

## **Harkcon to assist in revising Basic Instructor Training to meet changing needs of DOE's National Training Center**

The National Training Center (NTC), U.S. Department of Energy, has enlisted the support of Harkcon employee Lawrence Hatfield in the re-write and update of the Basic Instructor Training (BIT) course to better enable it to meet the changing needs of the department's instructor cadre to support the continuing need for instructors to support the organization's mission.

According to Melissa Otero, Program Manager of the Harkcon Albuquerque Contract, Mr. Hatfield has been a BIT Course Coordinator and Instructor Trainer for the past 12 years and is one of only a hand full of individuals asked to serve on the primary review committee. He brings to the organization over 30 years of Adult Education training and development and has been a contributing author and reviewer for several text books and curriculum. He has advanced degrees in the field of Adult Education Training and Development. This project to re-invent the BIT course reflects recognition by the Department of Energy to the changing work force and climate of new instructor development being implemented at DOE sites as opposed to bringing the students to a traditional school-house setting.

This curriculum review and update will include a complete review of the changing demographics of adult learners, changes in delivery techniques to address the changing attitudes and motivations of young adults, increased application of Web Based Training (WBT) and inclusion of new techniques to engage Generation Y and Millennials' in the ever increasing use of Student-Led Training programs.

### **ABOUT HARKCON, INC.**

Harkcon, Inc. provides a wide range of comprehensive organizational and workforce performance analysis and customized, innovative solutions in the public and private sectors. Focusing on analysis and solutions that improve worker, workplace, and organizational performance, Harkcon specializes in identifying the needs of a workforce and the appropriate organizational, leadership, and management interventions required to bring motivation and performance to unprecedented levels.

A veteran-owned small business founded in 2005 and based in Fredericksburg, Virginia, Harkcon was named *Diversity Business's* "Top Veteran Owned Business" for the fourth consecutive year (2013), made the *Inc. 500/5000* List for the fifth consecutive year (2014), and was recognized on *Virginia Business* and VA Chamber of Commerce's "Fantastic 50" list for the third consecutive year (2013).

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