PMCDP Update

Linda Ott
Professional Development Division Chief
PM/DOE
PMCDP: A SWOT Analysis

• Strengths
  • FPD Community
  • Virtual deliveries

• Weaknesses
  • 413.3B Refresher training
  • Training in line with current PM policies and guide updates

• Opportunities
  • PMCDP Review

• Threats
  • KEY Challenges
Strengths for PMCDP

- Steady at ~ 300 FPDs
- Virtual Deliveries are working
  - Classes are full with average class size around 20
  - Classroom training is more difficult to keep current
- Communication improvements
- GAO High-risk list now includes projects at NNSA and EM with TPC > $750M
Weaknesses for PMCDP

• Is training tracking with current Project Management Policies and project management maturity?

• Is relevant policy information being successfully implemented in training and FPD development?

• It’s time to take a good look at the PMCDP.
Opportunity: PMCDP Review

• Validate the critical success factors for an FPD and assess Program against them
• Determine if current 413-series guides are adequately integrated into the training curriculum
• Determine if training curriculum adequately addresses FPD roles & responsibilities
• Determine strengths and opportunities for improvement
Program Review Timeline

- **Subtask #1**
  - Background
  - 2/24/2017

- **Subtask #2**
  - FPD Roles & Responsibilities
  - 3/17/2017

- **Subtask #3**
  - FPD Competencies
  - 4/28/2017

- **Subtask #4**
  - Guides & Courses
  - 6/9/2017

- **Subtask #5**
  - Strategic Plan
  - 7/7/2017
Ratio of FPDs per CAP at EM

<table>
<thead>
<tr>
<th>Level</th>
<th>FPD Count by Level</th>
<th>FPDs per CAP by Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Level 1 55%</td>
<td>Level 1 7.9</td>
</tr>
<tr>
<td></td>
<td>Level 2 25%</td>
<td>Level 2 8.0</td>
</tr>
<tr>
<td></td>
<td>Level 3 14%</td>
<td>Level 3 1.6</td>
</tr>
<tr>
<td></td>
<td>Level 4 6%</td>
<td>Level 4 2.7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level</th>
<th>Projects</th>
<th>FPDs/Project</th>
<th>FPDs</th>
<th>Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>9</td>
<td>7.9</td>
<td>71</td>
<td></td>
</tr>
<tr>
<td>Level 2</td>
<td>4</td>
<td>8.0</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Level 3</td>
<td>11</td>
<td>1.6</td>
<td>18</td>
<td></td>
</tr>
<tr>
<td>Level 4</td>
<td>3</td>
<td>2.7</td>
<td>8</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>129</td>
</tr>
<tr>
<td>Level 2</td>
<td>27</td>
</tr>
<tr>
<td>Level 3</td>
<td>4.8</td>
</tr>
<tr>
<td>Level 4</td>
<td></td>
</tr>
</tbody>
</table>
Ratio of FPDs per CAP at NNSA

FPD Count by Level
- Level 1: 50%
- Level 2: 19%
- Level 3: 27%
- Level 4: 4%

FPDs per CAP by Level
- Level 1: 5.8
- Level 2: 1.6
- Level 3: 3.2
- Level 4: 0.6

<table>
<thead>
<tr>
<th>Level</th>
<th>FPDs</th>
<th>Projects</th>
<th>FPDs/Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>35</td>
<td>6</td>
<td>5.8</td>
</tr>
<tr>
<td>Level 2</td>
<td>13</td>
<td>8</td>
<td>1.6</td>
</tr>
<tr>
<td>Level 3</td>
<td>19</td>
<td>6</td>
<td>3.2</td>
</tr>
<tr>
<td>Level 4</td>
<td>3</td>
<td>5</td>
<td>0.6</td>
</tr>
<tr>
<td>TOTAL</td>
<td>70</td>
<td>25</td>
<td>2.8</td>
</tr>
</tbody>
</table>

March 2017

2017 DOE Project Management Workshop
Ratio of FPDs per CAP at SC

FPD Count by Level

- Level 1: 40%
- Level 2: 34%
- Level 3: 13%
- Level 4: 13%

FPDs per CAP by Level

- Level 1: 2.1
- Level 2: 1.6
- Level 3: 1.7
- Level 4: 1.7

<table>
<thead>
<tr>
<th>Level</th>
<th>FPDs</th>
<th>Projects</th>
<th>FPDs/Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>15</td>
<td>7</td>
<td>2.1</td>
</tr>
<tr>
<td>Level 2</td>
<td>13</td>
<td>8</td>
<td>1.6</td>
</tr>
<tr>
<td>Level 3</td>
<td>5</td>
<td>3</td>
<td>1.7</td>
</tr>
<tr>
<td>Level 4</td>
<td>5</td>
<td>3</td>
<td>1.7</td>
</tr>
<tr>
<td>TOTAL</td>
<td>38</td>
<td>21</td>
<td>1.8</td>
</tr>
</tbody>
</table>
Ratio of FPDs per CAP at NE

FPD Count by Level

<table>
<thead>
<tr>
<th>Level</th>
<th>FPDs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>24</td>
</tr>
<tr>
<td>Level 2</td>
<td>2</td>
</tr>
<tr>
<td>Level 3</td>
<td>1</td>
</tr>
<tr>
<td>Level 4</td>
<td>3</td>
</tr>
<tr>
<td>TOTAL</td>
<td>30</td>
</tr>
</tbody>
</table>

FPDs per CAP by Level

<table>
<thead>
<tr>
<th>Level</th>
<th>FPDs per CAP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>2.0</td>
</tr>
<tr>
<td>Level 2</td>
<td>N/A</td>
</tr>
<tr>
<td>Level 3</td>
<td>N/A</td>
</tr>
<tr>
<td>Level 4</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Level 1: 80%
Level 2: 7%
Level 3: 3%
Level 4: 10%
Ratio of FPDs per CAP at FE

<table>
<thead>
<tr>
<th>Level</th>
<th>FPDs</th>
<th>Projects</th>
<th>FPDs/Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>8</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Level 2</td>
<td>4</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Level 3</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Level 4</td>
<td>0</td>
<td>1</td>
<td>0.0</td>
</tr>
</tbody>
</table>

**Overall:**
- Total FPDs: 12
- Total Projects: 1
- FPDs/Project: 12.0
EM

NNSA

SC

NE

FE

DOE Overall

March 2017

2017 DOE Project Management Workshop

12

Ratio of FPDs per CAP Across DOE

FPD Count by Level

Level 1: 57%
Level 2: 22%
Level 3: 15%
Level 4: 6%

FPDs per CAP by Level

Level 1: 7.5
Level 2: 3.1
Level 3: 2.2
Level 4: 1.6

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>FPDs</td>
<td>166</td>
<td>66</td>
<td>43</td>
<td>19</td>
</tr>
<tr>
<td>Projects</td>
<td>22</td>
<td>21</td>
<td>20</td>
<td>12</td>
</tr>
<tr>
<td>FPDs/Project</td>
<td>7.5</td>
<td>3.1</td>
<td>2.2</td>
<td>1.6</td>
</tr>
</tbody>
</table>
Challenges for PMCDP

- Getting level III & IV FPDs at the right location on the right project at the right time
- Overall we have enough FPDs, yet not within Programs at specifically needed levels
- Mobility and community management challenges
- Currency of knowledge
- Ease of application – documenting competencies and experience
Any Questions?
Subtask #1

• State the PMCDP background, history, documents, and performance data

Goal
Provide one narrative describing how PMDCP was formed, bringing together the many historical, background, and performance documents since its inception.
Subtask #2

• Validate the Federal Project Director (FPD) Critical Success Factors (CSFs)

Goal
Provide comprehensive listing of roles and responsibilities for the Federal Project Director.
Subtask #3

- Analyze the Critical Success Factors (CSFs) against the existing competencies in the Certification and Equivalency Guidelines (CEG)

**Goal**
Update the competencies required of a Federal Project Director (FPD), based on the roles and responsibilities demanded of them.
Subtask #4

• Compare the Critical Success Factors (CSFs) to existing curriculum and current 413-series guides

Goal
Provide a gap analysis of the PMCDP curriculum and 413-series guides, based on the roles and responsibilities demanded of the Federal Project Director (FPD).
Subtask #5

• Provide the “To-Be” state and proposed implementation plan

Goal
Provide a proposed plan and timeline that implements the findings and recommendations from the program review.