

United States Government

Department of Energy

Office of River Protection

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# memorandum

DATE: November 30, 2004  
REPLY TO: 04-ORP-070 Chairman, Federal Technical Capability Panel  
ATTN OF:  
  
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 as of September 30, 2004.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed an 80% fully qualified rate for all personnel in the TQP. Currently, the DOE qualification rate is 85%, the same as last quarter but up from 79% a year ago. Thirteen of 19 offices meet the 80% qualified goal. Of the six offices that do not meet the goal, six are within the National Nuclear Security Administration (NNSA). A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. Currently eight offices have overdue personnel in their TQP qualifications, which is up from six last quarter.

Attachment 1 also provides the status of qualifications for Safety System Oversight (SSO) personnel. These personnel are responsible for oversight of safety systems in nuclear facilities. Qualification requirements were established in May 2004 with the issuance of DOE Manual 426.1-1A, *Federal Technical Capability Manual*. As of September 30, 2004, sites identified 88 SSO personnel, of which 12 are qualified. The typical qualification time is expected to take approximately one year for SSO personnel.

Attachment 2 provides the Status of Filling Technical Skill Gaps. These gaps were identified in the FTCP Report, *Updated Listing of Department Personnel Serving as Subject Matter Experts for Safety System Oversight*, dated September 30, 2003. The current gap is 3.9 Full Time Equivalent (FTE) positions, which is the same level as last quarter. The Y-12 Site Office filled one electrical engineer position and one instrumentation and control position to fill its skill gaps, and the Pantex Site Office hired one person in fire protection to fill its skill gap. However, the Richland Operations Office identified a new skill gap of one FTE in industrial hygiene and the Oak Ridge Operations Office identified two FTEs, one in fire protection and one in criticality safety. These two offices are taking steps to fill these new gaps.

Attachment 3 provides charts 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, or your staff may contact Ted Wyka, (202) 586-3519.



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 (NA-1)  
Under Secretary for Energy, Science and  
Environment (US-ESE)  
FTCP Agents  
S. J. Coleman, INNOV

**Distribution:**

Deputy Secretary

Assistant Secretary for Environmental Management (EM)

Assistant Secretary for Environment, Safety, and Health (EH)

Deputy Administrator for Defense Programs, NNSA

Director, Office of Science (SC)

Director, Office of Nuclear Energy, Science and Technology (NE)

Director, Office of Management, Budget, and Evaluation (ME)

Departmental Representative to the Defense Nuclear Facilities Safety Board (DR)

Manager, Carlsbad Field Office (CBFO)

Manager, Idaho Operations Office (NE-ID)

Manager, Livermore Site Office (LSO)

Manager, Los Alamos Site Office (LASO)

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, Rocky Flats Project Office (RFPO)

Manager, Sandia Site Office (SSO)

Manager, Savannah River Operations Office (SR)

Manager, Savannah River Site Office (SRSO)

Manager, Y-12 Site Office (YSO)

## Status of Qualifications in the Technical Qualification Program (TQP)

September 30, 2004

Update Frequency: Quarterly

Office	OVERALL TQP QUALIFICATIONS						SSO QUALIFICATIONS *		
	Number of People in the TQP	Number Fully Qualified	Number Overdue	Percent Fully Qualified	80%?	Comments	Number of SSO Personnel	Number SSO Fully Qualified	Comments
<b><u>National Nuclear Security Administration (NNSA)</u></b>									
Los Alamos Site Office	LASO	50	32	1	64%		8	0	
Livermore Site Office	LSO	36	25	0	69%	Projects 80% by December 2004 Projects 80% by April 2005. See Note 1	6	0	
Nevada Site Office	NSO	74	68	0	92%	●	7	0	
Pantex Site Office	PXSO	47	38	0	81%	●	4	2	
Savannah River Site Office	SRSO	13	13	0	100%	●	1	0	
Sandia Site Office	SSO	24	14	2	58%	Projects 80% by June 2005	2	0	
Y-12 Site Office	YSO	58	53	0	91%	●	6	0	
NNSA Headquarters	NA-HQ	72	49	6	68%	Projects 80% by December 2004	0	0	
NNSA Service Center	NA-SC	41	28	2	68%	Projects 80% by June 2005	4	0	
<b>NNSA Totals</b>		<b>415</b>	<b>320</b>	<b>11</b>	<b>77%</b>		<b>38</b>	<b>2</b>	
<b><u>Environmental Management (EM)</u></b>									
Carlsbad Field Office	CBFO	12	9	0	75%	Projects 80% by November 2004	5	3	
Ohio Field Office	OH	59	59	0	100%	●	0	0	
Office of River Protection	ORP	84	79	0	94%	●	10	0	
Richland Operations Office	RL	113	101	0	89%	●	6	2	
Rocky Flats Project Office	RFPO	24	20	4	83%	●	0	0	
Savannah River Ops. Office	SR	195	165	1	85%	●	21	0	
EM Headquarters	EM-HQ	10	8	0	80%	●	0	0	
<b>EM Totals</b>		<b>497</b>	<b>441</b>	<b>5</b>	<b>89%</b>	●	<b>42</b>	<b>5</b>	
<b><u>Others</u></b>									
Idaho Operations Office	NE-ID	109	94	4	86%	● See Note 2	6	5	
Oak Ridge Operations Office	OR (SC)	180	161	1	90%	●	2	0	See Note 3
Environment, Safety & Health	EH-HQ	62	62	0	100%	●	0	0	
<b>Others Totals</b>		<b>351</b>	<b>317</b>	<b>5</b>	<b>90%</b>		<b>8</b>	<b>5</b>	
<b>DOE Total</b>									
		<b>1263</b>	<b>1078</b>	<b>21</b>	<b>85%</b>		<b>88</b>	<b>12</b>	
<b>DOE Goals</b>									
		-	-	<b>0</b>	<b>80%</b>	-	-	-	

Notes:  
 \* Due to the recent establishment of SSO program qualification requirements (May 2004), SSO Qualification Status is not being included in the "Overall TQP Qualifications" status  
 Note 1: At LSO, 4 people were added to the TQP and 1 was removed during the quarter.  
 Note 2: At ID, the 4 overdue personnel have changed job assignments. Line management will reassess their need for TQP qualification.  
 Note 3: At ORO, 2 positions have been identified as SSO positions. Other positions are being evaluated.

## Status of Filling Technical Skill Gaps

September 30, 2004

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		Other		TOTAL GAPS		
	Baseline	Current	Baseline	Current	Baseline	Current	Baseline	Current	Baseline	Current	Baseline	Current	Baseline	Current	Baseline	Current	Baseline	Current	
<u>NNSA Offices</u>																			
LASO	1.5	0	1	0	1	0							1	0			4.5	0	
PXSO																	0	0	
SSO					0.9	0.9											0.9	0.9	
YSO			0	0	0	0							0	0			0	0	
<u>EM Offices</u>																			
RL																0	1	0	1
<u>SC Offices</u>																			
ORO							0	1	0	1							0	2	
<b>DOE Totals</b>	<b>1.5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1.9</b>	<b>0.9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>			<b>5.4</b>	<b>3.9</b>	

"Baseline" column represents gaps reported to the DNFSB in the September 30, 2003, letter from R. J. Schepens to J. T. Conway.

**Notes/Status:**

**LASO:** LASO skill responsibilities are filled through four sources: NNSA Service Center subject matter experts (SMEs), LASO SMEs, LASO Facility Representatives, and LASO support contractors.

**PXSO:** PXSO filled the Fire Protection Engineer position.

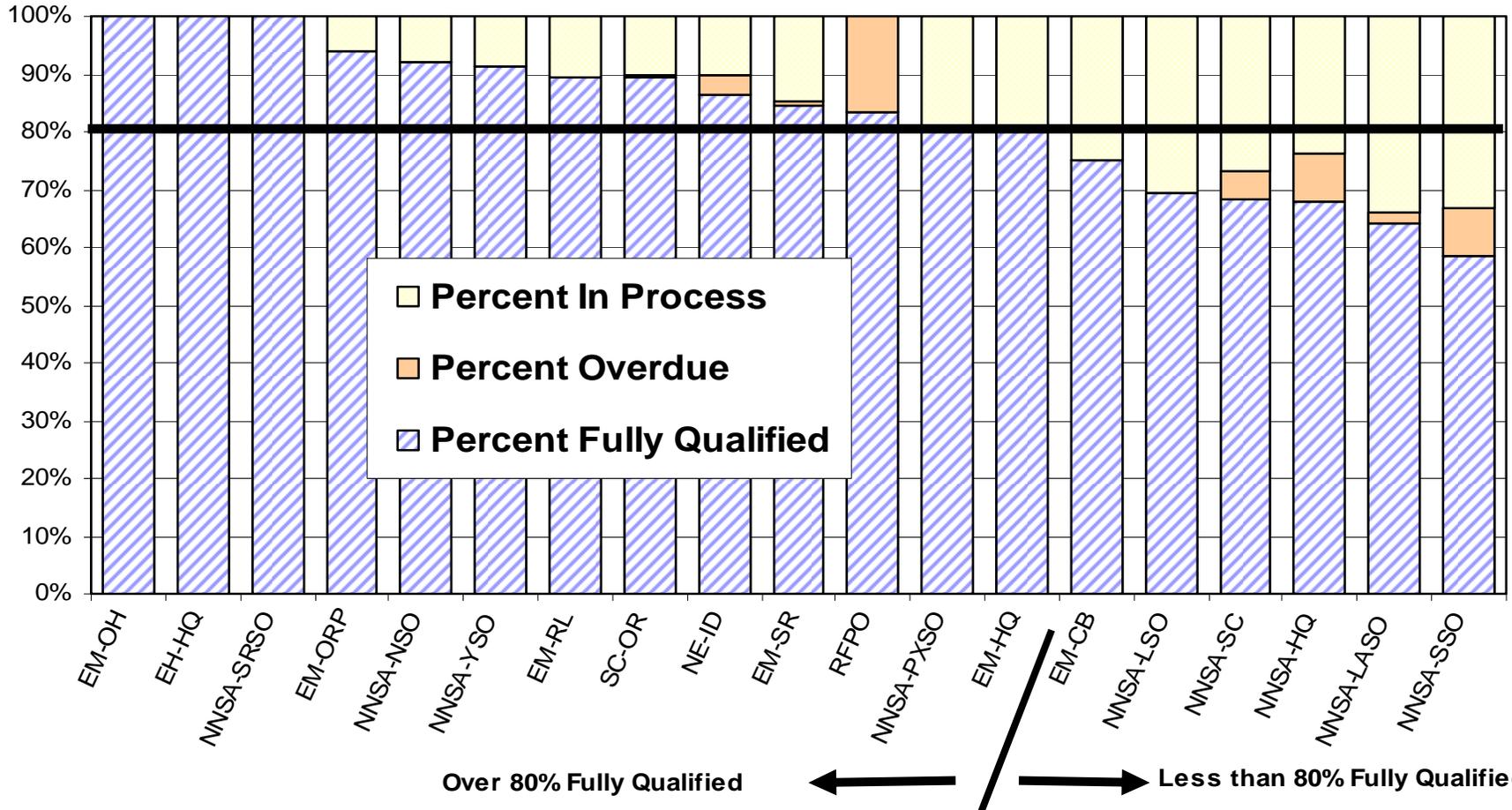
**SSO:** An I&C engineer was to commence employment at SSO in mid-October. A gap of 0 is expected in the next quarter.

**YSO:** The Radiation Protection and the Electrical/I&C Engineer positions were filled in August resulting in a 0 skill gap for YSO.

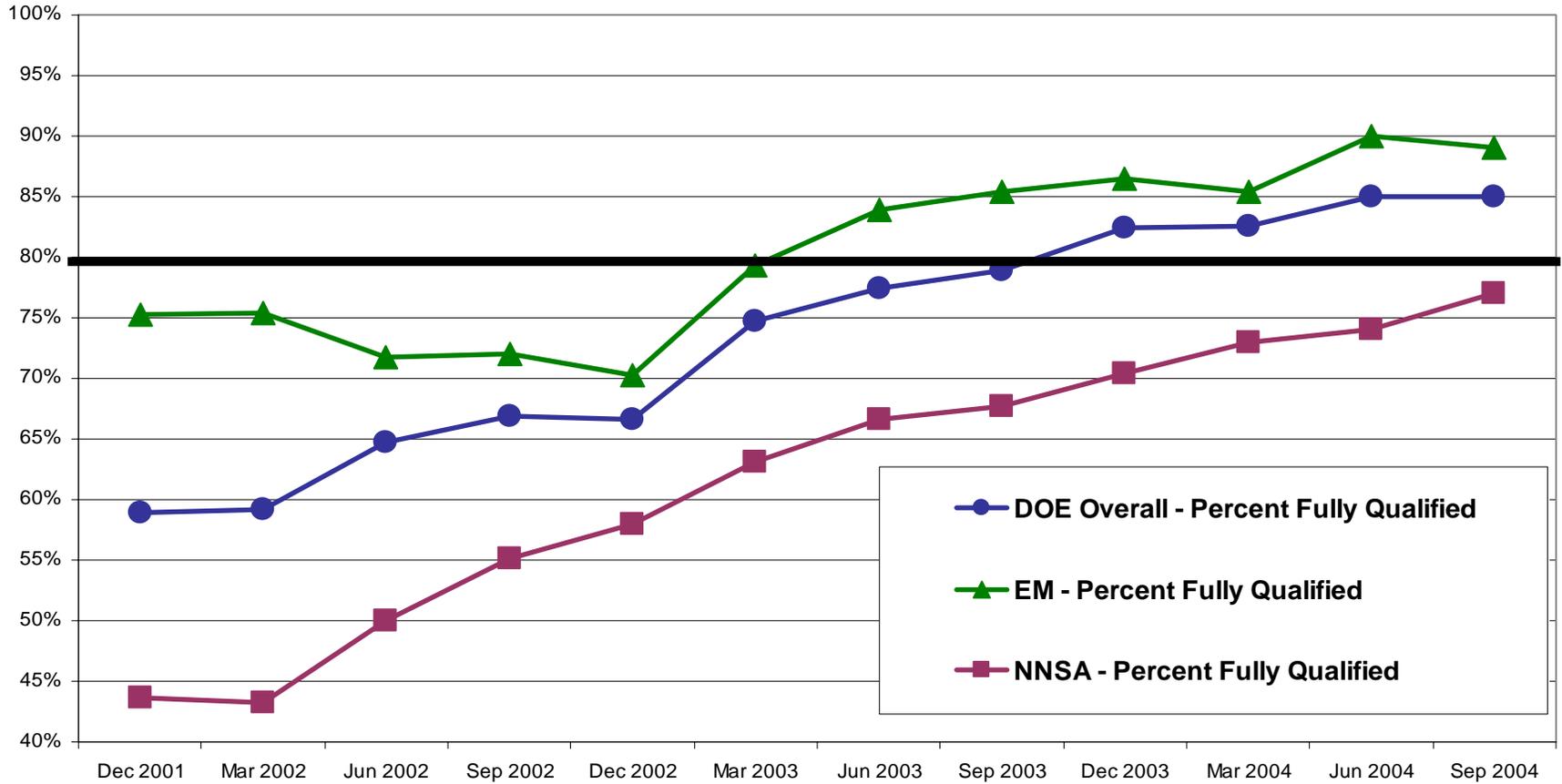
**RL:** RL is baselined for 1 Industrial Hygienist and currently has 0. EM has given RL permission to obtain a replacement. It is unclear how long this action will take.

**ORO:** ORO identified two new gaps: one in Fire Protection and one in Criticality Safety.

**Percent Qualified by Office - September 2004**



### DOE Trend on Technical Qualification - September 2004



DOE Trend on Overdue Qualifications - September 2004

