



Department of Energy
National Nuclear Security Administration
Service Center
P. O. Box 5400
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NOV 13 2008

MEMORANDUM FOR: Distribution

FROM: 
Karen L. Boardman, Chairperson, Federal Technical
Capability Panel

SUBJECT: Quarterly Report on Federal Technical Capability - 08-NA SC-011

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, 2008.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (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 88%. Three offices are below the 80% goal, but are actively working to correct their staffing shortfalls. In addition, 64 % 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 29.

Attachment 2, 3, 4 and 5 provide specific status of qualifications for Facility Representatives (FR), Senior Technical Safety Managers (STSM), Nuclear Safety Specialists (NS), and Safety System Oversight (SSO) personnel, respectively. General status of qualification in these areas is:

- FR - 90% fully qualified or on schedule for qualification; 74% fully qualified
- STSM - 85% fully qualified or on schedule for qualification; 61% fully qualified
- NS - 91% fully qualified or on schedule for qualification; 69% fully qualified
- SSO - 79% fully qualified or on schedule for qualification; 57% 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.

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If you have any questions or comments, please contact me, or your staff may contact Robert McMorland at (202) 586-0057.

Attachments

cc w/attachments:
FTCP Agents
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Manager, Pacific Northwest Site Office (PNSO)
Manager, Pantex Site Office (PXSO)
Manager, Portsmouth/Paducah Project Office (PPPO)
Manager, Richland Operations Office (RL)
Manager, Sandia Site Office (SSO)
Manager, Savannah River Operations Office (SR)
Manager, Savannah River Site Office (SRSO)
Manager, Y-12 Site Office (YSO)
Senior Advisor for ES&H (NA-3.6)

Status of Qualifications in the Technical Qualification Program (TQP)

September 30, 2008
Update Frequency: Quarterly

OVERALL TQP QUALIFICATIONS

Office	Number of Capabilities Needed (C)	Number of Capabilities Staffed by Fully Qualified Personnel (D)	Number of Capabilities for Which Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F)	Number of Capabilities for Which 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 Staffed by Fully Qualified Personnel =D/(D+E)	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(D+E)/C	Comments
National Nuclear Security Administration (NNSA)								
Los Alamos Site Office	121	41	45	3	35	34%	69%	Job advertisements have been and are being posted to hire the required capabilities.
Livermore Site Office	47	32	12	1	3	68%	91%	Deputy Manager position held. Annual renewals in progress for the other 2 positions
Nevada Site Office	58	36	20	1	2	62%	95%	NSO will soon fill the 9th STSM position.
Pantex Site Office	43	30	9	0	4	70%	91%	One FR posting closes 10/17/08. The SSTA position and one NS position have had interviews conducted. The SSO position was vacated because of a transfer out of PXSQ and that position is in the process of initial posting.
Savannah River Site Office	18	12	6	0	0	67%	100%	1 FR and @ 2 NS are discussed on the FR & NS pages. Electrical Safety and Structural Engineering are supported via matrix from NS-SC.
Sandia Site Office	40	31	4	0	5	78%	89%	Additional capabilities need to support UPF Project. Backfilling a vacancy caused by job transfer is in progress.
Y-12 Site Office	98	72	16	0	10	73%	90%	Corrective Action Plans in progress for delinquencies. 3 STSM positions will be filled in early FY09.
NNSA Headquarters	98	49	46	15	3	50%	82%	Hiring 1 Fire Protection Engineer in preparation for a retirement.
NNSA Service Center	42	36	6	0	0	86%	100%	
NNSA Totals	565	339	164	20	62	60%	85%	
Environmental Management (EM)								
Carlsbad Field Office	14	10	2	0	2	71%	86%	Hiring in progress to fill 2 vacancies.
CBC and OSS&SP Field Personnel	31	25	6	0	0	81%	100%	EMCBC, EMCadre, & field personnel at ANL, BNL, Denver, FCP, GJOMDAS, OAK, MCP, SFRU and WWDV.
Office of River Protection	92	62	14	0	16	67%	83%	Funding is approved, and efforts are in progress to hire personnel to fulfill the open capabilities. Interviews have been completed for the Senior Technical Advisor position. Reviewing recruitment options for the Portsmouth Site Lead. PPO has hired 1 FR and hired another qualified FR from the CBC (start dates Aug 08 and Sep 08). PPO has a continuous posting for 1 FR position.
PPPO	24	17	5	0	2	71%	92%	
Richland Operations Office	76	45	31	7	0	59%	91%	Shortfalls will be addressed through staffing initiatives via Merit Promotion or DEU announcements.
Savannah River Ops. Office	234	141	30	0	63	60%	73%	One position will be filled in October 2008. Documentation is being processed to post the other position.
EM Headquarters	71	11	58	0	2	15%	97%	
EM Totals	542	311	146	7	85	57%	83%	
Others								
Health, Safety and Security	101	85	16	0	0	84%	100%	New staff member onboard in October 2008. CNS staff dual qualify as SSO and STSM.
Chief Nuclear Safety CTA Staff	9	6	3	2	0	67%	78%	
Idaho Operations Office	129	106	23	0	0	82%	100%	
Oak Ridge Office	178	134	35	0	9	75%	95%	Participate filling the following positions during FY 2009: 1 Senior Technical Safety Manager, 1 General Engineer, 3 Deputy Federal Project Directors, 2 Lead Safety Basis Reviewers, 1 ES&H Team Leader, and 1 Environmental Scientist.
Pacific Northwest Site Office (SC)	6	4	2	0	0	67%	100%	NS and 5 additional SSO support provided by Science Integrated Support Center
Others Totals	423	335	79	2	9	79%	97%	
DOE Total	1530	985	389	29	156	64%	88%	
DOE Goals							80%	

Notes:

Status of Qualifications in the Facility Representative (FR) Program
 September 30, 2008
 Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS									
Office	Number of FR Capabilities Needed (C)	Number of FRs Staffed by Fully Qualified Personnel (D)	Number of Onboard Staff Engaged in Initial Qualification, or are Overdue to 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)	Shortfall, i.e. Number of FRs Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard = (D+E)/C	Percentage of Capabilities Staffed by Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	14	7	5	0	2	86%	50%	86%	
Livermore Site Office	7	5	2	1	0	100%	71%	86%	
Nevada Site Office	9	6	3	0	0	100%	67%	100%	
Pantex Site Office	10	8	1	0	1	90%	80%	90%	
Savannah River Site Office	4	2	2	0	0	100%	50%	100%	
Sandia Site Office	11	10	0	0	1	91%	91%	91%	
Y-12 Site Office	15	11	2	0	2	87%	73%	87%	FR supervisor is working with NNSA HR to post shortfall with 2 additional FR requests based on expected shortfalls in next 6 months.
NNSA Totals	70	49	15	1	6	91%	70%	90%	1 FR transferred to UPF project. Backfill in progress.
Environmental Management (EM)									
Carlsbad Field Office	3	1	1	0	1	67%	33%	67%	1 FR candidate was given 2 extensions; 1 6-month by the FTCP Agent, and 1 2-month by the Office Manager, totaling 26 months qualification time. CBFO has justified a 3rd FR position for which hiring is in progress.
CBC and OSS&SP Field Personnel	6	5	1	0	0	100%	83%	100%	Includes FRs at BNL, MOAB, SLAC, SPRU and WVDP. Recent selection of 2nd FR (now in initial qualification) at WVDP will provide backup coverage for BNL and SPRU.
Office of River Protection	14	9	2	0	3	79%	64%	79%	2 WTP FR positions have accepted offers. 1 Tank Farms FR position is in screening for interviews.
Portsmouth/Paducah Project Office	6	5	1	0	0	100%	83%	100%	PPPO has hired 1 FR and hired another qualified FR from the CBC (start dates Aug 08 and Sep 08). PPPO has a continuous posting for 1 FR position.
Richland Operations Office	19	19	0	0	0	100%	100%	100%	6 positions will be filled through staffing initiatives via Merit Promotion or DEU announcements. 3 positions will be filled by EM Career Interns.
Savannah River Ops. Office	32	19	4	0	9	72%	59%	72%	
EM Totals	80	58	9	0	13	84%	73%	84%	
Others									
Health, Safety and Security	1	1	0	0	0	100%	100%	100%	
Idaho Operations Office	23	22	1	0	0	100%	96%	100%	
Oak Ridge Office	24	17	7	0	0	100%	71%	100%	
Pacific Northwest Site Office (SC)	3	2	1	0	0	100%	67%	100%	
Others Totals	51	42	9	0	0	100%	82%	100%	
DOE Total	201	149	33	1	19	91%	74%	90%	

Notes:

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

September 30, 2008

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 Engaged in Initial Qualification, or are Overdue to 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 Fully Qualified =[(D+E)/C]	Percentage of Capabilities Staffed by Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff are Fully Qualified or Scheduled for Qualification =[(D+E)/C]	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	9	4	5	1	0	100%	44%	89%	1 qualified STSM fills 2 STSM-designated positions: Assistant Manager for Safety Operations and FTCP Agent.
Livermore Site Office	8	5	2	0	1	88%	63%	88%	Deputy Manager position is on hold.
Nevada Site Office	9	3	5	0	1	89%	33%	89%	NSO will soon fill the 9th position.
Pantex Site Office	7	3	3	2	1	14%	0%	57%	Assistant Manager for Mission Assurance was selected, and is working on qualification. There are 2 additional fully qualified STSMs in the organization.
Savannah River Site Office	2	1	1	0	0	100%	50%	100%	Lead SSO STSM qualification in progress.
Sandia Site Office	4	4	0	0	0	100%	100%	100%	Corrective Action Plans in progress for delinquencies. 3 STSM positions will be filled in early FY09 for NA-20, NA-40 and NA-70.
Y-12 Site Office	7	6	1	0	0	100%	86%	100%	
NNSA Headquarters	45	28	14	9	3	93%	62%	73%	
NNSA Service Center	11	8	3	0	0	100%	73%	100%	
NNSA Totals	102	62	34	12	6	94%	61%	82%	
Environmental Management (EM)									
Carlsbad Field Office	4	4	0	0	0	100%	100%	100%	All STSMs in qualification and requalification have completed the STSM course.
CBC and OSS&SP Field Personnel	9	4	5	9	0	100%	44%	0%	
Office of River Protection	9	7	2	0	0	100%	78%	100%	ORP Manager identified 9 positions requiring STSM qualification. 10 other positions are considered as career potential for eventual selection into a STSM required position. Hence, these positions are encouraged to qualify STSM, and classes are scheduled to support them. Portsmouth Site Lead and Senior Technical Advisor will be qualified STSM. One qualified STSM position requires requalification.
Portsmouth/Paducah Project Office	7	3	2	0	2	71%	43%	71%	Personnel pursuing qualification are on schedule to finish. Shortfalls will be addressed through staffing initiatives via Merit Promotion or DEU announcements.
Richland Operations Office	4	3	1	1	0	100%	75%	75%	
Savannah River Ops. Office	22	14	6	0	2	91%	64%	91%	
EM Headquarters	19	5	14	0	0	100%	26%	100%	
EM Totals	74	40	30	10	4	95%	54%	81%	
Others									
Health, Safety and Security	19	12	7	0	0	100%	63%	100%	3 Managers completed the STSM course and need oral boards. 2 Managers are on schedule to take the STSM course. 1 Manager recently came onboard.
Chief Nuclear Safety CTA Staff	9	6	3	2	0	100%	67%	78%	New staff member onboard in October 2008.
Idaho Operations Office	10	8	2	0	0	100%	80%	100%	
Oak Ridge Office	25	16	8	0	1	96%	64%	96%	
Pacific Northwest Site Office (SC)	2	0	0	0	0	100%	100%	100%	
Others Totals	65	44	20	2	1	98%	68%	95%	
DOE Total	241	146	84	24	11	95%	61%	85%	

Notes:

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

September 30, 2008
Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS

Office	Number of NS Capabilities Needed (C)	Number of NS Onboard Staff Fully Qualified Personnel (D)	Number of NS Onboard Staff Engaged in Initial Qualification, or are Overdue to Qualification or Requalification (E) (Includes Column F)	Number of NS Onboard Staff for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of NS Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or On Schedule for Qualification =((D+E)/F)C	Comments
National Nuclear Security Administration (NNSA)								
Los Alamos Site Office	13	4	8	0	1	31%	92%	
Livermore Site Office	4	3	1	0	0	75%	100%	
Nevada Site Office	4	4	0	0	0	100%	100%	
Panix Site Office	8	6	2	0	0	75%	100%	
Savannah River Site Office	1	1	0	0	0	100%	100%	
Sandia Site Office	3	1	0	0	2	33%	33%	
Y-12 Site Office	5	4	1	0	1	80%	80%	Site Office Manager and STSA in discussions with NNSA HQ to fill staffing shortfall.
NNSA Headquarters	15	7	8	3	0	47%	80%	Corrective Action Plans in progress for delinquencies.
NNSA Service Center	9	8	1	0	0	89%	100%	
NNSA Totals	62	38	20	3	4	61%	89%	
Environmental Management (EM)								
Carlsbad Field Office	2	2	0	0	0	100%	100%	Includes 1 ABSTA and 1 NSS sharing 0.5 FTE as SSO.
CBC and CSS&SP Field Personnel	0	0	0	0	N/A	N/A	N/A	See Note 1.
OSSSP								
Office of River Protection	10	7	1	0	2	70%	80%	Director of Nuclear Safety Division selections in progress. 3 new Nuclear Safety Engineers are being extended offers to start work during FY09 first quarter and 3 existing Nuclear Safety Engineers are being assigned to operations and engineering divisions as a sabbatical and career development (they will maintain their qualifications as a surge capacity). The acting Division Director is fully qualified as a Nuclear Safety Specialist. One Nuclear Safety Engineer is cross qualifying as a Criticality Safety Engineer.
Ponismouth/Paduach Project Office	1	1	0	0	0	100%	100%	SSO serving as Nuclear Safety Lead with support from subcontractors
Richland Operations Office	4	4	0	0	0	100%	100%	
Savannah River Ops. Office	23	13	6	0	4	57%	83%	Shortfalls will be addressed through staffing initiatives via Merit Promotion or DEU announcements.
EM Headquarters	3	1	2	0	0	33%	100%	
EM Totals	43	28	9	0	6	65%	86%	
Others								
Health, Safety and Security	11	9	2	0	0	82%	100%	One person is completing qualification. One person is new.
Idaho Operations Office	12	10	2	0	0	83%	100%	
Oak Ridge Office	11	11	0	0	0	100%	100%	
Pacific Northwest Site Office (SC)	0	0	0	0	0	N/A	N/A	NS support provided by Science Integrated Support Center.
Others Totals	34	30	4	0	0	88%	100%	
DOE Total	139	96	33	3	10	69%	91%	

Notes:

1. Applies only to WVDP. Two employees are secondarily NS qualified but have no time to dedicate to it currently. Short-term needs are being filled with expertise from HQ and/or CBC personnel supplemented by a support services contractor. If need increases, consideration of hiring a FTE may be warranted.

Status of Qualifications in the Safety System Oversight (SSO) Program
September 30, 2008
Update Frequency: Quarterly

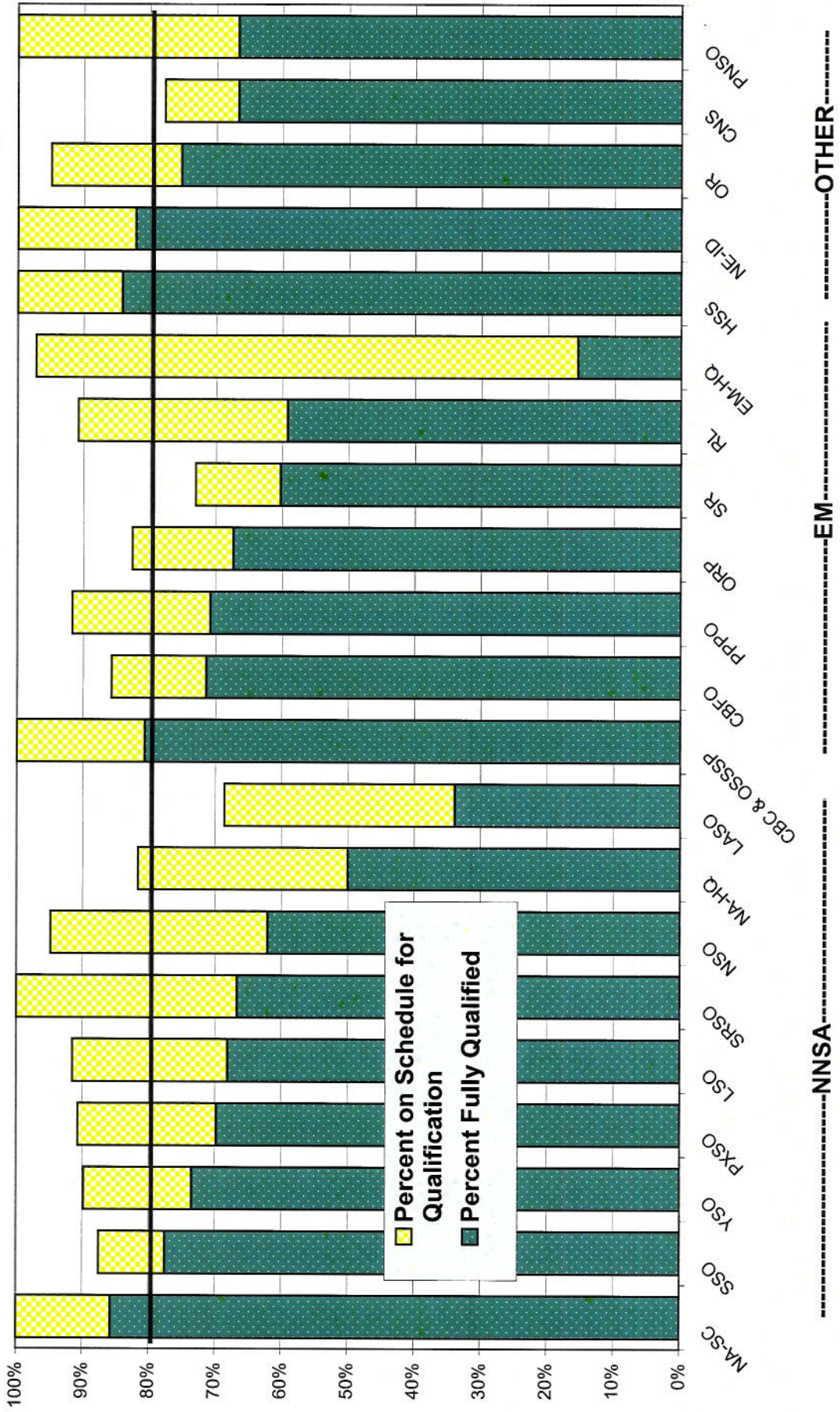
OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS

Office	Number of SSO Capabilities Needed (C)	Number of SSOs Staffed by Onboard, Fully Qualified Personnel (D)	Number of SSOs for Which Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of Onboard Staff SSOs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or On Schedule for Qualification =(D+E)/F/C	Comments
National Nuclear Security Administration (NNSA)								
Los Alamos Site Office	6	0	2	0	33%	0%	33%	Previous offers were declined that would have filled 2 SSO positions. These positions have been re-advertised.
Livermore Site Office	3	2	1	0	100%	67%	100%	
Nevada Site Office	4	3	1	0	100%	75%	100%	
Pantex Site Office	5	2	2	0	80%	40%	80%	
Savannah River Site Office	1	1	0	0	100%	100%	100%	
Sandia Site Office	2	2	0	0	100%	100%	100%	
Y-12 Site Office	6	3	2	0	83%	50%	83%	
NNSA Totals	27	13	8	0	78%	48%	78%	
Environmental Management (EM)								
Carlsbad Field Office	4	3	1	0	100%	75%	100%	
Office of River Protection	15	7	6	0	87%	47%	87%	
Portland/Paducah Project Office	1	1	0	0	100%	100%	100%	1 SSO is fully qualified as Mechanical SSO and is cross qualifying as Ventilation SSO for the WTP. 5 SSOs have less than one year aboard. 1 SSO is existing staff who is qualifying as FMM (Maintenance). ORP also has 5 new Facility Engineers who are engaged in a SSO-like qualification process supporting the construction of the Waste Treatment Plant (WTP). SSO qualified under Nuclear & Criticality Safety Technical Qualification, with CTA Qualifying Official reviews for NS TCP in accordance with DOE O 413.3A.
Richland Operations Office	6	5	1	0	100%	83%	100%	
Savannah River Ops. Office	22	12	0	0	55%	55%	55%	Shortfalls will be addressed through staffing initiatives via Merit Promotion or DEU announcements.
EM Totals	48	28	8	0	75%	58%	75%	
Others								
Chief Nuclear Safety CTA Staff	9	5	4	3	100%	56%	67%	New staff member onboard in October 2008.
Idaho Operations Office	11	8	3	0	100%	73%	100%	
Oak Ridge Office	4	3	1	0	100%	75%	100%	Fully qualified SSO performing duties of candidate completing qualification requirements.
Pacific Northwest Site Office (SC)	1	0	1	0	100%	0%	100%	Additional SSO support provided by Science Integrated Support Center for 5 systems.
Others Totals	25	16	9	3	100%	64%	88%	
DOE Total	100	57	25	3	82%	57%	79%	

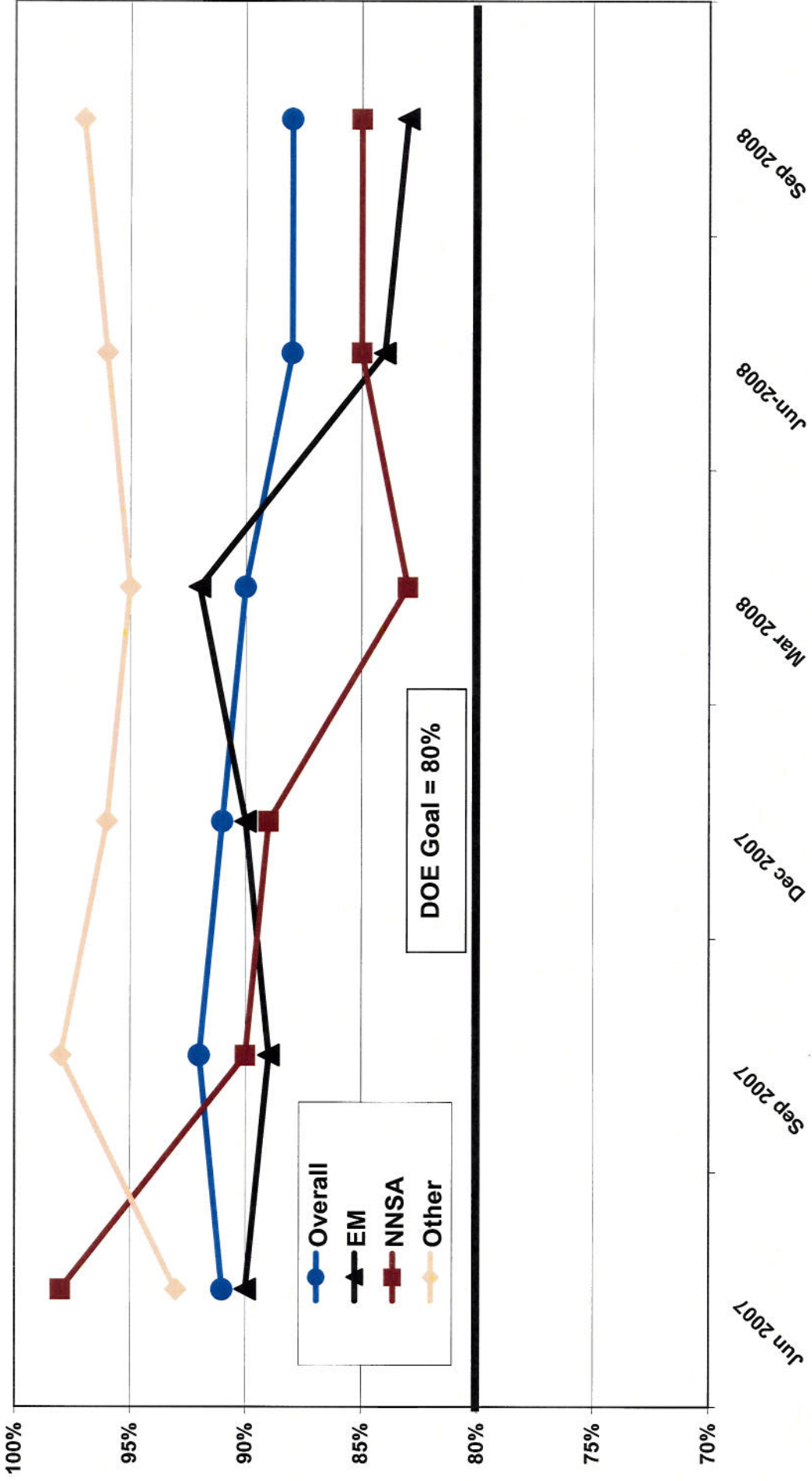
Notes:

TQP - Qualified & on Schedule for Qualification by Office - September - 2008

(Does Not Include 29 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)

