



Department of Energy
National Nuclear Security Administration
Service Center
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MEMORANDUM FOR: Distribution

Karen L. Boardman
FROM: Karen L. Boardman, Chairperson, Federal Technical
Capability Panel

SUBJECT: Quarterly Report on Federal Technical Capability - 07-NA SC-008

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, 2007.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed 80% "fully qualified or on schedule for qualification" for all personnel in the TQP. Currently, the overall DOE TQP qualification rate is 92%. However 3 offices are below the 80% goal. In addition, 73% of all required personnel are fully qualified. Headquarters and site office managers are encouraged to maintain emphasis on the timely qualifications of their technical personnel. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of personnel overdue in their qualifications is 33.

Attachment 2, 3, 4 and 5 provide specific status of qualifications for Facility Representatives (FR), Senior Technical Safety Managers (STSM), Nuclear Safety Specialists (NS), and Safety System Oversight (SSO) personnel, respectively. General status of qualification in these areas is:

- FR - 91% fully qualified or on schedule for qualification; 77% fully qualified
- STSM - 88% fully qualified or on schedule for qualification; 65% fully qualified
- NS - 90% fully qualified or on schedule for qualification; 72% fully qualified
- SSO - 88% fully qualified or on schedule for qualification; 67% fully qualified

Attachment 6 shows the status of overall TQP qualifications. More detailed Facility Representatives qualification data is published quarterly by the Facility Representative Program Manager.

If you have any questions or comments, please contact me, or your staff may contact Robert McMorland at (202) 586-0057.

Attachments

cc w/attachments:

FTCP Agents

J. Lozoya, NNSA SC/OFS

R. McMorland, HS-1.1

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Manager, Sandia Site Office (SSO)

Manager, Savannah River Operations Office (SR)

Manager, Savannah River Site Office (SRSO)

Manager, Y-12 Site Office (YSO)

Senior Advisor for ES&H (NA-3.6)

Status of Qualifications in the Technical Qualification Program (TQP)

September 30, 2007

Update Frequency: Quarterly

OVERALL TQP QUALIFICATIONS									
Office		Number of Capabilities Needed (C) (Based on Annual Workforce Analysis)	Number of Capabilities Staffed by Onboard, Fully Qualified Personnel (D)	Number of Capabilities for Which Onboard Staff are Engaged in Initial Qualification or Requalification (Includes Column F) (E)	Number of Capabilities for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Percentage of Capabilities for Which Staff are Onboard=(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	LASO	80	33	35	5	85%	41%	79%	Personnel actions have been initiated to fill vacancies.
Livermore Site Office	LSO	46	34	12	1	100%	74%	98%	One capability met via matrix support from NA-SC. Non-nuclear FRs are not included.
Nevada Site Office	NSO	51	31	20	10	100%	61%	80%	
Pantex Site Office	PXSO	47	36	9	0	96%	77%	96%	Two SSO vacancies are limiting qualifications.
Savannah River Site Office	SRSO	18	11	7	0	100%	61%	100%	
Sandia Site Office	SSO	41	35	4	0	95%	85%	95%	Two capabilities (Civil/Structural Engineering and Electrical Systems) supported by NA-SC
Y-12 Site Office	YSO	69	56	12	3	99%	81%	94%	Recruitment in progress for one STSM position.
NNSA Headquarters	NA-HQ	88	45	43	9	100%	51%	90%	
NNSA Service Center	NA-SC	37	33	0	0	89%	89%	89%	Recruitment is in progress for 4 positions.
NNSA Totals		477	314	142	28	96%	66%	90%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	19	17	2	0	100%	89%	100%	A new position was posted and filled in September 2007.
Consolidated Business Center	CBC	10	6	4	0	100%	60%	100%	Nine CBC cadre people support the Office of Site Support and Small Projects, one supports PPPO, and none are double counted in CBC data.
Office of River Protection	ORP	124	79	20	0	80%	64%	80%	13 positions recently filled are in qualification. Twenty-five capabilities will be filled by hiring twenty-one personnel.
Portsmouth/Paducah Project Office	PPPO	23	16	5	0	91%	70%	91%	PPPO is currently posting for Portsmouth Site Lead and Senior Technical Advisor.
Richland Operations Office	RL	73	44	28	2	99%	60%	96%	
Savannah River Ops. Office	SR	220	166	29	1	89%	75%	88%	Data reflects losses due to retirement/resignation since last report. Column "D" includes 24 fully qualified participants now pursuing qualification in a new FAQ. The one overdue person is scheduled for Oral Board and final checkout on 10/31/07.
EM Headquarters	EM-HQ	18	15	3	0	100%	83%	100%	
EM Totals		487	343	91	3	89%	70%	89%	
Others									
Health, Safety and Security	HSS	92	71	21	0	100%	77%	100%	
Chief Nuclear Safety CTA Staff	CNS	9	6	2	2	89%	67%	67%	One member of the CNS staff has transferred to NNSA and a staffing authorization package is being processed to refill the vacant seismic engineering position.
Idaho Operations Office	NE-ID	125	106	19	0	100%	85%	100%	
Oak Ridge Operations Office	OR (SC)	168	147	19	0	99%	88%	99%	2 STSM vacancies will be evaluated during the upcoming staffing analysis.
Pacific Northwest Site Office (SC)	PNSO	6	4	0	0	67%	67%	67%	1 FR and 1 SSO vacant positions are in the process of being filled.
Others Totals		400	334	61	2	99%	84%	98%	
DOE Total		1364	991	294	33	94%	73%	92%	
DOE Goals		-	-	-	0	-	-	80%	

Notes:

Status of Qualifications in the Facility Representative (FR) Program
September 30, 2007
Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS								
Office	Number of FRs Needed (C) (Based on Annual Workforce Analysis)	Number of FRs Staffed by Onboard, Fully Qualified Personnel (D)	Number of FRs for Which Onboard Staff are Engaged in Initial Qualification or Requalification (Includes Column F) (E)	Number of FRs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F/C	Comments
National Nuclear Security Administration (NNSA)								
Los Alamos Site Office	LASO	11	6	4	3	91%	55%	64%
Livermore Site Office	LSO	7	4	4	0	114%	57%	100%
Nevada Site Office	NSO	11	6	2	2	73%	55%	55%
Pantex Site Office	PXSO	11	7	4	0	100%	64%	100%
Savannah River Site Office	SRSO	4	2	2	0	100%	50%	100%
Sandia Site Office	SSO	11	10	1	0	100%	91%	100%
Y-12 Site Office	YSO	12	10	2	1	100%	83%	92%
NNSA Totals		67	45	19	6	96%	67%	87%
Environmental Management (EM)								
Carlsbad Field Office	CBFO	2	1	1	0	100%	50%	100%
Consolidated Business Center	CBC	0	0	0	0	N/A	N/A	N/A
Office of River Protection	ORP	14	13	1	0	100%	93%	100%
Portsmouth/Paducah Project Office	PPPO	4	4	0	0	100%	100%	100%
Richland Operations Office	RL	19	18	1	0	100%	95%	100%
Savannah River Ops. Office	SR	36	21	9	1	83%	58%	81%
EM Totals		75	57	12	1	92%	76%	91%
Others								
Health, Safety and Security	HSS	1	1	0	0			
Idaho Operations Office	NE-ID	22	22	0	0	100%	100%	100%
Oak Ridge Operations Office	OR (SC)	20	18	2	0	100%	90%	100%
Pacific Northwest Site Office (SC)	PNSO	3	2	0	0	67%	67%	67%
Others Totals		46	43	2	0	98%	93%	98%
DOE Total		188	145	33	7	95%	77%	91%

Notes:

- Does not include 4 non-nuclear FRs (2 qualified, 2 on-schedule).
- Initial qualification of 3 nuclear FRs expected in the first quarter of FY08
- One qualified nuclear FR retiring on 11/1/2007.
- PPPO FRs include one from CBC who is fully qualified for current position.
- Additional FRs will be needed for planned work including Depleted Uranium Hexafluoride Conversion Project (start up in FY08) and Portsmouth D&D project.

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program

September 30, 2007

Update Frequency: Quarterly

OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS									
Office		Number of STSMs Needed (C) (Based on Annual Workforce Analysis)	Number of STSMs Staffed by Onboard, Fully Qualified Personnel (D)	Number of STSMs for Which Onboard Staff are Engaged in Initial Qualification or Requalification (Includes Column F) (E)	Number of STSMs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	LASO	8	2	4	0	75%	25%	75%	Two STSM positions, i.e. Technical Deputy and permanent Assistant Manager for Safety Operations, have not yet been filled.
Livermore Site Office	LSO	8	6	2	0	100%	75%	100%	
Nevada Site Office	NSO	9	3	5	2	89%	33%	67%	NSO will likely fill the ninth STSM position by the end of CY07
Pantex Site Office	PXSO	5	4	1	0	100%	80%	100%	
Savannah River Site Office	SRSO	2	2	0	0	100%	100%	100%	Have 2 additional fully qualified STSMs on staff.
Sandia Site Office	SSO	4	4	0	0	100%	100%	100%	
Y-12 Site Office	YSO	8	7	0	0	88%	88%	88%	Recruitment in process for 1 STSM position.
NNSA Headquarters	NA-HQ	47	28	19	7	100%	60%	85%	
NNSA Service Center	NA-SC	10	9	0	0	90%	90%	90%	Recruitment is in progress for 1 STSM position.
NNSA Totals		101	65	31	9	95%	64%	86%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	4	4	0	0	100%	100%	100%	
Consolidated Business Center	CBC	5	1	4	0	100%	20%	100%	Previously qualified STSMs are requalifying to the new STSM qualification requirements.
Office of River Protection	ORP	13	7	3	0	77%	54%	77%	Effort is in progress to fill the 3 vacancies.
Portsmouth/Paducah Project Office	PPPO	6	3	1	0	67%	50%	67%	Portsmouth Site Lead and Senior Technical Advisor will be STSM qualified.
Richland Operations Office	RL	5	3	1	1	80%	60%	60%	Deputy Manager position open. Acting Deputy Manager is STSM qualified.
Savannah River Ops. Office	SR	24	15	8	0	96%	63%	96%	One vacancy will be filled via internal reassignment or external staffing action. Eight participants engaged in initial qualification are all on track and scheduled to complete qualification in 2008
EM Headquarters	EM-HQ	15	13	2	0	100%	87%	100%	
EM Totals		72	46	19	1	90%	64%	89%	
Others									
Health, Safety and Security	HSS	18	9	9	0	100%	50%	100%	Three HSS managers completed the STSM course and need to complete their oral boards. Two HSS employees are currently taking the STSM course. Four HSS managers are awaiting the STSM course.
Chief Nuclear Safety CTA Staff	CNS	9	6	2	2	89%	67%	67%	One member of the CNS staff has transferred to NNSA and a staffing authorization package is being processed to refill the vacant seismic engineering position.
Idaho Operations Office	NE-ID	10	7	3	0	100%	70%	100%	
Oak Ridge Operations Office	OR (SC)	22	16	4	0	91%	73%	91%	
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	100%	100%	100%	2 STSM vacancies will be evaluated during the upcoming staffing analysis.
Others Totals		61	40	18	2	95%	66%	92%	
DOE Total		234	151	68	12	94%	65%	88%	

Notes:

Status of Qualifications in the Nuclear Safety Specialist (NS) Program

September 30, 2007

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS									
Office		Number of NSs Needed (C) (Based on Annual Workforce Analysis)	Number of NSs Staffed by Onboard, Fully Qualified Personnel (D)	Number of NSs for Which Onboard Staff are Engaged in Initial Qualification or Requalification (Includes Column F) (E)	Number of NSs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	LASO	10	3	5	0	80%	30%	80%	
Livermore Site Office	LSO	4	3	1	1	100%	75%	75%	Overdue individual's duties have been limited and all work is reviewed by qualified analysts. Qualification will be completed by 12/31/07.
Nevada Site Office	NSO	4	2	2	2	100%	50%	50%	
Pantex Site Office	PXSO	8	5	3	0	100%	63%	100%	
Savannah River Site Office	SRSO	1	0	1	0	100%	0%	100%	
Sandia Site Office	SSO	4	3	1	0	100%	75%	100%	
Y-12 Site Office	YSO	4	4	0	0	100%	100%	100%	
NNSA Headquarters	NA-HQ	8	2	6	1	100%	25%	88%	
NNSA Service Center	NA-SC	7	7	0	0	100%	100%	100%	
NNSA Totals		50	29	19	4	96%	58%	88%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	2	2	0	0	100%	100%	100%	
Consolidated Business Center	CBC	0	0	0	0	N/A	N/A	N/A	See Note 1.
Office of River Protection	ORP	9	5	3	0	89%	56%	89%	3 newly filled positions. Effort is in progress to fill one vacancy
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	100%	100%	100%	SSO serving as nuclear safety lead with support from subcontractors.
Richland Operations Office	RL	4	4	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	24	17	2	0	79%	71%	79%	Data reflects two losses to retirement. Column "D" includes 3 fully qualified participants now pursuing qualification in a new FAQ. Three positions will be advertised at the full performance level. Two positions will be filled as entry level or from EM Career Intern Program.
EM Headquarters	EM-HQ	2	1	1	0	100%	50%	100%	
EM Totals		42	30	6	0	86%	71%	86%	
Others									
Health, Safety and Security	HSS	11	11	0	0	100%	100%	100%	
Idaho Operations Office	NE-ID	12	10	2	0	100%	83%	100%	
Oak Ridge Operations Office	OR (SC)	8	8	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	0	0	0	0	N/A	N/A	N/A	NS requirements being provided by ORO.
Others Totals		31	29	2	0	100%	94%	100%	
DOE Total		123	88	27	4	93%	72%	90%	

Notes:

1. Applies only to WVDP. Two personnel secondarily qualified as NS but have no time to dedicate to the function. Short-term needs are being met via expertise from HQ and/or CBC, supplemented by contractors. Need is being monitored; if it increases, it may be necessary to hire a person.

Status of Qualifications in the Safety System Oversight (SSO) Program

September 30, 2007

Update Frequency: Quarterly

OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS									
Office		Number of SSOs Needed (C) (Based on Annual Workforce Analysis)	Number of SSOs Staffed by Onboard, Fully Qualified Personnel (D)	Number of SSOs for Which Onboard Staff are Engaged in Initial Qualification or Requalification (Includes Column F) (E)	Number of SSOs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(D+E-F)/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	LASO	5	0	1	0	20%	0%	20%	
Livermore Site Office	LSO	3	2	1	0	100%	67%	100%	
Nevada Site Office	NSO	5	0	5	0	100%	0%	100%	
Pantex Site Office	PXSO	5	3	0	0	60%	60%	60%	1 vacancy will be filled by recruitment; the other vacancy will be evaluated during the upcoming annual workforce analysis.
Savannah River Site Office	SRSO	1	1	0	0	100%	100%	100%	
Sandia Site Office	SSO	2	2	0	0	100%	100%	100%	
Y-12 Site Office	YSO	6	5	1	0	100%	83%	100%	Fire Protection engineer in initial qualification; will start SSO qualification thereafter.
NNSA Totals		27	13	8	0	78%	48%	78%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	5	5	0	0	100%	100%	100%	
Office of River Protection	ORP	11	4	4	0	73%	36%	73%	Two positions recently filled. Effort is in progress to fill 3 vacancies.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	100%	100%	100%	SSO qualified under Nuclear & Criticality Safety Technical Qualification, with CTA Qualifying Official review for NS TQP in accordance with DOE O 413.3A.
Richland Operations Office	RL	10	7	3	0	100%	70%	100%	
Savannah River Ops. Office	SR	20	16	4	0	100%	80%	100%	
EM Totals		47	33	11	0	94%	70%	94%	
Others									
Chief Nuclear Safety CTA Staff	CNS	9	7	1	1	89%	78%	78%	One member of the CNS staff has transferred to NNSA and a staffing authorization package is being processed to refill the vacant seismic engineering position.
Idaho Operations Office	NE-ID	8	7	1	0	100%	88%	100%	
Oak Ridge Operations Office	OR (SC)	4	4	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	1	0	0	0	0%	0%	0%	Vacant position is in the process of being filled. Additional SSO requirements are met through ORO.
Others Totals		22	18	2	1	91%	82%	86%	
DOE Total		96	64	21	1	89%	67%	88%	

Notes:

TQP - Qualified & on Schedule for Qualification by Office - September 2007

(Does Not Include 33 Persons Who Are Overdue to Complete Qualification)

