



Department of Energy

National Training Center
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November 23, 2016

MEMORANDUM FOR DISTRIBUTION

FROM:

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KAREN L. BOARDMAN
CHAIR
FEDERAL TECHNICAL CAPABILITY PANEL

SUBJECT: Quarterly Report on Federal Technical Capability

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, 2016.

Attachment 1 provides the Status of Qualifications in the TQP. The Department of Energy's (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 82%, which remained constant from last quarter. In addition, 62% of all required personnel are fully qualified. A second DOE TQP goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of DOE TQP personnel overdue in their qualifications is 44, an increase from 39 last quarter.

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

FR	-	84% fully qualified or on schedule for qualification; 65% fully qualified
STSM	-	77% fully qualified or on schedule for qualification; 57% fully qualified
NSS	-	85% fully qualified or on schedule for qualification; 59% fully qualified
SSO	-	90% fully qualified or on schedule for qualification; 65% 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 at (505) 845-6444, or your staff may contact Jeanette Yarrington at (301) 903-7030.

Attachments

cc w/attachments:

FTCP Agents

J. Yarrington, AU-10

Distribution:

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Manager, Nevada Field Office (NFO)
Manager, NNSA Production Office (NPO)
Manager, Oak Ridge Operations Office (ORO)
Manager, Office of River Protection (ORP)
Manager, Pacific Northwest Site Office (PNSO)
Manager, Portsmouth/Paducah Project Office (PPPO)
Manager, Richland Operations Office (RL)
Manager, Sandia Field Office (SFO)
Manager, Savannah River Operations Office (SR)
Manager, Savannah River Field Office (SRFO)
NNSA TQP Manager (NA-MB-42)
NNSA Training Operations Division Manager (NA-MB-42)

Status of Qualifications in the Technical Qualification Program (TQP)										
September 30, 2016										
Update Frequency: Quarterly										
OVERALL TQP QUALIFICATIONS										
Office		Number of Capabilities Needed (C)	Number of Capabilities Staffed by Onboard, 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 Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	77	45	17	1	15	81%	58%	79%	
Livermore Field Office	NA-00-LL	49	37	7	3	5	90%	76%	84%	
Nevada Field Office	NA-00-NV	68	50	10	0	8	88%	74%	88%	Safeguards & Security positions (3) vacant-plan to hire 1st qtr FY17; FR positions (2) vacant-plan to hire 1st qtr FY17; Waste Management position vacant-plan to hire 2nd qtr FY17; Environmental Restoration position vacant-plan to hire 2nd qtr FY17; Transportation position vacant-plan to hire 1st qtr FY17.
NNSA Production Office	NA-00-NPO	101	58	37	4	6	94%	57%	90%	Down 6 FTEs. 2 S&S; 1 Ops; 1 WS&H; 2 Prog&Proj. WS&H FTE started 10/2
Savannah River Field Office	NA-00-SV	21	15	5	0	1	95%	71%	95%	SRFO has 1 FR vacancy
Sandia Field Office	NA-00-SN	45	31	10	0	4	91%	69%	91%	WQA vacant; NSS (2) filled; ASM, EC, and Civil/Structural Engr matrixed from HQ. One position counted as in qualification was qualified at other site and is being reviewed for transport.
NNSA HQ	NA-HQ	170	103	39	9	28	84%	61%	78%	NA-50 will be coordinating a meeting in 2017 1st Quarter to discuss overall status and to verify Column C with other HQ Program Offices
NNSA Totals		531	339	125	17	67	87%	64%	84%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	25	8	12	1	5	80%	32%	76%	2 FR Candidates completed Qualification. Four vacant positions currently being recruited. One SSO position on hold.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	46	21	12	0	13	72%	46%	72%	There are ten Senior Technical Safety Manager (STSM) and three Facility Representative (FR) Functional Area Qualification Standards identified at the EMCBC and small sites. Additionally, the EMCBC and small sites have personnel who are enrolled and qualified in Quality Assurance, Radiation Protection, Environmental Compliance, Environmental Restoration, Safeguards and Security, Waste Management and Technical Program Management. There are three qualified STSM's at the EMCBC. There is one qualified STSM and one site specific qualified FR at MOAB. There is one qualified STSM and two qualified FR's at WVDP.
Idaho Operations Office (EM)	ID-EM	60	56	4	0	0	100%	93%	100%	1 WM, 1 Transportation, and 2 S&S are in initial quals.
Oak Ridge (EM)	OREM	74	62	5	0	7	91%	84%	91%	Lost two qualified staff and have not been able to hire 2 previous losses.
Office of River Protection	ORP	147	65	39	0	43	71%	44%	71%	
Portsmouth/Paducah Project Office	PPPO	26	12	9	0	5	81%	46%	81%	
Richland Operations Office	RL	65	40	23	6	2	97%	62%	88%	
Savannah River Ops. Office	SR	216	141	24	5	51	76%	65%	74%	
EM Headquarters	EM-HQ	59	24	25	5	10	83%	41%	75%	
EM Totals		718	429	153	17	136	81%	60%	79%	
Others										
Chief of Nuclear Safety	CNS	6	2	3	0	1	83%	33%	83%	2 STSMs in initial qual, one NSS in initial qual.
Office of Environment, Health, Safety	AU	35	22	13	4	0	100%	63%	89%	
Office of Enterprise Assessments	EA	40	13	26	2	1	98%	33%	93%	Currently this included only EA STSM, EA-10 and EA-30 positions (excludes EA-20 S&S data). Vacancy status - one S&S personell (EA-10) scheduled to come on board in Oct 16.
Idaho Operations Office	NE-ID	64	57	4	0	3	95%	89%	95%	1 STSM position to replace SES, 1 FR position, and 1 QA position are in the hiring process.
NE Oak Ridge Site Office	NE-OR	5	5	0	0	0	100%	100%	100%	
Oak Ridge Office (SC)	SC-OR					0				ORO's TQP data is captured in the PNSO submittal.
Office of Science - HQ	SC-HQ	9	5	4	4	0	100%	56%	56%	
Chicago - (SC)	SC-CH	29	20	8	0	1	97%	69%	97%	Due to promotion 1 staff member withdrew from assigned qualification.
Pacific Northwest Site Office (SC)	PNSO	6	6	0	0	0	100%	100%	100%	
Others Totals		194	130	58	10	6	97%	67%	92%	
DOE Total		1443	898	336	44	209	86%	62%	82%	
DOE Goals		-	-	-	0			-	80%	

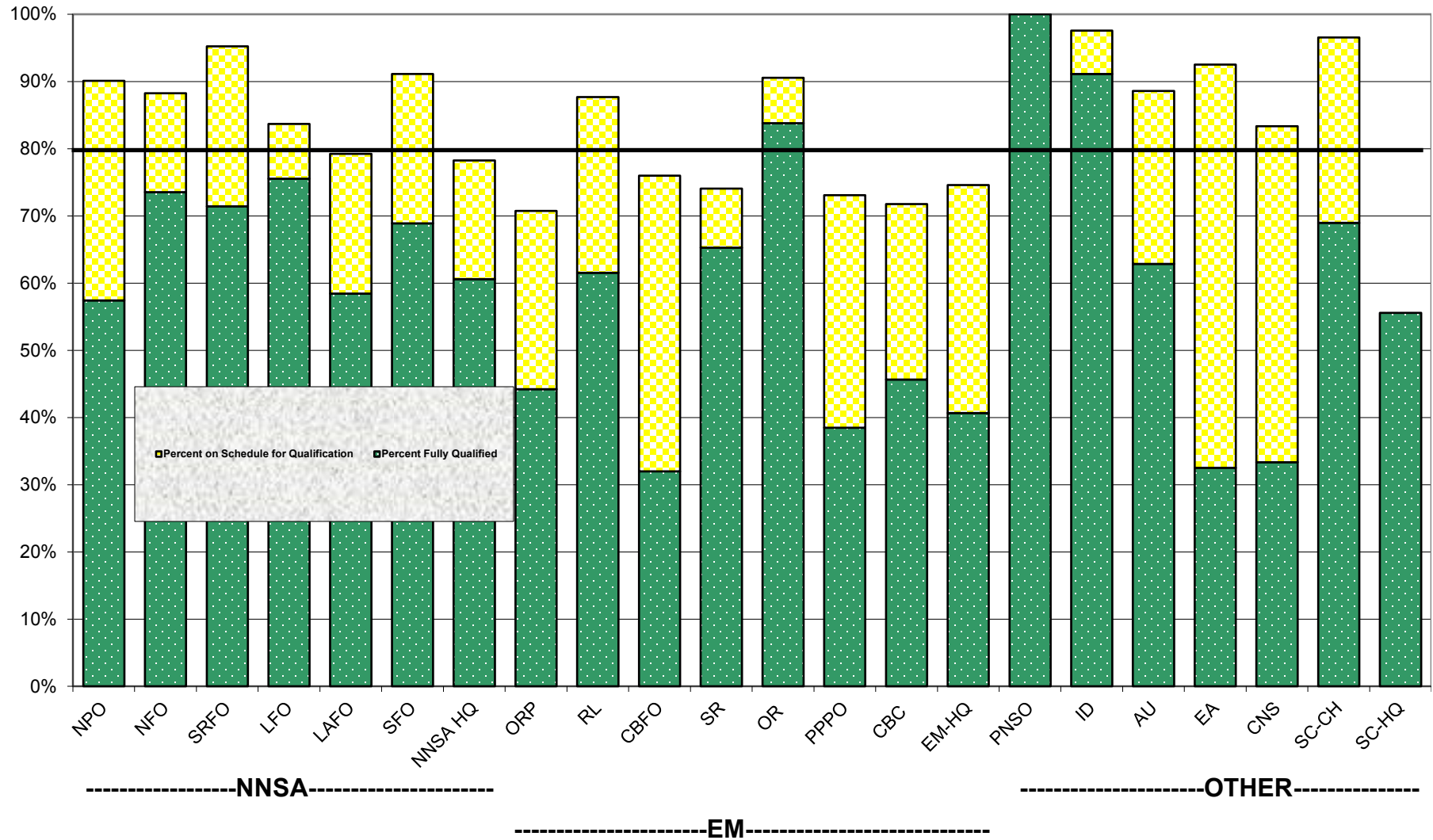
Status of Qualifications in the Facility Representative (FR) Program										
September 30, 2016										
Update Frequency: Quarterly										
OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS										
Office		Number of FR Capabilities Needed (C)	Number of FRs Staffed by Onboard, Fully 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 Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	14	8	2	0	4	71%	57%	71%	
Livermore Field Office	NA-00-LL	7	1	2	1	4	43%	14%	29%	(1) FR Retired and (1) FR accepted a new position
Nevada Field Office	NA-00-NV	7	2	3	0	2	71%	29%	71%	
NNSA Production Office	NA-00-NPO	17	9	8	1	0	100%	53%	94%	1 STSM retired 10/1 (not shown on this report), may or may not be filled by next report
Savannah River Field Office	NA-00-SV	3	2	0	0	1	67%	67%	67%	SRFO has 1 FR Vacancy
Sandia Field Office	NA-00-SN	1	1	0	0	0	100%	100%	100%	FR currently requalifying
NNSA HQ	NA-HQ	1	1	0	0	0	100%	100%	100%	
NNSA Totals		50	24	15	2	11	78%	48%	74%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	3	2	0	0	100%	60%	100%	Two FR candidates completed qualifications.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	3	3	0	0	0	100%	100%	100%	There are two qualified FR's at WVDP. There is one site-specific qualified at Moab UMTRA Project.
Idaho Operations Office (EM)	ID-EM	7	7	0	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	13	12	0	0	1	92%	92%	92%	Position not filled at this time due to EM Hiring posture. Utilizing support services contractor and SMEs to assist qualified FRs.
Office of River Protection	ORP	16	10	3	0	3	81%	63%	81%	3 FRs undergoing initial qualification
Portsmouth/Paducah Project Office	PPPO	8	2	4	0	2	75%	25%	75%	Offers made to two persons.
Richland Operations Office	RL	17	14	2	0	1	94%	82%	94%	
Savannah River Ops. Office	SR	32	19	8	0	5	84%	59%	84%	DOE-SR is under Hiring Pause by EM-HQ, once FY17 budget is approved, we will be able to determine if positions will be advertised.
EM Totals		101	70	19	0	12	88%	69%	88%	
Others										
Idaho Operations Office	NE-ID	9	8	0	0	1	89%	89%	89%	1 FR position in hiring process.
NE Oak Ridge Site Office	NE-OR	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	3	3	0	0	0	100%	100%	100%	
Others Totals		13	12	0	0	0	92%	92%	92%	
DOE Total		164	106	34	2	23	85%	65%	84%	

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program										
September 30, 2016										
Update Frequency: Quarterly										
OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS										
Office		Number of STSM Capabilities Needed (C)	Number of STSMs Staffed by Onboard, 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 Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	10	5	4	1	1	90%	50%	80%	
Livermore Field Office	NA-00-LL	8	6	2	0	0	100%	75%	100%	
Nevada Field Office	NA-00-NV	11	10	1	0	0	100%	91%	100%	
NNSA Production Office	NA-00-NPO	11	8	3	0	0	100%	73%	100%	
Savannah River Field Office	NA-00-SV	3	3	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	3	3	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	50	26	10	2	14	72%	52%	68%	
NNSA Totals		96	61	20	3	15	84%	64%	81%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	12	3	6	1	3	75%	25%	67%	Deputy Manager position is vacant. One Assistant Director position is vacant. One Director position is vacant. One STSM candidate has an extension until 12/12/16.
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	10	5	5	0	0	100%	50%	100%	There are three fully qualified STSM's duty stationed at the EMCBC. There is one qualified STSM at MOAB and one qualified STSM at WVDP. There are three STSM candidates (WVDP, SLAC, and ETEC) that are overdue to complete initial STSM qualification. One STSM duty stationed at EMCBC and one STSM duty stationed at SPRU are overdue for requalification.
Idaho Operations Office (EM)	ID-EM	4	4	0	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	6	5	0	0	1	83%	83%	83%	The Associate Director for Operations has not been filled due to EM staffing hold.
Office of River Protection	ORP	9	7	2	0	0	100%	78%	100%	
Portsmouth/Paducah Project Office	PPPO	6	1	0	1	5	17%	17%	0%	The Portsmouth and Paducah Site Leads will need to qualify for STSM.
Richland Operations Office	RL	4	2	2	0	0	100%	50%	100%	
Savannah River Ops. Office	SR	30	19	5	3	6	80%	63%	70%	DOE-SR is under Hiring Pause by EM-HQ, once FY17 budget is approved, we will be able to determine if positions will be advertised.
EM Headquarters	EM-HQ	23	7	16	3	0	100%	30%	87%	
EM Totals		104	53	36	8	15	86%	51%	78%	
Others										
Chief of Nuclear Safety	CNS	5	2	2	0	1	80%	40%	80%	2 STSMs in initial qual
Office of Environment, Health, Safety and Security	AU	8	6	2	4	0	100%	75%	50%	Two need to complete Oral Boards. Four overdue for STSM requalification.
Office of Enterprise Assessments	EA	6	1	5	2	0	100%	17%	67%	
Idaho Operations Office	NE-ID	7	5	1	0	1	86%	71%	86%	1 STSM in initial qualification, 1 STSM position in hiring progress.
NE Oak Ridge Site Office	NE-OR	0	0	0	0	0				
Oak Ridge Office (SC)	SC-OR									ORO's TQP data is captured in the PNSO submittal.
Office of Science - HQ	SC-HQ	7	3	4	4	0	100%	43%	43%	
Chicago - (SC)	SC-CH	2	1	0	0	1	50%	50%	50%	
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		37	20	14	10	3	92%	54%	65%	
DOE Total		237	134	70	21	33	86%	57%	77%	

Status of Qualifications in the Nuclear Safety Specialist (NSS) Program										
September 30, 2016										
Update Frequency: Quarterly										
OVERALL NUCLEAR SAFETY SPECIALIST (NSS) PERSONNEL QUALIFICATIONS										
Office		Number of NSS Capabilities Needed (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 Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	9	5	3	0	1	89%	56%	89%	
Livermore Field Office	NA-00-LL	3	3	0	0	0	100%	100%	100%	
Nevada Field Office	NA-00-NV	2	2	0	0	0	100%	100%	100%	
NNSA Production Office	NA-00-NPO	3	3	0	0	0	100%	100%	100%	
Savannah River Field Office	NA-00-SV	2	2	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	2	0	2	0	0	100%	0%	100%	1 NSS qualified at another site and quals are in review for transport.
NNSA HQ	NA-HQ	15	11	1	0	3	80%	73%	80%	
NNSA Totals		36	26	6	0	4	89%	72%	89%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	2	1	1	0	0	100%	50%	100%	
Idaho Operations Office (EM)	ID-EM	3	3	0	0	0	100%	100%	100%	
CBC	CBC including small sites (ETEC, SLAC, MOAB, SPRU and WVDP)	1	0	0	0	1	0%	0%	0%	The WVDP Director is a qualified Nuclear Safety Specialist (NSS) but does not perform the NSS function at the WVDP. The NSS oversight duties and responsibilities are performed by a Technical Services Support Services Contractor.
Oak Ridge (EM)	OREM	7	2	0	0	5	29%	29%	29%	Currently utilizing three support services contractors that are fully qualified.
Office of River Protection	ORP	13	6	3	0	4	69%	46%	69%	1 NSS qualified during this quarter. 3 NSS undergoing initial qualification.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	SSO serving as Nuclear Safety Lead with support from subcontractors.
Richland Operations Office	RL	5	2	3	1	0	100%	40%	80%	Overdue individual to retire in December.
Savannah River Ops. Office	SR	21	17	1	0	3	86%	81%	86%	DOE-SR is under Hiring Pause by EM-HQ, however, we have approval to recruit for 2 positions; certificate has been issue and selection should be made in October 2016.
EM Headquarters	EM-HQ	1	1	0	0	0	100%	100%	100%	
EM Totals		54	33	8	1	13	76%	61%	74%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0	0	100%	0%	100%	one NSS in initial qual
Office of Environment, Health, Safety and Security	AU	6	1	5	0	0	100%	17%	100%	
Office of Enterprise Assessments	EA	17	5	12	0	0	100%	29%	100%	
Idaho Operations Office	NE-ID	2	2	0	0	0	100%	100%	100%	
NE Oak Ridge Site Office	NE-OR	0	0	0	0	0				
Oak Ridge Office (SC)	SC-OR									ORO's TQP data is captured in the PNSO submittal.
Office of Science (HQ)	SC-HQ	2	2	0	0	0	100%	100%	100%	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	1	1	0	0	0	100%	100%	100%	
Others Totals		30	12	18	0	0	100%	40%	100%	
DOE Total		120	71	32	1	17	86%	59%	85%	

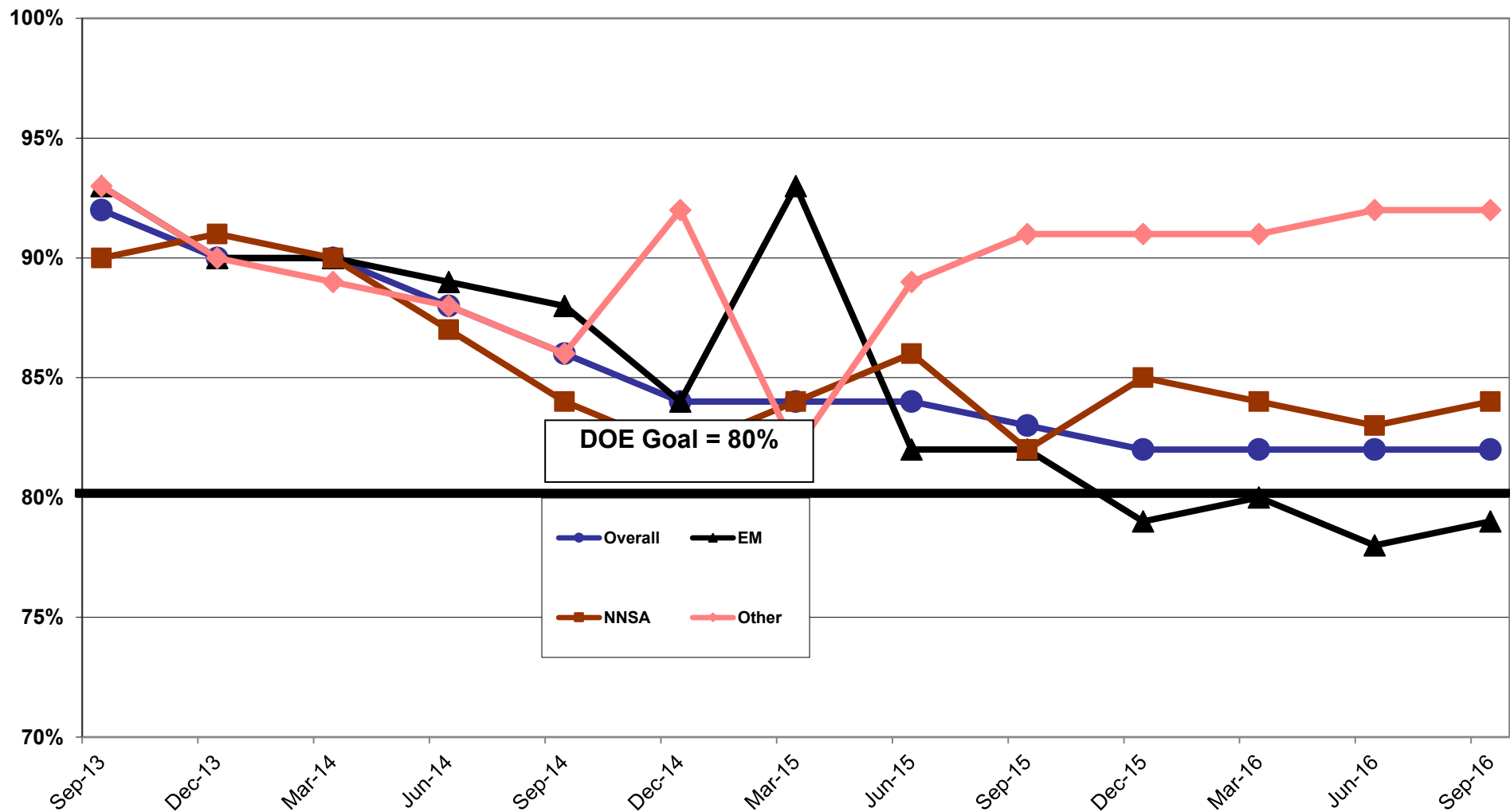
Status of Qualifications in the Safety System Oversight (SSO) Program										
September 30, 2016										
Update Frequency: Quarterly										
OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS										
Office		Number of SSO Capabilities Needed (C)	Number of SSOs Staffed by Onboard, 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 Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Field Office	NA-00-LA	3	3	0	0	0	100%	100%	100%	
Livermore Field Office	NA-00-LL	2	1	0	0	1	50%	50%	50%	
Nevada Field Office	NA-00-NV	4	2	2	0	0	100%	50%	100%	
NNSA Production Office	NA-00-NPO	20	12	8	1	0	100%	60%	95%	
Savannah River Field Office	NA-00-SV	1	1	0	0	0	100%	100%	100%	
Sandia Field Office	NA-00-SN	1	1	0	0	0	100%	100%	100%	
NNSA Totals		31	20	10	1	1	97%	65%	94%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	6	1	3	0	2	67%	17%	67%	Mining Ops SSO position is vacant. Electrical SSO position is on hold.
Idaho Operations Office (EM)	ID-EM	3	3	0	0	0	100%	100%	100%	
Oak Ridge (EM)	OREM	4	3	1	0	0	100%	75%	100%	The Fire Protection SSO has completed the Fire Protection TQP and is working on the specific aspects of the various systems for SSO qualification.
Office of River Protection	ORP	14	6	6	0	2	86%	43%	86%	1 Mechanical SSO (Tank Farms) qualified.
Portsmouth/Paducah Project Office	PPPO	3	2	0	0	1	67%	67%	67%	
Richland Operations Office	RL	5	1	4	2	0	100%	20%	60%	
Savannah River Ops. Office	SR	17	17	0	0	0	100%	100%	100%	
EM Totals		52	33	14	2	5	90%	63%	87%	
Others										
Idaho Operations Office	NE-ID	2	2	0	0	0	100%	100%	100%	
Oak Ridge Office (SC)	SC-OR									ORO's TQP data is captured in the PNSO submittal.
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	SC-CH FP transferred to NE-OR position. ISC-CH is currently seeking approval to backfill this expertise. For the interim this expertise is being provided to ISC-CH by the ISC-OR FP in support of PNSO
Pacific Northwest Site Office (SC)	PNSO					0	0%	0%	0%	Qualified SSOs are provided through the SC ISC Chicago Office (but may be from other offices such as Oak Ridge, EM, etc.)
Others Totals		3	3	0	0	0	100%	100%	100%	
DOE Total		86	56	24	3	6	93%	65%	90%	

TQP - Qualified & on Schedule for Qualification by Office - September 2016 (Does Not Include 44 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)

