

# **Federal Technical Capability Panel Decision Paper**

## **Subject:**

Managing “Enterprise-level” Functional Area Qualification Standards (FAQS) within the TQP

## **Background:**

The recent revision to DOE-426.1A *Federal Technical Capability Program* states that FAQS will be developed using the systematic approach to training (SAT) and include performance competencies and mandatory performance activity (MPA) as needed. The resources and time to convert the existing competency-based FAQS to performance competency FAQS using the SAT process is extensive.

The FTCP has identified several strategic level initiatives to improve the TQP across the Department. One of the key initiatives is to identify a core set of FAQS that should be maintained across the Department. For this set of functional areas, the associated FAQS will be updated using the SAT process to performance competencies and MPAs as needed. To determine which set of the 34 FAQS should be retained and updated to the new performance competency format the FTCP has conducted a survey across the Department.

Analysis of the survey data indicated that there are 9 “Enterprise-level” FAQS that should be retained and updated on a prioritized basis to the new performance competency format, which are listed in the decision section of this paper below. The survey also identified a few FAQS that should be cancelled and archived. However, there were approximately 15-20 FAQS where the results of the survey did not provide a consensus on whether the FAQS should be retained or cancelled.

To further evaluate this set of FAQS, the FTCP developed some initial screening to help determine a path for each remaining FAQS. This decision paper documents the agreed upon criteria and the possible recommendations for each FAQS being evaluated.

## **Decision:**

The following are considered core Enterprise-level FAQS which will be updated to the new performance competency format using the systematic approach for training: Nuclear Safety Specialist (complete new STD issued October 2016), Senior Technical Safety Manager (STSM, in progress), Safeguards & Security (S&S in progress), Emergency Management, Facility Representative, Criticality Safety, Fire Protection, Quality Assurance, and Radiation Protection.

The following criteria will be used as an initial screen and input for determining whether a FAQS will be retained and updated to the performance competency format using the SAT process.

1. Functional Area integral to safety of typical nuclear facilities
  - Functional areas included in DOE Guide 226.1 *Line Management Oversight of DOE Nuclear Facilities*.
  - Safety Management Programs identified in 10 CFR 830 Documented Safety Analysis (DSA) Safe Harbors
  - Safety Management Programs identified in 10 CFR 851
2. Functional Area is common across all program offices at Headquarters and Field offices
3. Functional Area contains a majority of performance competencies unique to DOE
  - Unique DOE processes and knowledge requirements are identified in the FAQS
4. Functional Area has an office or lead sponsor of the FAQS that has a vested interest in the maintenance of the FAQS and the qualification of assigned personnel.
  - e.g. criticality safety and facility representatives

The FTCP will make one of the following decisions using the results of the screening criteria and other factors as appropriate:

1. Retain and update to performance competencies using the systematic approach to training. The update process includes completing a baseline job task analysis, development of performance competencies and mandatory performance activities as appropriate, and development of supporting evaluation guides and training courses.
2. Retain but do not convert to performance competencies. This would involve updating references and other minor changes.
3. Cancel and archive FAQS. Once archived, the individual competencies in the FAQS or the entire FAQS would still be available for use in site/program-specific qualification standards within the eTQP system.

**Dissenting Opinion (s):**

None known.

  
Karen Boardman, Chair, FTCP

8.9.17  
Date