



Department of Energy

National Training Center
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June 5, 2013

MEMORANDUM FOR DISTRIBUTION

FROM:


KAREN L. BOARDMAN
CHAIR
FEDERAL TECHNICAL CAPABILITY PANEL

SUBJECT:

Quarterly Report on Federal Technical Capability

This Quarterly Report on the Federal Technical Capability Program (FTCP) contains information on the status of qualifications in the Technical Qualification Program (TQP) and technical skill gaps, as of March 31, 2013.

Attachment 1 provides the Status of Qualifications in the TQP. The Department of Energy's (DOE) goal is to exceed 80% "fully qualified or on schedule for qualification" for all personnel in the TQP. Currently, this overall DOE TQP qualification rate is 92%. In addition, 78% of all required personnel are fully qualified. Headquarters and site office managers are encouraged to maintain emphasis on the timely qualifications of their technical personnel. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of personnel overdue in their qualifications is 17.

Attachments 2, 3, 4 and 5 provide specific status of qualifications for Facility Representatives (FR), Senior Technical Safety Managers (STSM), Nuclear Safety Specialists (NSS), and Safety System Oversight (SSO) personnel, respectively. General status of qualification in these areas is as follows:

FR	-	94% fully qualified or on schedule for qualification; 86% fully qualified
STSM	-	89% fully qualified or on schedule for qualification; 77% fully qualified
NSS	-	93% fully qualified or on schedule for qualification; 79% fully qualified
SSO	-	99% fully qualified or on schedule for qualification; 86% fully qualified

Attachment 6 shows the status of overall TQP qualifications. Attachments 7 and 8 provide trend data for overall TQP qualification and staffing shortfalls. More detailed Facility Representatives qualification data is published quarterly by the Facility Representative Program Manager.

If you have any questions or comments, please contact me at (505) 845-6444, or your staff may contact Jeanette Yarrington at (301) 903-7030.

Attachments

cc w/attachments:

FTCP Agents

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NNSA Acting Training Operations Division Manager (NA-MB)

Status of Qualifications in the Technical Qualification Program (TQP)										
March 31, 2013										
Update Frequency: Quarterly										
OVERALL TQP QUALIFICATIONS										
Office		Number of Capabilities Needed (C)	Number of Capabilities Staffed by Onboard, Fully Qualified Personnel (D)	Number of Capabilities for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of Capabilities for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of Capabilities for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	93	66	7	0	20	78%	71%	78%	Metrics are primarily driven by staffing shortfalls. 90% of on-board technical staff are fully qualified in at least one functional area, the remaining 10% are making satisfactory progress in achieving qualification.
Livermore Field Office	NA-00-LL	49	46	3	0	0	100%	94%	100%	(C) and (D) includes 3 SSO capabilities in addition to their primary standards; initial quals for FR, NSS, and SS
Nevada Field Office	NA-00-NV	73	65	7	1	1	99%	89%	97%	Field Manager (STSM) position vacant. Plan to be filled by 4th QTR FY 13.
NNSA Production Office	NA-00-NPO	158	139	19	0	0	100%	88%	100%	7 retired (STSM, 3 QA/WQA, SSO, 2 S&S), 2 transferred (STSM, NS)
Savannah River Field Office	NA-00-SV	21	19	2	0	0	100%	90%	100%	
Sandia Field Office	NA-00-SN	48	34	6	0	8	83%	71%	83%	6 of the shortfalls are address via NNSA/HQ support; working staffing of other 2 through cross-qualification.
NNSA HQ	NA-HQ	198	153	29	11	16	92%	77%	86%	
NNSA Totals		640	522	73	12	45	93%	82%	91%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	15	12	2	0	1	93%	80%	93%	CBFO Deputy Manager position currently vacant - in final phase of the hiring process. One FR candidate in mid-phase of qualification. One SSO candidate in mid-phase of qualification.
CBC	CBC	11	7	4	0	0	100%	64%	100%	The EMCBC has four STSM's (one fully qualified STSM assigned to BNL), two FR's (assigned to SPRU), three Quality Assurance, one Emergency Management and one Radiation Protection mandatory FAQs participation in the TQP. The EMCBC will continue to track voluntary participation in the TQP but will only report mandatory FAQs capabilities to the FTQP.
OSS&SP Field Personnel	OSSSP	40	17	16	0	7	83%	43%	83%	Two fully qualified STSM's and one fully qualified FR at MOAB. One fully qualified STSM, and one FR in training at SPRU. WVDP's data as of 4/13/2013. Fully Qualified: 1 STSM, 2 FR, 2 TPM/FPD, 1 D&D, 1 Emer. Mng., 2 Env. Comp, 1 Env. Rest., 1 S&S, 1 IH and 1 Rad. Prot. TQP in progress: 1 STSM, 1 Tech. Trng, 1 TPM/FPD, 1 Env. Comp, 2 Env. Rest., 1 WM, and 1 Fire Prot. Need to start: 1 Trans & Traf, 1 Occ. Saf., 1 TPM/FPD, 1 Const. Mng., and 1 Fac. Mnt. Mng. Need to start are individuals who are already working towards initial TQP and these will be their second or third TQP. Current SHORTFALLS are being covered by: SME Support services: 1 Rad. Prot., 1 Civil Eng., 1 Crit. Saf., 1 NSS, 1 Mech. Sys. and 1 QA. 1 WM is a vacant position that is temporarily being covered by SME Support Service.
Office of River Protection	ORP	102	93	6	0	3	97%	91%	97%	lost 1 employee to retirement, and 1 additional FAQ qualification completed. 3 employee in-process qualifications are secondary FAQs. ORP has a shortage of 10-15 technical staff employees based on the forward looking preparations to support the commissioning of the Waste Treatment and Immobilization Plant (WTP).
Portsmouth/Paducah Project Office	PPPO	25	14	11	0	0	100%	56%	100%	
Richland Operations Office	RL	67	53	13	0	1	99%	79%	99%	Two retirements in Q1. One position dissolved and replacement hiring in progress for the other.
Savannah River Ops. Office	SR	198	166	16	0	16	92%	84%	92%	DOE-SR plans to recruit and fill vacancies considering internal as well as external sources (as budgetary constraints permit) to fill any voids created by attrition. Peak workload will be addressed through details and reassignments of existing staff, and use of support service contracts. A planned STSM workshop this Spring will satisfy the requalification of the one individual who is overdue.
EM Headquarters	EM-HQ	76	44	32	5	0	100%	58%	93%	
EM Totals		534	406	100	5	28	95%	76%	94%	
Others										
Chief of Nuclear Safety	CNS	8	6	1	0	1	88%	75%	88%	Of the total onboard CNS staff of 7, four are required to qualify STSM and one is required to qualify Nuclear Safety Specialist (NSS), and two are identified as SMEs for QA and not required to achieve STMS status. One position remains unfilled.
Health, Safety and Security	HSS	103	72	25	0	6	94%	70%	94%	HSS is reporting shortages of 2 Nuclear Safety Specialists, 1 IH, 1 EM, 1 Envir. Restoration, and 1 Personnel Security.
Idaho Operations Office	DOE-ID	122	107	10	0	5	96%	88%	96%	Investigating hiring based on programmatic budget.
Oak Ridge Office (SC)	SC-OR	72	42	13	0	17	76%	58%	76%	
Office of Science - HQ	SC-HQ	3	2	1	0	0	100%	67%	100%	
Chicago - (SC)	SC-CH	5	4	1	0	0	100%	80%	100%	
Pacific Northwest Site Office (SC)	PNSO	6	6	0	0	0	100%	100%	100%	
Others Totals		319	239	51	0	29	91%	75%	91%	
DOE Total		1493	1167	224	17	102	93%	78%	92%	
DOE Goals		-	-	-	-	-	-	-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program

March 31, 2013

Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS

Office		Number of FR Capabilities Needed (C)	Number of FRs Staffed by Onboard, Fully Qualified Personnel (D)	Number of FRs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of FRs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of FRs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	17	13	2	0	2	88%	76%	88%	
Livermore Field Office	NA-00-LL	5	4	1	0	0	100%	80%	100%	FR in initial qualification remains on a detail to support QA needs; qual deadline extended to 7/31/13.
Nevada Field Office	NA-00-NV	7	7	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	18	18	0	0	0	100%	100%	100%	
Savannah River Field Office	NA-00-SV	3	3	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	5	5	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	3	2	1	0	0	100%	67%	100%	
NNSA Totals		58	52	4	0	2	97%	90%	97%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	4	3	1	0	0	100%	75%	100%	Three individuals FR qualified. Two FRs performing full time FR duties; one qualified FR has Work Control and FR Supervisory duties (limited FR duties). Additional FR candidate in mid-phase of qualification.
CBC	CBC	2	2	0	0	0	100%	100%	100%	Two fully qualified cadre FR's assigned to SPRU.
OSS&SP Field Personnel	OSSSP	4	3	1	0	0	100%	75%	100%	One fully qualified FR at MOAB, Two fully qualified FRs at WVDP, and one FR in training at SPRU.
Office of River Protection	ORP	14	14	0	0	0	100%	100%	100%	No change from last quarter report
Portsmouth/Paducah Project Office	PPPO	6	6	0	0	0	100%	100%	100%	
Richland Operations Office	RL	20	18	2	0	0	100%	90%	100%	
Savannah River Ops. Office	SR	31	25	2	0	4	87%	81%	87%	This report reflects one less FR since Q1, due to retirement. Authorization to fill one shortfall is pending HQ-EM approval to post the vacancy. The two individuals engaged in qualification should be completed by the next quarter report.
EM Totals		81	71	6	0	4	95%	88%	95%	
Others										
Idaho Operations Office	DOE-ID	18	11	4	0	3	83%	61%	83%	Investigating hiring based on programmatic budget.
Oak Ridge Office (SC)	SC-OR	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	3	3	0	0	0	100%	100%	100%	
Others Totals		22	15	4	0	3	86%	68%	86%	
DOE Total		161	138	14	0	9	94%	86%	94%	
Notes:										

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program

March 31, 2013

Update Frequency: Quarterly

OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS

Office		Number of STSM Capabilities Needed (C)	Number of STSMs Staffed by Onboard, Fully Qualified Personnel (D)	Number of STSMs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of STSMs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	8	5	1	0	2	75%	63%	75%	
Livermore Field Office	NA-00-LL	8	8	0	0	0	100%	100%	100%	Two STSMs completed initial qualification this quarter.
Nevada Field Office	NA-00-NV	12	10	1	1	1	92%	83%	83%	Field Manager (STSM) position vacant. Plan to be filled by 4th QTR FY 13.
NNSA Production Office	NA-00-NPO	12	11	1	0	0	100%	92%	100%	
Savannah River Field Office	NA-00-SV	2	2	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	3	3	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	53	46	7	2	0	100%	87%	96%	
NNSA Totals		98	85	10	3	3	97%	87%	94%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	0	0	1	80%	80%	80%	Deputy Manager position vacant - in final phase of hiring process. CBFO Manager, Director of Office of Site Operations, Director of ES&H and FTCP Agent are STSM qualified. (FTCP Agent and Director of ES&H are same individual)
CBC	CBC	4	3	1	0	0	100%	75%	100%	Two fully qualified STSMs at the EMCBC, one fully qualified cadre STSM at BNL, and one STSM completing requalification at the EMCBC.
OSS&SP Field Personnel	OSSSP	5	3	2	0	0	100%	60%	100%	Two fully qualified STSMs at MOAB, One STSM at WVDP waiting to do oral board for requalification and two STSM preparing initial qualification package for submittal to the EMCBC FTCP Agent for review and approval.
Office of River Protection	ORP	13	10	3	0	0	100%	77%	100%	No change from last quarter report.
Portsmouth/Paducah Project Office	PPPO	6	2	0	4	4	33%	33%	-33%	The Portsmouth and Paducah Site Leads and Deputy Manager will need to qualify for STSM.
Richland Operations Office	RL	7	5	2	0	0	100%	71%	100%	
Savannah River Ops. Office	SR	29	21	4	1	4	86%	72%	83%	Staffing plans are in place to satisfy three of the four positions which should be finalized by the next quarter report. Management will readdress the STSM staffing need as part of future organizational mission requirements. A planned STSM workshop this Spring will satisfy the requalification of the one individual who is overdue.
EM Headquarters	EM-HQ	24	15	4	0	5	79%	63%	79%	
EM Totals		93	63	16	5	14	85%	68%	80%	
Others										
Chief of Nuclear Safety	CNS	5	4	0	0	1	80%	80%	80%	1 STSM position remains unfilled from transferred personnel, other position was eliminated
Health, Safety and Security	HSS	19	13	6	0	0	100%	68%	100%	
Idaho Operations Office	DOE-ID	10	9	1	0	0	100%	90%	100%	
Oak Ridge Office	SC-OR	9	7	2	0	0	100%	78%	100%	
Office of Science - HQ	SC-HQ	3	2	1	0	0	100%	67%	100%	
Chicago - (SC)	SC-CH	2	1	1	0	0	100%	50%	100%	
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		50	38	11	0	1	98%	76%	98%	
DOE Total		241	186	37	8	18	93%	77%	89%	
Notes:										

Status of Qualifications in the Nuclear Safety Specialist (NS) Program

March 31, 2013

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS

Office		Number of NS Capabilities Needed (C)	Number of NSs Staffed by Onboard, Fully Qualified Personnel (D)	Number of NSs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of NSs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of NSs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	11	9	0	0	2	82%	82%	82%	
Livermore Field Office	NA-00-LL	3	2	1	0	0	100%	67%	100%	One NSS in requal, due 6/21/13; one NSS in initial qual, due 8/31/13.
Nevada Field Office	NA-00-NV	3	3	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	10	8	2	0	0	100%	80%	100%	
Savannah River Field Office	NA-00-SV	2	2	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	2	1	1	0	0	100%	50%	100%	
NNSA HQ	NA-HQ	16	13	3	2	0	100%	81%	88%	
NNSA Totals		47	38	7	2	2	96%	81%	91%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	1	1	0	0	0	100%	100%	100%	
OSS&SP Field Personnel	OSSSP	1	0	0	0	1	0%	0%	0%	There is one DOE-WVDP FTE that is secondarily qualified in the FAQs. NSS position is filled by a SME support services contractor.
Office of River Protection	ORP	8	8	0	0	0	100%	100%	100%	No change from last quarter report.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	SSO serving as Nuclear Safety Lead with support from subcontractors.
Richland Operations Office	RL	7	3	3	0	1	86%	43%	86%	One retirement in Q1. Replacement hiring in progress.
Savannah River Ops. Office	SR	23	22	0	0	1	96%	96%	96%	This position has not been authorized to be filled due to budgetary constraints. Interim coverage is currently provided part time by an employee within the owning organization.
EM Headquarters	EM-HQ	4	4	0	0	0	100%	100%	100%	
EM Totals		45	39	3	0	3	93%	87%	93%	
Others										
Chief of Nuclear Safety Health, Safety and Security	CNS HSS	1 18	0 9	1 7	0 0	0 2	100% 89%	0% 50%	100% 89%	One staff member is qualifying. Two new HSS NSS added this quarter to HSS TQP. HSS reporting a shortage of 2 NSS.
Idaho Operations Office	DOE-ID	7	6	1	0	0	100%	86%	100%	
Oak Ridge Office (SC)	SC-OR	2	2	0	0	0	100%	100%	100%	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	1	1	0	0	0	100%	100%	100%	
Others Totals		30	19	9	0	2	93%	63%	93%	
DOE Total		122	96	19	2	7	94%	79%	93%	

Status of Qualifications in the Safety System Oversight (SSO) Program

March 31, 2013

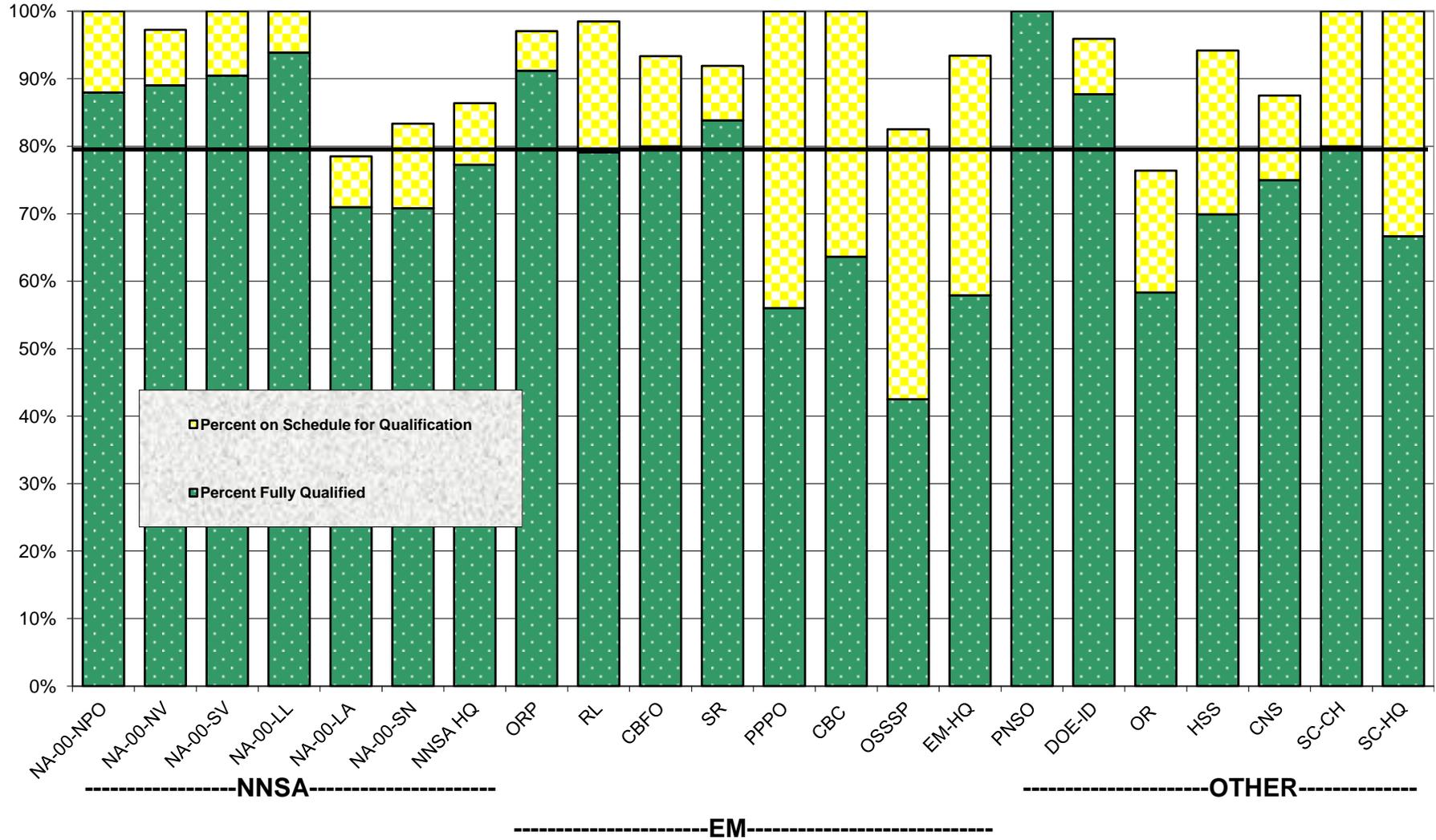
Update Frequency: Quarterly

OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS

Office		Number of SSO Capabilities Needed (C)	Number of SSOs Staffed by Onboard, Fully Qualified Personnel (D)	Number of SSOs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of SSOs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	5	5	0	0	0	100%	100%	100%	
Livermore Field Office	NA-00-LL	3	3	0	0	0	100%	100%	100%	
Nevada Field Office	NA-00-NV	4	4	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	12	10	2	0	0	100%	83%	100%	
Savannah River Field Office	NA-00-SV	1	1	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	1	1	0	0	0	100%	100%	100%	
NNSA Totals		26	24	2	0	0	100%	92%	100%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	1	0	0	100%	80%	100%	Four individuals SSO qualified; one individual in mid-phase of qualification. CBFO Manager is continuing to work with DOE HQ and EMCBC on CBFO Organization staffing needs including SSO staffing needs.
Office of River Protection	ORP	7	7	0	0	0	100%	100%	100%	ORP is identifying the SSOs needed looking toward the future commissioning of the Waste Treatment Plant. New numbers of needed (C) SSOs will be submitted next quarter.
Portsmouth/Paducah Project Office	PPPO	3	2	0	0	1	67%	67%	67%	
Richland Operations Office	RL	4	2	2	0	0	100%	50%	100%	
Savannah River Ops. Office	SR	21	18	3	0	0	100%	86%	100%	
EM Totals		40	33	6	0	1	98%	83%	98%	
Others										
Idaho Operations Office	DOE-ID	6	4	2	0	0	100%	67%	100%	SSO Gap in qualification is being covered by NSS that is also SSO qualified.
Oak Ridge Office (SC)	SC-OR	3	3	0	0	0	100%	100%	100%	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO					0	0%	0%	0%	SSO support for two active safety significant systems and one passive system is provided through qualified SC ISC staff.
Others Totals		10	8	2	0	0	100%	80%	100%	
DOE Total		76	65	10	0	1	99%	86%	99%	
Notes:										

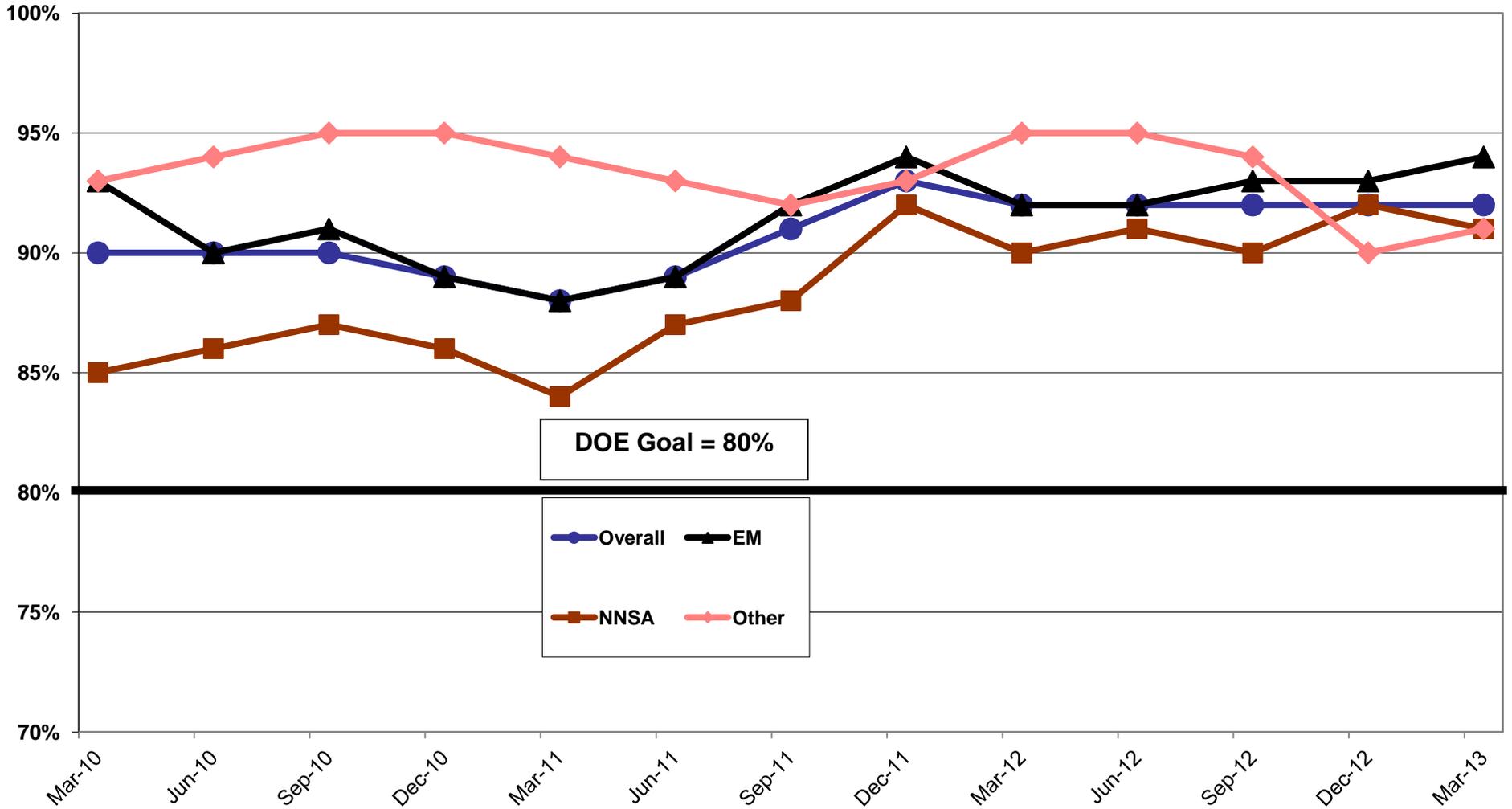
TQP - Qualified & on Schedule for Qualification by Office - March 2013

(Does Not Include 17 Persons Who Are Overdue to Complete Qualification/Requalification)



Overall TQP Qualification Trend

Percentage of Capabilities for Which Personnel are Qualified or On Schedule to Qualify



Staffing Shortfall (Capabilities for Which Personnel Are Not Onboard)

