



Department of Energy
National Nuclear Security Administration
Service Center
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MEMORANDUM FOR: Distribution

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

SUBJECT: Quarterly Report on Federal Technical Capability - 09-NA SC-007

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, 2009.

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 89%. Three offices are below the 80% goal, but are actively working to correct their staffing shortfalls. In addition, 61 % 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 18.

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 - 88% fully qualified or on schedule for qualification; 67% fully qualified
- STSM - 92% fully qualified or on schedule for qualification; 57% fully qualified
- NS - 85% fully qualified or on schedule for qualification; 62% fully qualified
- SSO - 80% fully qualified or on schedule for qualification; 56% 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, or your staff may contact Robert McMorland at (202) 586-0057.

Attachments

cc w/attachments:

FTCP Agents

E. White, NNSA SC

R. McMorland, HS-1.1

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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)

March 31, 2009

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 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	LASO	121	42	46	5	33	73%	35%	69%	A hiring freeze is preventing the staffing shortfall from being reduced
Livermore Site Office	LSO	49	37	9	0	3	94%	76%	94%	Deputy Manager and 1 FR position on hold for HQ authorization. 1 FR position to be filled with Future Leader Program candidate.
Nevada Site Office	NSO	75	56	12	0	7	91%	75%	91%	Plan to fill by 12-31-09 2 STSM, 1 NS, 1 SSO, & 3 QA capabilities.
Pantex Site Office	PXSO	42	32	6	0	4	90%	76%	90%	
Savannah River Site Office	SRSO	21	16	5	1	0	100%	76%	95%	
Sandia Site Office	SSO	38	29	3	1	6	84%	76%	82%	Staffing shortfalls identified as a top priority after NNSA hiring freeze is lifted.
Y-12 Site Office	YSO	97	71	17	0	9	91%	73%	91%	1 Project Director vacancy due to transfer. 1 S&S position filed by transfer. Vacancies will be filled when NNSA hiring freeze is lifted.
NNSA Headquarters	NA-HQ	100	48	52	9	0	100%	48%	91%	
NNSA Service Center	NA-SC	51	31	17	0	3	94%	61%	94%	1 OTS AD transferring from NNSA HQ in May 2009. 1 FPE awaiting selection. 1 ESSO awaiting posting.
NNSA Totals		594	362	167	16	65	89%	61%	86%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	15	10	3	0	2	87%	67%	87%	Number expected to increase as upgraded DSA/TSRs are implemented.
CBC and OSS&SP Field Personnel	CBC & OSSSP	33	25	7	0	1	97%	76%	97%	EMCBC, EM Cadre & field personnel at ANL, BNL, Denver, FCP, GJO/MOAB, OAK, MCP, SPRU & WVDP. QA vacancy to be filled soon.
Office of River Protection	ORP	102	42	60	0	0	100%	41%	100%	Technical staff realigned to 2009 staffing plan and in the past 6 months added approx. 20 technical FTEs.
Portsmouth/Paducah Project Office	PPPO	25	17	6	0	2	92%	68%	92%	No selection was made from the selection certificate for the vacant Senior Technical Advisor position. A tentative offer was made for the vacant Portsmouth Site Lead position.
Richland Operations Office	RL	82	53	28	0	1	99%	65%	99%	
Savannah River Ops. Office	SR	230	128	50	0	52	77%	56%	77%	Staffing actions underway to reduce shortfall.
EM Headquarters	EM-HQ	95	23	64	0	8	92%	24%	92%	
EM Totals		582	298	218	0	66	89%	51%	89%	
Others										
Health, Safety and Security	HSS	109	82	21	0	6	94%	75%	94%	Recruited 2 Emergency Management specialist to be onboard soon. 3 NSS vacancies to be filled by recruitments. FR vacancy just created by retirement.
Idaho Operations Office	NE-ID	145	116	23	1	6	96%	80%	95%	NE hiring 1 FTE to fill NS/SSO (Start April 2009) and 1 FTE for QA. EM hiring to fill 1 FTE for NS/SSO (Start May 2009). STSM Manager position is interim until new position is filled with permanent replacement.
Oak Ridge Office	OR	179	130	33	0	16	91%	73%	91%	Anticipate filling the following positions in FY 2009: 3 STSMs, 1 General Engineer, 2 Lead Safety Basis Reviewers, 3 ES&H Team Leads, 1 Environmental Scientist, 1 Health Physicist, 1 Safety & Occupational Health Specialist, 2 Industrial Security Specialists, 1 Personnel Security Specialist, and 1 Classification Officer.
Office of Science - HQ	SC-HQ	2	1	1	1	0	100%	50%	50%	
Pacific Northwest Site Office (SC)	PNSO	6	5	1	0	0	100%	83%	100%	1NS and 5 additional SSO support provide by SC Integrated Support Center
Others Totals		441	334	79	2	28	94%	76%	93%	
DOE Total		1617	994	464	18	159	90%	61%	89%	
DOE Goals		-	-	-				-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program

March 31, 2009

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 Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(E)-(F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	14	6	8	2	0	100%	43%	86%	
Livermore Site Office	LSO	7	5	0	0	2	71%	71%	71%	1 FR position on hold for HQ authorization. 1 FR position to be filled with Future Leader Program candidate
Nevada Site Office	NSO	9	5	4	0	0	100%	56%	100%	
Pantex Site Office	PXSO	10	8	2	0	0	100%	80%	100%	
Savannah River Site Office	SRSO	4	2	2	1	0	100%	50%	75%	1FR awaiting Site Office Manager interview to complete requalification.
Sandia Site Office	SSO	11	7	0	0	4	64%	64%	64%	FR shortfall identified as a top priority after NNSA hiring freeze is lifted.
Y-12 Site Office	YSO	15	13	1	0	1	93%	87%	93%	Vacancy will be filled when NNSA hiring freeze is lifted.
NNSA Totals		70	46	17	3	7	90%	66%	86%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	3	1	1	0	1	67%	33%	67%	Current coverage provide by FR designated individuals.
CBC and OSS&SP Field Personnel	CBC & OSSSP	7	5	2	0	0	100%	71%	100%	Includes qualified FRs at BNL, MOAB, SLAC, SPRU & WVDP. FRs are in initial qualifications at BNL & WVDP.
Office of River Protection	ORP	15	11	4	0	0	100%	73%	100%	
Portsmouth/Paducah Project Office	PPPO	6	4	2	0	0	100%	67%	100%	
Richland Operations Office	RL	21	17	3	0	1	95%	81%	95%	3 new FRs in qualification. 1 qualified FR moved to STSM position. 2 additional FRS needed for succession planning.
Savannah River Ops. Office	SR	36	17	7	0	12	67%	47%	67%	2 EM Career Interns targeted to complete qualification in August 2009. Remaining shortfall to be filled through open-continuous announcement.
EM Totals		88	55	19	0	14	84%	63%	84%	
Others										
Health, Safety and Security	HSS	1	0	0	0	1	0%	0%	0%	Vacancy just created by retirement.
Idaho Operations Office	NE-ID	23	20	3	0	0	100%	87%	100%	
Oak Ridge Office	OR	24	17	7	0	0	100%	71%	100%	
Pacific Northwest Site Office (SC)	PNSO	3	3	0	0	0	100%	100%	100%	
Others Totals		51	40	10	0	1	98%	78%	98%	
DOE Total		209	141	46	3	22	89%	67%	88%	
Notes:										

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program										
March 31, 2009										
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) (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 Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Requalification =(D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	9	6	3	0	0	100%	67%	100%	
Livermore Site Office	LSO	8	6	1	0	1	88%	75%	88%	Deputy Manager position on hold for HQ authorization.
Nevada Site Office	NSO	10	5	3	0	2	80%	50%	80%	Plan to fill 2 STSM capabilities by 12-31-09.
Pantex Site Office	PXSO	7	5	0	0	2	71%	71%	71%	Two Assistant Manager positions have FTEs detailed to them.
Savannah River Site Office	SRSO	3	2	1	0	0	100%	67%	100%	Assistant Manager for Mission Assurance currently completing qualification. There are 2 additional fully qualified STSMs in the organization.
Sandia Site Office	SSO	4	3	1	1	0	100%	75%	75%	
Y-12 Site Office	YSO	7	5	1	0	1	86%	71%	86%	Vacancy will be filled when NNSA hiring freeze is lifted.
NNSA Headquarters	NA-HQ	43	30	13	5	0	100%	70%	88%	
NNSA Service Center	NA-SC	13	7	5	0	1	92%	54%	92%	New OTS AD to be reassigned from NNSA HQ in May 2009.
NNSA Totals		104	69	28	6	7	93%	66%	88%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	1	0	0	100%	80%	100%	New hire on board. STSM qualification process will begin shortly.
CBC and OSS&SP Field Personnel	CBC & OSSSP	9	4	5	0	0	100%	44%	100%	All STSMs in qualification and requalification have completed the STSM course.
Office of River Protection	ORP	9	4	5	0	0	100%	44%	100%	
Portsmouth/Paducah Project Office	PPPO	7	3	2	0	2	71%	43%	71%	Senior Technical Advisor and Portsmouth Site Lead will be STSM qualified when hired. One qualified STSM requires requalification.
Richland Operations Office	RL	6	5	1	0	0	100%	83%	100%	1 new STSM candidate from FR program.
Savannah River Ops. Office	SR	30	17	11	0	2	93%	57%	93%	Locally developed training will enable employees to complete TQP qualification ahead of schedule. Staffing action is pending for shortfall.
EM Headquarters	EM-HQ	30	6	24	0	0	100%	20%	100%	
EM Totals		96	43	49	0	4	96%	45%	96%	
Others										
Health, Safety and Security	HSS	18	10	8	0	0	100%	56%	100%	3 Managers completed the STSM course and need oral boards. 2 Managers scheduled for STSM course later this year. 1 new Manager has recently taken on management position and 1 Manager just retired.
Idaho Operations Office	NE-ID	9	6	2	0	1	89%	67%	89%	STSM Manager position is interim until new position is filled with permanent replacement.
Oak Ridge Office	OR	28	17	8	0	3	89%	61%	89%	Anticipate filling 3 positions in 2009.
Office of Science - HQ	SC-HQ	2	1	1	1	0	100%	50%	50%	
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		59	36	19	1	4	93%	61%	92%	
DOE Total		259	148	96	7	15	94%	57%	92%	
Notes:										

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

March 31, 2009

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATION:

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 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	LASO	11	5	6	0	0	100%	45%	100%	
Livermore Site Office	LSO	4	3	1	0	0	100%	75%	100%	
Nevada Site Office	NSO	4	3	0	0	1	75%	75%	75%	Plan to fill 1 NS capability by 12-31-09.
Pantex Site Office	PXSO	6	3	2	0	1	83%	50%	83%	Recently moved 1 FTE to SSO.
Savannah River Site Office	SRSO	1	1	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	3	1	0	0	2	33%	33%	33%	NS shortfall identified as a top priority after NNSA hiring freeze is lifted.
Y-12 Site Office	YSO	5	4	0	0	1	80%	80%	80%	Vacancy will be filled when NNSA hiring freeze is lifted.
NNSA Headquarters	NA-HQ	9	2	7	2	0	100%	22%	78%	
NNSA Service Center	NA-SC	10	8	2	0	0	100%	80%	100%	
NNSA Totals		53	30	18	2	5	91%	57%	87%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	2	2	0	0	0	100%	100%	100%	Upgraded DSA/TSRs may require an additional capability that will be reflected in the FY09 Q3 report. Note 1.
CBC and OSS&SP Field Personnel	CBC & OSSSP	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Office of River Protection	ORP	7	3	4	0	0	100%	43%	100%	
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	4	4	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	28	13	8	0	7	75%	46%	75%	Reflects 6 new employees hired since last quarter. Locally developed training will enable employees to complete TQP qualification ahead of schedule. Staffing action is pending for hiring action pending ERB approval.
EM Headquarters	EM-HQ	4	3	0	0	1	75%	75%	75%	
EM Totals		46	26	12	0	8	83%	57%	83%	
Others										
Health, Safety and Security	HSS	14	9	2	0	3	79%	64%	79%	1 employee is completing qualification. 1 employee is a new hire. 3 vacancies to be filled by recruitments.
Idaho Operations Office	NE-ID	16	12	2	0	2	88%	75%	88%	2 NS/SSO FTEs hired with start dates in April and may 2009.
Oak Ridge Office	OR	10	9	0	0	1	90%	90%	90%	Anticipate filling ES&H Team Lead position in FY09 who will perform this function.
Pacific Northwest Site Office (SC)	PNSO	0	0	0	0	0	N/A	N/A	N/A	NS Support provide by SC Integrated Support Center.
Others Totals		40	30	4	0	6	85%	75%	85%	
DOE Total		139	86	34	2	19	86%	62%	85%	

Notes:
 1. Applies only to WVDP. Two employees are secondarily 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

March 31, 2009

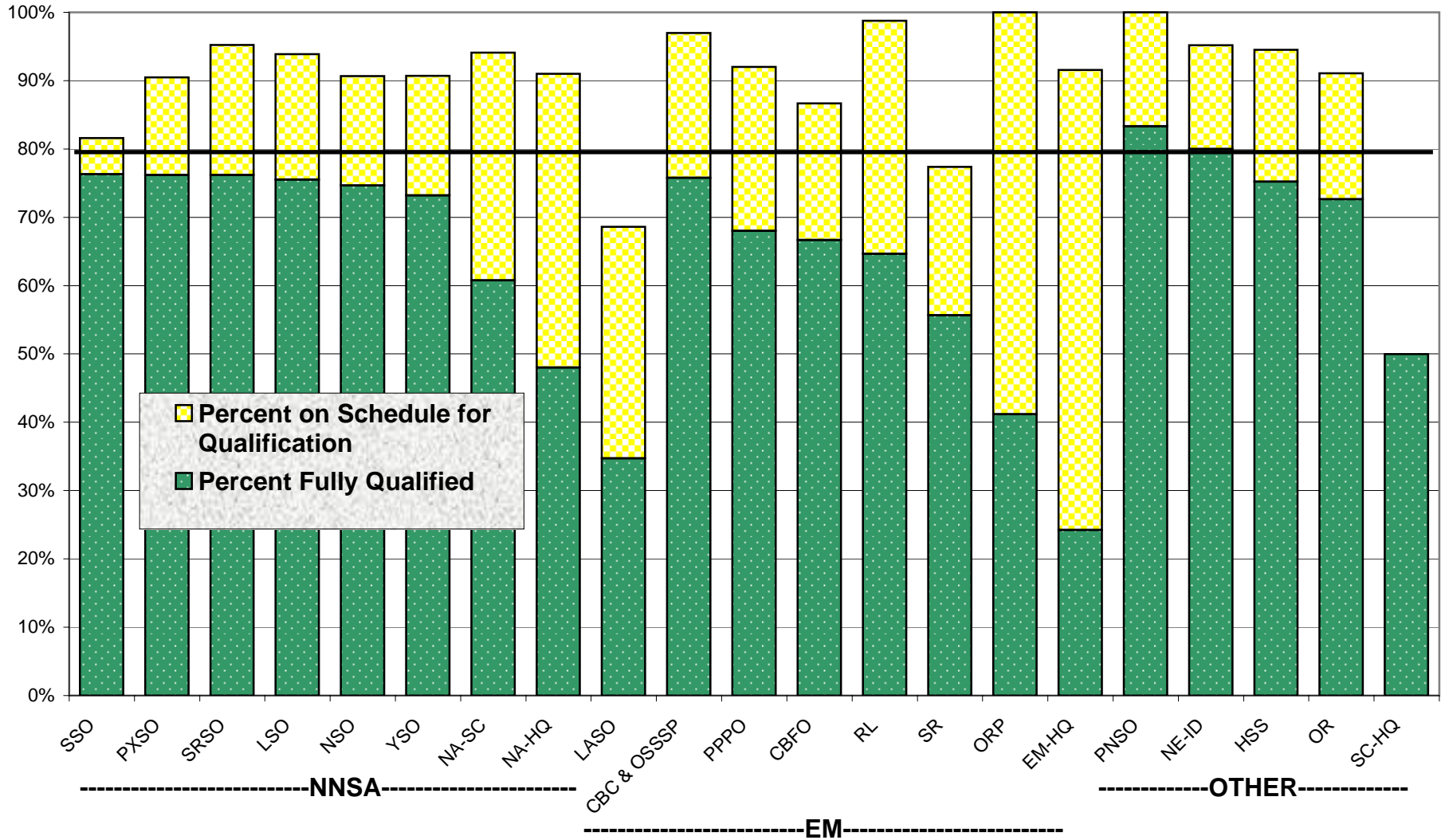
Update Frequency: Quarterly

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 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 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	LASO	6	0	2	0	4	33%	0%	33%	
Livermore Site Office	LSO	3	3	0	0	0	100%	100%	100%	
Nevada Site Office	NSO	4	4	0	0	0	100%	100%	100%	Plan to move 1 SSO elsewhere and backfill that capability by 12-31-09.
Pantex Site Office	PXSO	5	3	1	0	1	80%	60%	80%	
Savannah River Site Office	SRSO	1	1	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	2	2	0	0	0	100%	100%	100%	
Y-12 Site Office	YSO	8	3	2	0	3	63%	38%	63%	Vacancies will be filled when NNSA hiring freeze is lifted.
NNSA Totals		29	16	5	0	8	72%	55%	72%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	4	3	1	0	0	100%	75%	100%	Upgraded DSA will require 7 SSOs in the near future. FY09 Q3 report will reflect the additions.
Office of River Protection	ORP	15	5	10	0	0	100%	33%	100%	
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	SSO qualified under Nuclear Safety & Criticality Safety Technical Qualifications, with CTA Qualifying Official reviews for NS TQP in accordance with DOE O 413.3A.
Richland Operations Office	RL	6	5	1	0	0	100%	83%	100%	
Savannah River Ops. Office	SR	22	12	1	0	9	59%	55%	59%	8 vacancies to be filled from an existing certificate of eligible applicants. 1 remaining shortfall to be filled through DEU.
EM Totals		48	26	13	0	9	81%	54%	81%	
Others										
Idaho Operations Office	NE-ID	12	8	2	0	2	83%	67%	83%	2 NS/SSO FTEs hired with start dates in april and may 2009.
Oak Ridge Office	OR	4	3	1	0	0	100%	75%	100%	Fully qualified SSO performing duties of candidate who is completing qualification.
Pacific Northwest Site Office (SC)	PNSO	1	0	1	0	0	100%	0%	100%	Additional SSO support provided by SC Integrated Support Center for 5 systems.
Others Totals		17	11	4	0	2	88%	65%	88%	
DOE Total		94	53	22	0	19	80%	56%	80%	
Notes:										

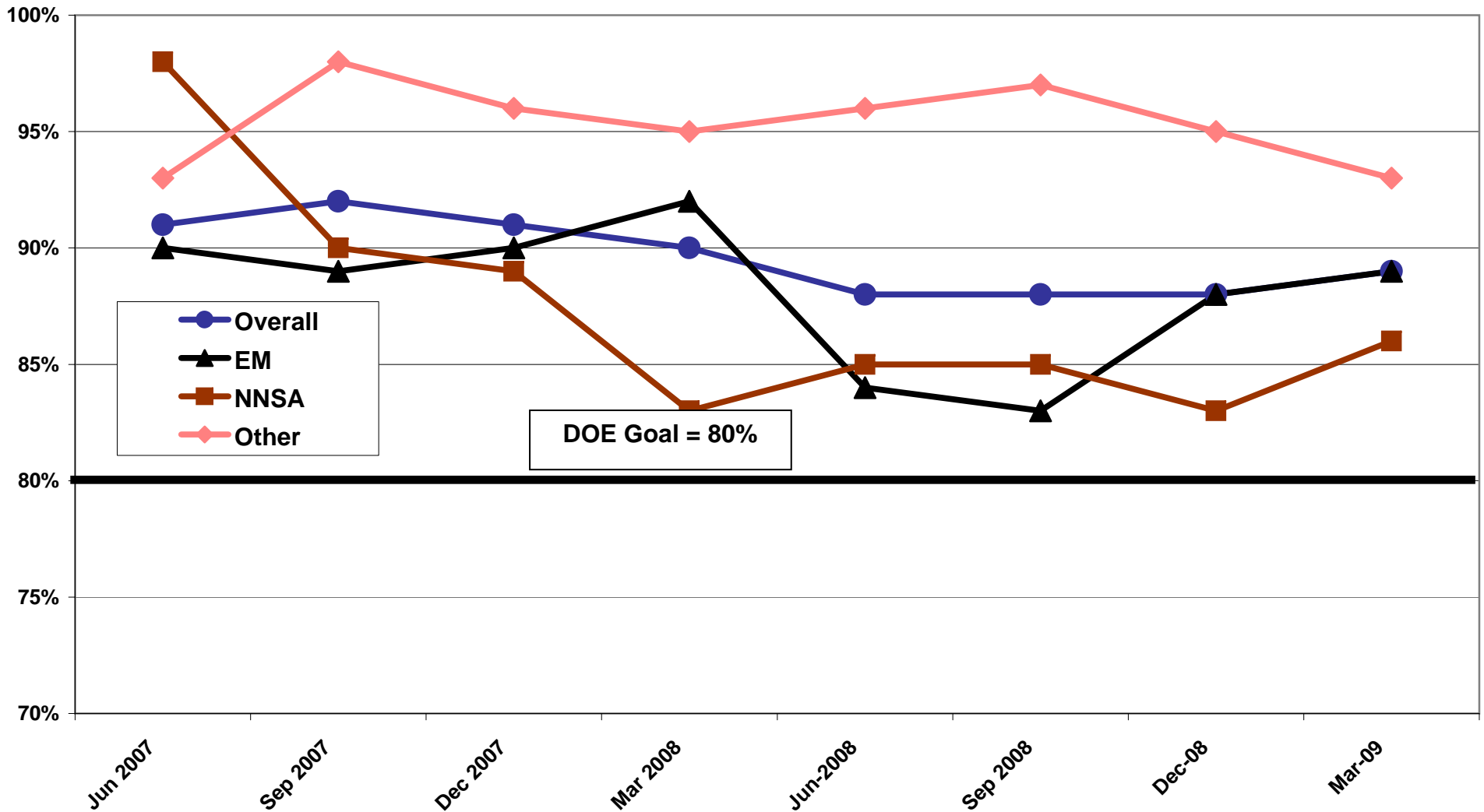
TQP - Qualified & on Schedule for Qualification by Office - March 2009

(Does Not Include 18 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)

