HUMAN CAPITAL
Actions Taken and Challenges

Office of Human Resources
January 31, 2006

Agenda

- Human Capital Flexibilities

- Critical Skills Staffing

- Training and Development

- Knowledge Management

Human Capital Flexibilities

- **Actions Taken:**
  - NRC has implemented all flexibilities resulting from the Workforce Flexibility Act of 2004
  - The Office of Human Resources is currently developing implementing guidance for authorizations resulting from the Energy Policy Act of 2005

Human Capital Flexibilities

- **Actions Taken (continued):**
  - The Office of Human Resources is developing implementing guidance for Referral Awards
 - NRC has increased participation in the Telecommuting program

4

Human Capital Flexibilities

- **Challenges:**
  - Enhance the use of flexibilities to maintain recruitment momentum during the out-years
  - Continue to monitor and evaluate government wide pay-for-performance initiatives to position NRC to stay competitive

Human Capital Flexibilities

- **Challenges (continued):**
  - Work with the Office of Personnel Management to receive Direct Hire Authority for certain occupations
  - Enhance the infrastructure to support Telecommuting
  - Promote telecommuting as a practical alternative to the traditional work environment

6

Incentive Actions by Fiscal Year
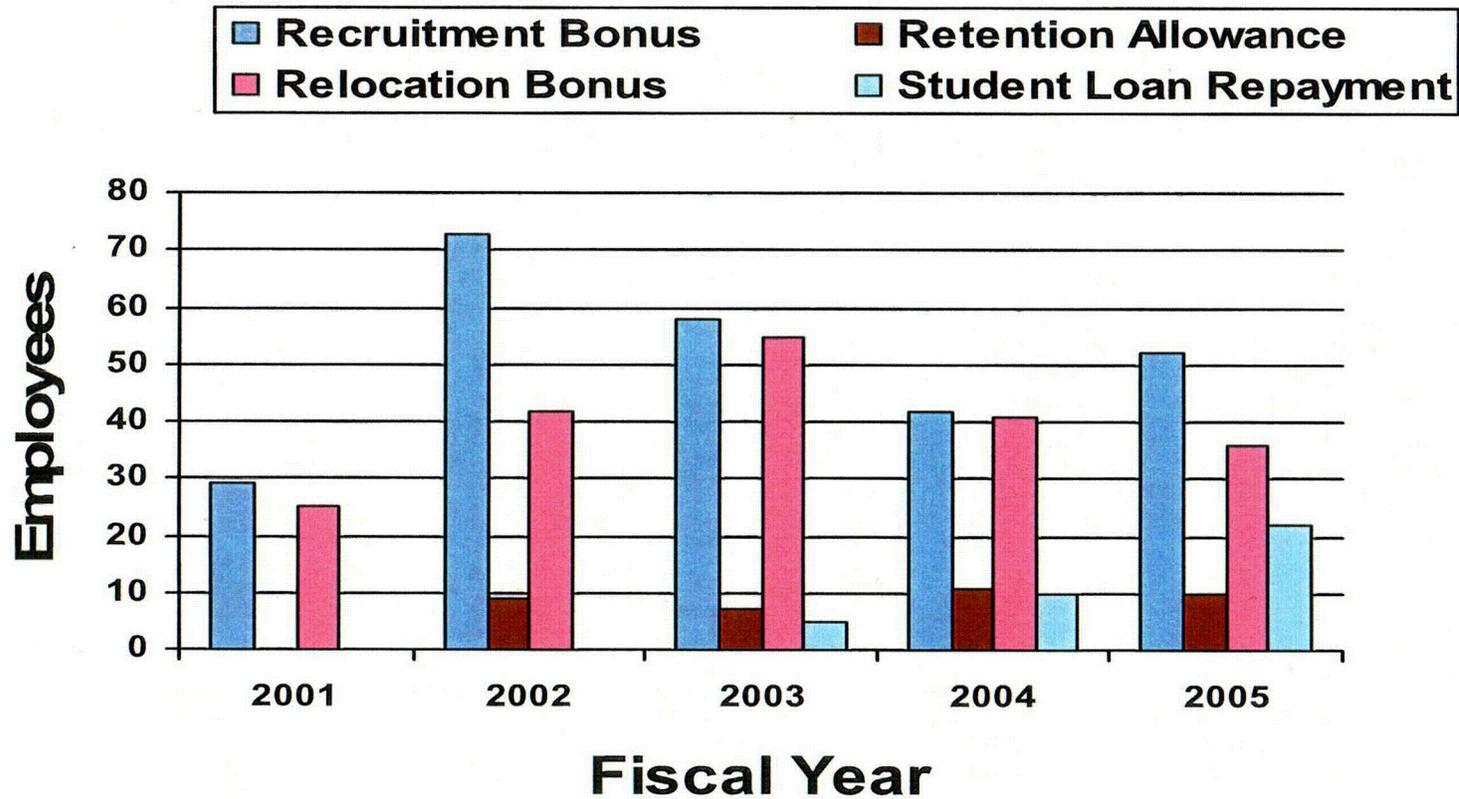
Critical Skills Staffing

- **Driven by:**
  - Near-term and long-term office needs identified through Strategic Workforce Planning
  - Full Time Equivalent (FTE) allocations
  - Emerging work (e.g., new reactor licensing, security)
  - Attrition projections

Critical Skills Staffing

- **Actions Taken:**
  - Continue to hire at a level that positions the agency to meet projected FY 2007 staffing levels
  - Worked to streamline hiring process
  - Targeted use of buyout and early-out authorities to rebalance skills

Critical Skills Staffing

- **Actions Taken (continued):**
  - Continued success with the Nuclear Safety Professional Development Program (NSPDP) and entry-level hiring program
    - Instituted a new recruitment tool to narrow the area of consideration for university recruiting
   - Recent NSPDP interview day

Critical Skills Staffing

- **Challenges:**
  - Absorbing large number of new hires into the agency
  - Anticipating increased market competition as nuclear industry grows
  - Supporting the increasing workload associated with the hiring process while also continuing to support the increasing programmatic workload

# Critical Skills Staffing

- **Challenges (continued):**
  - Realigning current staff to maintain connectivity between available skills and workload requirements
  - Maintaining diversity at all levels within the organization and continuing to support the goals outlined in the Comprehensive Diversity Management Plan

12

Age Distribution of Permanent Employees

13
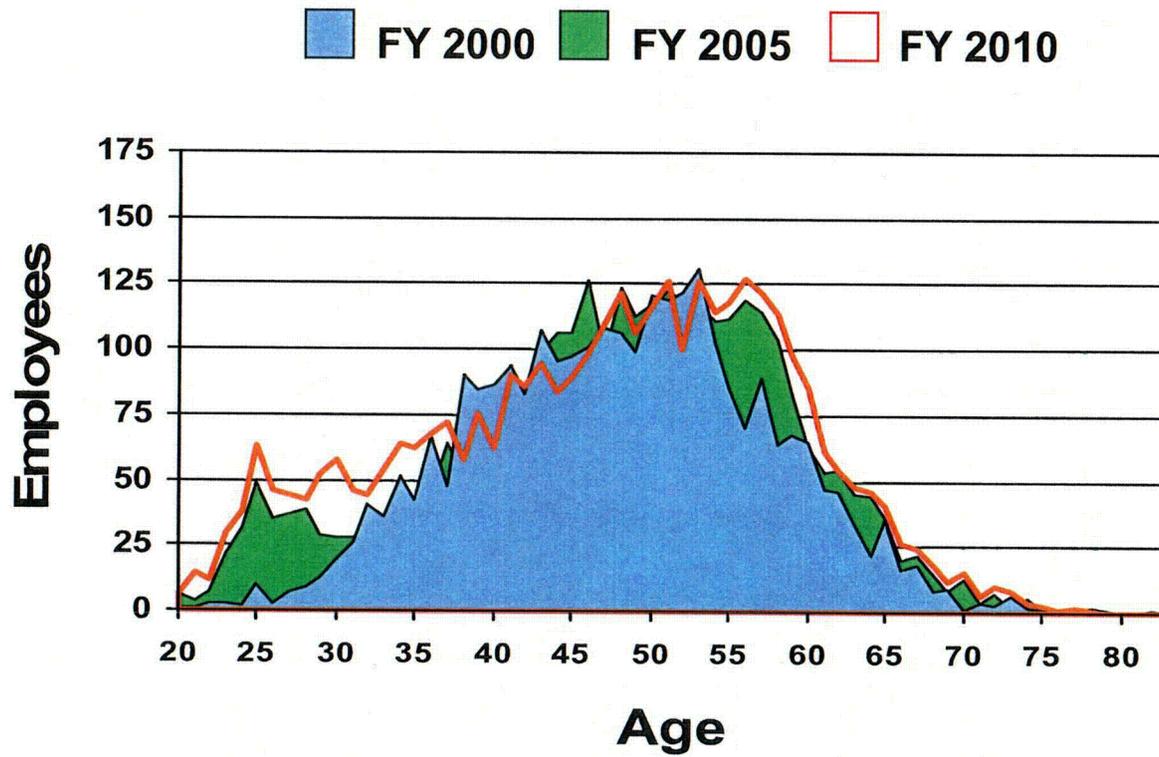
Attrition Rate by Fiscal Year
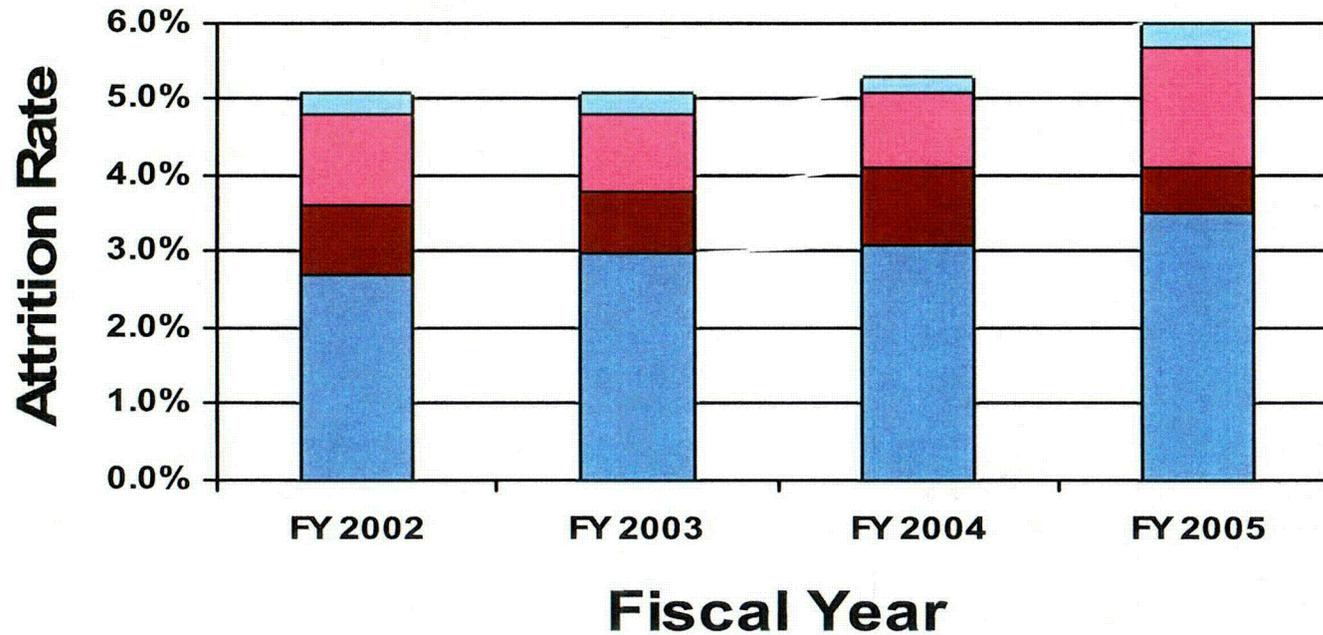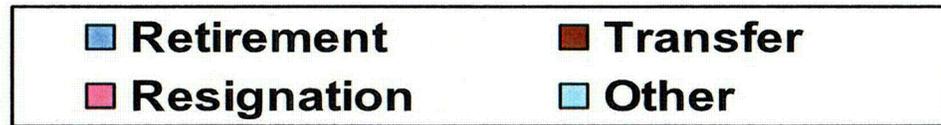
C-03

Training and Development

- **Actions Taken:**
  - Implemented training program enhancements
  - Increased technical instructor core in anticipation of expanded training needs
  - Improved new employee orientation

Training and Development

- **Challenges:**
  - Maintaining the effectiveness of new employee orientation as the number of new employees increases substantially
  - Maintaining an effective Nuclear Safety Professional Development Program as volume and breadth of the program increase

Training and Development

- **Challenges (continued):**
  - Creating an environment where everyone in the agency maintains and improves their skills in support of the agency's mission
  - Physically moving the Professional Development Center without creating interruption in the training program

Knowledge Management

- **Actions Taken:**
  - Drafted a Knowledge Management (KM) Plan
  - Piloting the KM Toolbox to include knowledge capture interviewing, document collection, and virtual communities of practice

Knowledge Management

- **Challenges:**
  - Creating a program that is flexible yet rigorous enough to meet the agency's needs
  - Integrating knowledge management with work process
  - Obtaining adequate resources for implementation