

***U.S. DEPARTMENT
OF ENERGY***



**FEDERAL
TECHNICAL
CAPABILITY
PROGRAM**

***FY 2011
OPERATIONAL
PLAN***

November 2010

Federal Technical Capability Program

The objective of the Federal Technical Capability Program is to recruit, deploy, develop, and retain Federal personnel with the necessary technical capabilities to safely accomplish the Department's missions and responsibilities. The Department has identified guiding principles to accomplish that objective and identified four general functions of the Federal Technical Capability Program. The guiding principles are:

- Federal personnel possess the experience, knowledge, skills, and abilities that are necessary to discharge their safety responsibilities;
- Line managers are accountable and have the responsibility, authority, and flexibility to achieve and maintain technical excellence;
- Supporting organizations (personnel, training, contracts, finance, etc.) recognize line managers as customers and effectively support them in achieving and maintaining technical capabilities; and
- An integrated corporate approach is required to ensure that necessary technical capabilities and resources are available to meet the overall needs of the Department's defense nuclear facility missions.

The four general functions are:

- Executive commitment and line management ownership;
- Recruiting and deploying technically capable personnel;
- Developing and documenting technically capable personnel; and
- Retaining critical technical skills.

The Federal Technical Capability Panel is responsible for overseeing the overall implementation of the Federal Technical Capability Program. Headquarters and field elements are responsible for implementing specific activities within the program. Some activities addressing technical capability functions apply complex-wide; for example, the Department's Policies, Orders, and Standards, which promulgate requirements and guidelines for the administration of technical training. Other mechanisms vary from site to site or between program offices. Each field office and Headquarters program office develops and implements a program that meets the complex-wide requirements defined in the Order. However, the offices are then free to customize implementation details to meet the needs defined by line management at each site or program office.

This is the third Federal Technical Capability Program Operational Plan. It supports the DOE Strategic Plan, specifically Goal 5.1 - Integrated Management, and focuses on improving the overall implementation of the Program by continuing to implement an integrated approach throughout DOE with clear roles and responsibilities and accountability to include effective line management oversight by Federal organizations. The FY 2011 goals are: Create the 2015 FTCP Strategic Vision to Enhance the Technical Competency of the Federal Workforce; FAQS Enhancements; and Enhance TQP Performance Measures. The objectives and actions under each goal provide the road map for success.

MISSION

Develop and maintain a program for the recruitment, deployment, development, and retention of Federal personnel with the demonstrated technical capability to safely accomplish the Department's mission and responsibilities.

VISION

The Department of Energy develops and maintains a sufficient cadre of qualified professionals with demonstrated technical capabilities essential to accomplishing the Department's mission in a safe, compliant, and efficient manner.

Federal Technical Capability Panel

<i>Chair</i>	<i>Karen Boardman</i>
<i>DOE Headquarters Agents</i>	
Chief of Nuclear Safety	<i>Richard Lagdon</i>
Office of Health, Safety and Security	<i>Pat Worthington</i>
Office of Environmental Management	<i>Kenneth J. Picha</i>
Office of Science	<i>Carol Sohn</i>
National Nuclear Security Administration	<i>Frank Russo</i>
<i>Office of Environmental Management Agents</i>	
Carlsbad Field Office	<i>George Basabilvazo</i>
EM Consolidated Business Center	<i>Robert Everson</i>
Office of River Protection	<i>Jim Wicks</i>
Portsmouth Paducah Project Office	<i>Russell McCallister</i>
Richland Operations Office	<i>Robert Hastings</i>
Savannah River Operations Office	<i>Mike Mikolanis</i>
<i>Office of Science Agents</i>	
Oak Ridge Office	<i>Larry Kelly</i>
SC Pacific Northwest Site Office	<i>Roger Christensen</i>
Chicago Office	<i>Justin Zamiroski</i>
<i>Office of Nuclear Energy Agents</i>	
Idaho Operations Office	<i>Robert Stallman</i>
<i>National Nuclear Security Administration Agents</i>	
Kansas City Site Office	<i>Pat Hoopes</i>
Livermore Site Office	<i>Steven Lasell</i>
Los Alamos Site Office	<i>Joe Vozella</i>
Nevada Site Office	<i>Ray Phifer, Jr.</i>
NNSA Service Center	<i>Dave Chaney</i>
Pantex Site Office	<i>Geoffrey Beausoleil</i>
Sandia Site Office	<i>James Todd</i>
Savannah River Site Office	<i>Kevin Hall</i>
Y-12 Site Office	<i>Terry Olberding (Acting)</i>

Goal 1

Create the 2015 FTCP Strategic Vision to Enhance the Technical Competency of the Federal Workforce

Champions: Ed Parsons, Richland Operations Office and Dave Chaney, NNSA Service Center

Objectives/Actions

Create the 2015 Vision Statement

Champions: Dave Chaney and Ed Parsons

- Baseline with Adjustments after Objective 3 (Identify Opportunities for Improvement in Conjunction with Senior DOE Stakeholders). *Initial Vision: "For DOE to be a technically proficient enterprise, with federal technical personnel overseeing Defense Nuclear Facilities in a manner that enables and enhances the DOE mission in a technically defensible fashion, while being recognized as preeminent in federal technical leadership and competency".*

Design and Conduct Assessments to Evaluate Effectiveness of FTC Panel and Program

Champions: Ali Ghovanlou, Dave Chaney, Ed Parsons (Advisory team member: George Mortensen/INPO)

- Agent Survey on Assessment Objectives
- Team Representative of DOE PSO's
- Consider outside input (e.g., INPO, etc.)

Identify Opportunities for Improvement in Conjunction with Senior DOE Stakeholders

Champions: Carol Sohn, Todd Lapointe, Carl Sykes

- Based upon Assessment Conclusions

Goal 2

Functional Area Qualification Standards (FAQS) Enhancements

Champions: *Debbie Monette, NNSA Service Center, Jim Wicks, Office of River Protection and Barry Weaver, Enterprise Training Services*

Objectives/Actions

Clarify Qualification Progression

Champion: *Ed Parsons*

- Define SME & Process for Designating SMEs
- Re-evaluate Definition of Expert Level
- Define & Establish Criteria for Provisional Qualification

Human Factors Engineering

Champion: *Carol Ingram*

- Distribute Surveys to Agents
- Develop Plans and Actions

Exam Questions Bank Developments

Champion: *Robert Hastings*

- Coordinate Q&A Development with FAQS Revisions
- Team of Q&A Specialists

JTA Process

Champion: *Barry Weaver*

- Prioritize Performance of JTAs for FAQS

Goal 3

Enhance TQP Performance Measures

Champions: *Todd Lapointe, CDNS and Pat Worthington, HSS*

Objectives/Actions

Improve TQP CRADS Based on Lessons Learned from Previous Accreditations

Champions: *Jeanette Yarrington and Ali Ghovanlou*

- Review Final Reports and Lessons Learned from Accreditation Reviews
- Revise and Issue Improved CRADS

Explore Linkage Between Qualifications and Performance

Champions: *Todd Lapointe and Pat Worthington*

- Perform Data Call with FTCP Agents to Evaluate Linkage Between Qualification Requirements and Performance Plans
- Conduct Interviews to Explore Linkage Between Qualifications and Performance of an Individual, the Organization and the M&O Contractor