



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 March 31, 2014.

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, 77% 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 - 91% fully qualified or on schedule for qualification; 85% fully qualified
STSM - 87% fully qualified or on schedule for qualification; 72% fully qualified
NSS - 90% fully qualified or on schedule for qualification; 77% fully qualified
SSO - 96% 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

Dave Chaney, FTCP Deputy, NA-SH-2

Jeanette Yarrington, AU-10

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Status of Qualifications in the Technical Qualification Program (TQP)

March 31, 2014

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	61	6	0	20	77%	70%	77%	
Livermore Field Office	NA-00-LL	44	43	1	1	0	100%	98%	98%	
Nevada Field Office	NA-00-NV	74	63	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	102	27	0	12	91%	72%	91%	
Savannah River Field Office	NA-00-SV	20	17	3	0	0	100%	85%	100%	
Sandia Field Office	NA-00-SN	47	35	8	0	4	91%	74%	91%	DFOM position vacant; 3 other capabilities matrixed from NNSA/HQ
NNSA HQ	NA-HQ	170	142	27	13	1	99%	84%	92%	
NNSA Totals		583	463	77	16	43	93%	79%	90%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	15	12	3	2	0	100%	80%	87%	CBFO Manager & Deputy Manager are evaluating changes to CBFO Organizational structure and staffing that will likely result in changes to CBFO Technical Qualification Program staffing needs.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	58	23	23	3	12	79%	40%	74%	There are six STSM FAQs identified at the EMCBC, three are fully qualified, one has completed the necessary courses and is submitting the completed qualification package to EM-40 for review and approval. One has completed the courses but has not submitted the qualification package and another STSM candidate that is updating and reviewing his requalification package prior to submittal to the FTCP Agent for review and approval. Additionally, the EMCBC has personnel who are enrolled and qualified in the Emergency Management, Quality Assurance and Radiation Protection FAQs. There are two qualified STSMs and a qualified FR at MOAB. There is a qualified STSM and one fully qualified FR at SPRU.
Idaho Operations Office (EM)	ID-EM	58	54	3	0	1	98%	93%	98%	FR hiring in process.
Oak Ridge (EM)	OREM	66	49	1	0	16	76%	74%	76%	
Office of River Protection	ORP	106	97	9	0	0	100%	92%	100%	
Portsmouth/Paducah Project Office	PPPO	25	14	11	0	0	100%	56%	100%	
Richland Operations Office	RL	63	56	6	2	1	98%	89%	95%	Elimated 1 position and revised capability needs based on directions.
Savannah River Ops. Office	SR	197	158	15	0	24	88%	80%	88%	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		664	508	102	12	54	92%	77%	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.
Independent Enterprise Assessments/ Environment, Health, Safety and Security	IEA / EHSS	98	66	29	0	3	97%	67%	97%	
Idaho Operations Office	NE-ID	66	57	8	0	1	98%	86%	98%	QA hiring determination pending-QA qualified Supervisor covering oversight
NE Oak Ridge Site Office	NE-OR	13	12	0	0	1	92%	92%	92%	
Oak Ridge Office (SC)	SC-OR	74	44	10	1	20	73%	59%	72%	
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		296	212	52	2	32	89%	72%	89%	
DOE Total		1543	1183	231	30	129	92%	77%	90%	
DOE Goals		-	-	-	0	-	-	-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program

March 31, 2014

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	16	11	1	0	4	75%	69%	75%	
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	13	2	0	2	88%	76%	88%	
Savannah River Field Office	NA-00-SV	3	3	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	4	3	1	0	0	100%	75%	100%	
NNSA HQ	NA-HQ	2	2	0	0	0	100%	100%	100%	
NNSA Totals		53	43	4	0	6	89%	81%	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 in requalification process. Additional FR candidate in final phase of initial qualification (limited FR duties).
CBC	CBC including small sites (EETEC, SLAC, MOAB, SPRU and WVDP)	6	4	1	1	1	83%	67%	67%	One fully qualified cadre Facility Representative (FR) assigned to the Separations Process Research Unit (SPRU). One FR engaged in requalification and one FR to complete initial FR qualification 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	1	0	1	86%	71%	86%	Hiring in progress.
Oak Ridge (EM)	OREM	13	12	1	0	0	100%	92%	100%	
Office of River Protection	ORP	13	10	3	0	0	100%	77%	100%	WTP Oversight has 3 new FRs, effective March 24th
Portsmouth/Paducah Project Office	PPPO	6	6	0	0	0	100%	100%	100%	
Richland Operations Office	RL	15	14	0	0	1	93%	93%	93%	
Savannah River Ops. Office	SR	27	24	1	0	2	93%	89%	93%	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	78	8	2	5	95%	86%	92%	
Others										
Idaho Operations Office	NE-ID	10	9	1	0	0	100%	90%	100%	Fully staffed with FR in qualifications.
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		149	126	12	2	11	93%	85%	91%	
Notes:										

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program										
March 31, 2014										
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 for =(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	7	7	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%	
Savannah River Field Office	NA-00-SV	3	2	1	0	0	100%	67%	100%	
Sandia Field Office	NA-00-SN	4	3	0	0	1	75%	75%	75%	DFOM position vacant.
NNSA HQ	NA-HQ	51	42	6	1	3	94%	82%	92%	
NNSA Totals		100	78	13	1	9	91%	78%	90%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	1	1	0	100%	80%	80%	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 requalification.
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 STSM's at MOAB, and one fully qualified STSM at WVDP. There are three STSM candidates duty stationed at the small sites (ETEC, WVDP, and SLAC) that needs 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.
Oak Ridge (EM)	OREM	3	3	0	0	0	100%	100%	100%	
Office of River Protection	ORP	15	10	4	0	1	93%	67%	93%	Hiring action in progress for one Assistant Manager
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	6	5	1	1	0	100%	83%	83%	
Savannah River Ops. Office	SR	28	19	7	0	2	93%	68%	93%	Our staffing shortfall is up since last report, due to the retirement of one employee. We anticipate an increase in the number of fully qualified STSMs in the next quarter report, based on a local training workshop that was recently conducted.
EM Headquarters	EM-HQ	24	16	3	0	5	79%	67%	79%	
EM Totals		104	71	21	6	12	88%	68%	83%	
Others										
Chief of Nuclear Safety	CNS	5	4	0	0	1	80%	80%	80%	
Independent Enterprise Assessments/ Environment, Health, Safety and Security	IEA / EHSS	18	10	8	0	0	100%	56%	100%	
Idaho Operations Office	NE-ID	7	6	1	0	0	100%	86%	100%	1 STSM in qualification.
NE Oak Ridge Site Office	NE-OR	2	1	0	0	1				
Oak Ridge Office (SC)	SC-OR	10	8	2	1	0	100%	80%	90%	
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	34	13	2	2	96%	69%	92%	
DOE Total		253	183	47	9	23	91%	72%	87%	
Notes:										

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

March 31, 2014

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NSS) PERSONNEL QUALIFICATIONS

Office		Number of NSS 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%	
Livermore Field Office	NA-00-LL	3	2	1	1	0	100%	67%	67%	(1) Initial on 180 day extension expired.
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	12	6	5	0	1	92%	50%	92%	
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	13	0	0	2	87%	87%	87%	
NNSA Totals		49	37	6	1	6	88%	76%	86%	
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%	
Office of River Protection	ORP	9	7	2	0	0	100%	78%	100%	2 new NSS hires, Effective March 24th
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	1	0	100%	86%	86%	
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	3	1	5	91%	85%	89%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0	0	100%	0%	100%	
Independent Enterprise Assessments/ Environment, Health, Safety and Security	IEA/ EHSS	17	9	8	0	0	100%	53%	100%	
Idaho Operations Office	NE-ID	4	3	1	0	0	100%	75%	100%	1 NSS in final qualification.
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		133	103	19	2	11	92%	77%	90%	

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

March 31, 2014

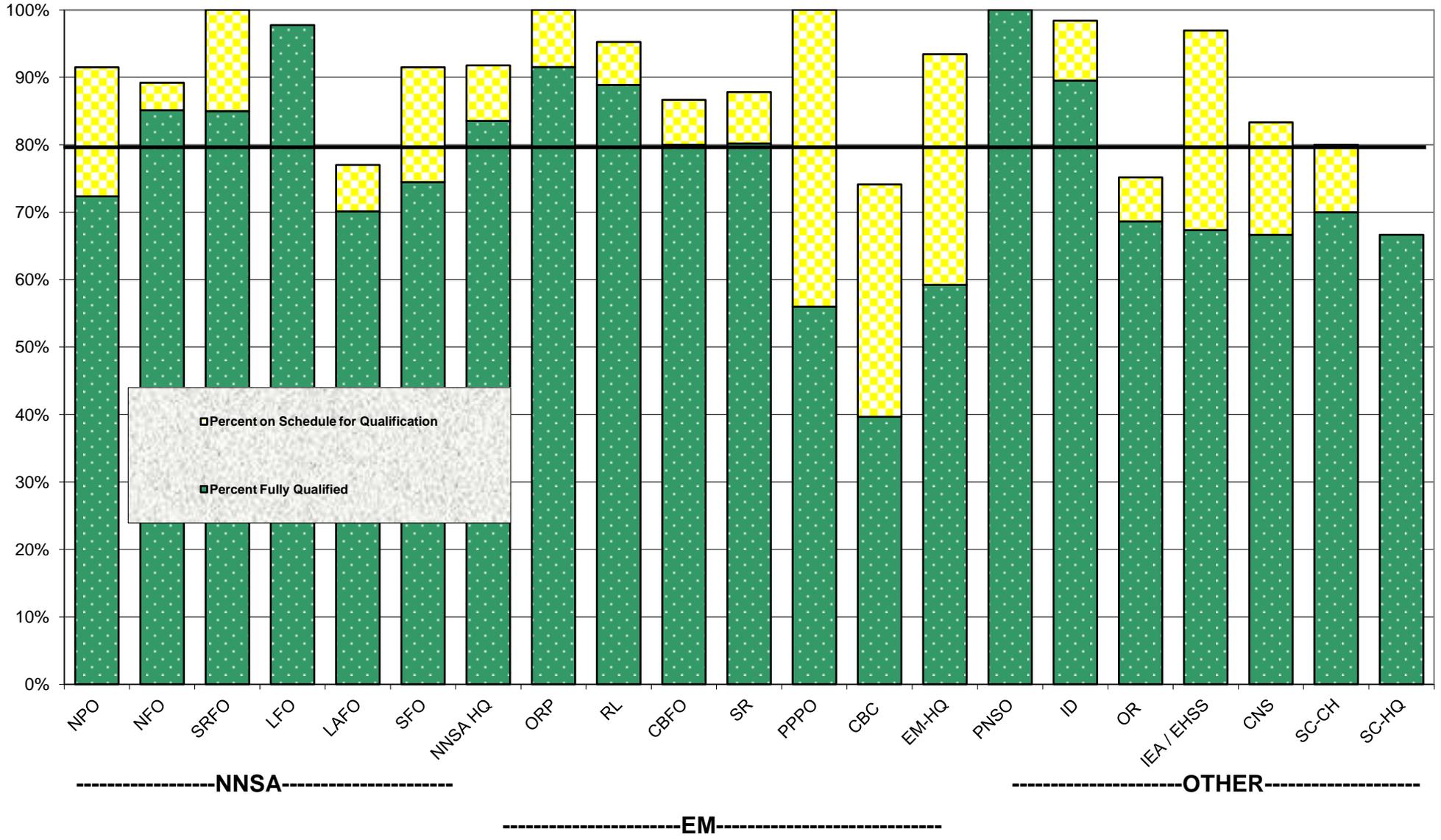
Update Frequency: Quarterly

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	10	7	2	0	1	90%	70%	90%	
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		23	20	2	0	1	96%	87%	96%	
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 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	5	0	0	0	100%	100%	100%	
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	41	3	0	2	96%	89%	96%	
Others										
Idaho Operations Office	NE-ID	4	4	0	0	0	100%	100%	100%	
Oak Ridge Office (SC)	SC-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	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		6	6	0	0	0	100%	100%	100%	
DOE Total		75	67	5	0	3	96%	89%	96%	
Notes:										

TQP - Qualified & on Schedule for Qualification by Office - March 2014

(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

