

Technical Capability Data Call and Analysis

One of the Coordination and Oversight Group's responsibilities is to track Reclamation's technical services business practices and monitor the agency's technical capability. To that end, the COG developed a comprehensive listing of technical capabilities that currently exist within Reclamation's nine Service Provider Organizations. In September 2009 and September 2010 the COG asked each SPO to report on the number of staff with specific technical capabilities, the experience level of those staff, whether or not their organization was "self sufficient" with regard to each technical capability, and whether or not their organization can sustain that capability in the long term considering workload projections, funding, anticipated attrition, and staffing and succession plans.

After compiling this information, the COG analyzed the data and obtained clarification from the SPOs as necessary. Generally, Reclamation's broad range of technical expertise is sustainable and capable of performing the agency's mission. However, the COG identified four skill sets as potential "endangered" capabilities: (1) structural analysis and design of plant facilities (powerplants); (2) structural and hydraulic analysis, evaluation, and design of concrete dams (nonlinear structural analysis); (3) design and analysis of temperature control/selective withdrawal structures; and (4) analysis of hydraulic transients in power system waterways.

Action Plans were developed for each of these capabilities. These Action Plans evaluated the issue from a corporate perspective including analysis of any related business practices, advance planning data, outsourcing advantages and disadvantages, human resource options, long-term corporate need, organizational options, etc. Subject matter experts and managers were engaged in developing these Action Plans, as appropriate. The Action Plans and implementation recommendation(s) were presented to the Deputy Commissioner - Operations, and a COG team leader was assigned to monitor Reclamation's progress in implementing each of the Action Plans.

The COG plans to continue updating and analyzing the technical capability data annually. The next update to the data was initiated in August 2011, and a report of findings will be included in the COG's FY 2011 Annual Report to be issued in March 2012.