



# **FTCP FY09 OPSPLAN GOAL 2 Summary**

**Larry Kelly, ORO**

**Dave Chaney, NNSA SC**

August 25, 2009



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## GOAL 2 Team Members

- **GOAL 2 Co-Chairs:** Larry Kelly/ORO and Dave Chaney/NNSA SC
- **GOAL 2 Sub Co-Chairs:**
  - Allen Tate/SSO
  - Sean Clayton/HC-13 and Barry Weaver/ETS
  - Bob Stallman/ID and Larry Kell/ORO
- **GOAL 2 Key Contributors:**
  - Winnie Lehman/NNSA SC
  - Karen Lerma/HC-20

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- *Identify Resource and Organizational Structure Needs to Improve Qualification Consistency and Transportability*  
(Allen Tate- SSO: Lead)
  - Completed FTCP Survey: July 2009

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- *Establish an Effective Mid-Level Recruitment Program*  
(Sean Clayton/Karen Lerma/HC - HQ: Leads)
  - NNSA, EM and Corporate DOE Intern Programs Reviewed for FTCP on Monthly Call: March 2009
  - Mid-Level Recruitment Programs White Paper Posted on FTCP Website: June 2009

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- Human Capital Programs Support  
(Sean Clayton/Karen Lerma/HC- HQ: Leads)
  - HC Position on Management of FTE Ceilings
    - FY09 FTCP Chair Memo to HC-1 (Response June 2009)
  - Improve communications of existing recruitment programs
    - OPM Administrative Flexibilities Guide Distributed to FTCP (June 2009)
    - New Draft DOE Handbook On Recruitment and Retention Incentives (June 2009)
  - Establish an effective mentoring program
    - DOE Mentoring Program and White Paper posted on FTCP Website (June 2009)

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- *Investigate Establishing a DOE TQP-like Program*  
(Bob Stallman/Larry Kelly: Leads)
  - TQP-Like Pro-Con Paper (March 2009)
  - TQP-Like Program Examples Posted on FTCP Website (March 2009)

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