

Federal Buildings Personnel Training Act Program Status & Priorities

Office of Federal High Performance Green Buildings

Kevin Kampschroer, Director

Brian Gilligan, FBPTA Program Manager



Agenda For Today

- **Program Update (9 - 9:50)**
- **Agency Implementation (10 - 10:50)**
- **Proposals for Training Resources (11 - 11:30)**
- **Application to Contractors (11:30 - 11:50)**



Implementation Expectations

June 2013

- Assess all GSA's GS-1176 employees, post results
- Annual update to Competency Model, Curriculum
- Provide data to agencies using GSA's Web Tool

September 2013

- Award contract to review training resources
- Develop initial cost and strategy for 1176 compliance



FBPTA Opportunities

- Reduce cost of operations at Federal facilities
 - PNNL: Reduce energy, break-downs; \$0.5 - \$2B Savings
 - IFMA: \$4 savings / \$1 investment in FM training
- Demonstrate effects of training on operations
 - We need to consider how to capture building data
 - Gather end user comment, share agency strategies
- Improve the quality of training
- Raise the status of the profession





What is FBPTA's Scope?

Federal Buildings Personnel – FMI

~40,000 Civil Servants; + Contractors

(Program – 1 FTE, \$300K Annual Budget)

Facility / Building
Managers

Federal Acquisition Personnel – FAI

~75,000 Civil Servants

(Program – 12 FTE, \$10M+ Annual Budget)

Facility /
Equipment
Operators

Design - Energy
Management

Energy
Management



FBPTA Challenges

- Limited resources for Program development
- Shrinking budgets at agencies for training
- Competing priorities for time
- Lack of enforcement clause



FBPTA Activities

- Targeted outreach to stakeholders
 - Presentations at various events
 - Discussions with individual agencies
 - Test Cases: GSA, VHA, DOD
- Update to GSA's standards for GS-1176 position
- Develop method to review training resources
 - Similar to approach used by Federal Acquisition Institute
- Address program capacity



Feedback on Competencies

- There are opportunities to focus the model
 - Broad approach means significant effort by agencies to apply
 - No early-career definition or career progression
 - Does not prioritize high-value competencies
 - Model may be more complicated than necessary



Align Competencies to Functions

- Consider three functions:
 - Facility / building managers
 - Bld / equipment operators
 - Energy managers
- Align competencies
 - Consider “awareness”
- Remain agnostic to series
 - Give broad guidance
 - Maintain required flexibility

		Facility / Building Managers	Building Operators	Energy Managers
Facility O&M Management	Building Systems Building Interior Building Exterior Other Facility Systems			
Facility O&M Engineering	HVAC Electrical / Mechanical Life Safety Systems General Building Best Practices			
Technology	Technology Solutions BAS MMS			
Energy Management	Demand Reduction Assess Cx Public Utilities Planning, PM			
Safety	Basic Infrastructure Contracts Occupants			
Design	Planning Infrastructure			
Sustainability	Background Regulations and Implementation			
Water	Regulations, Goals Water Audit			
Project Management	Initiate Execute Closeout Training			
Business, Budget	TCO LCA Contracting Budgeting			
Leadership and Innovation	Communication Personnel Innovation Enterprise Knowledge			
Performance Measures	FBPTA Acquiring Data Implementation			



Propose Career Progression

- Facility Manager Function
 - Aligned competencies only
- Professional certifications
 - Typically “Master” level
- Professional certificates
 - Entry level / early career impact
 - Add Federal references

		IFMA FMP	BOMI PAC	Facility / Building Managers
Facility O&M Management	Building Systems Building Interior Building Exterior Other Facility Systems M&ME			
Facility O&M Engineering	Electrical / Mechanical Life Safety Systems General Building Best Practices			
Technology	Foundational Solutions BAS MMS			
Energy Management	Demand Reduction Passive Cx Public Utilities Planning PM			
Safety	Basic Infrastructure Contracts Occupants			
Design	Planning Infrastructure			
Sustainability	Background Regulations Implementation			
Water	Regulations, Goals Policy Goals			
Project Management	Initiate Execute Closeout Training			
Business, Budget	TCO LCA Contracting Budgeting			
Leadership and Innovation	Communication Personnel Innovation Enterprise Knowledge			
Performance Measures	FBPTA Acquiring Data Implementation			



Look for Most Value-Added

- Prioritize competencies
 - What is routine, or well-covered?
 - What are game-changers?
- Role of “awareness”
 - Understanding design intent, equipment capabilities
- Government references
 - Federal best-practices
 - Important local information

		Facility / Building Managers	Building Operators	Energy Managers
Facility O&M Management	Building Systems Building Interior Building Exterior Other Facility Systems			
Facility O&M Engineering	HVAC Electrical / Mechanical Life Safety Systems General Building Best Practices Technology Solutions			
Technology	BAS MMI Demand Reduction			
Energy Management	Access Cx Public Utilities Planning, PM			
Safety	Basic Infrastructure Contracts Regulations			
Design	Planning Infrastructure Background Regulations and Implementation			
Sustainability	Regulations, Goals Water Audit			
Water	Initiate Execute Closeout Training			
Project Management	TCO LCA Contracting Budgeting			
Business, Budget	Communication Personnel Innovation Enterprise Knowledge			
Leadership and Innovation	FBPTA Acquiring Data Implementation			
Performance Measures				



Streamline Where Practical

- Some redundancies
- Level of detail varies
 - General vs. highly detailed
 - Wide span vs.. narrow focus
 - Routine vs.. forward leaning

		Facility / Building Managers	Building Operators	Energy Managers
Facility O&M Management	Building Systems			
	Building Interior			
	Building Exterior			
	Other Facility Systems			
Facility O&M Engineering	HVAC			
	Electrical / Mechanical			
	Life Safety Systems			
	General Building			
Technology	Best Practices			
	Technology Solutions			
	BAS			
	BMS			
Energy Management	Demand Reduction			
	Assess			
	Cx			
	Public Utilities Planning, PM			
Safety	Basic			
	Infrastructure			
	Contracts			
	Supports			
Design	Planning			
	Infrastructure			
	Background			
	Regulations and Implementation			
Sustainability	Regulations, Goals			
	Water Audit			
	Initiate			
	Execute			
Project Management	Closeout			
	Training			
	TCO			
	LCA			
Business, Budget	Contracting			
	Budgeting			
	Communication			
	Personnel			
Leadership and Innovation	Innovation			
	Enterprise Knowledge			
	FBPTA			
	Acquiring Data			
Performance Measures	Implementation			



Competency Model Next Steps

By Apr 19

- Request specific FBPTA point of contact (POC) for Federal agencies
- Post a survey for gathering competency input on FMI.gov

By May 03

- Agencies submit survey, other comments to AskFMI@gsa.gov

By May 17

- GSA will post draft competency model, curriculum on FMI.gov

By June 14

- GSA will post the model and curriculum update on FMI.gov



Feedback on Human Capital

National approach to human capital and labor relations

- Concerns about coordination with labor relations groups
- Authority to gather information
- Purpose of information gathered?
- Implementation requires significant human capital planning



Human Capital Planning at GSA

GSA holds standard for 1176 Series; FBPTA requires update

- Management - Union Pre-Decisional Involvement (PDI):
 - Invited to participate in working groups, notified of skills assessment
- OPM facilitate review of standards with GSA subject matter experts
 - Process and draft PD/Performance Plans will be posted to www.fmi.gov
- Evaluate statutory and contractual labor relations impacts of:
 - Revised Position Description and Performance Plan documents
 - Strategy to fill gaps identified in national skills assessment
- National Consultation Rights may require advisory notice be given to unions at the national level. (AFGE, NFFE, PASS, NTEU, NEA)





National Human Capital Approach

National Chief Human Capital Officer Council - May

- Assessing qualifications to address the Act
 - GSA assessment and PDI approach can be a guideline for agencies
 - Agencies must meet their contractual and statutory labor relations obligations directly with their own unions
 - Convey GSA's policy and use for information gathered
- Define a process to review existing competency models
- Confirm approach to human capital planning
 - Discuss GSA/OPM approach to GS-1176 documents
 - How to align competencies with other national standards



Feedback on Program Tools

- Users highlight required upgrades to web tool
 - Automate process to assign competencies
 - Customize to agency organizational structures
 - Reflect agency roles, terminology, added competencies
 - Improve program and individual reporting
- Identify and evaluate proposed training
 - Add qualifications, especially early-career, to web tool
 - Emphasis on low, no-cost vehicles for “awareness”





Guide Supervisor/Employee Discussion

Status	Building Systems Competencies	
Complete (1) ▾	1	Demonstrate familiarity with Building Systems: HVAC, Electrical (and Standby generators), Lighting, Mechanical/Plumbing (and Fire protection systems), Vertical transportation, Structural, Roofing, Building Envelope.
Complete (1) ▾	2	Demonstrate ability to work with Facilities Team to assess a facility's need for building systems.
Complete (1) ▾	3	Demonstrate ability to oversee the acquisition, installation, and operation of building systems.
Complete (1) ▾	4	Demonstrate ability to work with Facilities Team to establish practices and procedures.
Required ▾	5	Demonstrate ability to work with Facilities Team to determine and administer the allocation of building systems' resources.
Complete (2) ▾	6	Demonstrate ability to monitor and evaluate how well building systems perform.
Complete (1) ▾	7	Demonstrate ability to manage corrective, preventive and predictive maintenance.
Not Required ▾	8	Demonstrate ability to work with Facilities Team to develop emergency procedures for building systems.
Not Required ▾	9	Demonstrate knowledge of how to implement disaster recovery plans for building systems as required.
Status	Building Interior Competencies	
Complete (1) ▾	1	Demonstrate knowledge of how to evaluate building structures and permanent interiors.
Complete (3) ▾	2	Demonstrate ability to manage the service/repair requests, maintenance, cleaning needs of building structures, and permanent interior elements.
Complete (3) ▾	3	Demonstrate ability to evaluate furniture and equipment performance.
Complete (3) ▾	4	Demonstrate ability to manage the maintenance and cleaning of furniture and equipment.



Guidance Will Automate Entry

- GSA developed a career progression for GS-1176 series
- Web Tool will allow GSA 1176 employees to start from here
- Supervisor retains ability to adjust individual performances

				N/A, COR	3rd Party	GS9/11	GS12/13	GS14/15
Facilities Operations and Management	Building Systems	1a1	Demonstrate familiarity with Building Systems: HVAC, Electrical (and Standby generators), Lighting, Mechanical/Plumbing (and Fire protection systems), Vertical transportation, Structural, Roofing, Building Envelope.			X	X	X
		1a2	Demonstrate ability to work with Facilities team to assess a facility's need for building systems.		O&M Vendor	X	X	X
		1a3	Demonstrate ability to oversee the acquisition, installation, and operation of building systems.				X	X
		1a4	Demonstrate ability to work with Facilities Team to establish practices and procedures.		O&M Vendor		X	X
		1a5	Demonstrate ability to work with Facilities Team to determine and administer the allocation of building systems' resources.		O&M Vendor		X	X
		1a6	Demonstrate ability to monitor and evaluate how well building systems perform.		O&M Vendor	X	X	X
		1a7	Demonstrate ability to manage corrective, preventive and predictive maintenance.		O&M Vendor	X	X	X
		1a8	Demonstrate ability to work with Facilities Team to develop emergency procedures for building systems.		O&M Vendor		X	X
		1a9	Demonstrate knowledge of how to implement disaster recovery plans for building systems as required.				X	X
	Building Interior	1b1	Demonstrate knowledge of how to evaluate building structures and permanent interiors.		O&M Vendor	X	X	X
		1b2	Demonstrate ability to manage the service/repair requests and maintenance and cleaning needs of building structures and permanent interior elements.		O&M Vendor	X	X	X
		1b3	Demonstrate ability to evaluate furniture and equipment performance.	N/A	Tenant			
		1b4	Demonstrate ability to manage the maintenance and cleaning of furniture and equipment.	N/A	Tenant Custodial Vendor			
	Building Exterior	1c1	Demonstrate familiarity with managing grounds and exteriors, Parking Structures, Site Utilities, Landscaping and grounds, Exterior envelope (roof, brick, masonry, etc.)		O&M Vendor Custodial Vendor	X	X	X
		1c2	Demonstrate ability to assess the effect of climate and extreme environmental conditions.		O&M Vendor	X	X	X
		1c3	Demonstrate ability to evaluate the performance of grounds and exterior elements.		O&M Vendor Custodial	X	X	X



Program Tool Improvements

- Web tool contract now through OPM eLearning
- Near-term web tool improvements
 - Improved program reporting
 - Agency-specific competency assignment
 - Customized facility organization drop-downs
 - *Organizational coverage visualization*
- OPM can work directly with agency stakeholders on PD and Performance Plan Development



Conclusion

- Our priorities for June 2013
 - Add focus to Competency model and curriculum
 - Address human capital and labor relations nationally
 - Upgrade Web Tool to lighten burden
- Our “Ask” of your agency
 - Identify a specific point of contact for FBPTA
 - Consider how to apply the Act from an assessment, HCAM and labor relations perspective
 - Let us know how we can help implement
- Questions / Concerns?



Session 2

AGENCY IMPLEMENTATION





GENERAL SERVICES ADMINISTRATION

JONATHAN FOYE

PROGRAM MANAGER

GSA PUBLIC BUILDINGS SERVICE, CENTRAL OFFICE



FEDERAL HIGH-PERFORMANCE GREEN BUILDINGS

Agenda

- Assigning competencies to impacted population
- Initial Assessment Rollout - guidance provided to pilot community (discuss map, training) & lessons learned
- Full assessment goal and schedule
- Next Steps for Training



Impacted Population

- O&M staff in a Service Center or Field Office assigned to a specific building code
- Mostly GS-1176; but, other series might include: 809, 1601, 1101, Engineering Techs, those performing some lease work
- Of the 827 Building Managers:
 - 49 GS-14 Supervisors who must register to manage their employees
 - 177 GS-13 Supervisors responsible for their own competencies and those of their direct reports
 - 598 GS-12 and below employees responsible for their own competencies





Assigning Competencies

Comp Area	Core Comp		Performance	Require OJT	COR = Oversight / = Partner	Performed by others (who?) or Outsourced	GS9/11	GS12/13	GS14/15
Energy Management	Systems and Demand Reduction	4a1	Demonstrate knowledge of building systems and how they affect energy use: <ul style="list-style-type: none"> HVAC System Electrical Systems Motors and drives Lighting Systems Building Envelope Fuel Systems - Fuel Selection 			O&M Vendor	X	X	X
		4a2	Demonstrate knowledge of Combined Heat and Power (CHP) Systems and distributed generation.			O&M Vendor		X	X
		4a3	Demonstrate knowledge of Renewable Energy Systems – Solar (Thermal and Photovoltaic), Wind, Biomass, Hydropower.			O&M Vendor		X	X
		4a4	Demonstrate knowledge of Thermal Energy Storage systems – (ex. chilled water storage, ice storage, potential energy storage etc)			O&M Vendor		X	X
		4a5	Demonstrate knowledge of Building Automation Systems (BAS) and Control Systems.			O&M Vendor			X
		4a6	Demonstrate knowledge of Enhanced Automation (EA) – “the variety of potential strategies to increase the capability of the existing energy or building management systems to control current, and plan for future, building energy costs while maintaining the comfort and productivity of all building occupants.” http://www.energy.ca.gov/enhancedautomation/	X		O&M Vendor		X	X
		4a7	Demonstrate knowledge of Energy Management Systems (EMS) and Energy Information Systems (EIS).			O&M Vendor	X	X	X
		4a8	Demonstrate knowledge of re-programming current systems and expanding network of sensors and control devices to optimize HVAC, lighting and other automated systems.			O&M Vendor			X
		4a9	Demonstrate knowledge of how to incorporate occupancy sensors, task lighting, thermostatic set-points with weather forecasting and other demand linked strategies to optimize building performance.		/ COR	O&M Vendor Asset Mgmt		X	X
	Assess Initial Conditions	4b1	Demonstrate knowledge of how to perform and Energy Savings Assessment: Example http://www1.eere.energy.gov/femp/program/om_wgresources.html <ul style="list-style-type: none"> Role of Energy Audits Energy Audit – Types I, II, III Utility Bill Analysis 		/	FMSP			
		4b2	Demonstrate knowledge of laws, regulations and Executive Orders that pertain to energy management, status of compliance and existing energy management plans. See FEMP website of list of laws and regulations: http://www1.eere.energy.gov/femp/regulations/regulations.html	X		O&M Vendor	X	X	X
		4b3	Demonstrate knowledge of applicable Codes and Standards – (ex. ISO 50001, ASHRAE/IESNA Std 90.1-2010, ASHRAE 62.1-2010, Model Energy Code, ASHRAE Standard 135-2008, ASHRAE Std 189.1-2009 etc)			O&M Vendor	X	X	X





Service Center Test Assessment

When : February – March 2013

Who Participated:

27 participants (4 Sups, 10 Supervisory Employees, 13 Employees)

Guidance Provided:

Training/Demo, Competency Application Map

Results/Feedback:

- **Time consuming for managers (PBS Process)**
- **Need for reference materials after training**
- **Have participants begin process during training sessions**
- **Need to develop program-level reporting for implementation**
- **Limited reporting makes it difficult to track progress and completion**
- **Formalized training materials**



National Key Dates

Date	Milestone
Mar. 15	Regional Leaders to identify local FBPTA Regional POCs
Apr. 1 – 28	FBPTA Regional POC Training Sessions – led by CO
Apr. 29 – May 18	Core Competency Web Tool Training for users – led by FBPTA Regional POCs
May 20 – June 14	Core Competency Web Tool Opens for staff to complete profiles
June 14 →	Staff work with Managers to address and close any identified development gaps



Implementing Training

Link Currently Used Training: BOMI, IFMA, Penn State

- Identified commonly-used training across regions
- Complete mapping to competency model
- Adjust / prioritize training efforts

Required Federal References and Local Knowledge (Top-10)

- Federal regulations and requirements for energy and water
- Local knowledge and use of utility meters
- Useful tools and resources (SF Tool, FEMP O&M Guide, etc)



VETERANS HEALTH ADMINISTRATION

OLEH KOWALSKYJ, MSCE, CHFM, CCS

DEPUTY DIRECTOR

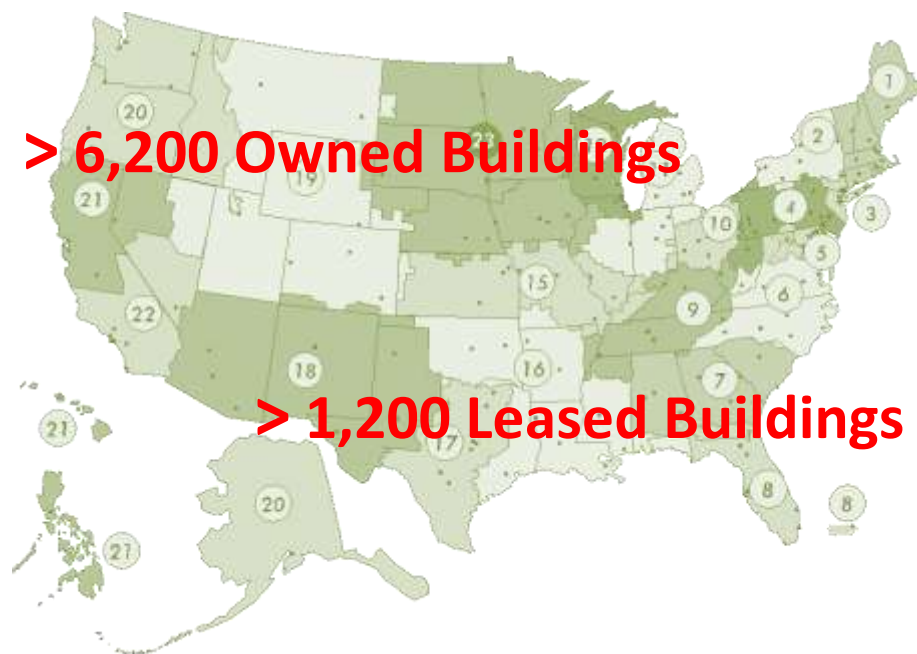
VHA CAPITAL ASSET MGT, ENGINEERING AND SUPPORT





Veterans Health Administration

21 Veterans Integrated Service Networks



- **152** Medical Centers
- **990** Outpatient Clinics
 - 821** Community-Based
 - 152** Hospital-Based
 - 11** Mobile
 - 6** Independent
- **300** Vet Centers*
- **70** Mobile Vet Centers*
- **102** Domiciliary Residential Rehabilitation Programs
- **134** Community Living Centers

Source: FY 2012 End-of-Year Pocket Card



FEDERAL HIGH-PERFORMANCE GREEN BUILDINGS



Veterans Health Administration

VHA Employees= 277,000 +
Engineering-Facilities= 10,000 ++



FEDERAL HIGH-PERFORMANCE GREEN BUILDINGS

- Federal Service Labor-Management Relations Statute
- Labor Management Agreements (National + Local)
- Executive Order 13522

Labor Management Considerations:

Management Rights

Employee Rights

Permissive Subjects

Conditions of Employment

Past Practices

(+others)

“Supervisory Notes”-

“System” of Records; PII

Pre-Decisional involvement

Duty to Bargain

Impact &

Implementation





TEST

- ~~Pilot~~ Project to assess:

- Ease of Use
- Functionality
- Application to complex healthcare system

**Unsettled:
Labor-Management concerns**

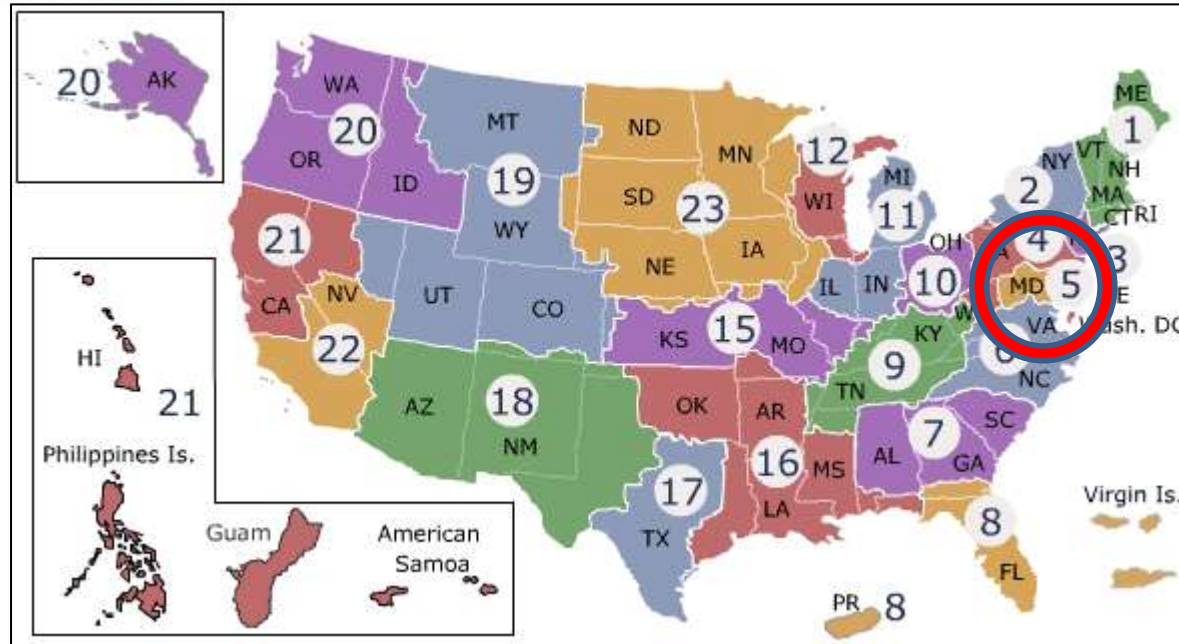
Parameters:

Engage "exempt" employees only
(non-bargaining)

Limit Occupations

Competencies for "fictitious"
employees





- **VA Maryland Healthcare System**
 - 1 of 5 VA Medical Centers within the Service Network
 - 3 Medical Center Campuses
 - 6 Community Based Outpatient Clinics
 - 176+ FTEE in Engineering/Facilities (includes Safety and Biomedical Engineering)
- **Project scalable to other locations (US + Territories)**



Organizational Coverage



	Mechanical Section				Electrical / Architectural Section						Plant Operations Section			Projects Section	Industrial Hygienist
Supervisory Facility Eng GS-801-12	Mechanical Foreman WS-4701-10	Utility Systems Tech (6) WG-4742-10	AC Equip Mechanic (4) WG-5306-10		Maintenance Foreman WS-4701-10	Electricians (3) WG2805-10	Electrical Worker (1) WG2805-8	Maintenance Mechanics (4) WG-4749-10	Vehicle Operator (1) WG-5703-6	Locksmith (1) WG-4749-10	Maintenance Foreman WS-4701-9	Maintenance Mechanics (2) WG-4749-10	AC Equip Mechanic (1) WG-5306-10	Project Engineers (5) GS-801-12	Industrial Hygienist GS-690-12

Fac O&M Management	Building Systems Building Interior Building Exterior Other Facility Systems
Fac O&M Engineering	HVAC Electrical / Mechanical Life Safety General Building Best Practices
Technology	Technology Solutions BAS MMS
Energy Management	Demand Reduction Assess Cx Public Utilities Planning, PM
Safety	Basic Infrastructure Contracts Occupants
Design	Planning Infrastructure
Sustainability	Background Regulations and Requirements Implementation
Water	Regulations, Goals Water Audit
Project Management	Initiate Execute Closeout Training
Business, Budget	TCO LCA Contracting Budgeting
Leadership and Innovation	Communication Personnel Innovation Enterprise Knowledge
Performance Measures	FBPTA Acquiring Data Implementation

Covered across the organization

FBPTA Core Competencies

- 43 Core Competencies,
- 232 Performances,
- Requires more than one individual

VA Maryland HCS Coverage

- Level of knowledge
 - Awareness, Entry, Journey, Master
- Local vs.. Regional expert/support
- Manager vs.. Operator
 - Impact of “awareness”
 - Additional granularity at operational level
- Value of Certifications
 - Various, common at manager, expert, trade levels
- Future steps (first “pass” complete)
 - National HR approach
 - Expand to other positions
 - Expand competencies for healthcare specific
 - Guidance/scale to other VISNs
 - Develop/Implement Communication Plan
 - Develop Education/Training series (VHA specific)
 - National roll-out
 - Identify qualifying certifications/training
 - Identify competency/training gaps

		Facility Engineer GS-801-12	Mechanical Section Pipe Fitter (4) WG-4742-10	Projects Section Project Engineers (5) GS-801-12	Industrial Hygienist Industrial Hygienist GS-690-12
Fac O&M Management	Building Systems	CFM (IFMA) Certification	J/A	A	A/I
	Building Interior			A	J
	Building Exterior			A	
	Other Facility Systems			A	J
Fac O&M Engineering	HVAC	CFM (IFMA) Certification	J/A	A	M/A
	Electrical / Mechanical		J/A	A	
	Life Safety Systems		J/A	A	A
	General Building Best Practices		A	A	A
Technology	Technology Solutions	CFM (IFMA) Certification	J/A	A	J
	SAS		J/A	A	A
	MMS		A	A	A
Energy Management	Demand Reduction		A	A	
	Assess			A	
	Co			A	
	Public Utilities Planning, PM		A	A	
Safety	Basic		E	E	M
	Infrastructure		A	E	M
	Contracts		E/A	E	M
	Occupants			E	M/J
Design	Planning			A	
	Infrastructure		A	A	A
Sustainability	Background			E	
	Regulations and Requirements Implementation			E	
Water	Regulations, Goals		J/A	A	J/A
	Water Audit			A	A
Project Management	Initiate	CFM (IFMA) Certification	E	J	J
	Execute		A	J	A
	Closeout		A	J	A
	Training			J	
Business, Budget	TCO				
	LCA				
	Contracting			J	J
	Budgeting			J	
Leadership and Innovation	Communication	CFM (IFMA) Certification		J	J
	Personnel		J	J	J
	Innovation			A	
	Enterprise Knowledge			A	
Performance Measures	SBPTA		A	A	A
	Acquiring Data Implementation			A	E



DEPARTMENT OF DEFENSE

GEORGE MINO, PE

SENIOR PROGRAM ANALYST / CIVIL ENGINEER

DIRECTORATE OF FACILITIES INVESTMENT & MANAGEMENT



FEDERAL HIGH-PERFORMANCE GREEN BUILDINGS

DoD Workforce Legislation

- Defense Acquisition Workforce Improvement Act, 1990:
 - Education and training standards, requirements, and courses
 - Defense Acquisition University
- National Defense Authorization Act, 2009, sec 1108:
 - DoD Strategic Workforce Planning
 - Identify critical skills, competencies, and training
- Federal Buildings Personnel Training Act, 2010
- National Defense Authorization Act, 2011, sec 2829:
 - DoD Energy Manager Training
 - Improve knowledge, skills, abilities, and lessons learned



DoD FBPTA Chronology

- Fall 2011 - Kickoff meeting with GSA at Pentagon; evaluated union impacts
- Spring 2012 - Commented on draft core competencies and provided lists of DoD training
- Fall 2012 - Components express concerns with FBPTA webtool developed by GSA
- Feb 2013 - Webtool pilot tests by DoD Components
- Mar 2013 - Meeting with GSA & Federal Agencies on contractor compliance with FBPTA



Webtool Pilot Tests by DoD

- Redundant with DoD workforce management systems
- Need separate tools for blue and white collar (it can be argued many DoD white collar positions already meet intent of FBPTA)
- Competencies appear well defined but too broad
- Little benefit if not customized for DoD requirements
- Confusion on the population impacted by FBPTA such as applicability to design professionals (House Report said “design” only applies to energy management, and not building O&M)
- Relating competency to energy and water savings is impractical
- Training plans currently limited to industry certifications
- Significant burden on employees and supervisors in a severely constrained budget and staffing environment



DoD Implementation Plan

- Near term focus on Energy Managers (GS series):
 - Maximizes “return”
 - Complies with DoD Energy Manager Training legislation
 - Starting in summer 2013, integrate FBPTA webtool, and similar existing DoD systems, into the new Defense Competency Assessment Tool (DCAT) developed in response to DoD Strategic Workforce Planning legislation
 - Customize webtool requirements for DoD use, and work with GSA to review existing DoD training resources for inclusion as approved qualifications
- Due to resource constraints, using DCAT for other FBPTA impacted occupational series (e.g., wage grade building O&M) will be deferred until after 2016



OPEN FORUM AGENCY IMPLEMENTATION, ISSUES

BRIAN GILLIGAN, PE, LEED-AP
SUSTAINABILITY PROGRAM MANAGER
OFFICE OF FEDERAL HIGH PERFORMANCE GREEN BUILDINGS



Session 3

SUBMISSION AND EVALUATION OF TRAINING RESOURCES



FEDERAL HIGH-PERFORMANCE GREEN BUILDINGS

Evaluating Training Resources

Vendor Evaluation Criteria

- Near-term: Process to confirm alignment
- Long-term goal: Formal conformity model

Accreditation: Given to a program or institution by an objective evaluating body as meeting a set of standards.

Accreditation
FBPTA or 3rd Party

Provider Program Requirements

- JTA-based learning objectives
- Systematic program plan
- Learning outcomes assessed
- Adequate staff / facilities

Individual Credential: Given to an individual by an objective evaluating body as meeting a set of standards.

FBPTA “Qualifications”
Certificate Programs / Certifications
Professional Registrations / Licenses

Competencies

- FBPTA
- Agency-specific

FBPTA Competency Model
Core Competencies and performances
Based on Job Task Analyses and community review



Why Do This?

- Identify current training priorities and emphasis
- Align with competency model where possible
- Load resources into Web Tool



Submission Template

Qualification Resources

- **Course / Certificate Programs**

- **Certification / Registration / License**

Submission Requirements

- Specific learning objectives
- Skills / material covered
- Training Methods

- Competencies aligning completely
- Competencies aligning partially

Submission document and instructions will be posted on www.fmi.gov



Near-Term Submission Process

- Agency identifies priority training resources
- Training provider completes and submits form and accompanying documentation
- GSA / 3rd Party “verification” of information
- Training provider comment
- Public comment
- Post verified qualification to CC Web Tool



Long-Term Submission Process

- Forthcoming DOE conformity model project
 - Quality and consistency of commercial workforce training and certification programs
 - Identifying criteria for third party accreditation
 - Working with GSA to include Federal core competencies
- GSA continues to maintain competency model
 - Ensure that training learning objectives align





Our “Ask” of Federal Agencies

- Identify top 1-2 training resources by May 17
 - Facility or energy management, building operations
 - Distinguish level (Entry, Journey or Master) served
 - Submit priorities to GSA using form on www.fmi.gov
- GSA will post prioritized list of resources



Session 4

CONTRACTOR CERTIFICATION OF COMPLIANCE



FEDERAL HIGH-PERFORMANCE GREEN BUILDINGS

Working Group Discussion

- Flesh out requirements for civil servants first
- Larger, broader scope contracts first
- Develop a FAR clause(s) for consistency
- Balance needed between:
 - Quality of oversight and ability to track data
 - Burden on contractor and contracting communities
- 3rd Party Certification consistently stressed
 - GSA O&M contracts require choice between 3 industry certifications for HVAC technicians



Options Framed for Future

- Self-Certification
 - Least burden, quickly and consistently applied
 - Little oversight or control, no comparable data
- Performance – Training plan or 3rd Party Certs
 - Allows some control with room for innovation
 - Burden on contracts, may not give comparable data
- Prescriptive – Follow agency requirements
 - Significant control, most comparable data
 - Significant burden, too much for smaller contracts



Conclusion

- Our priorities for June 2013
 - Add focus to Competency model and curriculum
 - Address human capital and labor relations nationally
 - Upgrade Web Tool to lighten burden
- Our “Ask” of your agency
 - Identify a specific point of contact for FBPTA
 - Consider how to apply the Act from an assessment, HCAM and labor relations perspective
 - Identify priority training resources
 - Let us know how we can help implement

