



Department of Energy

National Training Center
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August 18, 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 June 30, 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 32.

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 - 78% fully qualified or on schedule for qualification; 63% fully qualified
- STSM - 79% fully qualified or on schedule for qualification; 65% fully qualified
- NSS - 87% fully qualified or on schedule for qualification; 72% fully qualified
- SSO - 89% fully qualified or on schedule for qualification; 76% 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

J. Yarrington, AU-10

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

Status of Qualifications in the Technical Qualification Program (TQP)										
June 30, 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	51	7	1	11	84%	74%	83%	
Livermore Field Office	NA-00-LL	45	37	3	0	5	89%	82%	89%	
Nevada Field Office	NA-00-NV	73	60	10	2	3	96%	82%	93%	Facility Representative position vacant - Plan to hire 4th Qtr. Safeguards and Security positions (2) vacant - Plan to hire 4th Qtr.
NNSA Production Office	NA-00-NPO	108	69	19	0	20	81%	64%	81%	
Savannah River Field Office	NA-00-SV	20	18	0	0	2	90%	90%	90%	Recruitment actions underway.
Sandia Field Office	NA-00-SN	44	29	10	0	5	89%	66%	89%	1 FP vacancy offered but not filled; ASM, EC, and Civil/Structural Engr matrixed from HQ; working to fill LTES.
NNSA HQ	NA-HQ	170	125	27	5	18	89%	74%	86%	Recruiting ESSO; CSE; FPE; RP; QA/SQA in NA-50.
NNSA Totals		529	389	76	8	64	88%	74%	86%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	25	10	11	0	4	84%	40%	84%	Recruitment efforts are currently in progress to fill all vacancies.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	56	20	21	6	15	73%	36%	63%	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 Emergency Management, Quality Assurance, Radiation Protection, Environmental Compliance, Environmental Restoration, Waste Management and Technical Program Management. There is one qualified STSM and one site specific qualified FR at MOAB. There is one qualified STSM and two qualified FR's at WVDP. There is one qualified FR at SPRU.
Idaho Operations Office (EM)	ID-EM	61	52	7	2	2	97%	85%	93%	1 FR, 1 Envir Rest, 1 Maint, 1 QA, and 2 Waste Mgmt (1 overdue) in initial quals and 1 STSM in requalification (overdue), recruiting for 2 S&S and 1 WM vacancies.
Oak Ridge (EM)	OREM	66	56	7	0	3	95%	85%	95%	
Office of River Protection	ORP	136	86	29	0	21	89%	63%	85%	
Portsmouth/Paducah Project Office	PPPO	26	10	10	1	6	77%	38%	73%	
Richland Operations Office	RL	68	47	13	1	8	88%	69%	87%	
Savannah River Ops. Office	SR	211	138	19	4	54	74%	65%	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. Overall for FY15, SR has recruited and filled the FR positions. SR plans to fill the remaining vacancies in the 4th Qtr and/or early FY16 as the budget permits.
EM Headquarters	EM-HQ	76	45	31	5	0	100%	59%	93%	
EM Totals		725	464	148	19	113	84%	64%	82%	
Others										
Chief of Nuclear Safety	CNS	6	3	2	0	1	83%	50%	83%	CNS staff of 7 includes 5 STSMs, 1 NSS and 1 SME for QA.. The SQA incumbent retired in the 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	53	9	0	4	94%	80%	94%	Recruiting to fill vacancies : additional open FTE's are being evaluated
NE Oak Ridge Site Office	NE-OR	8	7	0	0	1	88%	88%	88%	
Oak Ridge Office (SC)	SC-OR					0	0%	0%	0%	As of the 3rd Quarter the Oak Ridge Office support is captured in his data. This is to align our support under DOE O 426.1 with Bldg. 325 the only Defense Nuclear Facility in the Office of Science.
Office of Science - HQ	SC-HQ	7	4	3	1	0	100%	57%	86%	
Chicago - (SC)	SC-CH	26	19	1	0	6	77%	73%	77%	There are several new hires and recent promotions of existing staff into positions required to achieve TQP certification.
Pacific Northwest Site Office (SC)	PNSO	6	6	0	0	0	100%	100%	100%	
Others Totals		159	115	32	5	12	92%	72%	89%	
DOE Total		1413	968	256	32	189	87%	69%	84%	
DOE Goals		-	-	-	0	-	-	-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program

June 30, 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	9	0	0	3	75%	75%	75%	
Livermore Field Office	NA-00-LL	4	2	1	0	1	75%	50%	75%	(1) FR performing non-nuclear FR duties
Nevada Field Office	NA-00-NV	7	3	3	0	1	86%	43%	86%	Facility Representative position vacant - Plan to hire in 4th Qtr
NNSA Production Office	NA-00-NPO	18	3	4	0	11	39%	17%	39%	Recent new hire is on-board but will not be placed in the TQP until August
Savannah River Field Office	NA-00-SV	3	2	0	0	1	67%	67%	67%	Recruitment action underway.
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	22	8	0	17	64%	47%	64%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	1	3	0	1	80%	20%	80%	(1) new FR position filled as of July
CBC	CBC including small sites	5	4	0	1	1	80%	80%	60%	There is one qualified Cadre FR assigned to SPRU. There are two qualified FR's at WVDP. There is one site-specific qualified at MOAB. One FR at SPRU is past due on requalification.
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	13	7	0	2	91%	59%	91%	
Portsmouth/Paducah Project Office	PPPO	6	4	1	1	1	83%	67%	67%	Job has been posted on USAJOBS
Richland Operations Office	RL	15	15	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	31	16	5	0	10	68%	52%	68%	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 3rd Qtr, SR hired 7 FRs for the site. Additionally, we have 3 new employees scheduled to be onboard during the 4th Quarter.
EM Totals		104	72	17	2	15	86%	69%	84%	
Others										
Idaho Operations Office	NE-ID	10	6	3	0	1	90%	60%	90%	2 FRs have accepted non-FR positions within DOE-ID. Recruiting to fill vacancies.
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	98	25	2	32	79%	63%	78%	
Notes:										

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

June 30, 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	1	3	67%	56%	56%	
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	5	9	0	1	93%	33%	93%	1 vacancy - DAM S&S Y-12
Savannah River Field Office	NA-00-SV	4	4	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	3	3	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	50	34	8	1	8	84%	68%	82%	
NNSA Totals		100	68	19	2	13	87%	68%	85%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	11	3	7	0	1	91%	27%	91%	(1) STSM position (Safety Programs Division Director) filled in May; (1) STSM position- Manager left CBFO to take another position, currently recruiting to fill position.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	10	4	1	5	0	50%	40%	0%	There is two fully qualified STSM's duty stationed at the EMCBC. One STSM at the EMCBC has been granted a six month extension to complete the STSM requalification. There is one qualified STSM at MOAB and one qualified STSM at WVDP. There are three STSM candidates (WVDP, SLAC, and ETEC) that are overdue to complete initial STSM qualification. There is two STSM's (EMCBC and SPRU) overdue for requalification.
Idaho Operations Office (EM)	ID-EM	4	3	1	1	0	100%	75%	75%	
Oak Ridge (EM)	OREM	6	6	0	0	0	100%	100%	100%	One new hire who is fully qualified STSM
Office of River Protection	ORP	22	14	7	0	1	95%	64%	95%	
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. Currently, we have 2 vacancies and SR anticipate on hiring those 2 vacancies in the 4th Qtr.
EM Headquarters	EM-HQ	24	16	3	0	5	79%	67%	79%	
EM Totals		117	70	29	13	13	85%	60%	74%	
Others										
Chief of Nuclear Safety	CNS	5	4	1	0	0	100%	80%	100%	the vacant STSM position was filled during the quarter and is in initial qual status
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					0	0%	0%	0%	As of the 3rd Quarter the Oak Ridge Office support is captured in his data. This is to align our support under DOE O 426.1 with Bldg. 325 the only Defense Nuclear Facility in the Office of Science.
Office of Science - HQ	SC-HQ	7	4	3	1	0	100%	57%	86%	
Chicago - (SC)	SC-CH	3	2	0	0	1	67%	67%	67%	One supervisory position required by DOE O 426.1 to possess STSM certification is currently vacant. A vacancy announcement advertising this position is currently posted (closes July 10, 2015).
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		36	26	8	5	2	94%	72%	81%	
DOE Total		253	164	56	20	28	87%	65%	79%	
Notes:										

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

June 30, 2015

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	8	5	1	0	2	75%	63%	75%	
Livermore Field Office	NA-00-LL	3	3	0	0	0	100%	100%	100%	
Nevada Field Office	NA-00-NV	3	3	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	11	7	4	0	0	100%	64%	100%	
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	14	13	1	0	0	100%	93%	100%	
NNSA Totals		42	34	6	0	2	95%	81%	95%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	3	2	0	1	1	67%	67%	33%	(1) new NSS position filled and will be on board as of August; (1) fully qualified NSS position currently in requalification process
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 qualified Nuclear Safety Specialist but does not perform the NSS function at the WVDP. The NSS oversight duties and responsibilities are performed by a Support Services Contractor.
Oak Ridge (EM)	OREM	7	3	0	0	4	43%	43%	43%	Currently utilizing three support services contractors that are fully qualified.
Office of River Protection	ORP	9	4	4	0	1	89%	44%	89%	
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	20	0	0	2	91%	91%	91%	
EM Headquarters	EM-HQ	4	4	0	0	0	100%	100%	100%	
EM Totals		58	41	7	2	10	83%	71%	79%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0	0	100%	0%	100%	one cns staffer in initial 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%	Evaluating FTE need and coordination of coverage
NE Oak Ridge Site Office	NE-OR	2	2	0	0	0	100%	100%	100%	
Oak Ridge Office (SC)	SC-OR					0	0%	0%	0%	As of the 3rd Quarter the Oak Ridge Office support is captured in his data. This is to align our support under DOE O 426.1 with Bldg. 325 the only Defense Nuclear Facility in the Office of Science.
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		13	7	5	0	1	92%	54%	92%	
DOE Total		113	82	18	2	13	88%	73%	87%	

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

June 30, 2015

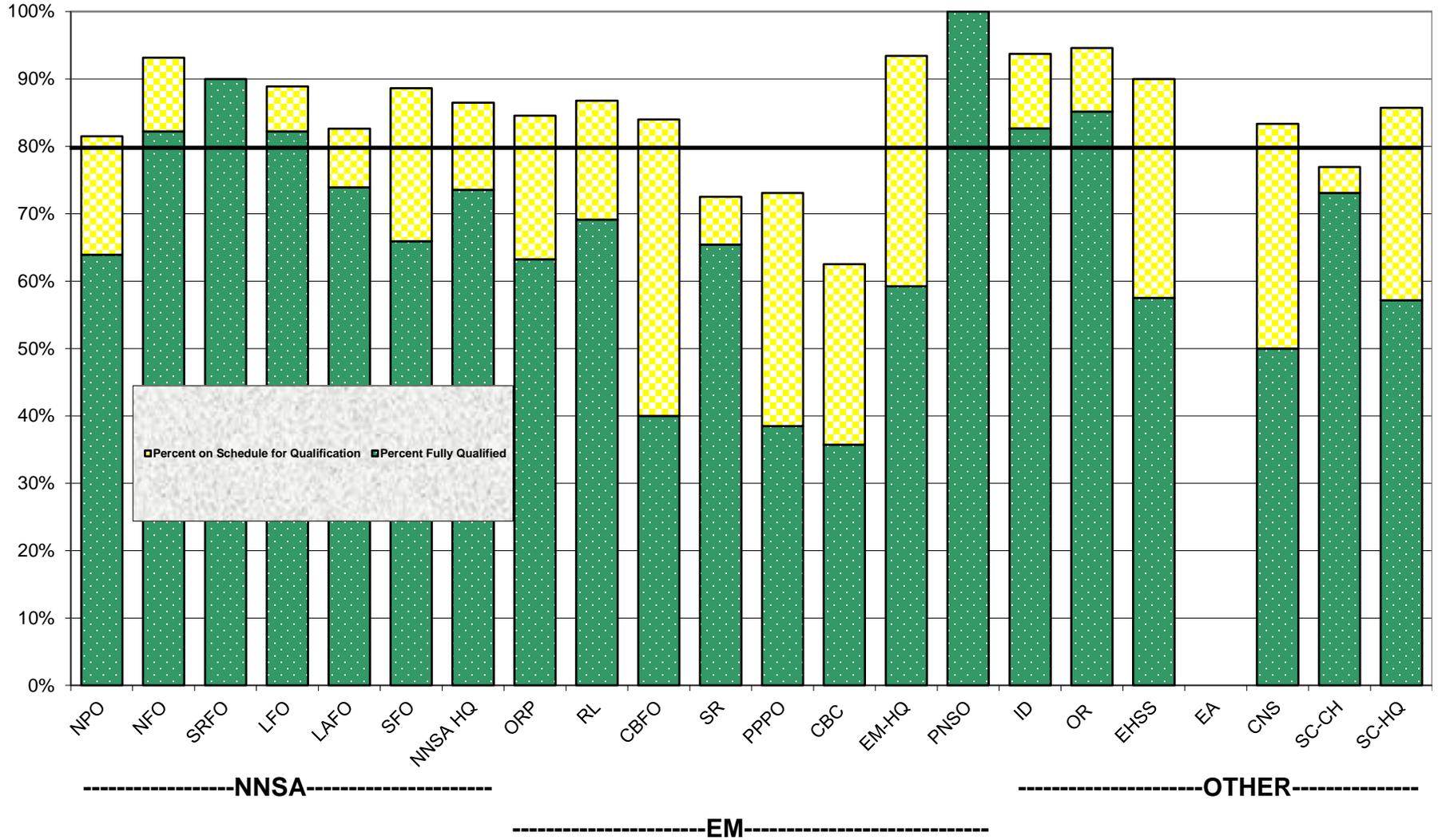
Update Frequency: Quarterly

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 (secondary) performing primary technical duties
Nevada Field Office	NA-00-NV	4	3	1	0	0	100%	75%	100%	
NNSA Production Office	NA-00-NPO	7	4	2	0	1	86%	57%	86%	NPO will utilize matrix support from NNSA to provide additional support 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	13	3	0	3	84%	68%	84%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	6	3	0	0	3	50%	50%	50%	Currently recruiting for (1) Maintenance & Electrical SSO; (1) Facility Systems SSO; and (1) Confinement Ventilation SSO
Idaho Operations Office (EM)	ID-EM	3	3	0	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	4	3	1	0	0	100%	75%	100%	
Office of River Protection	ORP	11	8	3	0	0	100%	73%	100%	
Portsmouth/Paducah Project Office	PPPO	3	2	1	0	0	100%	67%	100%	
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%	The 2 vacancies are projected to be filled in FY15 or early FY16 with the completion of the Salt Waste Project Office.
EM Totals		52	41	7	0	4	92%	79%	92%	
Others										
Idaho Operations Office	NE-ID	2	1	0	0	1	50%	50%	50%	1 SSO has accepted position at ORP, evaluating areas of coverage for FTE determination.
Oak Ridge Office (SC)	SC-OR					0	#DIV/0!	#DIV/0!	#DIV/0!	
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		3	2	0	0	1	67%	67%	67%	
DOE Total		74	56	10	0	8	89%	76%	89%	
Notes:										

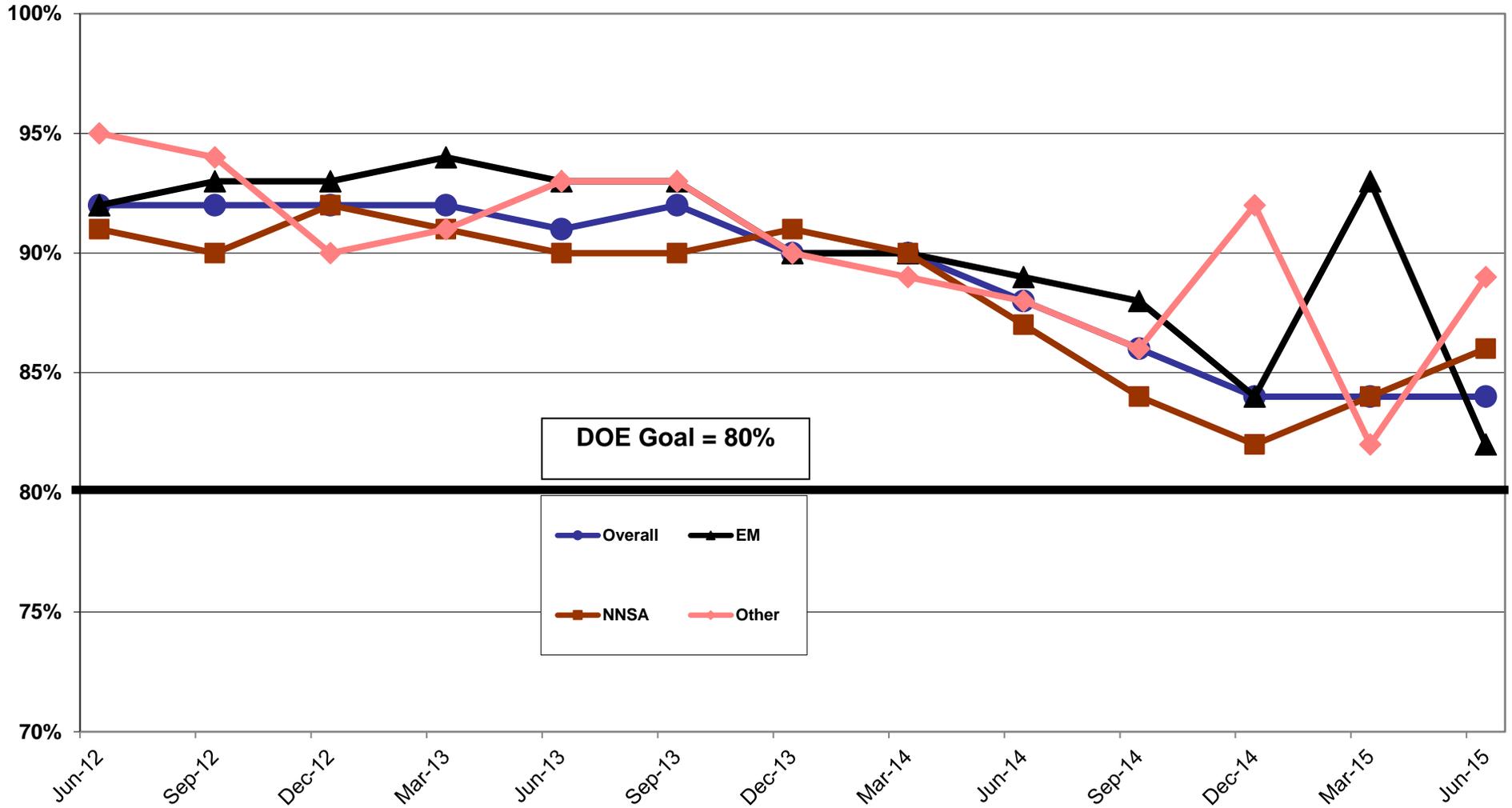
TQP - Qualified & on Schedule for Qualification by Office - June 2015

(Does Not Include 32 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)

