



Federal Buildings Personnel Training Act (FBPTA) 2010

Federal Facilities Council

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(a) ID Core Competencies – by **June 2012**

- **Annually thereafter**

GSA Administrator in consultation with...

Fed Personnel – O&M, Energy Management, safety and design functions.

Core Competencies – the above plus...sustainability, water efficiency, safety (including electrical) and performance measures.



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(b) Designate – courses, certifications, degrees, licenses and registrations.

GSA Administrator in consultation with...

ID – a course, certification, degree, license or registration to demo each core competency...

And for ongoing training with respect to each core competency.



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(c) Identified Core Competencies – June 2013

Individuals on the job, shall demo...through means ID in (b) not later than 1 yr after CC ID.

If hired after June 2012...have 1 yr

If on term appt...(1yr)...must show day 1



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(d) Continuing Education

GSA Administrator in consultation with...

**Shall develop or identify...comprehensive
continuing education courses to ensure...**

**Operations of Fed Bldgs IAW...industry best
practices and standards.**



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**(e) Curriculum wrt facilities management and operation of high-performance buildings
June 2012, annually thereafter**

**Administrator acting through head of *OFHPGB*...
Secretary acting through head of *OCHPGB*...**

**In consultation with...heads of other Fed
departments & agencies...and industry...**

**Shall develop a recommended curriculum relating
to facilities management and operation of high
performance buildings.**



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(f) Contracted functions

Non-Federal personnel performing building O&M, energy management, safety and design functions under contract...

Contractor shall provide training to, and certify the demo of core competencies...

In a manner that is approved by the GSA Administrator...



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Core Competencies for Federal Facilities Asset Management through 2020

Transformational Strategies

OUTSTANDING STUDY!

- Great starting point
- Replicable process
- Findings identified significant risks
- Recommendations identified clear opportunities





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- **Focuses on Facilities Asset Manager**
- **We have many more job categories...**

- **Building Operators**
- **Electricians**
- **Energy Managers**
- **Plumbers**
- **Sustainability Directors**
- **Etc...**



- **Also some specialized core competencies**

- **VA – plumbers**
- **EPA wet labs, DHS bio hazard 4 Labs**
- **State Department**
- **Camp David**



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- **Facilities Asset Manager**
- **Inherently Governmental**

GAO – Government-wide High Risk Areas:

- **Fed Real Property**
- **Human Capital**

Findings: Realities and Risks

- **Lack of investment in Infrastructure – going to get worse**
- **Looming mass exodus – retirements**
- **Hiring freeze, pay freeze, federal workers as scapegoats**
- **Trouble recruiting new Facilities Asset Managers**





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Perfect Storm!

For Transformation!

A NEW PARADIGM!

“Work is a verb – not a NOUN”



In adapting to the requirements of a new generation of worker: mobility, connectivity, social networking, multi-tasking...

We change the way our facilities are configured, thereby shrinking our need for facilities...



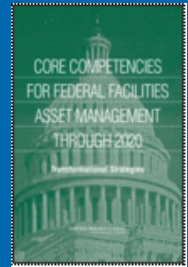
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In doing so...

- **We create an attractive and empowering workplace...**
- **We reduce the COST of the Federal Gov...**
- **We increase our resiliency and decrease our vulnerability to weather, natural or man made disasters...**
- **We reduce our GHG emissions and our use of resources...**



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Thus, we are starting our curriculum development with...

The Facilities Asset Manager and the associated Career Path. (Inherently Gov/Manages Ktr)

Core Competency recommendations:

- **Skills base** – Technical, Business, Behavioral, with Enterprise Knowledge.
- **Areas of Expertise** – Integrating, Aligning, Innovating.
- Tele-working, IT savvy, knowledge management, distributed teams, Strategic/Tactical/Operational, LCA literate, Appropriate Measures of Performance – **Performance and Deliverable driven.**



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Synergize existing DOE Project “Standardizing the Workforce to Enhance Energy Efficiency in Commercial Buildings”

Core Competency Development

- **Job Task Analysis(JTA) and Knowledge, Skills and Abilities(KSAs) for 6 categories of work.**
 1. **Energy Modeler**
 2. **Energy Auditor**
 3. **Commissioning/Retro Commissioning**
 4. **Energy Manager/Sustainability Manager**
 5. **Building Operator/Engineer**
 6. **Facilities Manager**



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Where we are in the Program Development...

1. GSA/DOE Core Project Team established.
2. Working Group collaboration website and Listserve on FedCenter...www.fedcenter.gov/fbpta
3. Federal Agencies and Industry POCs established.
4. DOE/NREL/GSA Core Competency Project awarded.
5. RFI being developed to consult with all stakeholders on existing courses, certifications, degrees, licenses and registrations and what is the best way to drive accountability and high quality state of the art training.
6. RFP being developed for submission of personnel to participate in Core Competency – JTA/KSA.