

**U.S. NUCLEAR REGULATORY COMMISSION MANAGEMENT DIRECTIVE (MD)**

<b>MD 10.78</b>	<b>NUCLEAR REGULATOR APPRENTICESHIP NETWORK PROGRAM</b>	<b>DT-23-02</b>
<i>Volume 10,</i>	Personnel Management	
<i>Part 3:</i>	Performance Appraisals, Awards, and Training	
<i>Approved By:</i>	Mary A. Lamary, Chief Human Capital Officer	
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<i>Cert. Date:</i>	N/A, for the latest version of any NRC directive or handbook, see the <a href="#">online MD Catalog</a> .	
<i>Issuing Office:</i>	Office of the Chief Human Capital Officer	
<i>Contact Name:</i>	Servicing Human Resources Specialist (names and phone numbers are listed <a href="#">here</a> )	

**EXECUTIVE SUMMARY**

Management Directive (MD) 10.78, has been retitled from, “NRC Nuclear Safety Professional Development Program” to “Nuclear Regulator Apprenticeship Network Program.” This revision describes the updated entry-level development program referred to as the Nuclear Regulator Apprenticeship Network (NRAN). This MD provides information on—

- Key objectives of the program and
- Roles and responsibilities for offices and regions.

This MD has no handbook. To ensure consistent program implementation, the guidelines and general procedures will be maintained by the NRAN branch chief. [The Nuclear Regulatory Apprenticeship Program Guide](#) provides more information about the program and is available at <https://intranet.nrc.gov/ochco/catalog/277>.

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For updates or revisions to policies contained in this MD that were issued after the MD was signed, please see the Yellow Announcement to Management Directive index ([YA-to-MD index](#)).

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## I. POLICY

- A. It is the policy of the U.S. Nuclear Regulatory Commission (NRC) to sustain a high-performing workforce with demonstrated competencies to regulate civilian uses of nuclear technology across a variety of programmatic areas. The Nuclear Regulator Apprenticeship Network (NRAN) program is conducted in accordance with Federal law and regulations including Title 5 of the *Code of Federal Regulations*, Part 410, “Training”; the Atomic Energy Act of 1954, as amended (42 U.S.C. 2011, et seq.); the Energy Reorganization Act of 1974, as amended (42 U.S.C. 5801, et seq.); and the Government Employees Training Act, 1958, as amended (5 U.S.C. 4101-4118).
- B. The NRC established the NRAN program as a means of hiring, developing, deploying, and retaining quality, well-rounded regulators with a focus on areas of agency skill need.

## II. OBJECTIVES

- Provide a talent management strategy to establish an entry-level pipeline to meet anticipated regulatory skill needs in the future.
- Attract recent college graduates with strong academic foundations in disciplines that support the NRC’s regulatory mission and support the diversity of our workforce.
- Deliver consistent, focused training on NRC’s mission, policy, regulatory fundamentals and programs, technical fundamentals, and organizational culture. This is Phase 1 (Foundational Knowledge phase).
- Provide a range of opportunities to develop technical and regulatory skills through mission-direct, task-focused apprenticeships.
- Provide targeted opportunities to observe and/or participate in activities related to the operation, conduct, response, and assessment of activities at NRC-licensed facilities, materials licensees, applicants, and other activities that contribute to regulatory oversight. This is Phase 2 (Apprenticeship Phase).

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- Impart and empower a strong foundation in NRC culture to retain high-performing, mission-driven public servants, who foster inclusivity and embrace diversity.
  - Deploy and retain well-rounded, entry-level regulators who have demonstrated their effectiveness in supporting mission related activities and can fill a wide range of regulatory positions within the agency.

### **III. ORGANIZATIONAL RESPONSIBILITIES AND DELEGATIONS OF AUTHORITY**

#### **A. Chief Human Capital Officer (CHCO)**

1. Ensures sufficient resources and senior management support across the agency to develop and deliver a successful program.
2. Ensures the agency has sufficient programs in place to attract and identify highly qualified candidates for recruitment into the program to support agency entry-level skills needs and support diverse demographics.
3. Ensures coordination of cross-agency support to the program.
4. Approves human resource related exceptions from existing agency programs.

#### **B. Associate Director for Human Resources Training and Development (Chief Learning Officer), Office of the Chief Human Capital Officer (OCHCO)**

1. Directs and approves the overall policy and program parameters for NRAN.
2. Selects and supervises the NRAN branch chief (NRAN BC), who is responsible for the overall development and execution of the program for each cohort, and the direct supervision of NRAN cohort members (apprentices).
3. Provides training and development support to the NRAN BC for each NRAN cohort.
4. Serves on the NRAN Advisory Council. The NRAN Advisory Council is a steering committee made up of senior executive service (SES) members from each region and sponsoring office to provide an agreed-upon direction to the program.
5. Supports identification, creation, and delivery of training necessary to support NRAN, including the initial, intensive training and exploration phase (Phase I) and ongoing training during apprenticeships (Phase II).
6. Ensures a sustained and active NRAN Advisory Council with membership from the NRC program areas for apprenticeships and post-program placement.
7. Develops and guides the SES-level career mentorship portion of the program.
8. Supports administration of the performance assessment.

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9. May delegate any or all these activities to subordinate supervisors, unless otherwise expressly stated.

**C. Associate Director for Human Resources Operations and Policy, OCHCO**

1. Develops and implements the human resources aspects of the policy and program parameters for NRAN; in particular, recruitment.
2. Develops criteria and guidance on human resources issues relating to the program, including performance reviews and program removal, in accordance with MD 10.1, "Recruitment, Appointments, and Merit Staffing," and MD 10.67, "General Grade Performance Management System," or consistent with other criteria as approved by the CHCO.
3. Establishes and executes NRAN recruitment initiatives in accordance with agency skill needs, polices, and demographics goals.
4. Provides programmatic criteria, technical support, and guidance on the selection process for NRAN.
5. Supports the identification of post-NRAN positions for cohort members that fulfill mission needs.
6. Maintains alignment with the NRAN Advisory Council on NRAN recruitment policy and changes.
7. Supports administration of the performance assessment.

**D. Office Directors and Regional Administrators (involved in apprenticeships)**

1. Appoint an SES-level NRAN champion to serve on the NRAN Advisory Council, as appropriate, to guide the implementation of NRAN.
2. Identify a supervisor or senior staff member to serve as the NRAN Sponsor Group representative to coordinate apprenticeship offerings and support coordination. Sponsor Group is a branch chief-level group for each represented office and region that helps coordinate the apprenticeships.
3. Ensure apprenticeship opportunities are provided that allow NRAN cohort members to contribute to mission-direct, regulatory activities during all phases of the program.
4. Ensure first-line supervisory resources for day-to-day apprenticeship oversight of cohort members during apprenticeship phase in their office.
5. Provide projections on the skills needed for their office or region as part of workforce needs (e.g., through Strategic Workforce Planning).

6. Coordinate with OCHCO to identify potential post-program positions and final placements for cohort members that fulfill agency skill needs.
7. Support participation by more experienced staff to engage in activities for the NРАН program, when requested, such as peer-mentors, SES career mentors, and seminar presentations. As appropriate, support the designated NРАН champions and technical mentors to provide guidance to cohort members on training and development.
8. Support staff and supervisors to participate in recruitment and selection of the NРАН cohort.
9. May delegate any or all these activities to subordinate supervisors, unless otherwise expressly stated.

#### **IV. APPLICABILITY**

The provisions of this MD apply to all personnel who are involved with the program. Where the provisions of the “Collective Bargaining Agreement Between U.S. Nuclear Regulatory Commission and National Treasury Employees Union” conflict with this MD, the provisions of the agreement govern with reference to bargaining unit employees.

#### **V. DIRECTIVE HANDBOOK**

MD 10.78 has no handbook. [The Nuclear Regulatory Apprenticeship Program Guide](#) provides more information about the program and is available in the [OCHCO Service Catalog](#) under “Training and Development,” “Programs and Initiatives.”

#### **VI. REFERENCES**

##### ***Code of Federal Regulations***

5 CFR Part 410, “Training.”

##### ***Nuclear Regulatory Commission Documents***

Collective Bargaining Agreement Between U.S. Nuclear Regulatory Commission and National Treasury Employees Union, November 15, 2021.

Delegation of Authority Memorandum from Executive Director for Operations Mark A. Satorius to Chief Human Capital Officer Miriam L. Cohen, dated February 27, 2014 ([ML14042A435](#)).

[NRC Public Website](#).

Management Directives—

10.1, “Appointments, General Employment Issues, Details, and Position Changes.”

10.67, “General Grade Performance Management System.”

Nuclear Regulator Apprenticeship Network Program Guide available at <https://intranet.nrc.gov/ochco/catalog/277>.

***United States Code***

Atomic Energy Act of 1954, as amended (42 U.S.C. 2011 et seq.).

Energy Reorganization Act of 1974, as amended (42 U.S.C. 5801 et seq.).

Government Employees Training Act, 1958, as amended (5 U.S.C. 4101-4118).