



Department of Energy

National Training Center
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December 15, 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 September 30, 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 86%. In addition, 74% 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, especially since the Overall TQP Qualification Trend is decreasing somewhat. 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 33, an increase from 26 last quarter.

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 - 86% fully qualified or on schedule for qualification; 79% fully qualified
- STSM - 82% fully qualified or on schedule for qualification; 72% fully qualified
- NSS - 90% fully qualified or on schedule for qualification; 81% fully qualified
- SSO - 92% fully qualified or on schedule for qualification; 84% 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, AU-10

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 Manager, Sandia Field Office (SFO)
 Manager, Savannah River Operations Office (SR)
 Acting Manager, Savannah River Field Office (SRFO)

Status of Qualifications in the Technical Qualification Program (TQP)										
September 30, 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	55	4	0	28	68%	63%	68%	Staffing numbers reported are based on the Annual Workforce Analysis identified needs. Actual staffing allocations are based on the NNSA Capabilities Based Field Office staffing model.
Livermore Field Office	NA-00-LL	44	41	2	1	1	98%	93%	95%	
Nevada Field Office	NA-00-NV	74	62	7	1	5	93%	84%	92%	Deputy Field Office Manager (STSM) position vacant - Plan to hire by 2nd qtr. Aviation Safety position vacant - Plans TBD. Facility Representative position vacant - Plans TBD. Safeguards and Security Position vacant - Plans TBD. Quality Assurance Position vacant - Plans TBD.
NNSA Production Office	NA-00-NPO	138	94	25	0	19	86%	68%	86%	Deputy Manager and STSA announced but not yet approved by HQ. DAMNSE-PX advertized, DAMSS new vacancy, FR, SS, and NSS vacancies advertized. Six vacancies in SS include the DAMSS-PX.
Savannah River Field Office	NA-00-SV	20	19	1	0	0	100%	95%	100%	
Sandia Field Office	NA-00-SN	45	33	8	0	4	91%	73%	91%	DFOM position vacant, 3 other capabilities matrixed from NNSA/HQ.
NNSA HQ	NA-HQ	170	130	19	11	21	88%	76%	81%	Some individuals are pursuing multiple qualifications.
NNSA Totals		578	434	66	13	78	87%	75%	84%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	15	13	2	1	0	100%	87%	93%	The CBFO reorganization has been finalized and CBFO is currently in the process of implementing and filling all vacancies. We anticipate an increase in the number of capabilities needed for several functional areas in the TQP.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	53	21	20	3	12	77%	40%	72%	There are eleven STSM FAQs identified at the EMCBC and small sites. Additionally, the EMCBC and small sites have personnel who are enrolled and qualified in the Emergency Management, Quality Assurance, Environmental Compliance, Radiation Protection, Waste Management and Technical Program Management FAQs. There is one qualified STSM and one qualified FR at MOAB. There is a qualified STSM and one fully qualified FR at SPRU. There is a qualified STSM and two qualified FR's at the WVDP.
Idaho Operations Office (EM)	ID-EM	59	49	10	0	0	100%	83%	100%	2 FRs, 3 Environ. Rest., 1 Maint, 1 QA, and 2 Waste Mgmt. SMEs in qualifications, 1 STSM in Requals
Oak Ridge (EM)	OREM	66	49	1	0	16	76%	74%	76%	
Office of River Protection	ORP	116	99	17	0	0	100%	85%	100%	There has been an increase in staff and more staff have become fully qualified..
Portsmouth/Paducah Project Office	PPPO	25	12	10	0	3	88%	48%	88%	
Richland Operations Office	RL	64	54	1	1	9	86%	84%	84%	
Savannah River Ops. Office	SR	197	152	15	1	30	85%	77%	84%	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 plan is in place and being worked to address the one overdue participant.
EM Headquarters	EM-HQ	76	45	31	5	0	100%	59%	93%	
EM Totals		671	494	107	11	70	90%	74%	88%	
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. Additionally, one STSM position is open and has been posted.
Office of Environment, Health, Safety and Security	EHSS	40	25	15	2	0	100%	63%	95%	
Office of Enterprise Assessments	EA	48	38	10	2	0	100%	79%	96%	
Idaho Operations Office	NE-ID	66	58	7	0	1	98%	88%	98%	Recruitment in progress to fill Radiation Protection/Technical Training capability
NE Oak Ridge Site Office	NE-OR	11	10	0	0	1	91%	91%	91%	
Oak Ridge Office (SC)	SC-OR	74	43	9	4	22	70%	58%	65%	The number of capabilities needed (74) reflects the number ISC-ORO ES&H/QA/Security staff on-board capable of supporting SC and EM customers with oversight of defense nuclear facilities.
Office of Science - HQ	SC-HQ	3	2	1	1	0	100%	67%	67%	
Chicago - (SC)	SC-CH	26	20	2	0	4	85%	77%	85%	The number of capabilities needed (26) reflects the number ISC-CH ES&H/QA/Security staff on-board capable of supporting PNSO with oversight of the Radiochemical Processing Laboratory. 20 have completed their assigned qualification; 2 are currently in process of completing their assigned qualification; 4 are still awaiting to be assigned a qualification as they are employees who are new or recently promoted to a higher performance level.
Pacific Northwest Site Office (SC)	PNSO	6	6	0	0	0	100%	100%	100%	
Others Totals		280	206	45	9	29	90%	74%	86%	
DOE Total		1529	1134	218	33	177	88%	74%	86%	
DOE Goals		-	-	-	0	-	-	-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program

September 30, 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	10	0	0	6	63%	63%	63%	
Livermore Field Office	NA-00-LL	4	4	0	0	0	100%	100%	100%	
Nevada Field Office	NA-00-NV	7	5	1	0	1	86%	71%	86%	Facility Representative position vacant - Plans TBD
NNSA Production Office	NA-00-NPO	17	11	3	0	3	82%	65%	82%	Positions advertised.
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	38	5	0	10	81%	72%	81%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	4	2	1	1	1	75%	50%	50%	One (1) FR accepted a position at another DOE site. New organization included one additional FR position. Total of two FR vacancies. FRs from other sites are on detail assisting CBFO with FR duties.
CBC	CBC including small sites (ETEC.	5	4	0	1	1	80%	80%	60%	One fully qualified cadre Facility Representative (FR) assigned to the Separations Process Research Unit (SPRU). 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	2	0	0	100%	71%	100%	Fully staffed with 2 FRs in qualifications
Oak Ridge (EM)	OREM	13	12	1	0	0	100%	92%	100%	
Office of River Protection	ORP	23	16	2	0	5	78%	70%	78%	Additional TF and WTP FRs have been hired as some FR have transitioned out. There are also more FR positions that are waiting to be filled.
Portsmouth/Paducah Project Office	PPPO	6	5	0	0	1	83%	83%	83%	Job has been posted on USAJOBS.
Richland Operations Office	RL	15	15	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	27	23	2	0	2	93%	85%	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		100	82	8	2	10	90%	82%	88%	
Others										
Idaho Operations Office	NE-ID	10	9	1	0	0	100%	90%	100%	Fully staffed with 1 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%	
Others Totals		5	5	0	0	0	100%	100%	100%	
DOE Total		158	125	13	2	20	87%	79%	86%	
Notes:										

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

September 30, 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 =(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	6	6	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	17	7	6	0	4	76%	41%	76%	DAMNSE-PX, NPO Deputy Manager, STSA, positions advertised. DAMSS - new.
Savannah River Field Office	NA-00-SV	3	2	1	0	0	100%	67%	100%	
Sandia Field Office	NA-00-SN	3	3	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	50	39	5	3	6	88%	78%	82%	
NNSA Totals		99	73	13	3	13	87%	74%	84%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	5	0	0	0	100%	100%	100%	With the implementation of the new organization, we anticipate an increase in the number of STSM capabilities needed in the next quarterly report.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	11	7	3	1	1	91%	64%	82%	The EMCBC has three fully qualified Senior Technical Safety Manager's (STSM) duty stationed at the EMCBC. One EMCBC STSM candidate continues to review and update his requalification package for submittal to the EMCBC FTCP Agent. One EMCBC cadre STSM candidate is detailed to SPRU and need to complete the initial qualification. There is one fully qualified STSM at SPRU, one 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	3	1	0	0	100%	75%	100%	One STSM in Requalification.
Oak Ridge (EM)	OREM	3	3	0	0	0	100%	100%	100%	
Office of River Protection	ORP	19	16	1	0	2	89%	84%	89%	The ORP manager has established new criteria for who shall be qualified as STSM for ORP. There are new STSM personnel that have just been qualified.
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	0	0	1	83%	83%	83%	
Savannah River Ops. Office	SR	29	18	7	1	4	86%	62%	83%	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.
EM Headquarters	EM-HQ	24	16	3	0	5	79%	67%	79%	
EM Totals		107	76	15	5	16	85%	71%	80%	
Others										
Chief of Nuclear Safety	CNS	5	4	0	0	1	80%	80%	80%	One stsm job vacancy is posted.
Office of Environment, Health, Safety and Security	EHSS	9	6	3	2	0	100%	67%	78%	
Office of Enterprise Assessments	EA	10	5	5	2	0	100%	50%	80%	
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	50%	50%	50%	
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		50	35	13	6	2	96%	70%	84%	
DOE Total		256	184	41	14	31	88%	72%	82%	
Notes:										

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

September 30, 2014

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NSS) PERSONNEL QUALIFICATIONS

Office		Number of NSS Capabilities Needed (C)	Number of NSSs Staffed by Onboard, Fully Qualified Personnel (D)	Number of NSSs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of NSSs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of NSSs 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	8	0	0	4	67%	67%	67%	
Livermore Field Office	NA-00-LL	3	2	1	0	0	100%	67%	100%	NSS overdue for requalification.
Nevada Field Office	NA-00-NV	3	3	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	11	9	1	0	1	91%	82%	91%	Position advertised.
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	12	2	0	0	100%	86%	100%	
NNSA Totals		47	38	4	0	5	89%	81%	89%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	1	1	0	0	0	100%	100%	100%	With the implementation of the new organization, we anticipate an increase in the number of NSS capabilities needed in the next quarterly report.
Idaho Operations Office (EM)	ID-EM	3	3	0	0	0	100%	100%	100%	
CBC	CBC including small sites (ETEC, SLAC,	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	10	8	1	0	1	90%	80%	90%	1 NS in initial Quals
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	5	1	1	1	86%	71%	71%	
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		56	47	2	1	7	88%	84%	86%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0	0	100%	0%	100%	One NSS in training.
Office of Environment, Health, Safety and Security	EHSS	5	2	3	0	0	100%	40%	100%	
Office of Enterprise Assessments	EA	10	7	3	0	0	100%	70%	100%	
Idaho Operations Office	NE-ID	4	4	0	0	0	100%	100%	100%	
NE Oak Ridge Site Office	NE-OR	2	2	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		26	19	7	0	0	100%	73%	100%	
DOE Total		129	104	13	1	12	91%	81%	90%	

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

September 30, 2014

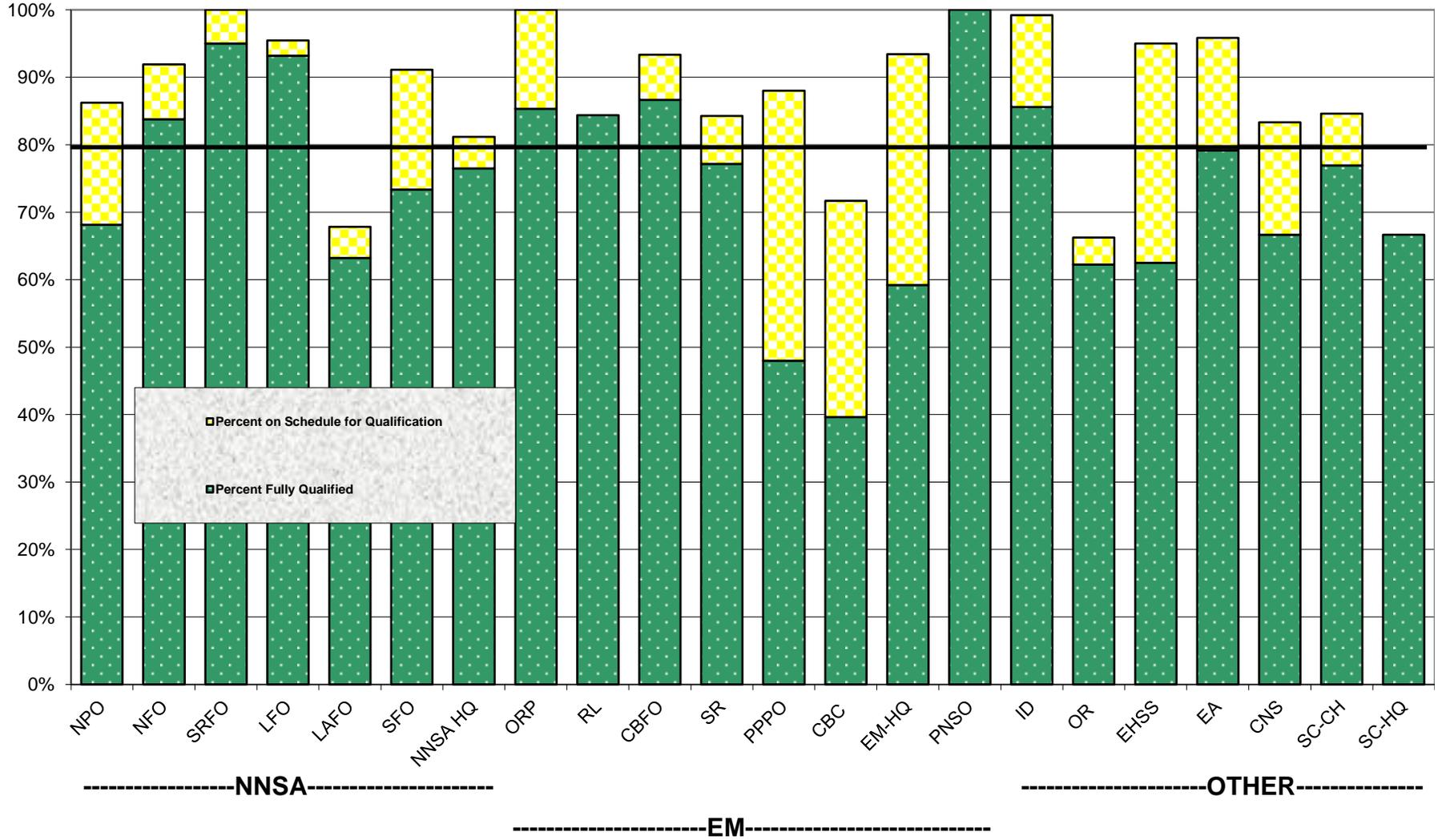
Update Frequency: Quarterly

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 SSOs 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	3	0	0	1	75%	75%	75%	
Livermore Field Office	NA-00-LL	2	2	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	7	5	2	0	0	100%	71%	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		19	16	2	0	1	95%	84%	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. We will be evaluating the number of SSO capabilities needed in FY2015.
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	12	8	1	0	3	75%	67%	75%	TF I&C SSO in initial quals
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	20	17	2	0	1	95%	85%	95%	Requirement has been reduced by 1 to reflect 19. This change will be made on the annual report in January 2015.
EM Totals		50	41	4	0	5	90%	82%	90%	
Others										
Idaho Operations Office	NE-ID	2	2	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		4	4	0	0	0	100%	100%	100%	
DOE Total		73	61	6	0	6	92%	84%	92%	
Notes:										

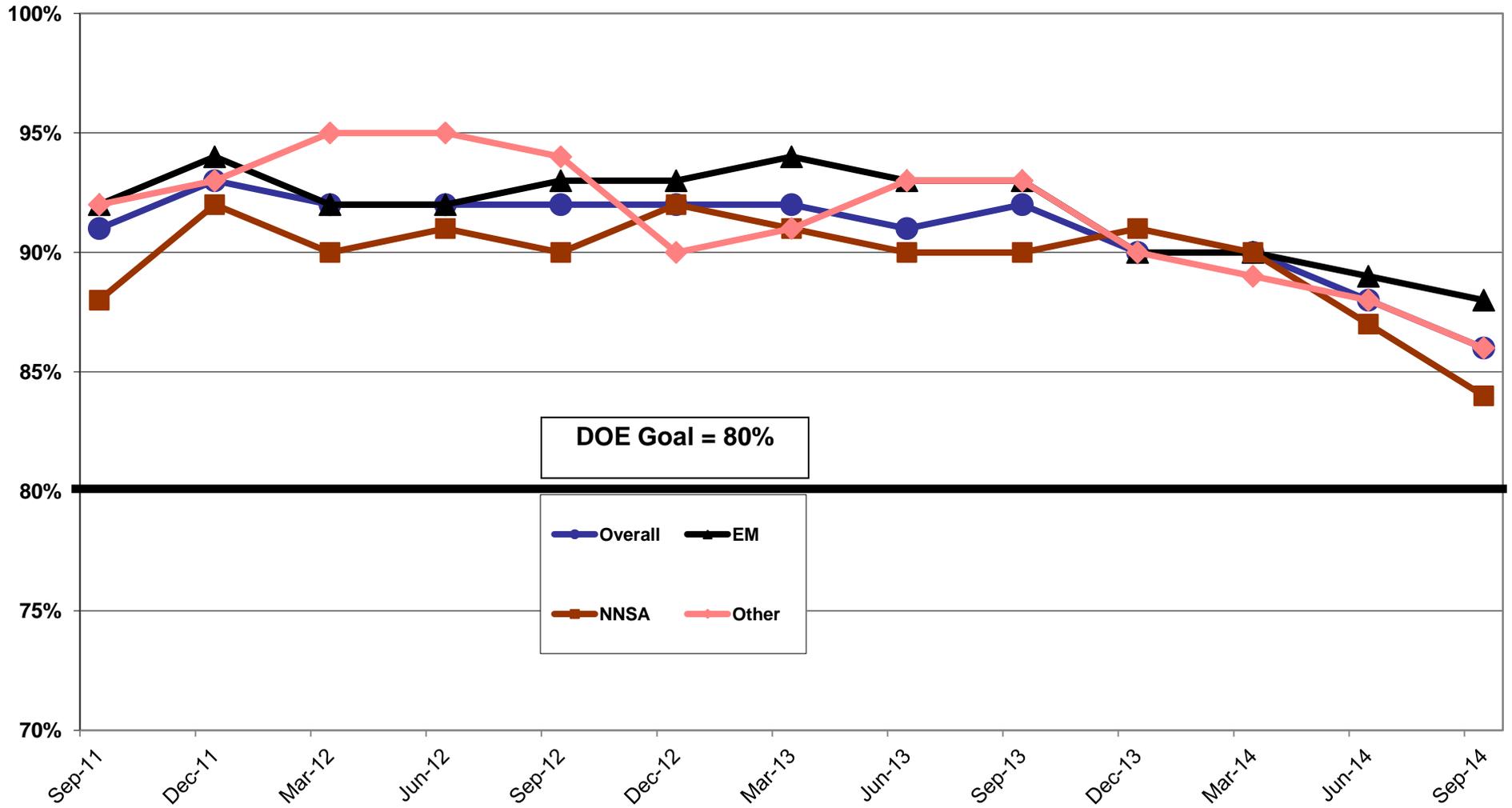
TQP - Qualified & on Schedule for Qualification by Office - September 2014

(Does Not Include 33 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)

