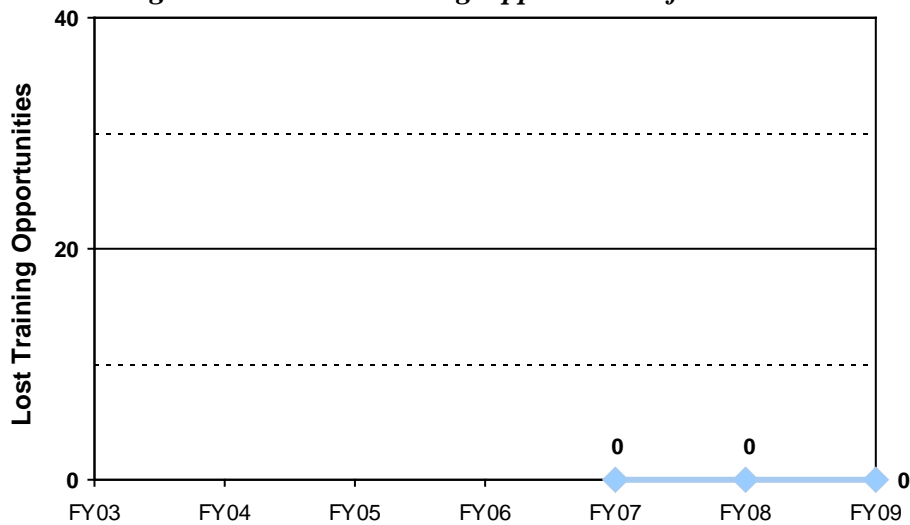
*Historical data prior to FY 2007 were not available for SSO.



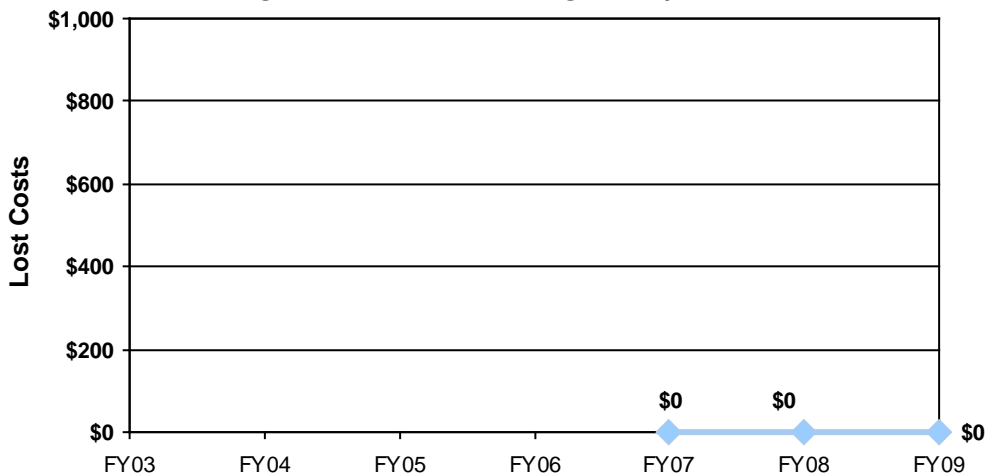
Lost Training Opportunities and Costs: FY 2009

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 an SSO employee or the course is cancelled 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 16.d Lost Training Opportunities for SSO**



*Figure 16.e Lost Training Costs for SSO**



*Data prior to FY 2007 were not available.



Section 16
Training Report for the SLAC Site Office

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 16.b SSO Employees Enrolled in Educational Institutions
(College [two and four years], university, and technical training school)

	FY 2008	FY 2009
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

* Data prior to FY 2007 were not available.