



Department of Energy

National Training Center
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MEMORANDUM FOR DISTRIBUTION

FROM:

Karen L. Boardman

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 September 30, 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 16.

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	-	93% fully qualified or on schedule for qualification; 90% fully qualified
STSM	-	92% fully qualified or on schedule for qualification; 74% fully qualified
NSS	-	93% fully qualified or on schedule for qualification; 83% fully qualified
SSO	-	98% fully qualified or on schedule for qualification; 89% 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

D. Chaney, NA-SH-2/FTCP Deputy

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Manager, Savannah River Field Office (NA-00-SV)
NNSA Training Operations Division Manager (NA-MB)

Status of Qualifications in the Technical Qualification Program (TQP)

September 30, 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	65	6	1	22	76%	70%	75%	92% of on-board staff in TQP are fully qualified. Metrics are largely driven by unstaffed positions identified necessary in the Annual Workforce Analysis. Only the Site Manager position is currently being recruited.
Livermore Field Office	NA-00-LL	46	41	5	2	0	100%	89%	96%	Includes 2 NSS; one initial qual and one requal.
Nevada Field Office	NA-00-NV	75	67	6	1	2	97%	89%	96%	Deputy Field Office Manager (STSM) position vacant. Plan to be filled by 2nd QTR FY 14. Aviation
NNSA Production Office	NA-00-NPO	157	140	17	0	0	100%	89%	100%	
Savannah River Field Office	NA-00-SV	21	19	2	0	0	100%	90%	100%	
Sandia Field Office	NA-00-SN	47	37	5	0	5	89%	79%	89%	The shortfalls are address via NNSA/HQ support.
NNSA HQ	NA-HQ	142	102	20	3	20	86%	72%	84%	
NNSA Totals		581	471	61	7	49	92%	81%	90%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	15	12	2	0	1	93%	80%	93%	CBFO Deputy Manager position is currently vacant - plan to have filled by 1st Qtr FY14. One FR candidate in mid-phase of qualification. One SSO candidate in mid-phase of qualification.
CBC including small sites	CBC	57	24	24	0	9	84%	42%	84%	The EMCBC has five STSM's (Four at the EMCBC -Cincinnati and one fully qualified cadre STSM assigned to BNL), two fully qualified Facility Representatives assigned to SPRU, three Quality Assurance, one Emergency Management, and Radiation Protection mandatory Functional Area Qualification Standard participation in the TQP. The EMCBC will continue to internally track voluntary participation in the TQP but will only report mandatory FAQs capabilities to the FTCP. Two fully qualified STSM's at MOAB, one fully qualified FR at MOAB, one fully qualified STSM at SPRU, one STSM waiting to complete SAF 220 before oral board for requalification, four STSM's (ETEC, SLAC/LBNL, SPRU, WVDP) pursuing initial qualification, and one FR at SPRU pursuing initial qualification. The WVDP has two fully qualified FR's, two fully qualified Technical Program Managers/Federal Project Directors, one fully qualified Decontamination and Decommissioning. One fully qualified Emergency Management, two fully qualified Environmental Compliance, one fully qualified Environmental Restoration, one fully qualified Safeguards and Security, one fully qualified Industrial Hygiene, and one fully qualified Radiation Protection Functional Area Qualification
Idaho Operations Office (EM)	ID-EM	58	54	3	0	1	98%	93%	98%	No action being taken to fill EM FR vacancy based on EM Headcount/ceiling and budget uncertainties.
Oak Ridge (EM)	OREM	32	26	1	0	5	84%	81%	84%	Support provided by technical support service contractor. Shortfall includes 1-FR, 5-NSS, 0.5-SSO. FR on detail assignment 12-18 months.
Office of River Protection	ORP	102	96	6	0	0	100%	94%	100%	Loss of one fully qualified NSS and awaiting hiring of Engineering Ddirector.
Portsmouth/Paducah Project Office	PPPO	25	14	11	0	0	100%	56%	100%	
Richland Operations Office	RL	62	53	9	4	0	100%	85%	94%	
Savannah River Ops. Office	SR	198	163	16	0	19	90%	82%	90%	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.
EM Headquarters	EM-HQ	76	45	31	5	0	100%	59%	93%	
EM Totals		625	487	103	9	35	94%	78%	93%	
Others										
Chief of Nuclear Safety	CNS	8	6	1	0	1	88%	75%	88%	
Health, Safety and Security	HSS	99	68	27	0	4	96%	69%	96%	Reduction due to a few retirees and HSS still reported several shortfalls to include - 1 IH, 1 EM, 1 ER, 1 PS/HSO
NE Idaho Operations Office	NE-ID	63	56	6	0	1	98%	89%	98%	Recruiting to fill FR vacancy, all other capabilities are 100% staffed
NE Oak Ridge Site Office	NE-OR	13	11	1	0	1	92%	85%	92%	
Oak Ridge Office (SC)	SC-OR	72	44	15	0	13	82%	61%	82%	
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		269	197	52	0	20	93%	73%	93%	
DOE Total		1475	1155	216	16	104	93%	78%	92%	
DOE Goals		-	-	-	0	-	-	-	80%	

Status of Qualifications in the Facility Representative (FR) Program

September 30, 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	1	0	3	82%	76%	82%	
Livermore Field Office	NA-00-LL	4	4	0	0	0	100%	100%	100%	
Nevada Field Office	NA-00-NV	7	7	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	17	17	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	3	3	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	3	2	1	0	0	100%	67%	100%	
NNSA Totals		54	49	2	0	3	94%	91%	94%	
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 duties. Additional FR candidate in mid-phase of qualification (limited FR duties).
CBC including small sites	CBC	6	5	1	0	0	100%	83%	100%	Two fully qualified cadre Facility Representatives (FRs) assigned to SPRU. One fully qualified FR at MOAB, and one FR in training at SPRU. Two fully qualified FR's at the WVDP.
Idaho Operations Office (EM)	ID-EM	7	4	2	0	1	86%	57%	86%	
Oak Ridge (EM)	OREM	12	11	1	0	0	100%	92%	100%	1 Facility Representative on detail assignment (12-18 months).
Office of River Protection	ORP	14	14	0	0	0	100%	100%	100%	No change from last quarter.
Portsmouth/Paducah Project Office	PPPO	6	6	0	0	0	100%	100%	100%	
Richland Operations Office	RL	20	20	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	31	25	0	0	6	81%	81%	81%	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.
EM Totals		100	88	5	0	7	93%	88%	93%	
Others										
NE Idaho Operations Office	NE-ID	10	9	0	0	1	90%	90%	90%	
NE Oak Ridge Site Office	NE-OR	1	1	0	0	0	100%	100%	100%	
Oak Ridge Office (SC)	SC-OR	0	0	0	0	0	0%	0%	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%	One FR is in requalification.
Others Totals		15	14	0	0	1	93%	93%	93%	
DOE Total		169	151	7	0	11	93%	89%	93%	

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

September 30, 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%	
Nevada Field Office	NA-00-NV	12	11	0	0	1	92%	92%	92%	Deputy Field Office Manager (STSM) position vacant. Plan to be filled by 2nd QTR FY 14.
NNSA Production Office	NA-00-NPO	12	11	1	0	0	100%	92%	100%	
Savannah River Field Office	NA-00-SV	3	2	1	0	0	100%	67%	100%	
Sandia Field Office	NA-00-SN	4	4	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	48	41	4	1	3	94%	85%	92%	
NNSA Totals		95	82	7	1	6	94%	86%	93%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	0	0	1	80%	80%	80%	Deputy Manager (STSM) position vacant - plan to be filled by 1st Qtr FY14. CBFO Manager, Director of Site Operations, Director of ES&H and FTCP Agent are STSM qualified. (FTCP Agent and Director of ES&H are same individual).
CBC and small sites	CBC	13	6	7	0	0	100%	46%	100%	Two fully qualified Senior Technical Safety Managers (STSM) at the EMCBC, one fully qualified cadre STSM assigned to SPRU, one STSM completing requalification package for review and one STSM completing package for initial qualification for DOE-EM review and approval. Two fully qualified STSM's at MOAB, one fully qualified STSM at SPRU, one STSM at the WVDP waiting to complete SAF-220 before oral board requalification, and three STSM's pursuing initial qualification (WVDP, ETEC, SLAC/LBNL, SPRU).
Idaho Operations Office (EM)	ID-EM	4	4	0	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	4	4	0	0	0	100%	100%	100%	
Office of River Protection	ORP	13	8	4	0	1	92%	62%	92%	Transfer of 1 qualified STSM, 3 in qualification and 1 hiring action in progress.
Portsmouth/Paducah Project Office	PPPO	6	2	4	0	0	100%	33%	100%	The Portsmouth and Paducah Site Leads and Deputy Manager will need to qualify for STSM.
Richland Operations Office	RL	7	5	2	2	0	100%	71%	71%	
Savannah River Ops. Office	SR	29	20	8	0	1	97%	69%	97%	Two new STSMs are added to this report from internal employee promotions. We lost one STSM through retirement, leaving us with one shortfall. An STSM workshop in August provided the opportunity for six of the newly appointed and incumbent STSMs to satisfy qualification/re-qualification requirements. New STSMs completed all but the MPAs and site specific competencies.
EM Headquarters	EM-HQ	24	16	3	0	5	79%	67%	79%	
EM Totals		105	69	28	2	8	92%	66%	90%	
Others										
Chief of Nuclear Safety	CNS	5	4	0	0	1	80%	80%	80%	
Health, Safety and Security	HSS	19	11	8	0	0	100%	58%	100%	
NE Idaho Operations Office	NE-ID	7	6	1	0	0	100%	86%	100%	
NE Oak Ridge Site Office	NE-OR	2	1	0	0	1				Upgrading TSM qualified person to STSM
Oak Ridge Office	SC-OR	10	7	3	0	0	100%	70%	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	34	14	0	2	96%	68%	96%	
DOE Total		250	185	49	3	16	94%	74%	92%	

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

September 30, 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	1	2	2	0	100%	33%	33%	(2) NSS overdue: (1) requal, Ext elapsed. (1) initial, Ext will be issued QTR 1 FY 14.
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	2	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	14	13	1	0	0	100%	93%	100%	
NNSA Totals		45	38	5	2	2	96%	84%	91%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	1	1	0	0	0	100%	100%	100%	No change from last quarter.
EMCBC and Small Site Field Personnel	CBC and small sites	1	0	0	0	1	0%	0%	0%	The Project Director is secondarily qualified but does not have the time to dedicate to this discipline. The NSS position is occupied by a Support Service Contractor Subject Matter Expert.
Idaho Operations Office (EM)	ID-EM	4	4	0	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	6.5	2	0	0	4.5	31%	31%	31%	Support provided by technical support contractors.
Office of River Protection	ORP	8	8	0	0	0	100%	100%	100%	No change from last quarter.
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	6	1	0	0	100%	86%	100%	One vacancy to be filled.
Savannah River Ops. Office	SR	23	23	0	0	0	100%	100%	100%	
EM Headquarters	EM-HQ	4	4	0	0	0	100%	100%	100%	
EM Totals		55.5	49	1	0	5.5	90%	88%	90%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0	0	100%	0%	100%	
Health, Safety and Security	HSS	17	9	8	0	0	100%	53%	100%	
Idaho Operations Office	NE-ID	4	4	0	0	0	100%	100%	100%	
NE Oak Ridge Site Office	NE-OR	3	3	0	0	0	100%	100%	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		29	20	9	0	0	100%	69%	100%	
DOE Total		129.5	107	15	2	7.5	94%	83%	93%	

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

September 30, 2013

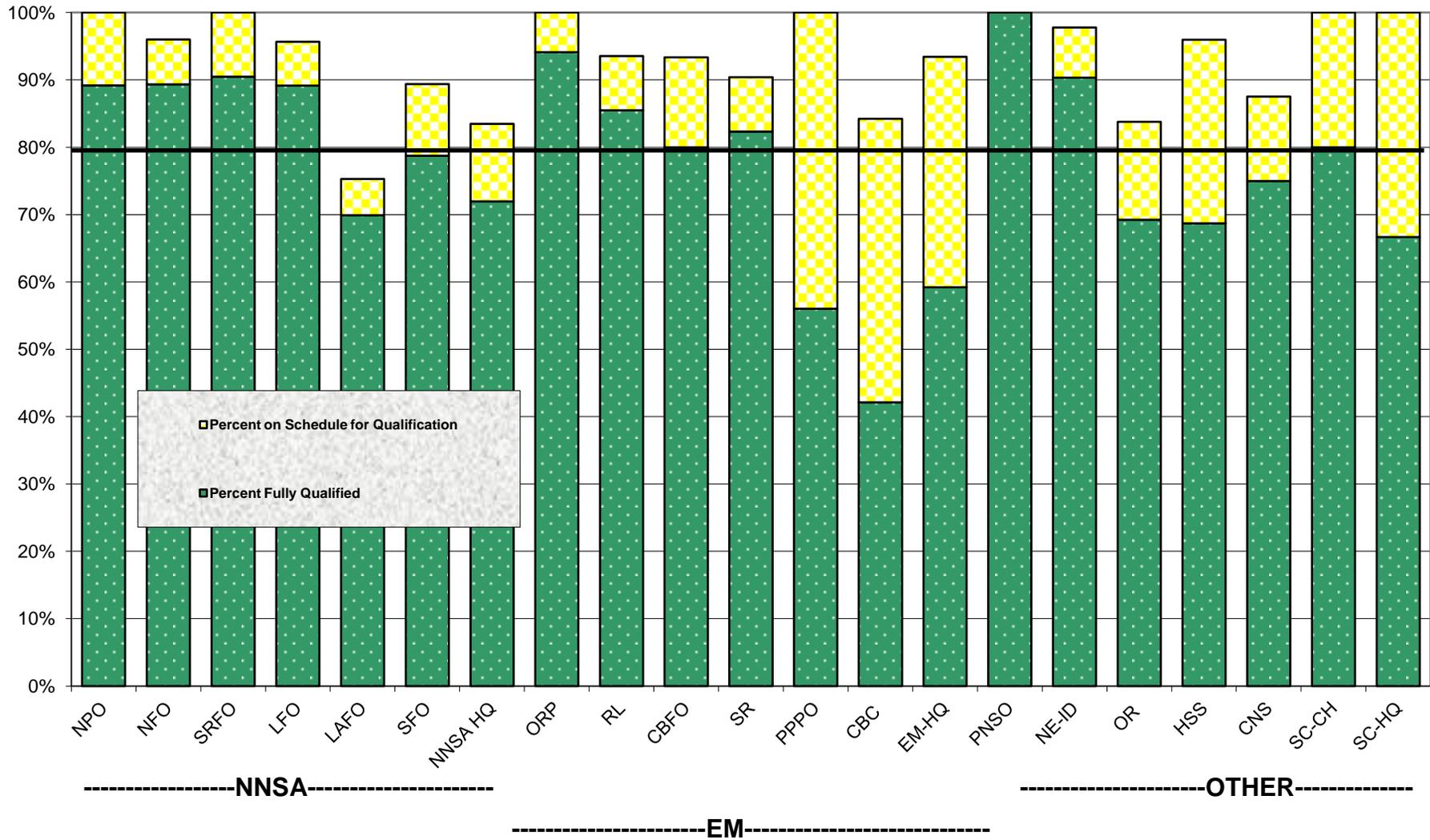
Update Frequency: Quarterly

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	100%	100%	100%	
Livermore Field Office	NA-00-LL	3	3	0	0	100%	100%	100%	
Nevada Field Office	NA-00-NV	4	4	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	12	10	2	0	100%	83%	100%	
Savannah River Field Office	NA-00-SV	1	1	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	1	1	0	0	100%	100%	100%	
NNSA Totals		26	24	2	0	100%	92%	100%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	5	4	1	0	100%	80%	100%	Four individuals SSO qualified. One candidate in mid-phase of qualification.
Idaho Operations Office (EM)	ID-EM	3	3	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	2.5	2	0	0	80%	80%	80%	Support provided by technical support contractor.
Office of River Protection	ORP	7	7	0	0	100%	100%	100%	No change from last quarter.
Portsmouth/Paducah Project Office	PPPO	3	2	0	0	67%	67%	67%	
Richland Operations Office	RL	5	5	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	21	19	2	0	100%	90%	100%	
EM Totals		46.5	42	3	0	97%	90%	97%	
Others									
Idaho Operations Office	DOE-ID	4	2	2	0	100%	50%	100%	2 additional SSO's in qualifications
NE Oak Ridge Site Office	NE-OR	0	0	0	0	0%	0%	0%	
Oak Ridge Office (SC)	SC-OR	3	3	0	0	100%	100%	100%	
Chicago - (SC)	SC-CH	1	1	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	0	0	0	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		8	6	2	0	100%	75%	100%	
DOE Total		80.5	72	7	0	98%	89%	98%	

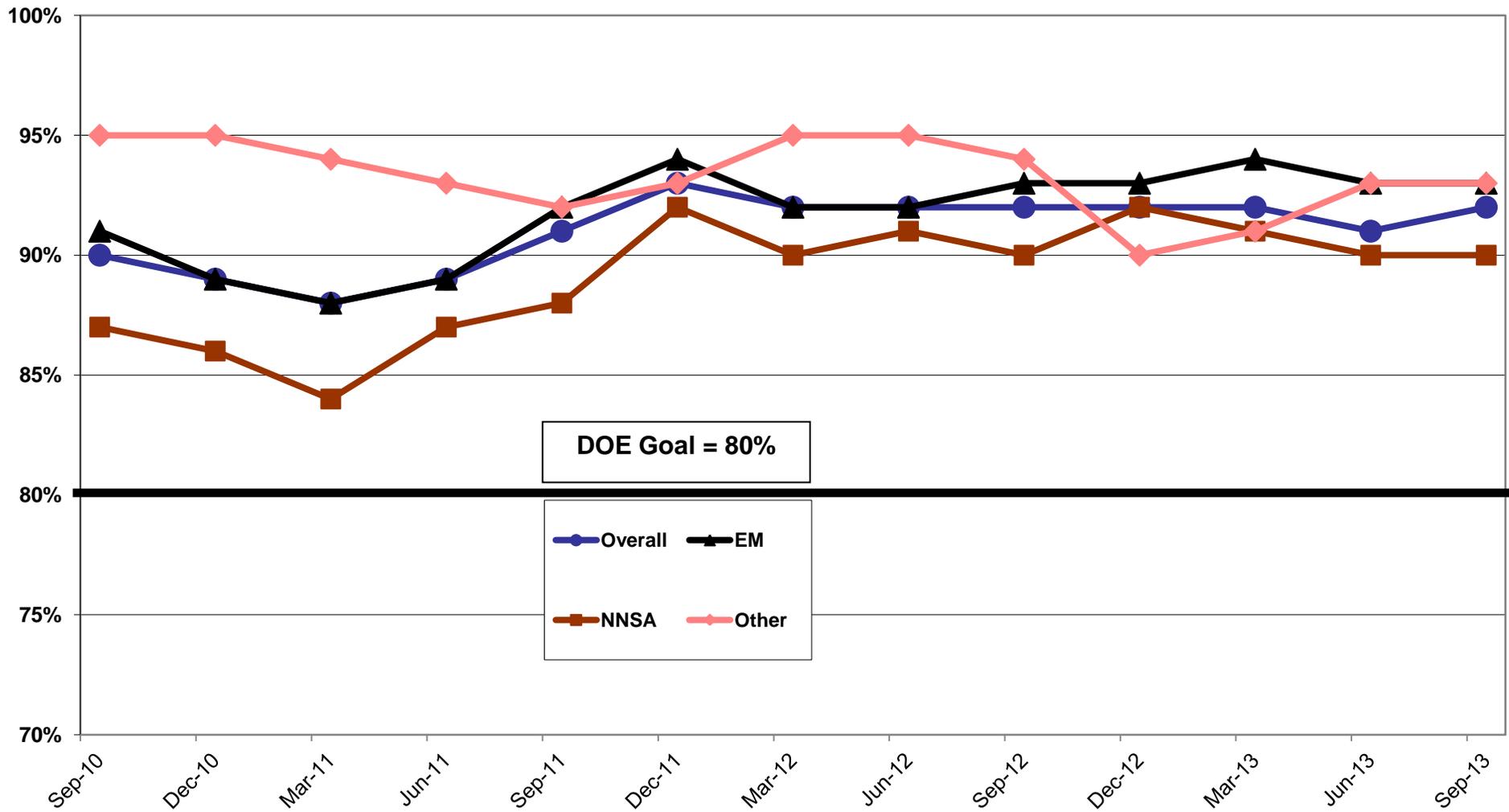
TQP - Qualified & on Schedule for Qualification by Office - September 2013

(Does Not Include 16 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)

