

DOE/NNSA Federal Technical Capability Program
FY 2009 Operational Plan
Preserve and Enhance Technical Capability
Action Plan

FEDERAL TECHNICAL CAPABILITY PROGRAM

FY 2009 OPERATIONAL PLAN

GOAL 2: Preserve and Enhance Technical Capability

- *Champions: Dave Chaney, NNSA Service Center and Larry Kelly, Oak Ridge Office*

Objectives/Actions

Identify Resource and Organizational Structure Needs to Improve Qualification Consistency and Transportability

- *Champion: Allen Tate, SSO*
- Determine appropriate resource levels
- Determine effective organizational structure

Establish an Effective Mid-Level Recruitment Program

- *Champions: Sean Clayton, HQ HC-13 and Barry Weaver, ETS*
- Benchmark existing programs
- Develop options and recommendations for Chief of Human Capital Management
- Improve awareness of and market existing recruitment programs
- Establish an effective mentoring program

Investigate Establishing a DOE TQP-like Program

- *Champions: Bob Stallman, ID and Larry Kelly, ORO*
- Benchmark existing DOE TQP-like programs
- Evaluate advantages/disadvantages of DOE TQP-like program and association with FTCP
- Develop recommendation for Deputy Secretary

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Updated - May 20, 2009: Goal Champions: Dave Chaney, NNSA Service Center and Larry Kelly, ORO

Objectives / Actions	Responsible Individual	Due Date	Completion Date	Status
Identify Cross-cutting Resource Needs and Organizational Structure Needed to Improve Consistency and Transportability	Allen Tate (SSO) 505-845-4050			
Determine appropriate resource levels <ul style="list-style-type: none"> • Questionnaire to working group for comment • Conference call to discuss draft questionnaire • Re-send draft questionnaire to working group members for review and comment – responses to Allen Tate and Larry Kelly by Jan. 21 • Provide draft questionnaire to FTCP Chair • Send questionnaire out to site offices for response 	Allen Tate (SSO)	April 14, 2009	December 15, 2008 January 14, 2009 January 14, 2009 April 13, 2009	Updates completed, face-to-face additions completed Responses expected by May 29, 2009
Recommend a path forward to determine an effective organizational structure Report on questionnaire results with recommendation for path forward to determine extent and potential efficiency of consolidation	Allen Tate (SSO)	May 15, 2009 (extended to June 14, 2009)		

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Objectives / Actions	Responsible Individual	Due Date	Completion Date	Status
Establish an Effective Mid-Level Recruitment Program	Sean Clayton (HC-13) Karen Lerma (HC) Barry Weaver (ETS)			
Benchmark existing programs <ul style="list-style-type: none"> • HQ Corporate Career program 	Sean Clayton (HC) Barry Weaver (ETS)	Feb. 25, 2009	March 2009	Completed. Reported findings during March FTCP meeting
<ul style="list-style-type: none"> • Current mid-level recruitment program 		May 2, 2009 (extended to May 28, 2009)		None found, most are entry level. May have to design a hybrid program for mid-level. Checking with OPM for insights. Documenting current and future potential programs in a white paper).
Develop options and recommendations for Chief of Human Capital Management (follow-up white paper)	Sean Clayton (HC) <ul style="list-style-type: none"> • Karen Lerma (HC) 			
<ul style="list-style-type: none"> • Check status of Jeff Pon letter from KB 	Sean Clayton (HC)	June 5, 2009		Currently checking on the flexibility to exceed FTE ceilings. Contacted OPM (4/09) and OMB (5/09) on ceiling guidelines. Awaiting response.

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<ul style="list-style-type: none"> Improve communications of existing recruitment programs 	Sean Clayton (HC)	June 26, 2009		Pursuing the development and utilization of an administrative flexibilities guide.
<ul style="list-style-type: none"> Establish an effective mentoring program 	Sean Clayton (HC) Karen Lerma (HC)	July 31, 2009 (now June 26, 2009)		Recommending making use of existing DOE programs to meet FTCP needs. Will need to be knowledgeable about DOE/NNSA deadlines. NNSA Mentoring program is being finalized to be posted on FTCP website. DOE mentoring program already posted on FTCP website. Karen Lerma to draft white paper summarizing DOE mentoring programs.
Investigate Establishing a DOE TQP-like Program (COMPLETED)	Bob Stallman (ID) / Larry Kelly (ORO)			
Benchmark existing DOE TQP-like programs <ul style="list-style-type: none"> Check Federal Technical Capability Manual requirement – Manual expected in RevCom by end of Jan. / early Feb. 	Bob Stallman (ID) / Larry Kelly (ORO)		March 2009	Completed March 2009

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Objectives / Actions	Responsible Individual	Due Date	Completion Date	Status
Evaluate advantages / disadvantages of DOE TQP-like program and association with FTCP <ul style="list-style-type: none"> • Draft pro / con paper • Resend pro-con paper to working group members for comment – responses to Larry Kelly and Bob Stallman by Jan. 21 	Bob Stallman (ID) / Larry Kelly (ORO)		January 2009 January 14, 2009	Completed January 2009
Present pro-con paper to FTCP for decision	Bob Stallman (ID) / Larry Kelly (ORO)	January 27, 2009	March 2009	Completed March 2009
Post Sample TQP-Like Programs on FTCP Website	Bob Stallman (ID)		March 2009	Completed March 2009