

### **Case Study on Training**

DC&F designed and implemented a comprehensive training program for the Loan Programs Office at the US Department of Energy. This program was led by Alok Mathur, who coordinated a DOE Training Task Force comprised of 2 employees from each Department as well as a member of the Human Resources Department (responsible for implementation). The Task Force members met on a monthly basis (with subcommittees that met bi-weekly) and, in consultation with their respective Department management, determined what DOE's training needs were.

The Task Force created a comprehensive training program based on three components:

- A Classroom Instruction component composed of a Core Curriculum of courses, Sector courses, and Soft Skills courses.

<b>CLASSROOM INSTRUCTION</b>	
<b>Core Curriculum</b>	
1	Risk Framework
2	Risk Directives
3	Financial Accounting & Corporate Financial Analysis
4	Financial Modeling
	4a. <i>Modeling Project Finance Transactions</i>
	4b. <i>FFB Notes</i>
	4c. <i>Monitoring Project Finance Transactions</i>
5	Limited Recourse Project Finance
6	Loan Documentation
7	Equity Perspective
8	Active Portfolio Management
9	Risk Management
10	Distressed Assets Management
<b>Sector Courses</b>	
1	Electricity Sector
2	Power & Utility
3	Fossil
4	Nuclear
5	ATVM
6	Renewable Energy
	6a. <i>Bioenergy</i>
	6b. <i>Geothermal</i>
	6c. <i>Hydro</i>
	6d. <i>Solar</i>
	6e. <i>Wind</i>
7	Transmission
8	Storage
<b>Soft Skills</b>	
1	Business Writing
2	Presentation Skills
3	Building Effective Relationships
4	Negotiation
5	Time Management

DC&F delivered a successful pilot program composed of some of the Core Curriculum courses. The Training Task Force shall implement delivery of the Core Curriculum.

- An Experience-Based Learning component:

- The Training Task Force developed a detailed framework and administrative guidelines, based on best practices in the industry, to implement an EBL program. The pilot program has been completed successfully.
- A Mentoring component:
  - The Training Task Force developed a detailed framework and administrative guidelines, based on best practices in the industry, to implement a Monitoring program. The pilot program has been completed successfully.