



Department of Energy
National Nuclear Security Administration
Service Center
P. O. Box 5400
Albuquerque, NM 87185



FEB 26 2008

MEMORANDUM FOR: Distribution

Karen L. Boardman

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

SUBJECT: Quarterly Report on Federal Technical Capability - 08-NA SC-002

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 December 31, 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, this overall DOE TQP qualification rate is 91%. Two offices are below the 80% goal, but are actively working to correct their staffing shortfalls. In addition, 72% 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 31.

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 - 88% fully qualified or on schedule for qualification; 78% fully qualified
- STSM - 89% fully qualified or on schedule for qualification; 66% fully qualified
- NS - 93% fully qualified or on schedule for qualification; 69% fully qualified
- SSO - 79% fully qualified or on schedule for qualification; 61% fully qualified

Attachment 6 shows the status of overall TQP qualifications. Attachments 7 and 8 provide trend data for overall TQP qualification and staffing shortfalls. 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.

8 Attachments

cc w/attachments:

FTCP Agents
E. White, NNSA SC
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)

December 31, 2007

Update Frequency: Quarterly

OVERALL TQP QUALIFICATIONS										
Office		Number of Capabilities Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of Capabilities Staffed by Fully Qualified Personnel (D)	Number of Capabilities for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of Capabilities for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of Capabilities for Which Personnel are Not Onboard =C-(D+E)	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	80	34	36	5	10	88%	43%	81%	All 10 positions have been advertised to fill the vacancies. Selections are in process for two vacancies: Technical Training Manager, and Environmental Team Lead. The third vacancy, the Deputy Manager position, is on hold. Expect to fill 1 Industrial Hygienist position in March 2008, and 2 STSM positions and 1 Technical Training position in June 2008. See STSM and SSO tables for staffing shortfall details
Livermore Site Office	LSO	48	34	11	1	3	94%	71%	92%	
Nevada Site Office	NSO	56	34	18	5	4	93%	61%	84%	
Pantex Site Office	PXSO	46	31	11	0	4	91%	67%	91%	
Savannah River Site Office	SRSO	18	11	7	0	0	100%	61%	100%	
Sandia Site Office	SSO	42	35	5	2	2	95%	83%	90%	
Y-12 Site Office	YSO	83	68	10	1	5	94%	82%	93%	
NNSA Headquarters	NA-HQ	87	43	44	10	0	100%	49%	89%	
NNSA Service Center	NA-SC	37	32	2	0	3	92%	86%	92%	
NNSA Totals		497	322	144	24	31	94%	65%	89%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	17	15	2	0	0	100%	88%	100%	EMCBC, EM Cadre, & field personnel at ANL, BNL, Denver, FCP, GJO, OAK, MCP, SPRU, WVDP. Nineteen vacancies will be filled by hiring 15 personnel. PPPO is currently posting for Portsmouth Site Lead and Senior Technical Advisor.
CBC and OSS&SP Field Personnel	CBC & OSSSP	33	25	7	0	1	97%	76%	97%	
Office of River Protection	ORP	105	68	18	0	19	82%	65%	82%	
Portsmouth/Paducah Project Office	PPPO	23	16	5	0	2	91%	70%	91%	
Richland Operations Office	RL	69	47	22	4	0	100%	68%	94%	
Savannah River Ops. Office	SR	227	157	49	1	21	91%	69%	90%	
EM Headquarters	EM-HQ	18	15	3	0	0	100%	83%	100%	
EM Totals		492	343	106	5	43	91%	70%	90%	
Others										
Health, Safety and Security	HSS	96	76	20	0	0	100%	79%	100%	CNS staff dual qualify as STSM and SSO. One seismic engineering position will be posted shortly. Need FTE allowances to recruit 2 additional SSO. 1 FR has been recruited and will start work in January 2008. One STSM position, one radiation protection, and four safeguards & security positions will be filled during FY 2008. One SSO position will be filled in the 2nd quarter of FY 2008. One FR position is in the interview process. Two additional FR vacancies will not be filled until the confidence in future EM remediation projects increases.
Chief Nuclear Safety CTA Staff	CNS	9	6	2	2	1	89%	67%	67%	
Idaho Operations Office	NE-ID	128	106	19	0	3	98%	83%	98%	
Oak Ridge Office	ORO	175	147	18	0	10	94%	84%	94%	
Pacific Northwest Site Office (SC)	PNSO	6	4	0	0	2	67%	67%	67%	
Others Totals		414	339	59	2	16	96%	82%	96%	
DOE Total		1403	1004	309	31	90	94%	72%	91%	
DOE Goals		-	-	-	-	-	-	80%		

Notes:

Status of Qualifications in the Facility Representative (FR) Program
 December 31, 2007
 Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS										
Office		Number of FRs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of FRs Staffed by Onboard, Fully Qualified Personnel (D)	Number of FRs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of FRs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of FRs for Which Personnel are Not Onboard =C-(D+E)	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	11	6	5	4	0	100%	55%	64%	
Livermore Site Office	LSO	7	5	2	1	0	100%	71%	86%	Overdue FR engaged in qualification to DOE-STD-1063
Nevada Site Office	NSO	8	6	2	0	0	100%	75%	100%	
Pantex Site Office	PXSO	10	6	4	0	0	100%	60%	100%	
Savannah River Site Office	SRSO	4	2	2	0	0	100%	50%	100%	
Sandia Site Office	SSO	11	10	1	1	0	100%	91%	91%	
Y-12 Site Office	YSO	12	10	2	0	0	100%	83%	100%	
NNSA Totals		63	45	18	6	0	100%	71%	90%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	2	1	1	0	0	100%	50%	100%	The fully qualified FR retires on 12-31-07. Currently interviewing replacement candidates.
CBC and OSS&SP Field Personnel	CBC & OSSSP	6	5	0	0	1	83%	83%	83%	Second FR is needed at WVDP following transfer to SPRU. 2 FRs are in qualification (BNL & GJO) but are not yet needed. EMCBC Cadre FR at PPPO is not included here.
Office of River Protection	ORP	14	12	1	0	1	93%	86%	93%	Does not take credit for one qualified FR recently promoted to Federal Project Director.
Portsmouth/Paducah Project Office	PPPO	4	4	0	0	0	100%	100%	100%	See Notes 1. & 2.
Richland Operations Office	RL	19	19	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	35	22	4	1	9	74%	63%	71%	Three positions will be filled by EM Career Interns. Six positions will be filled via internal reassignments or external staffing action. One overdue person scheduled for Oral Board in February 2008.
EM Totals		80	63	6	1	11	86%	79%	85%	
Others										
Health, Safety and Security	HSS	1	1	0	0	0				
Idaho Operations Office	NE-ID	23	22	0	0	1	96%	96%	96%	1 FR recruited and will start qualification in January 2008.
Oak Ridge Office	ORO	24	18	3	0	3	88%	75%	88%	One position is in the interview process. Two additional vacancies will not be filled until the confidence in future EM remediation projects increases.
Pacific Northwest Site Office (SC)	PNSO	3	2	0	0	1	67%	67%	67%	In the process of filling the vacancy.
Others Totals		51	43	3	0	5	90%	84%	90%	
DOE Total		194	151	27	7	16	92%	78%	88%	

Notes:

1. PPPO FRs include one from CBC who is fully qualified for current position.
2. 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

December 31, 2007

Update Frequency: Quarterly

OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS

Office		Number of STSMs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of STSMs Staffed by Fully Qualified Personnel (D)	Number of STSMs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of STSMs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E)	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	8	3	4	0	1	88%	38%	88%	Position has been advertised to fill the vacancy. Filling the Deputy Manager position is on hold. Expect to fill 2 STSM positions in June 2008. Site Manager and Deputy Manager position are not yet filled. Looking for replacements.	
Livermore Site Office	LSO	8	5	2	0	1	88%	63%	88%		
Nevada Site Office	NSO	9	3	4	1	2	78%	33%	67%		
Pantex Site Office	PXSO	7	2	3	0	2	71%	29%	71%		
Savannah River Site Office	SRSO	2	2	0	0	0	100%	100%	100%		
Sandia Site Office	SSO	4	4	0	0	0	100%	100%	100%		
Y-12 Site Office	YSO	7	7	0	0	0	100%	100%	100%		
NNSA Headquarters	NA-HQ	42	27	15	6	0	100%	64%	86%		
NNSA Service Center	NA-SC	11	9	1	0	1	91%	82%	91%		
NNSA Totals		98	62	29	7	7	93%	63%	86%		
Environmental Management (EM)											
Carlsbad Field Office	CBFO	4	4	0	0	0	100%	100%	100%	2 STSMs are newly qualified. 5 previously qualified STSMs are requalifying to new requirements. Portsmouth Site Lead and Senior Technical Advisor positions will be STSM qualified. Two qualified STSM positions require requalification. Deputy Manager position is open. Acting Deputy Manager is STSM qualified. Two positions will be filled by internal reassignment or external staffing action. Five persons in column "E" are on schedule to complete qualification in 2008. One overdue position is being managed to ensure timely completion.	
CBC and OSS&SP Field Personnel	CBC & OSSSP	9	2	7	0	0	100%	22%	100%		
Office of River Protection	ORP	11	7	2	0	2	82%	64%	82%		
Portsmouth/Paducah Project Office	PPPO	6	3	1	0	2	67%	50%	67%		
Richland Operations Office	RL	4	3	1	1	0	100%	75%	75%		
Savannah River Ops. Office	SR	22	15	5	1	2	91%	68%	86%		
EM Headquarters	EM-HQ	15	13	2	0	0	100%	87%	100%		
EM Totals		71	47	18	2	6	92%	66%	89%		
Others											
Health, Safety and Security	HSS	18	11	7	0	0	100%	61%	100%		Three HSS Managers completed the STSM course and need to complete their oral boards, 2 are on schedule to take the STSM course in June 2008, and 2 are waiting to be scheduled for the STSM course. CNS staff dual qualify as STSM and SSO. One position will be filled during FY08.
Chief Nuclear Safety CTA Staff	CNS	9	6	2	2	1	89%	67%	67%		
Idaho Operations Office	NE-ID	10	7	3	0	0	100%	70%	100%		
Oak Ridge Office	ORO	21	16	4	0	1	95%	76%	95%		
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%		
Others Totals		60	42	16	2	2	97%	70%	93%		
DOE Total		229	151	63	11	15	93%	66%	89%		

Notes:

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

December 31, 2007

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS

Office		Number of NSs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of NSs Staffed by Onboard, Fully Qualified Personnel (D)	Number of NSs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of NSs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of NSs for Which Personnel are Not Onboard =C-(D+E)	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	4	0	3	70%	30%	70%	Positions have been advertised to fill the 3 vacancies.
Livermore Site Office	LSO	4	3	1	0	0	100%	75%	100%	
Nevada Site Office	NSO	4	3	1	1	0	100%	75%	75%	
Pantex Site Office	PXSO	8	5	3	0	0	100%	63%	100%	
Savannah River Site Office	SRSO	1	0	1	0	0	100%	0%	100%	
Sandia Site Office	SSO	4	3	1	1	0	100%	75%	75%	
Y-12 Site Office	YSO	4	4	0	0	0	100%	100%	100%	
NNSA Headquarters	NA-HQ	9	2	7	1	0	100%	22%	89%	
NNSA Service Center	NA-SC	8	7	0	0	1	88%	88%	88%	
NNSA Totals		52	30	18	3	4	92%	58%	87%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	2	2	0	0	0	100%	100%	100%	See Note 1.
CBC and OSS&SP Field Personnel	CBC & OSSSP	0	0	0	0	0	N/A	N/A	N/A	
Office of River Protection	ORP	8	5	3	0	0	100%	63%	100%	Does not take credit for qualified SSO cross-qualified as NS. SSO serving as nuclear safety lead with support from subcontractors.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	
Richland Operations Office	RL	4	4	0	0	0	100%	100%	100%	Due to realignment, 1 fully qualified NS is currently pursuing qualification in a different FAQ. This person is being relied upon for assistance until the position can be filled. The open position will be filled as an entry level position or from the EM Career Intern Program.
Savannah River Ops. Office	SR	20	13	6	0	1	95%	65%	95%	
EM Headquarters	EM-HQ	2	1	1	0	0	100%	50%	100%	
EM Totals		37	26	10	0	1	97%	70%	97%	
Others										
Health, Safety and Security	HSS	13	10	3	0	0	100%	77%	100%	Five of eight have dual roles and are reported in other categories in the FTCP Annual Workforce Analysis and Staffing Report.
Idaho Operations Office	NE-ID	12	10	2	0	0	100%	83%	100%	
Oak Ridge Office	ORO	8	8	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	0	0	0	0	0	N/A	N/A	N/A	1 NS provided by SC Integrated Support Center.
Others Totals		33	28	5	0	0	100%	85%	100%	
DOE Total		122	84	33	3	5	96%	69%	93%	

Notes:
 Note 1: Applies only to WVDP. Two employees are secondarily qualified but have no time to dedicate to it currently. Short-term needs are being met with expertise from HQ and/or CBC, supplemented by support services contractor. If need increases consideration of hiring a FTE may be warranted.

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

December 31, 2007

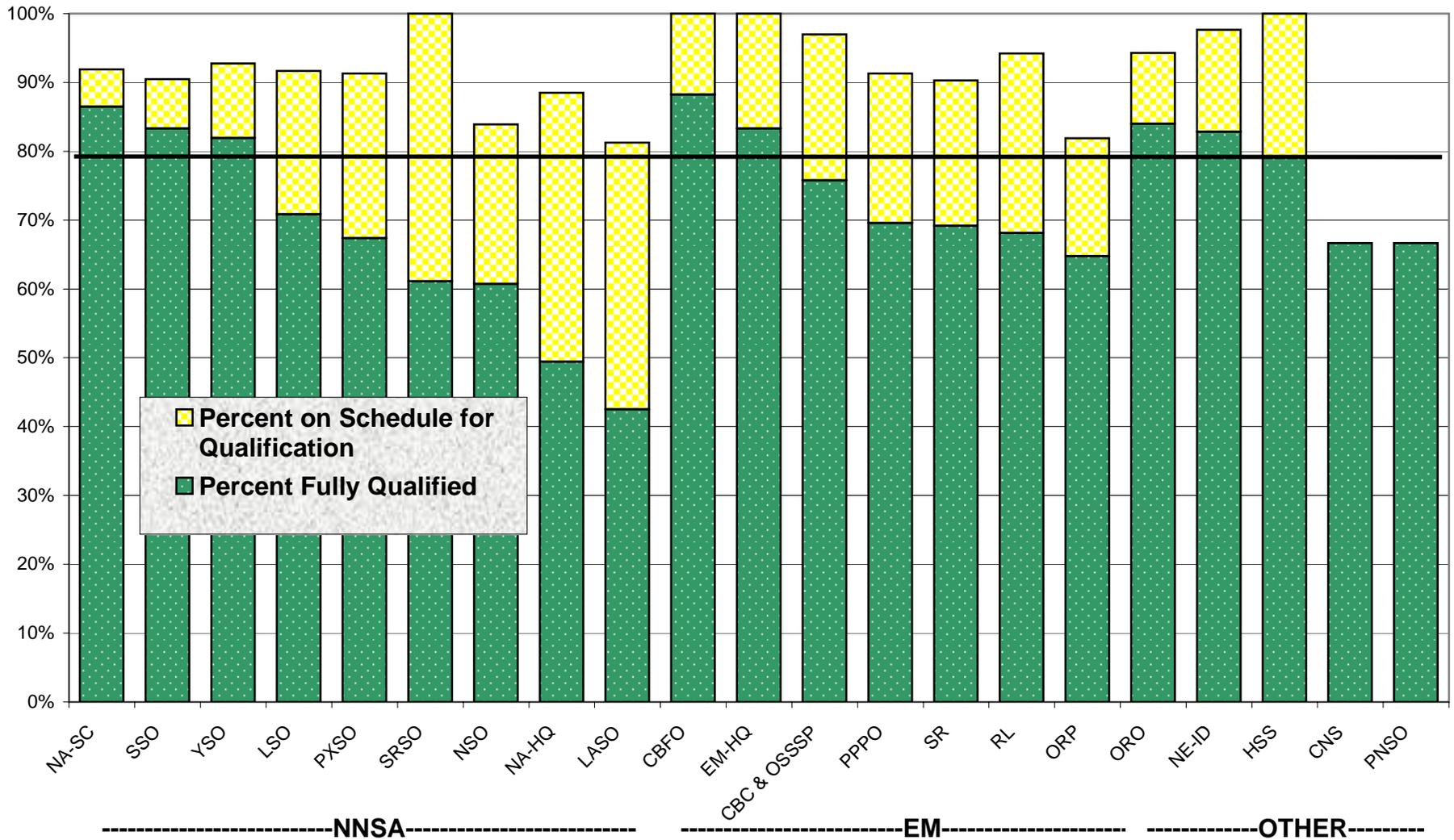
Update Frequency: Quarterly

OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS										
Office		Number of SSOs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of SSOs Staffed by Onboard, Fully Qualified Personnel (D)	Number of SSOs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of SSOs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of SSOs for Which Personnel are Not Onboard =C-(D+E)	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	4	20%	0%	20%	Positions have been advertised to fill the 4 vacancies
Livermore Site Office	LSO	3	2	1	0	0	100%	67%	100%	
Nevada Site Office	NSO	5	0	5	0	0	100%	0%	100%	
Pantex Site Office	PXSO	5	3	0	0	2	60%	60%	60%	One vacancy has been filed and the FAQ will be issued by 2/29/08. One vacancy has not yet been filled and is being evaluated as part of the Annual Workforce Analysis
Savannah River Site Office	SRSO	1	1	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	2	2	0	0	0	100%	100%	100%	
Y-12 Site Office	YSO	6	5	0	0	1	83%	83%	83%	One person currently working on Fire Protection Engineering qualification, after which SSO qualification will be started.
NNSA Totals		27	13	7	0	7	74%	48%	74%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	5	0	0	0	100%	100%	100%	
Office of River Protection	ORP	12	5	3	0	4	67%	42%	67%	Additional vacancy expected due to attrition.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	SSO qualified under Nuclear & Criticality Safety Technical Qualification (TQ), with CTA Qualifying Official review for NS TQP in accordance with DOE O 413.3A.
Richland Operations Office	RL	6	5	1	0	0	100%	83%	100%	Two SSO positions removed due to safety system closure. Two other positions reclassified as backup positions.
Savannah River Ops. Office	SR	22	13	6	0	3	86%	59%	86%	Recent retirements and new hire replacements reduced the total onboard and increased the total engaged in qualification. The Quick Hire program will be used to fill the open positions.
EM Totals		46	29	10	0	7	85%	63%	85%	
Others										
Chief Nuclear Safety CTA Staff	CNS	9	7	1	1	1	89%	78%	78%	CNS staff dual qualify as STSM and SSO.
Idaho Operations Office	NE-ID	10	7	1	0	2	80%	70%	80%	Need FTE allowances to recruit 2 additional SSO.
Oak Ridge Office	ORO	4	3	0	0	1	75%	75%	75%	One position will be filled in the 2nd quarter of FY 2008.
Pacific Northwest Site Office (SC)	PNSO	1	0	0	0	1	0%	0%	0%	In the process of filling the vacancy. Additional SSO support is provided by the SC Integrated Support Center.
Others Totals		24	17	2	1	5	79%	71%	75%	
DOE Total		97	59	19	1	19	80%	61%	79%	

Notes:

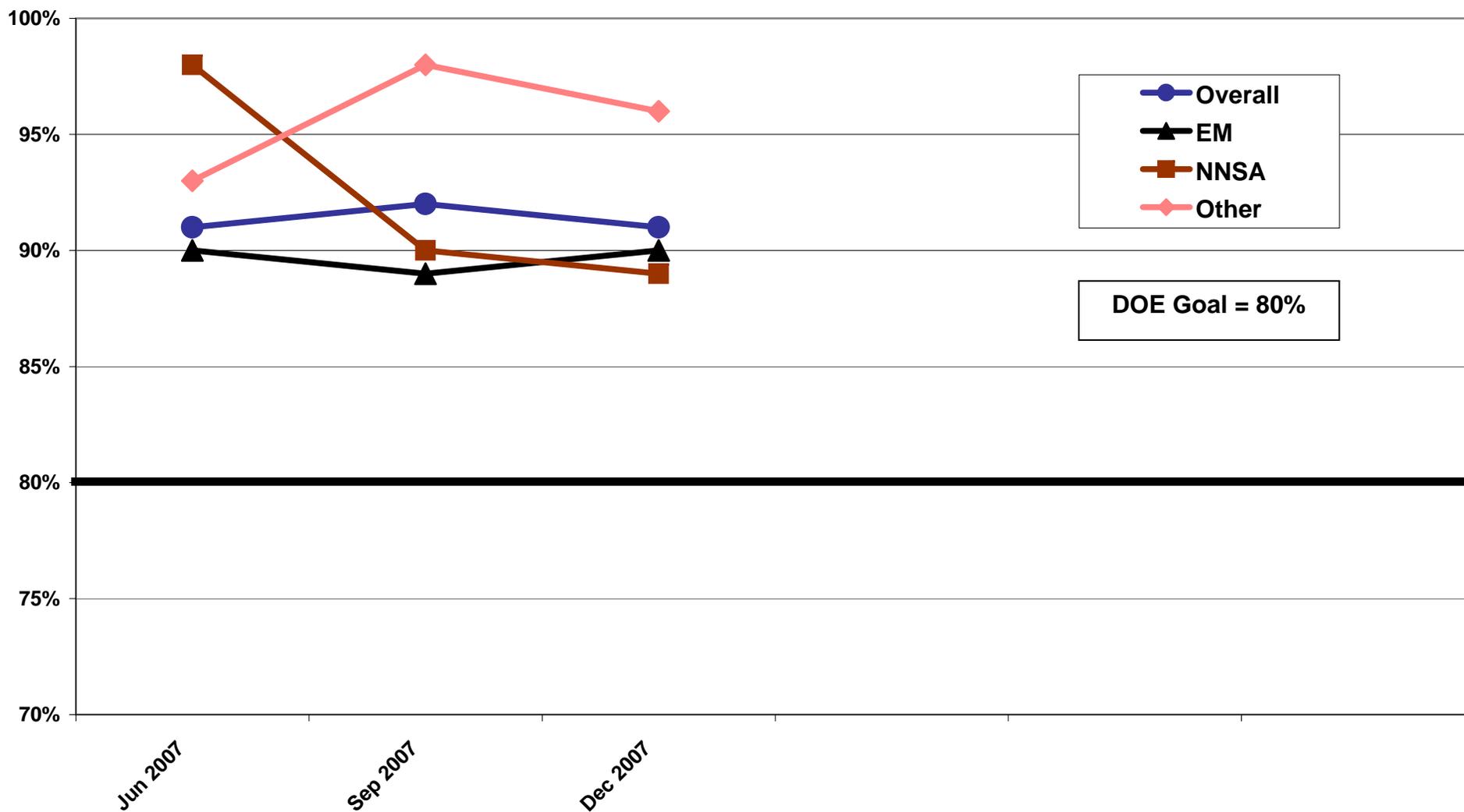
TQP - Qualified & on Schedule for Qualification by Office - December 2007

(Does Not Include 31 Persons Who Are Overdue to Complete Qualification/Requalification)



Overall TQP Qualification Trend

Percentage of Capabilities for Which Personnel are Qualified or On Schedule to Qualify



Staffing Shortfall (Capabilities for Which Personnel Are Not Onboard)

