

Carlsbad Field Office's Technical Workforce

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CBFO Technical Qualification Program

- Engaged a complete reconstruction of the TQP
 - Provides for a technically trained and qualified staff
 - Enforces decision making capabilities based on technical competence
 - Creates an *continuous learning/improvement* environment for individuals
 - Adds a *TQP-Like* program that applies to National TRU Program managers who oversee activities at the front end of our process
 - Transportation/Packaging (SARPs), NRC-C of C, DOT
 - RH and CH Characterization programs/Waste Acceptance Criteria, etc.

Expected Results from TQP Improvements

- Alignment of trained staff in the right jobs
- Enhanced operational safety and decision-making
- Improved programmatic productivity
- Improved organizational morale
- Enhanced organizational training efficiency by:
 - ensuring availability of training funds
 - tracking and trending of training needs
 - establishing a training requirements matrix

CBFO Technical Qualification Program

- Elements of the CBFO TQPP
 - Clear roles and responsibilities
 - FTCP Agent
 - multiple trained qualifying officials
 - subject matter experts
 - supervisor/director responsibilities
 - senior management involvement
 - Creates a training program manager position
 - Criteria for inclusion of program participants
 - TQP Like program implementation
 - Training Requirements Matrix
 - Body of Knowledge, etc.
 - Standardized forms for efficient processing
- Dedicated *Senior Management* Support in all aspects