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United States Government **Department of Energy (DOE)**

memorandum

DATE: NOV 13 2003

REPLY TO ATTN OF: 03-ORP-162 Chairman, Federal Technical Capability Panel

SUBJECT: QUARTERLY REPORT ON FEDERAL TECHNICAL CAPABILITY

TO: Distribution – See Attached

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.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed a 75% fully qualified rate for all personnel in the TQP. Currently, the DOE qualification rate is 78.9%, and 12 of 20 offices meet the 75% qualified goal. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. Of the 20 Offices,12 have no overdue personnel in their TQP qualifications. DOE Headquarters Program Offices, and Field and Area Offices that do not meet either of their DOE TQP goals have identified a schedule for reaching the 75% fully qualified goal.

Attachment 2 provides the Status of Filling Technical Skill Gaps as of September 30, 2003. These gaps were identified in the FTCP report, "Analysis of Safety System Federal Staff Expertise and Availability," dated January 24, 2002. The report identified a total of 30.05 Full Time Equivalent (FTE) gap positions that are needed to provide necessary and sufficient oversight of contractor safety systems. The current gap is 7.5 FTEs. Sites are encouraged to continue to reduce the gaps.

Attachment 3 provides visual portrayals of the status of qualification and technical skill gaps in the TQP and identifies qualification program trends.

If you have any questions or comments, please contact me, (509) 376-6677.

Roy J. Schepens, Chairman
Federal Technical Capability Panel

Attachments (3):
1. Status of Qualifications in the TQP
2. Status of Filling Technical Skill Gaps
3. Status Information Slides

cc w/attachs:
Administrator, NNSA
Under Secretary for Energy, Science and
Environment
FTCP Agents
S. J. Coleman, INNOV

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Manager, Nevada Site Office (NSO)
Manager, NNSA Service Center (NA-SC)
Manager, Oak Ridge Operations Office (OR)
Manager, Office of River Protection (ORP)
Manager, Ohio Field Office (OH)
Manager, Pantex Site Office (PXSO)
Manager, Richland Operations Office (RL)
Manager, Sandia Site Office (SSO)
Manager, Savannah River Site Office (SRSO)
Manager, Savannah River Operations Office (SR)
Manager, Y-12 Site Office (YSO)

Status of Qualifications in the Technical Qualification Program (TQP)

September 30, 2003

Update Frequency: Quarterly

Office		Number of People in the TQP	Number Fully Qualified	Number Overdue	Percent Fully Qualified	75%	Comments
National Nuclear Security Administration (NNSA)							
Kansas City Site Office	KCSO	30	22	0	73%		Projects 75% completion by July 2004
Livermore Site Office	LSO	34	15	5	44%		Projects 75% completion by December 2003
Los Alamos Site Office	LASO	52	36	5	69%		Projects 75% completion by December 2003
Nevada Site Office	NSO	79	72	0	91%	●	
Pantex Site Office	PXSO	46	34	2	74%		Projects 75% completion by December 2003
Sandia Site Office	SSO	41	18	3	44%		Projects 75% completion by March 2004
Savannah River Site Office	SRSO	17	17	0	100%	●	
Y-12 Site Office	YSO	59	48	1	81%	●	
NNSA Headquarters	NA-HQ	75	38	27	51%		Projects 75% completion by December 2003
NNSA Service Center	NA-SC	71	41	13	58%		Projects 75% completion by March 2005
NNSA Totals		504	341	56	67.7%		
Environmental Management (EM)							
Carlsbad Field Office	CB	10	9	0	90%	●	
Office of River Protection	ORP	91	81	0	89%	●	
Ohio Field Office	OH	76	76	0	100%	●	
Richland Operations Office	RL	131	126	0	96%	●	
Savannah River Ops. Office	SR	207	148	2	71%		Projects 75% completion by December 2003
EM Headquarters	EM-HQ	14	12	1	86%	●	
EM Totals		529	452	3	85.4%		
Others							
Chicago Operations Office	CH (SC)	18	16	0	89%	●	
Environment, Safety & Health	EH-HQ	65	65	0	100%	●	
Idaho Operations Office	ID (NE)	118	102	4	86%	●	
Oak Ridge Operations Office	OR (SC)	197	153	1	78%	●	
DOE Goal		-	-	**0**	**75%**		
DOE Total		**1431**	**1129**	**64**	**78.9%**		

Status of Filling Technical Skill Gaps

September 30, 2003

Update Frequency: Quarterly

	SKILL GAPS IN EACH TECHNICAL AREA (Numbers Represent FTEs)															
OFFICE	**Mechanical Engineer**		**Electrical Engineer**		**Instrumentation & Control**		**Criticality Safety**		**Fire Protection**		**Civil, Structural Engineer & Natural Phenomena**		**Radiation Protection**		**TOTAL GAPS**	
NNSA Site Offices	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current
LSO	1.75	0	0.5	0					1.5	0	0.5	0			4.25	0
LASO	1.5	1.5	1	1	1	1	1	0	1	0			1	1	6.5	4.5
PXSO	1.7	0	1	0					0	1					2.7	1
SSO	1	0	0.9	0.9	0.1	0.1									2	1
YSO			0.5	0	0.5	0	2	0	2	0			0	1	5	1
EM Site Offices																
ORP	3	0	1	0	2	0			1	0					7	0
RL	1	0	0.3	0					1	0					2.3	0
DOE Totals	9.95	1.5	5.2	1.9	3.6	1.1	3	0	6.5	1	0.5	0	1	2	**29.75**	**7.5**

"Original" column represent gaps described in the report, "Analysis of Safety System Federal Staff Expertise and Availability," dated January 24, 2002.

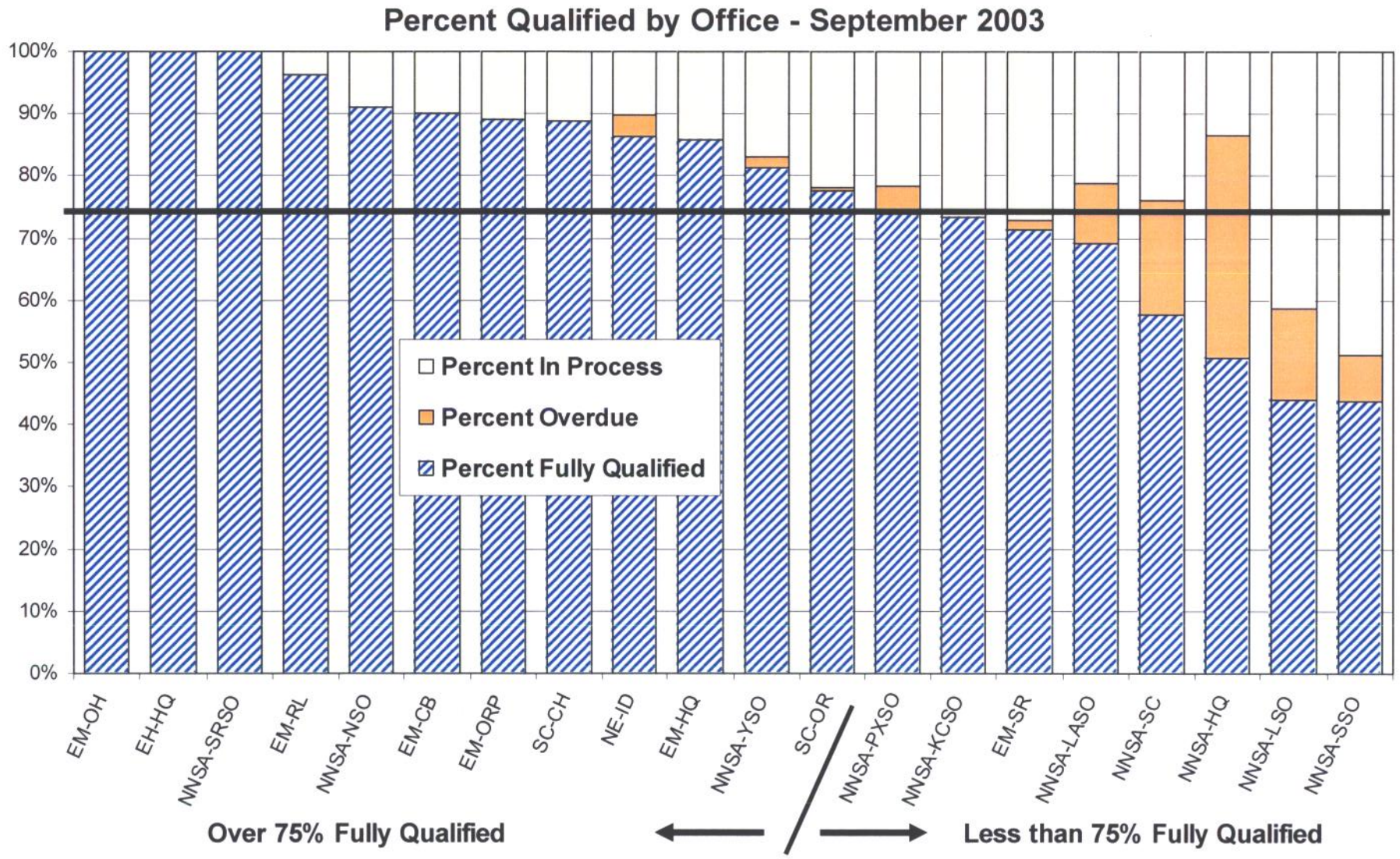
Notes/Status:

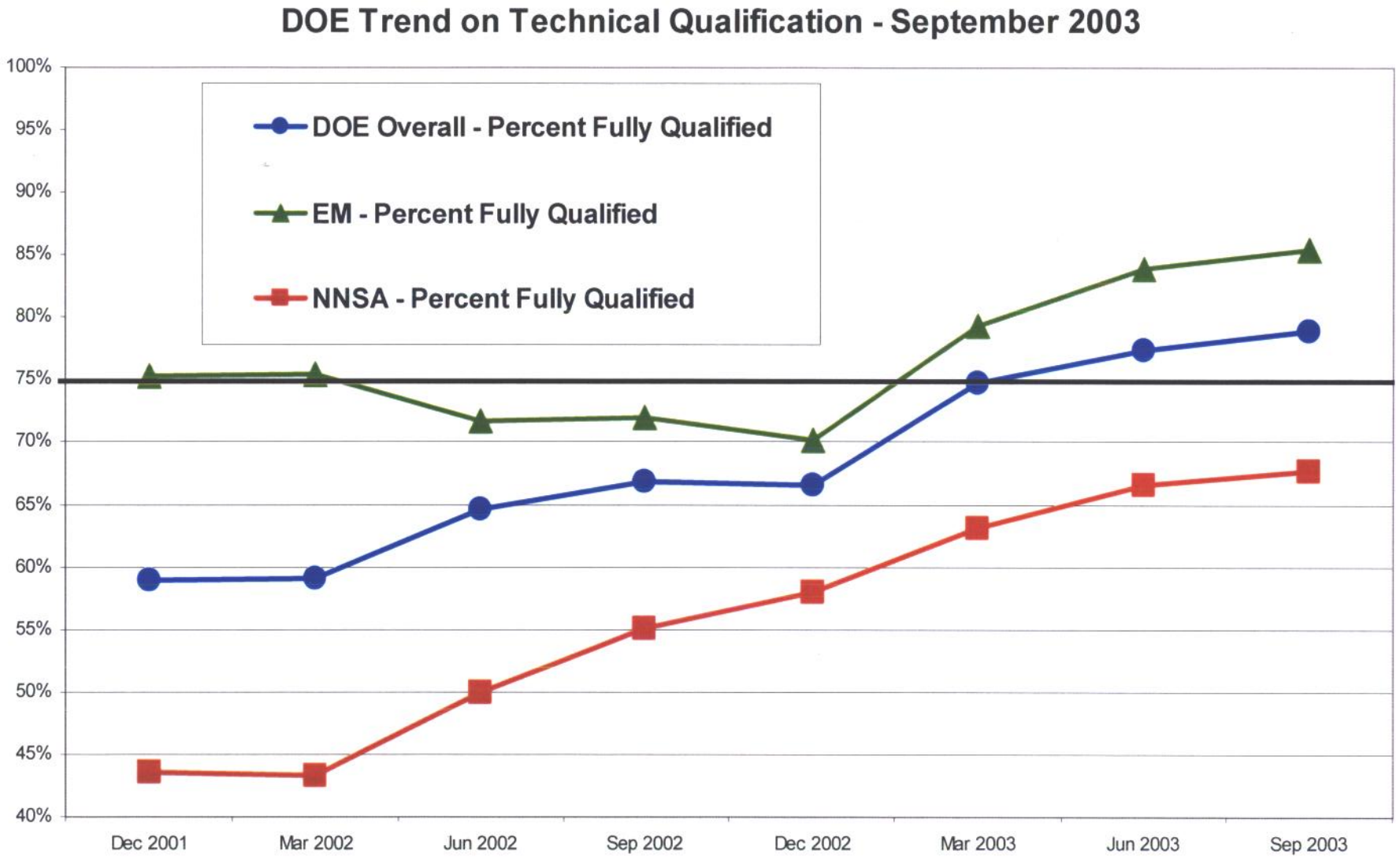
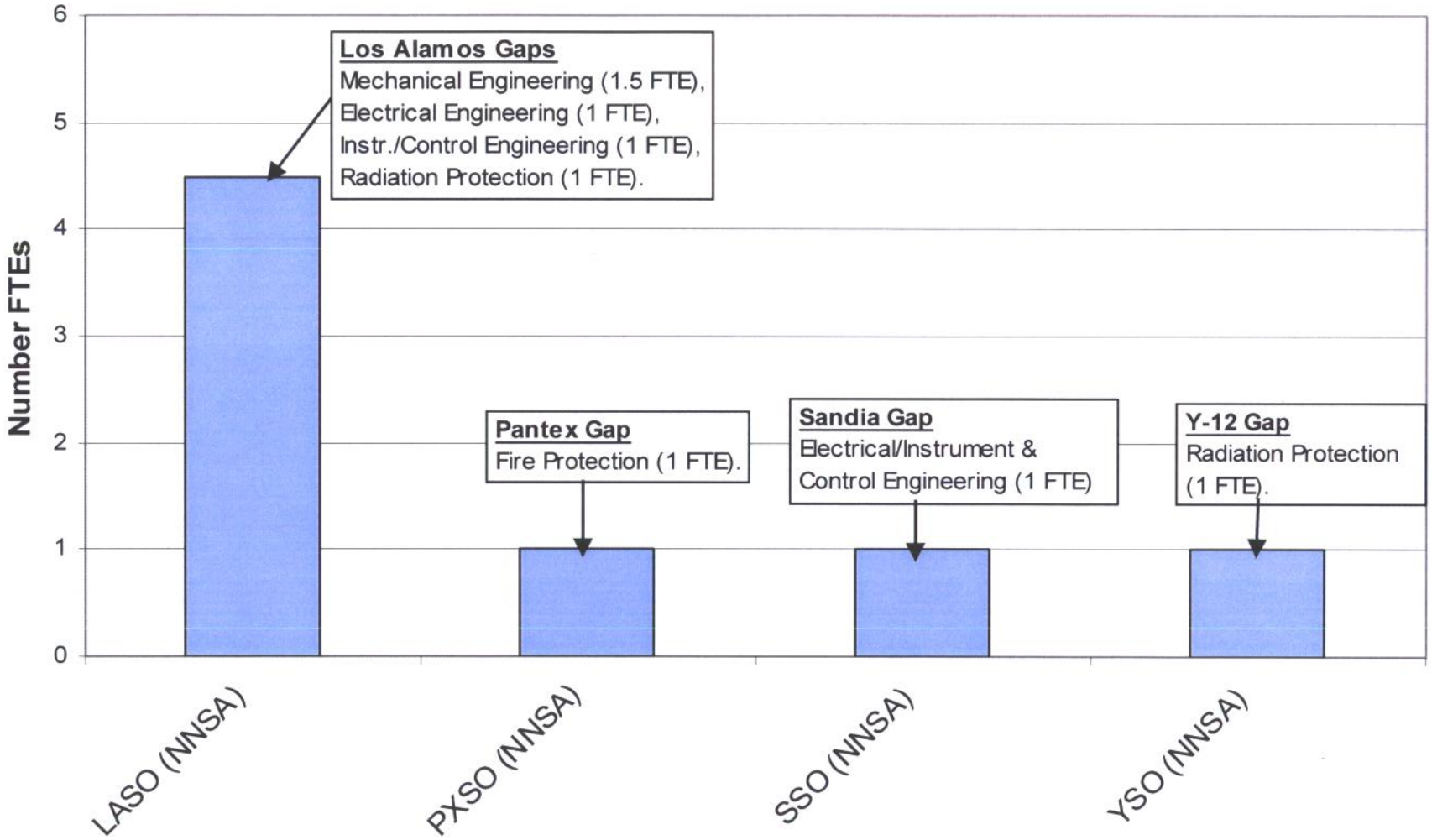
LASO: LASO has a gap of 4.5 FTEs. LASO completed a review of its safety system oversight needs and gaps. The draft report was completed in June 2003, with the final report to be approved by October, 2003. The balance of LASO critical skill gaps will be met through a service level agreement with the NNSA Service Center.

PXSO: PXSO has a gap of 1.0 FTE. PXSO plans to hire a Fire Protection engineer. PXSO readvertised the position in August 2003.

SSO: The Electrical/Instrumentation & Control position was advertised and final selection has been made.

YSO: A Radiation Protection position is vacant, leaving a Technical Skill Gap. YSO plans to post this position.


Percent Qualified by Office - September 2003
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
Percent In Process
Percent Overdue
Percent Fully Qualified
EM-OH
EH-HQ
NNSA-SRSO
EM-RL
NNSA-NSO
EM-CB
EM-ORP
SC-CH
NE-ID
EM-HQ
NNSA-YSO
SC-OR
NNSA-PXSO
NNSA-KCSO
EM-SR
NNSA-LASO
NNSA-SC
NNSA-HQ
NNSA-LSO
NNSA-SSO
Over 75% Fully Qualified
Less than 75% Fully Qualified


DOE Trend on Technical Qualification - September 2003
DOE Overall - Percent Fully Qualified
EM - Percent Fully Qualified
NNSA - Percent Fully Qualified
100%
95%
90%
85%
80%
75%
70%
65%
60%
55%
50%
45%
40%
Dec 2001
Mar 2002
Jun 2002
Sep 2002
Dec 2002
Mar 2003
Jun 2003
Sep 2003

Current Gaps in Safety System Oversight Engineers - September 2003