



Department of Energy

National Training Center
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February 24, 2014

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 December 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 90%. 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 30.

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 - 92% fully qualified or on schedule for qualification; 89% fully qualified
STSM - 89% fully qualified or on schedule for qualification; 74% fully qualified
NSS - 89% fully qualified or on schedule for qualification; 78% fully qualified
SSO - 88% fully qualified or on schedule for qualification; 83% 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

J. Yarrington, HS-10

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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)

December 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	87	63	6	1	18	79%	72%	78%	The number of capabilities needed was revised to incorporate the 2013 Workforce Analysis results. At this time only 1 vacancy, the Field Office Manager, is authorized to be filled. The 2013 Workforce Analysis identifies compensatory measures to address staffing gaps.
Livermore Field Office	NA-00-LL	45	42	3	2	0	100%	93%	96%	
Nevada Field Office	NA-00-NV	75	64	5	2	6	92%	85%	89%	Deputy Field Office Manager (STSM) position vacant - Plans TBD. Aviation Safety position vacant - Plans TBD. Nuclear Safety Specialist position vacant - Plans TBD. Safeguards and Security Position vacant - Plans TBD. Quality Assurance Position vacant - Plans TBD.
NNSA Production Office	NA-00-NPO	141	112	16	0	13	91%	79%	91%	Staffing shortfalls identified and prioritized in FY13 Staffing Analysis.
Savannah River Field Office	NA-00-SV	20	17	3	0	0	100%	85%	100%	
Sandia Field Office	NA-00-SN	47	37	6	0	4	91%	79%	91%	Shortfalls covered through NNSA/HQ Support.
NNSA HQ	NA-HQ	173	147	26	8	0	100%	85%	95%	
NNSA Totals		588	482	65	13	41	93%	82%	91%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	15	13	2	2	0	100%	87%	87%	
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	58	23	23	3	12	79%	40%	74%	The shortfalls occur at the West Valley Demonstration Project and the requisite expertise are provided by Support Services Contractors.
Idaho Operations Office (EM)	ID-EM	58	54	2	0	2	97%	93%	97%	2 FR vacancies-hiring actions in progress
Oak Ridge (EM)	OREM	66	49	1	0	16	76%	74%	76%	
Office of River Protection	ORP	104	97	6	0	1	99%	93%	99%	1 FR promoted to Engineering Director.
Portsmouth/Paducah Project Office	PPPO	25	14	11	0	0	100%	56%	100%	
Richland Operations Office	RL	67	61	6	4	0	100%	91%	94%	
Savannah River Ops. Office	SR	197	163	14	0	20	90%	83%	90%	The total needed capabilities changed since the FY13 Q4 report. A reduction of four FRs and one STSM was offset by increases in other TQP Functional Areas, resulting in a net decrease of one capability. 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		666	519	96	14	51	92%	78%	90%	
Others										
Chief of Nuclear Safety	CNS	6	4	1	0	1	83%	67%	83%	Of the total on board CNS staff of seven, four are required to qualify STSM and one is required to qualify Nuclear Safety Specialist and the two remaining staff members identified as SMEs for QA (and not liable for STSM). One STSM position is open.
Health, Safety and Security	HSS	98	66	29	0	3	97%	67%	97%	
Idaho Operations Office	NE-ID	66	55	10	0	1	98%	83%	98%	QA hiring determination pending, QA qualified supervisor covering oversight.
NE Oak Ridge Site Office	NE-OR	13	11	1	0	1	92%	85%	92%	
Oak Ridge Office (SC)	SC-OR	72	43	15	2	14	81%	60%	78%	
Office of Science - HQ	SC-HQ	3	2	1	1	0	100%	67%	67%	
Chicago - (SC)	SC-CH	30	21	3	0	6	80%	70%	80%	
Pacific Northwest Site Office (SC)	PNSO	6	6	0	0	0	100%	100%	100%	
Others Totals		294	208	60	3	26	91%	71%	90%	
DOE Total		1548	1209	221	30	118	92%	78%	90%	
DOE Goals		-	-	-	0			-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program

December 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) (G)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C (H)	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C (I)	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C (J)	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	16	12	1	0	3	81%	75%	81%	Currently no FR vacancies are authorized to be filled.
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	20	15	2	0	3	85%	75%	85%	
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	2	2	0	0	0	100%	100%	100%	
NNSA Totals		55	46	3	0	6	89%	84%	89%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	4	3	1	1	0	100%	75%	75%	Three individuals FR qualified. Two FRs performing full time FR duties. One qualified FR is out on medical leave (re-qualification on hold). Additional FR candidate in final phase of initial qualification (limited FR duties).
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	5	4	1	0	0	100%	80%	100%	One fully qualified cadre Facility Representative (FR) and one FR preparing for requalification at SPRU. One fully qualified FR at MOAB and two fully qualified FR's at the West Valley Demonstration Project.
Idaho Operations Office (EM)	ID-EM	7	5	0	0	2	71%	71%	71%	Hiring actions in progress
Oak Ridge (EM)	OREM	13	12	1	0	0	100%	92%	100%	
Office of River Protection	ORP	12	12	0	0	0	100%	100%	100%	1 FR on Detail Assignment (6 months)
Portsmouth/Paducah Project Office	PPPO	6	6	0	0	0	100%	100%	100%	
Richland Operations Office	RL	17	16	0	0	1	94%	94%	94%	
Savannah River Ops. Office	SR	27	25	0	0	2	93%	93%	93%	The recent FR Analysis reduced the number of required FRs from 31 down to 27, based on changes in facility coverage requirements. 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		91	83	3	1	5	95%	91%	93%	
Others										
Idaho Operations Office	NE-ID	10	9	1	0	0	100%	90%	100%	Fully staffed with 1 FR in qualificaions
NE Oak Ridge Site Office	NE-OR	1	1	0	0	0	100%	100%	100%	
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		5	5	0	0	0	100%	100%	100%	
DOE Total		151	134	6	1	11	93%	89%	92%	
Notes:										

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

December 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%	The Field Office Manager STSM vacancy is expected to be filled January 26, 2014. The Senior Technical Advisor position is not currently authorized to be filled.
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 - Plans TBD
NNSA Production Office	NA-00-NPO	15	8	5	0	2	87%	53%	87%	Filled Deputy AMOM position; Working to fill vacancies.
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	51	46	5	1	0	100%	90%	98%	
NNSA Totals		101	84	12	1	5	95%	83%	94%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	1	0	0	100%	80%	100%	Deputy Manager (STSM) position filled in December 2013. CBFO Manager, Deputy 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). Deputy Manager is in process of re-qualification.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	13	7	5	1	1	92%	54%	85%	The EMCBC has two fully qualified Senior Technical Safety Manager's (STSM) duty stationed at the EMCBC. One EMCBC STSM candidate is completing the initial qualification package for submittal to EM-40 for review and approval, one EMCBC STSM candidate is completing the requalification package for review and approval by the EMCBC FTCP Agent. One EMCBC cadre fully qualified STSM is assigned to BNL/SPRU. One EMCBC STSM candidates is assigned to SPRU and need to complete the initial qualification. There is one fully qualified STSM at SPRU, two fully qualified STSMs at MOAB, and one fully qualified STSM at WVDP. There are three STSM candidates at the small sites (ETEC, WVDP, and SLAC) that are required to complete the initial STSM qualification.
Idaho Operations Office (EM)	ID-EM	4	4	0	0	0	100%	100%	100%	1 STSM retiring in 2014-hiring actions in progress
Oak Ridge (EM)	OREM	3	3	0	0	0	100%	100%	100%	
Office of River Protection	ORP	13	8	4	0	1	92%	62%	92%	4 STSM in initial qualification process and 1 Hiring Action in Progress.
Portsmouth/Paducah Project Office	PPPO	6	3	0	3	3	50%	50%	0%	The Portsmouth and Paducah Site Leads will need to qualify for STSM.
Richland Operations Office	RL	7	5	2	2	0	100%	71%	71%	
Savannah River Ops. Office	SR	28	19	8	0	1	96%	68%	96%	A change in mission requirements reduced the need of one STSM capability. STSMs in training are on schedule to complete their qualification.
EM Headquarters	EM-HQ	24	16	3	0	5	79%	67%	79%	
EM Totals		103	69	23	6	11	89%	67%	83%	
Others										
Chief of Nuclear Safety	CNS	5	4	0	0	1	80%	80%	80%	
Health, Safety and Security	HSS	18	10	8	0	0	100%	56%	100%	
Idaho Operations Office	NE-ID	7	6	1	0	0	100%	86%	100%	Upgrading 1 TSM to STSM.
NE Oak Ridge Site Office	NE-OR	2	1	0	0	1				
Oak Ridge Office (SC)	SC-OR	10	7	3	2	0	100%	70%	80%	
Office of Science - HQ	SC-HQ	3	2	1	1	0	100%	67%	67%	
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		49	33	14	3	2	96%	67%	90%	
DOE Total		253	186	49	10	18	93%	74%	89%	
Notes:										

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

December 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	12	10	0	0	2	83%	83%	83%	Currently no NSS vacancies are authorized to be filled.
Livermore Field Office	NA-00-LL	3	1	2	2	0	100%	33%	33%	(2) NSS overdue: (1) requal, (1) Initial on 180 day extension
Nevada Field Office	NA-00-NV	3	2	0	0	1	67%	67%	67%	Nuclear Safety Specialist position vacant - Plans TBD
NNSA Production Office	NA-00-NPO	9	6	2	0	1	89%	67%	89%	Working to fill vacancy.
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	15	12	3	1	0	100%	80%	93%	
NNSA Totals		46	35	7	3	4	91%	76%	85%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	1	1	0	0	0	100%	100%	100%	No change from last quarter.
Idaho Operations Office (EM)	ID-EM	3	3	0	0	0	100%	100%	100%	
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	1	0	0	0	1	0%	0%	0%	The WVDP Director is a fully qualified Nuclear Safety Specialist (NSS) but does not have the time to dedicate to this oversight functional qualification area at the WVDP. The NSS oversight duties and responsibilities are being performed by a Support Services Contractor.
Oak Ridge (EM)	OREM	6	2	0	0	4	33%	33%	33%	Need is augmented by Technical Support Service contractors (4.0) and support from the Office of Science's Oak Ridge Integrated Support Center (0.5)
Office of River Protection	ORP	9	7	0	0	2	78%	78%	78%	2 vacancies in the Nuclear Safety group.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	
Richland Operations Office	RL	7	6	1	0	0	100%	86%	100%	
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	47	1	0	7	87%	85%	87%	
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	3	1	0	0	100%	75%	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	19	10	0	0	100%	66%	100%	
DOE Total		130	101	18	3	11	92%	78%	89%	

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

December 31, 2013

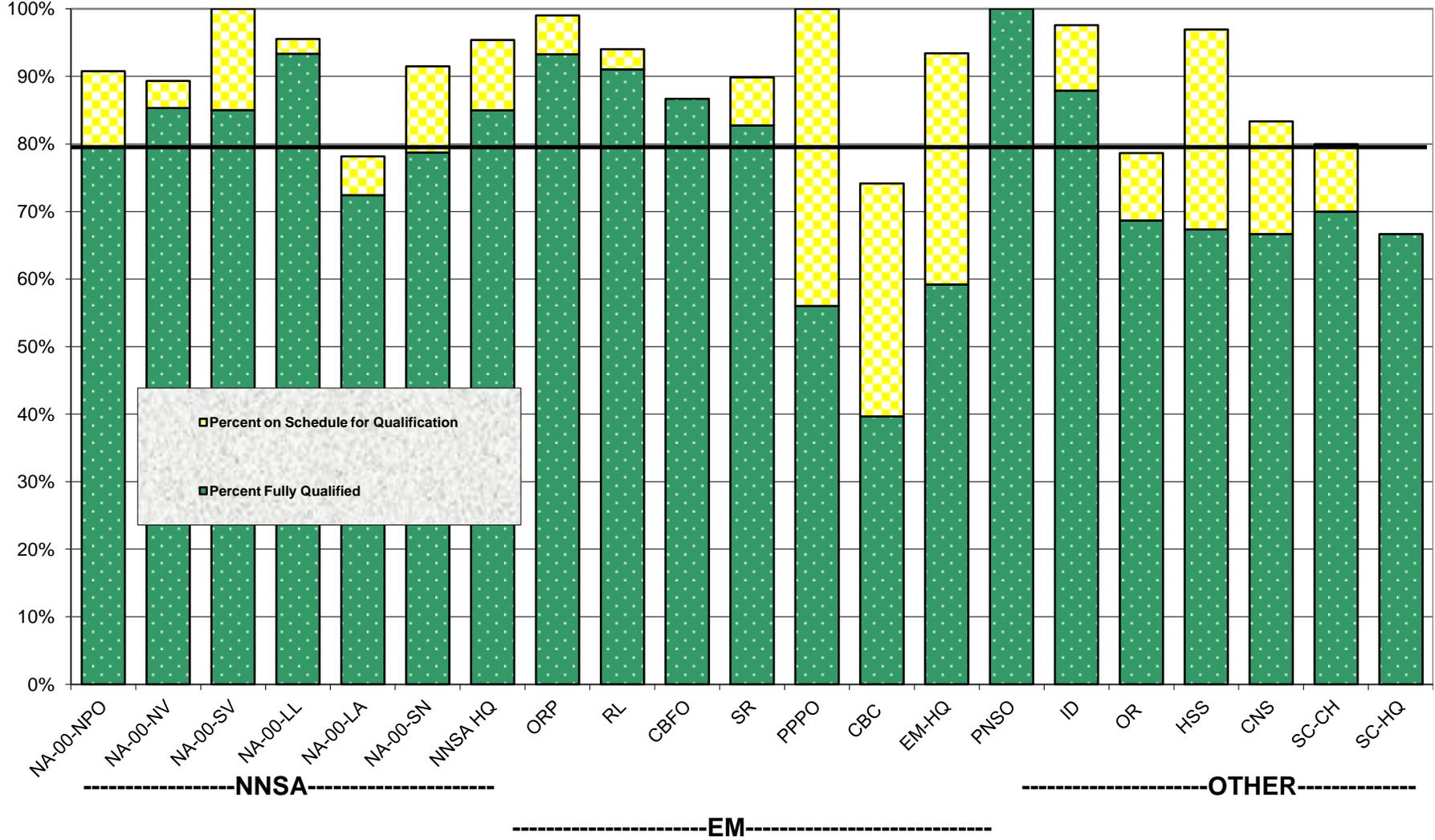
Update Frequency: Quarterly

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	4	4	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	9	8	0	0	1	89%	89%	89%	Working to fill vacancy.
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		22	21	0	0	1	95%	95%	95%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	1	0	0	100%	80%	100%	Four individuals SSO qualified. One candidate in final phase of qualification.
Idaho Operations Office (EM)	ID-EM	3	3	0	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	2	2	0	0	0	100%	100%	100%	Office of Science's Oak Ridge Integrated Support Center augments need (0.2)
Office of River Protection	ORP	7	7	0	0	0	100%	100%	100%	
Portsmouth/Paducah Project Office	PPPO	3	2	0	0	1	67%	67%	67%	
Richland Operations Office	RL	5	0	0	0	5	0%	0%	0%	
Savannah River Ops. Office	SR	21	18	2	0	1	95%	86%	95%	DOE-SR plans to recruit and fill the vacancy, considering internal as well as external sources (as budgetary constraints permit).
EM Totals		46	36	3	0	7	85%	78%	85%	
Others										
Idaho Operations Office	NE-ID	4	3	1	0	0	100%	75%	100%	1 additional SSO in qualification
Oak Ridge Office (SC)	SC-OR	2	1	0	0	1	50%	50%	50%	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	0	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		7	5	1	0	1	86%	71%	86%	
DOE Total		75	62	4	0	9	88%	83%	88%	
Notes:										

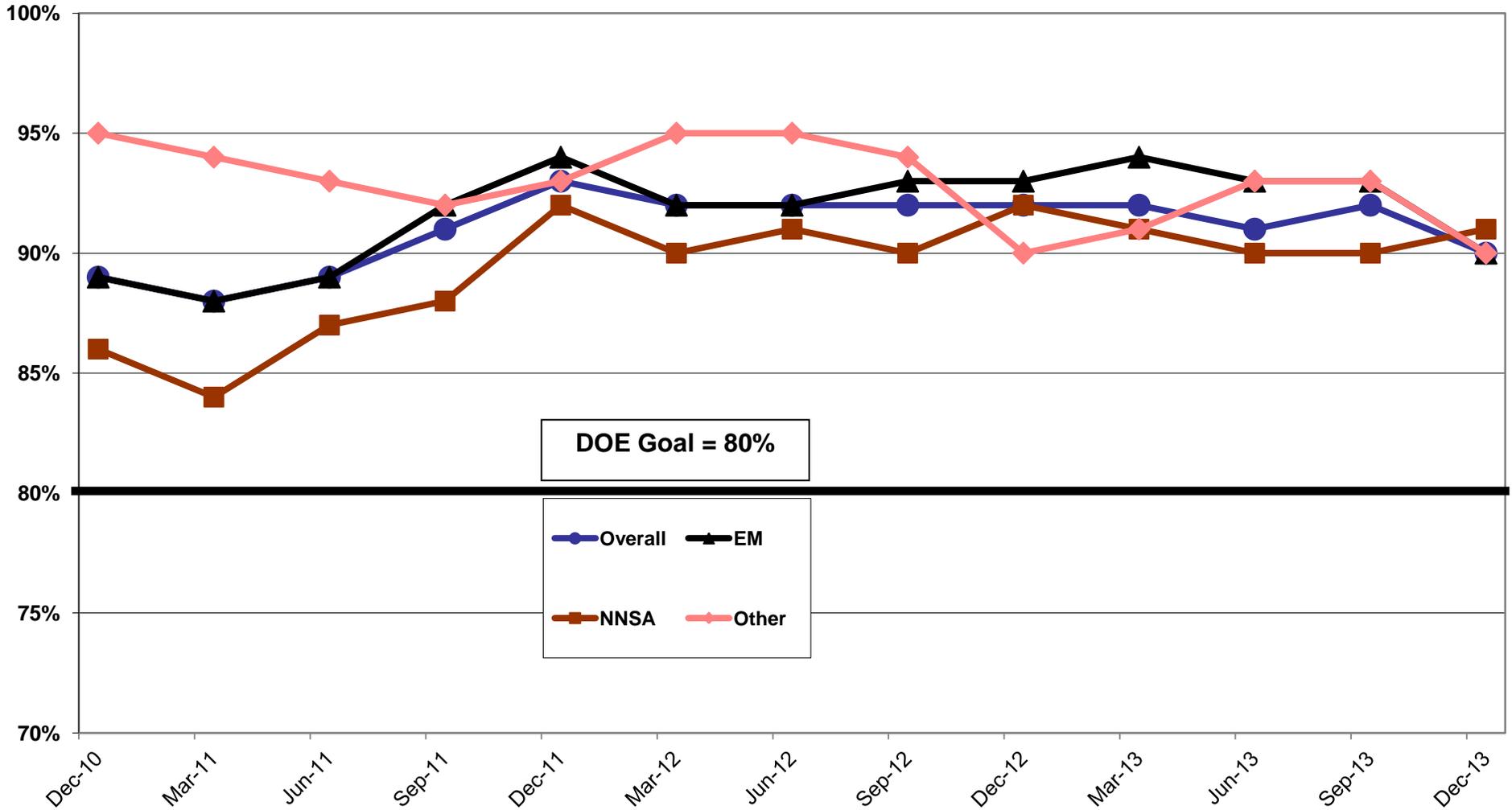
TQP - Qualified & on Schedule for Qualification by Office - December 2013

(Does Not Include 30 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)

