

Approved: 06-17-22

Expires: 06-17-23

SUBJECT: TECHNICAL QUALIFICATIONS PROGRAM (TQP)

PURPOSE: This Advance Change Directive (ACD) updates Supplemental Directive (SD) 426.1A, *Technical Qualifications Program (TQP)*, revising the responsibility of first level supervisors to include TQP responsibilities in program participants' Individual Development Plans (IDPs) and performance plans and clarifies TQP participation as a condition of employment.

URGENCY: Ensure the responsibilities of first level supervisors managing TQP participants are clarified in each TQP participant's Fiscal Year 2022 Performance Management performance plans and IDPs.

APPLICABILITY: This ACD applies to NNSA Federal Employees.¹

BACKGROUND: After the issuance of SD 426.1A, it was determined, based on an additional review of the DOE Order 426.1B, *Department of Energy Federal Technical Capabilities*, that there are two parts of the SD that are inconsistent with the Order. The inclusion of a responsibility for first level supervisors to include TQP requirements in program participant's performance objectives and plans should be removed because it was inconsistent with the DOE Order's requirement that supervisors with responsibility for TQP participants include TQP participant responsibilities in their IDPs and performance plans.

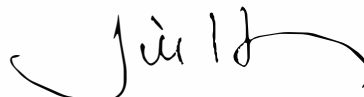
There is also an inconsistency in NNSA SD 426.1A where section 7(c)(5) of Appendix A states that "successful participation in the TQP may be a condition of employment." This is inconsistent with section 8(g)(3)(c) of SD 426.1A and section 4(c)(3)(a) of DOE Order 426.1B, both of which *require* TQP participation in the position description, making it a condition of employment. Clarifying language will be added to SD 426.1A in Section 8g(3)(d) and Section 7(c)(5) respectively.

REQUIREMENTS AND RESPONSIBILITIES:

1. First level supervisors with responsibility for TQP participants must include TQP responsibilities in the program participant's IDP and performance plans.
2. Successful participation in the TQP is a condition of employment for TQP participants.

For questions or comments concerning this ACD, please contact Learning and Career Management at 202-586-0349.

BY ORDER OF THE ADMINISTRATOR:



Jill Hruby
Administrator

¹ In accordance with the responsibilities and authorities assigned by Executive Order 12344, codified at 50 U.S. Code sections 2406 and 2511, and to ensure consistency throughout the joint Navy/DOE Naval Nuclear Propulsion Program, the Deputy Administrator for Naval Reactors (Director) will implement and oversee requirements and practices pertaining to this Directive for activities under the Director's cognizance, as deemed appropriate.