

United States Government

Department of Energy  
Office of River Protection**memorandum**

DATE: **MAY 04 2006**  
REPLY TO  
ATTN OF: TED:DCB 06-TED-025  
SUBJECT: CRITICAL TECHNICAL CAPABILITIES REQUIREMENTS

TO: Clay Sell, Deputy Secretary of Energy  
for the Office of the Deputy Secretary, DS

Reference: Memorandum from C. Sell, to Distribution, "Federal Technical Capability Program (FTCP) Corrective Action Plan," dated August 30, 2005.

Results of recent workforce analysis show shortages in key technical capabilities across the U.S. Department of Energy (DOE) Complex. Action 1.4 of the FTCP Corrective Action Plan (Reference) developed to meet Defense Nuclear Facilities Safety Board Recommendation 2004-1 Implementation Plan Commitment 13 requires that line management analyze and identify shortages based on the results from the 2005 Workforce Analyses. This action also requires prioritized lists of key position needs from line organizations and a roll-up for all of DOE.

The National Nuclear Security Administration, and the Office of Environmental Management submitted prioritized lists of field and headquarters technical competency needs. The Office of Environment Safety and Health reported that they had adequate staff to meet their needs, with the exception of the Chief of Nuclear Safety which is in the process of filling their needs. The Office of Nuclear Energy, Science, and Technology, and the Office of Science only had one workforce analysis each which serves as their analysis and prioritized needs listing. The prioritized lists and roll-up of DOE technical capability needs are attached. This completes the requirement of Action 1.4 of the Reference.

Submitted Workforce Analyses are posted on the FTCP website at [www.ftcp.org](http://www.ftcp.org). The results and analysis of this information, and the resulting staffing prioritizations will also be posted on this website.

Common themes identified in the Workforce Analyses are current and projected shortages over the next five years are in the following key technical capabilities; Senior Technical Safety Managers, Safety System Oversight, Facility Representatives, Criticality Safety, Fire Protection Engineering, Industrial Hygiene, Nuclear Safety, Occupational Safety, Quality Assurance, Safeguards and Security, and Federal Project Directors. These technical capabilities are very specialized and in short supply across the country. In addition, it is noted in many of the site workforce analyses that over the next five years technical capabilities are further jeopardized by imminent retirements among the Department's aging work force.

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The recently established Office of Nuclear Safety Research offices is not included. Their needs will be identified in the 2006 Workforce Analysis submittals.

DOE is currently addressing technical capability needs at both strategic and tactical levels. The Office of Human Capital Management is addressing DOE's technical capability needs at a strategic level while at the tactical level individual Program Offices are planning for and filling their technical capability needs. The Federal Technical Capabilities Panel will support this process by working with Field Sites/Offices and Headquarters Organizations to facilitate addressing these shortages.

The results of the 2005 Workforce Analysis and actions to resolve the resulting technical capability needs will be discussed at the Panel's Face-to-Face meeting on May 17, 2006.

If you have any questions, you may contact me, or the DOE, Office of River Protection FTCP Agent, Dana Bryson, (509) 438-0458.

  
Roy J. Schepens, Chairman  
Federal Technical Capabilities Panel

Attachment

cc w/attach:

L. F. Brooks, NA-1  
S. J. Coleman, INNOV  
T. P. D'Agostino, NA-3.6  
D. Garman, US/ESE  
R. S. Johnson, NE-1  
I. A. Kolb, MA-1  
R. L. Orbach, SC-1  
J. T. H. Pon, HR-1  
J. A. Rispoli, EM-1  
C. R. H. Shearer, EH-1  
M. Whitaker, DR-1

## DOE Technical Capability Needs Roll-up

TECHNICAL STAFFING NEEDS						
TECHNICAL CAPABILITY	HIGH PRIORITY SHORTAGES REQUIRING ACCELERATED RECRUITMENT					
	EM	EH	NA	NE	SC	DOE Total
Senior Technical Safety Managers	3	0	1	0	2	6
Safety System Oversight Personnel <sup>3</sup>	1	0	2	1	1	5
Facility Representatives <sup>4</sup>	4	0	3	3	0	10
Other Technical Capabilities: <sup>5</sup>						
Aviation Safety Manager						
Aviation Safety Officer						
Chemical Processing	1	0	1	0	0	2
Civil/Structural Engineering	1	1	1	0	0	3
Construction Mgmt						
Criticality Safety	1	1	0	1	0	3
Deactivation and Decommissioning		1				
Electrical Systems						
Emergency Management						
Environmental Compliance	1	0	0	0	0	1
Environmental Restoration						
Facility Maintenance Mgmt						
Fire Protection Engineering	3	0	1	0	0	4
Industrial Hygiene	1	0	1	1	0	3
Instrumentation and Control						
Mechanical Systems	2	1	0	0	0	3
Nuclear Explosive Safety						
Nuclear Safety Specialist	5	2	0	1	0	8
Occupational Safety	1	0	0	2	0	3
Quality Assurance	1	1	0	2	0	4
Radiation Protection	0	0	0	1	0	1
Safeguards and Security	3	0	4	0	0	7
Safety Software Quality Assurance	0	1	0	0	0	1
Technical Program Manager	0	0	1	0	0	1
Technical Training						
Transportation & Traffic Mgmt						
Waste Management						
Federal Project Director	1	0	0	0	0	1
Project Control Officer						
Industrial Safety						
<b>Total Needs</b>	<b>29</b>	<b>8</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>67</b>

DOE Technical Capability Needs Roll-up

TECHNICAL STAFFING NEEDS						
TECHNICAL CAPABILITY	MEDIUM PRIORITY SHORTAGES REQUIRING NORMAL RECRUITMENT					
	EM	EH	NA	NE	SC	DOE Total
Senior Technical Safety Managers	1	0	2	0	0	3
Safety System Oversight Personnel <sup>3</sup>	4	0	0	0	0	4
Facility Representatives <sup>4</sup>	7	0	3	0	0	10
Other Technical Capabilities: <sup>5</sup>						
Aviation Safety Manager						
Aviation Safety Officer						
Chemical Processing						
Civil/Structural Engineering						
Construction Mgmt						
Criticality Safety	1	0	0	0	0	1
Deactivation and Decommissioning						
Electrical Systems						
Emergency Management						
Environmental Compliance						
Environmental Restoration						
Facility Maintenance Mgmt	1	0	0	0	0	1
Fire Protection Engineering	1	0	0	0	0	1
Industrial Hygiene	1	0	0	0	0	1
Instrumentation and Control						
Mechanical Systems						
Nuclear Explosive Safety						
Nuclear Safety Specialist	1	0	0	0	0	1
Occupational Safety						
Quality Assurance						
Radiation Protection						
Safeguards and Security						
Safety Software Quality Assurance						
Technical Program Manager	0		3	0	0	3
Technical Training	2	0	0	0	0	2
Transportation & Traffic Mgmt						
Waste Management						
Federal Project Director	4	0	0	0	0	4
Project Control Officer	8	0	0	0	0	8
Industrial Safety						
<b>Total Needs</b>	<b>31</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>39</b>

DOE Technical Capability Needs Roll-up

TECHNICAL STAFFING NEEDS						
TECHNICAL CAPABILITY	OTHER SHORTAGES FILLED BY ALTERNATIVE COVERAGE					
	EM	EH	NA	NE	SC	DOE Total
Senior Technical Safety Managers	2	0	0	0	0	2
Safety System Oversight Personnel <sup>3</sup>						
Facility Representatives <sup>4</sup>	1	0	0	0	0	1
Other Technical Capabilities: <sup>5</sup>						
Aviation Safety Manager						
Aviation Safety Officer						
Chemical Processing						
Civil/Structural Engineering						
Construction Mgmt	2.2	0	0	0	0	2.2
Criticality Safety	.2	0	0	0	0	.2
Deactivation and Decommissioning	2	0	0	0	0	2
Electrical Systems	1.2	0	0	0	0	1.2
Emergency Management	0	0	0	0	4	4
Environmental Compliance	1	0	0	0	5	6
Environmental Restoration						
Facility Maintenance Mgmt	1	0	0	0	0	1
Fire Protection Engineering	0	0	0	0	.4	.4
Industrial Hygiene	.3	0	0	0	.7	1
Instrumentation and Control	1	0	0	0	0	1
Mechanical Systems						
Nuclear Explosive Safety						
Nuclear Safety Specialist	2.2	0	0	0	4	6.2
Occupational Safety	1	0	0	0	.1	1.1
Quality Assurance	1.1	0	0	0	0	1.1
Radiation Protection	.3	0	0	0	.8	1.1
Safeguards and Security	0	0	0	0	.2	.2
Safety Software Quality Assurance	.3	0	0	0	0	.3
Technical Program Manager	1	0	0	0	0	1
Technical Training	.1	0	0	0	2.3	2.4
Transportation & Traffic Mgmt	2	0	0	0	0	2
Waste Management						
Federal Project Director						
Project Control Officer						
Industrial Safety	0	0	0	0	1.5	1.5
<b>Total Needs</b>	<b>19.9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19.0</b>	<b>38.9</b>

**Task# ORP-TED-2006-0025**

E-STARSTM Report  
 Task Detail Report  
 05/04/2006 0108

**TASK INFORMATION**

<b>Task#</b>	ORP-TED-2006-0025		
<b>Subject</b>	Concurrence: 06-TED-025 Critical Technical Capabilities Requirements		
<b>Parent Task#</b>		<b>Status</b>	CLOSED
<b>Reference</b>	06-TED-025	<b>Due</b>	
<b>Originator</b>	Perez, Annez	<b>Priority</b>	High
<b>Originator Phone</b>	(509) 372-1382	<b>Category</b>	None
<b>Origination Date</b>	04/12/2006 1608	<b>Generic1</b>	
<b>Remote Task#</b>		<b>Generic2</b>	
<b>Deliverable</b>	None	<b>Generic3</b>	
<b>Class</b>	None	<b>View Permissions</b>	Normal

**Instructions**

bcc:  
 TED Off File  
 TED Rdg File  
 MGR Rdg File  
 S. J. Olinger, DEP-ORP  
 R. C. Barr, ESQ  
 C. J. Bosted, TF  
 T. Z. Smith, TF  
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 M. C. Brown, TOD  
 D. L. Noyes, TPD  
 W. Hamel, WEC  
 J. R. Eschenberg, WTP

*Fayed to Clay Sell 5/4/06*

**ROUTING LISTS**

1	Route List	Inactive
	<ul style="list-style-type: none"> <li>Bryson, Dana C - Review - Cancelled - 05/04/2006 1310 <i>Instructions:</i></li> </ul>	
	<ul style="list-style-type: none"> <li>Smith, Zack - Review - Withdrawn - 04/13/2006 1408 <i>Instructions:</i></li> </ul>	
	<ul style="list-style-type: none"> <li>Schepens, Roy J - Approve - Withdrawn - 04/13/2006 1408 <i>Instructions:</i></li> </ul>	
	<ul style="list-style-type: none"> <li>Olinger, Shirley J - Review - Cancelled - 05/04/2006 1310 <i>Instructions:</i></li> </ul>	
	<ul style="list-style-type: none"> <li>Schepens, Roy J - Approve - Approved - 05/04/2006 1233 <i>Instructions:</i></li> </ul>	

**ATTACHMENTS**

- Attachments
- 06-TED-025.attach.FTCP.dcb.doc
  - 06-TED-025.memo.dcb.dist.doc

**COLLABORATION**

**COMMENTS**

*No Comments*

**TASK DUE DATE HISTORY**

**RECEIVED**

MAY 04 2006

**DOE-ORP/ORPCC**

**Task# ORP-TED-2006-0025**

*No Due Date History*

**SUB TASK HISTORY**

*No Subtasks*

*-- end of report --*



**Task# ORP-TED-2006-0025**

*No Due Date History*

**SUB TASK HISTORY**

*No Subtasks*

-- end of report --

\*\*\*\*\*  
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# Fax

To: Clay Sell From: Roy Schepens  
Fax: 202-586-7210 Pages: 7 total  
Phone: 202-586-5500 Date: 5/4/06  
Re: \_\_\_\_\_ CC: \_\_\_\_\_

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Clay Sell  
06-TED-025

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