



# Federal Technical Capability Panel Face-to-Face Meeting

## Technical Qualification Program (TQP) Revitalization

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May 5, 2015

# Why is revitalization of the TQP needed?

- ▶ Program 20+ years old. Improvements were made as part of the DOE response to Recommendation 2004-1, Oversight of Complex, High-Hazard Nuclear Operations.
- ▶ The number of FAQs has reached a level (currently 34) that makes keeping them current and relevant extremely challenging. Examples include:
  - ▶ FAQs that are overdue for update
  - ▶ Duplication and inconsistency of key knowledge and competencies such as oversight



# Why is revitalization of the TQP needed?

- ▶ The visit by the INPO assist team in March of 2014, noted that the training and qualification requirements for TQP participants have not been effectively integrated. Examples include:
  - ▶ Lack of reference guides to support training and qualification
  - ▶ Lack of DOE-wide exam bank to support Qualifying Officials reviews and final qualification exams
  - ▶ FAQs that are not supported by completion of recent job task analysis using the systematic approach to training



# Why is revitalization of the TQP needed?

- ▶ Current events such as WIPP and the Y-12 security event and the results of line management, independent, and external oversight activities indicates that completion of the TQP may not provide a sufficiently high level of assurance that technical staff, supervisors, and managers can effectively perform their unique federal job functions.
  - ▶ Although there may be other factors contributing to this lack of performance, continuing with the same approach to implement a 20-year program will likely not result in any significant improvement in the performance of TQP participants.
  - ▶ Instead, the FTCP has an opportunity to provide the leadership to fundamentally revamp the TQP and drastically improve the effectiveness of the program and its value to participants.



# What are the key elements of TQP revitalization?

- ▶ Restructuring/Streamlining of program FAQs
  - ▶ Include only Uniquely Federal Job positions and tasks
  - ▶ Develop standalone FAQs for common tasks where standardization is desired
  - ▶ Restructure GTB knowledge requirements
  - ▶ Consider new process for FAQ configuration management



# What are the key elements of TQP revitalization?

- ▶ JTA-FAQ Training Program Integration
  - ▶ Completion of Job Task Analysis using Systematic Approach to Training for all key positions
  - ▶ FAQ Development based on Job Task Analysis instead of competency analysis
  - ▶ Structured training program leading to a capstone course(s) where job performance is evaluated
- ▶ Broad use of eTQP
  - ▶ All Participants included for consistent and comprehensive reporting
  - ▶ Use of eTQP to house all supporting training and qualification documents



## Decisions for today

- ▶ How to address the common oversight/federal assurance job task
- ▶ Future of current GTB FAQs
- ▶ Pilot new FAQ format for NSS FAQ (STD 1183) based on completed job task analysis
- ▶ NTC to facilitate completion of JTA for identified job functions
- ▶ Conduct a “clean slate” evaluation of the inherently federal positions and tasks that should be covered by the TQP

