



Department of Energy

National Training Center
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May 29, 2015

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, 2015.

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 84%. In addition, 69% of all required personnel are fully qualified. A second DOE TQP goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of DOE TQP personnel overdue in their qualifications is 34.

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	-	85% fully qualified or on schedule for qualification; 75% fully qualified
STSM	-	79% fully qualified or on schedule for qualification; 66% fully qualified
NSS	-	83% fully qualified or on schedule for qualification; 72% fully qualified
SSO	-	94% fully qualified or on schedule for qualification; 86% 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-51/FTCP Deputy

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 NNSA Training Operations Division Manager (NA-MB-42)

Status of Qualifications in the Technical Qualification Program (TQP)

March 31, 2015

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	69	52	3	0	14	80%	75%	80%	In 2nd Quarter lost 1 NSS (Retirement), and 1 S&S (Transfer)
Livermore Field Office	NA-00-LL	45	37	3	1	5	89%	82%	87%	
Nevada Field Office	NA-00-NV	73	59	10	2	4	95%	81%	92%	Facility Representative positions (2) vacant - Plan to hire 3rd and 4th Qtr. Safeguards and Security
NNSA Production Office	NA-00-NPO	106	66	23	3	17	84%	62%	81%	
Savannah River Field Office	NA-00-SV	20	15	2	2	3	85%	75%	75%	Efforts underway to recruit for vacancies.
Sandia Field Office	NA-00-SN	44	30	8	0	6	86%	68%	86%	Working to fill positions created by staff retirement or re-assignment.
NNSA HQ	NA-HQ	170	127	20	3	23	86%	75%	85%	
NNSA Totals		527	386	69	11	72	86%	73%	84%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	25	10	10	0	5	80%	40%	80%	The CBFO reorganization has resulted in an increase in the total number of capabilities needed in several functional areas in the TQP. Recruitment efforts are currently in progress to fill all vacancies.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	56	21	20	3	15	73%	38%	68%	There are ten 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	51	8	1	0	100%	86%	98%	1 FR, 2 Envir Rest, 1 Maint, 1 QA, and 2 Waste Mgmt in initial quals and 1 STSM in requalification
Oak Ridge (EM)	OREM	66	49	1	0	16	76%	74%	76%	
Office of River Protection	ORP	131	103	28	0	0	100%	79%	100%	
Portsmouth/Paducah Project Office	PPPO	26	11	11	0	4	85%	42%	85%	
Richland Operations Office	RL	68	47	13	1	8	88%	69%	87%	
Savannah River Ops. Office	SR	211	142	17	4	52	75%	67%	73%	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. There were an increase of capabilities needed due to the upcoming completion of the Salt Waste Processing Facility in FY16.
EM Headquarters	EM-HQ	76	45	31	5	0	100%	59%	93%	
EM Totals		718	479	139	14	100	86%	67%	84%	
Others										
Chief of Nuclear Safety	CNS	6	4	1	0	1	83%	67%	83%	CNS staff of 7 includes 4 STSMs, 1 NSS and SMEs for QA and SQA. One additional STSM position is authorized and unfilled but is in the process of interviewing now. Additionally the SQA incumbent is projected to retire in the next quarter.
Office of Environment, Health, Safety and Security	EHSS	40	23	17	4	0	100%	58%	90%	Few recent retirements but also additional new hires which are beginning qualification process.
Office of Enterprise Assessments	EA									EA is doing an indepth analysis to determine which positions will be included in the EA TQP.
Idaho Operations Office	NE-ID	66	54	9	0	3	95%	82%	95%	Awaiting program direction for replacements or start date negotiated.
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	0%	0%	0%	
Office of Science - HQ	SC-HQ	3	2	1	1	0	100%	67%	67%	
Chicago - (SC)	SC-CH	26	19	1	0	6	77%	73%	77%	
Pacific Northwest Site Office (SC)	PNSO	6	6	0	0	0	100%	100%	100%	
Others Totals		232	161	38	9	33	86%	69%	82%	
DOE Total		1477	1026	246	34	205	86%	69%	84%	
DOE Goals		-	-	-	0			-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program										
March 31, 2015										
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	12	10	0	0	2	83%	83%	83%	
Livermore Field Office	NA-00-LL	4	2	0	0	2	50%	50%	50%	(1) FR performing other duties (1) FR departed
Nevada Field Office	NA-00-NV	7	4	1	0	2	71%	57%	71%	Facility Representative positions (2) vacant - Plan to hire in 3rd and 4th Qtr
NNSA Production Office	NA-00-NPO	18	16	1	0	1	94%	89%	94%	
Savannah River Field Office	NA-00-SV	3	2	0	0	1	67%	67%	67%	Effort to recruit FR.
Sandia Field Office	NA-00-SN	1	1	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	2	2	0	0	0	100%	100%	100%	
NNSA Totals		47	37	2	0	8	83%	79%	83%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	1	3	0	1	80%	20%	80%	Currently recruiting for one (1) new Facility Representative position.
CBC	CBC including small sites (ETEC.	5	4	0	0	1	80%	80%	80%	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	6	1	0	0	100%	86%	100%	
Oak Ridge (EM)	OREM	13	13	0	0	0	100%	100%	100%	
Office of River Protection	ORP	22	14	7	0	1	95%	64%	95%	
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	31	18	2	0	11	65%	58%	65%	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. Within 2nd Qtr, SR hired 5 FRs to address gaps and will work to hire an additional 4 FR in the 3rd & 4th Quarter.
EM Totals		104	76	13	0	15	86%	73%	86%	
Others										
Idaho Operations Office	NE-ID	10	8	1	0	1	90%	80%	90%	new FR reports 6/1/2015.
NE Oak Ridge Site Office	NE-OR	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	3	3	0	0	0	100%	100%	100%	
Others Totals		4	4	0	0	0	100%	100%	100%	
DOE Total		155	117	15	0	23	85%	75%	85%	
Notes:										

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

March 31, 2015

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	9	5	1	0	3	67%	56%	67%	
Livermore Field Office	NA-00-LL	7	6	0	0	1	86%	86%	86%	(1) Deputy Manager (Vacant)
Nevada Field Office	NA-00-NV	12	11	1	0	0	100%	92%	100%	
NNSA Production Office	NA-00-NPO	15	8	6	0	1	93%	53%	93%	Need Deputy for AMESH&Q at Y-12
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%	Vacant DFOM position yet to be filled
NNSA HQ	NA-HQ	50	35	4	1	11	78%	70%	76%	
NNSA Totals		100	70	13	1	17	83%	70%	82%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	11	4	6	0	1	91%	36%	91%	Recruitment efforts for one (1) STSM position (Safety Programs Division Director) is ongoing.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	10	6	3	1	0	90%	60%	80%	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. 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%	1 STSM in Requalification
Oak Ridge (EM)	OREM	3	3	0	0	0	100%	100%	100%	
Office of River Protection	ORP	22	16	3	0	3	86%	73%	86%	
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	5	2	2	0	1	80%	40%	80%	
Savannah River Ops. Office	SR	29	19	8	4	2	93%	66%	79%	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. Within the 2nd Qtr, SR hired 2 of the 4 vacancies.
EM Headquarters	EM-HQ	24	13	3	0	8	67%	54%	67%	
EM Totals		114	69	26	8	18	83%	61%	76%	
Others										
Chief of Nuclear Safety	CNS	5	4	0	0	1	80%	80%	80%	The one STSM vacancy is in the process of Interviewing now
Office of Environment, Health, Safety and Security	EHSS	11	7	4	4	0	100%	64%	64%	Few in process of completing STSM initial qualification and two need to complete Oral Boards. Four overdue for STSM requalification.
Office of Enterprise Assessments	EA									EA is doing an indepth analysis to determine which positions will be included in the EA TQP.
Idaho Operations Office	NE-ID	6	6	0	0	0	100%	100%	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	0%	0%	0%	
Office of Science - HQ	SC-HQ	3	2	1	1	0	100%	67%	67%	
Chicago - (SC)	SC-CH	3	1	1	0	1	67%	33%	67%	
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		42	31	8	6	3	93%	74%	79%	
DOE Total		256	170	47	15	38	85%	66%	79%	
Notes:										

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

March 31, 2015

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	8	5	0	0	3	63%	63%	63%	Lost 1 NSS (Retirement)
Livermore Field Office	NA-00-LL	3	2	1	1	0	100%	67%	67%	1 NSS overdue for re-qualification
Nevada Field Office	NA-00-NV	3	3	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	13	8	2	0	3	77%	62%	77%	1 vacancy at Y-12 due to 1QFY15 retirement, will be replaced
Savannah River Field Office	NA-00-SV	2	2	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	1	1	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	15	14	1	0	0	100%	93%	100%	
NNSA Totals		45	35	4	1	6	87%	78%	84%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	3	1	1	0	1	67%	33%	67%	Recruitment efforts for one (1) Nuclear Safety Specialist position are ongoing.
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	10	5	2	0	3	70%	50%	70%	
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	8	4	3	1	1	88%	50%	75%	
Savannah River Ops. Office	SR	22	21	0	0	1	95%	95%	95%	
EM Headquarters	EM-HQ	4	4	0	0	0	100%	100%	100%	
EM Totals		58	41	6	1	11	81%	71%	79%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0	0	100%	0%	100%	one ns in qual status
Office of Environment, Health, Safety and Security	EHSS	5	1	4	0	0	100%	20%	100%	
Office of Enterprise Assessments	EA									EA is doing an indepth analysis to determine which positions will be included in the EA TQP.
Idaho Operations Office	NE-ID	3	2	0	0	1	67%	67%	67%	NSS qualified SME's and Supervisor covering NSS need - replacement decisions awaiting program direction
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	0%	0%	0%	
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		15	9	5	0	1	93%	60%	93%	
DOE Total		118	85	15	2	18	85%	72%	83%	

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

March 31, 2015

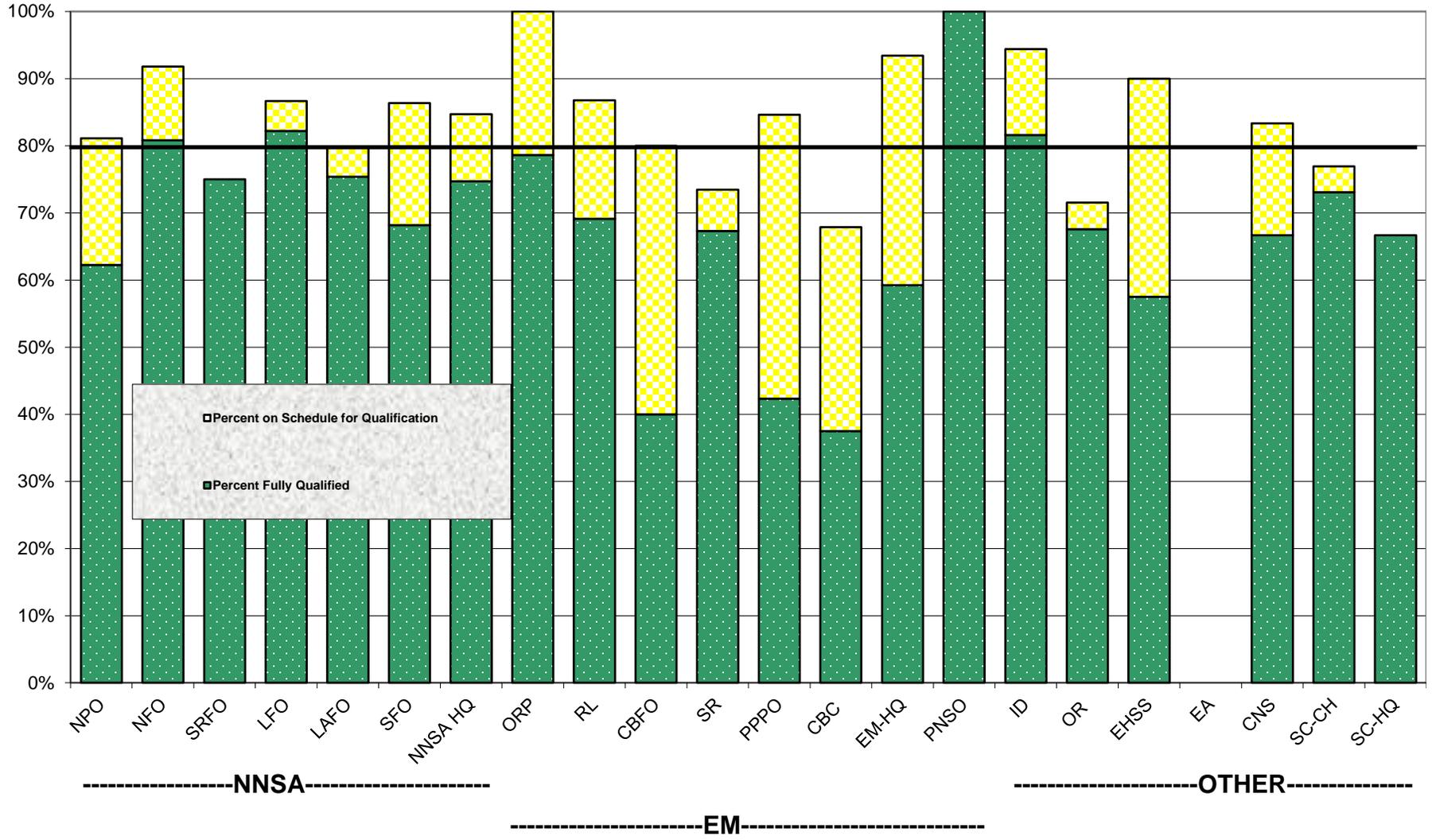
Update Frequency: Quarterly

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	1	0	0	1	50%	50%	50%	(1) SSO performing other duties
Nevada Field Office	NA-00-NV	4	3	1	0	0	100%	75%	100%	
NNSA Production Office	NA-00-NPO	7	7	0	0	0	100%	100%	100%	NPO will utilize matrix support from NNSA to provide additional support as required
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	1	0	2	89%	84%	89%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	6	4	0	0	2	67%	67%	67%	Recruitment efforts are in process for one (1) Confinement Ventilation position and one (1) Maintenance and Electrical SSO position.
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	10	7	3	0	0	100%	70%	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	20	18	2	0	0	100%	90%	100%	The 2 vacancies are projected to be filled in FY15 or early FY16 with the completion of the Salt Waste Project Office.
EM Totals		49	41	5	0	3	94%	84%	94%	
Others										
Idaho Operations Office	NE-ID	2	2	0	0	0	100%	100%	100%	
Oak Ridge Office (SC)	SC-OR	0.05	1	0	0	-0.95	2000%	100%	100%	
Chicago - (SC)	SC-CH	3	3	0	0	0	100%	100%	100%	Qualified SSOs are provided through the SC ISC Chicago Office (but may be from other offices such as Oak Ridge, EM, etc.)
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		5.05	6	0	0	-0.95	119%	100%	100%	
DOE Total		73.05	63	6	0	4.05	94%	86%	94%	
Notes:										

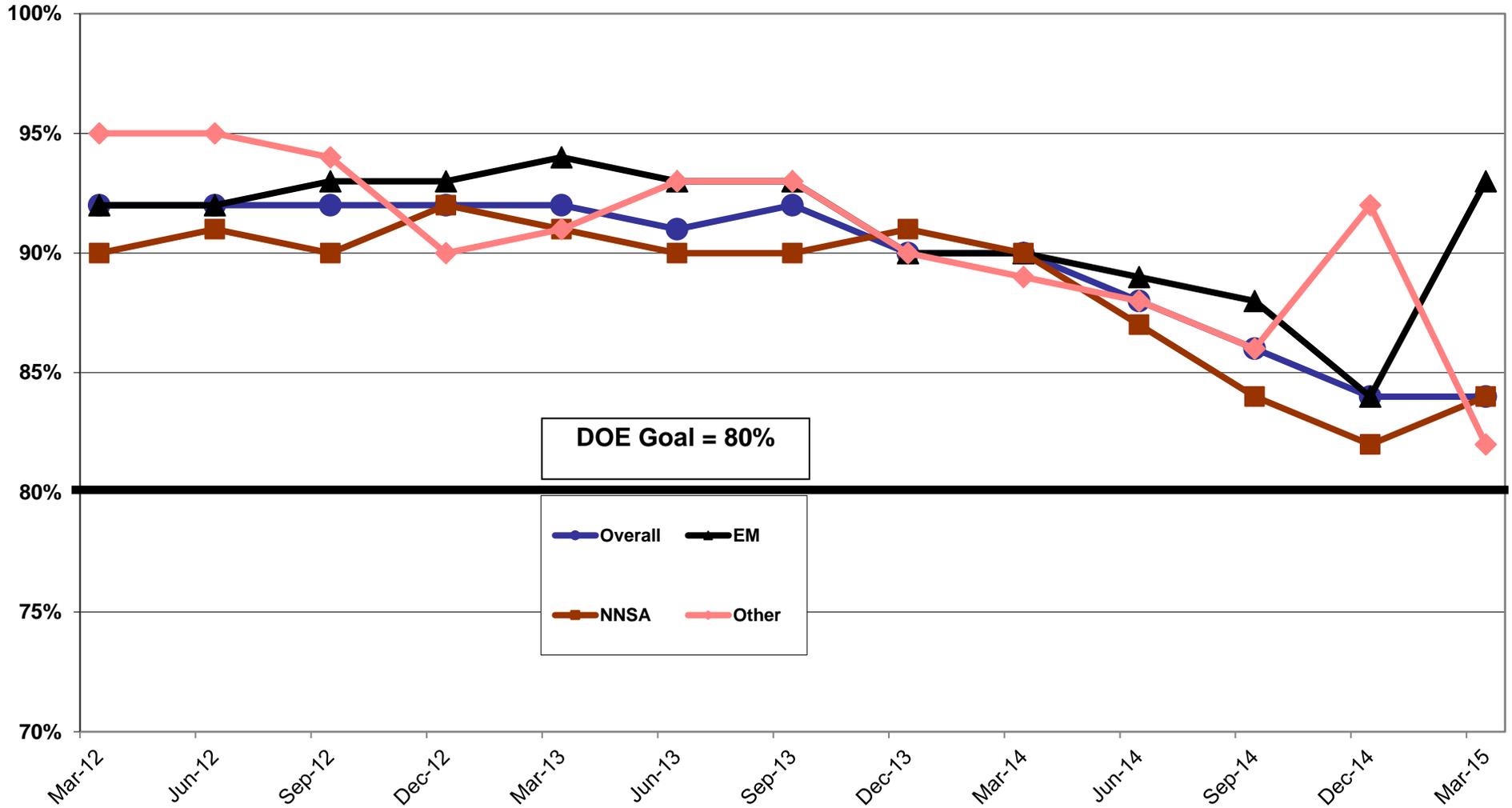
TQP - Qualified & on Schedule for Qualification by Office - March 2015

(Does Not Include 34 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)

