

July 10, 2000

Ms. Jennifer R. Muller
Domestic Policy Advisor
to the Vice President
Office of the Vice President
Old Executive Office Building 271
Washington, D.C. 20501

Dear Ms. Muller:

The U.S. Nuclear Regulatory Commission (NRC) is pleased to submit its final report on the Welfare-to-Work hiring initiative. As we have previously affirmed, the NRC fully supports this worthwhile endeavor, and we remain committed to its success.

Our final report is enclosed. Should your staff have any questions, the NRC's point of contact is Mr. Paul E. Bird, Director of the Office of Human Resources. Mr. Bird can be reached at 301-415-7516, or through e-mail at PEB@nrc.gov.

Sincerely,

/RA/

Richard A. Meserve

Enclosure: As stated

FINAL REPORT OF THE U.S. NUCLEAR REGULATORY COMMISSION ON THE WELFARE-TO-WORK HIRING INITIATIVE

INTRODUCTION

This report provides information regarding the activities of the U.S. Nuclear Regulatory Commission (NRC) on the Welfare-to-Work hiring initiative since the program's inception. The NRC has fully supported this worthwhile program, and remains committed to its success. The following presents a brief summary of the NRC's experiences with the program.

PERSONAL LEADERSHIP COMMITMENT

The Chairman, the Commission, and senior managers in the NRC have fully endorsed President Clinton's and Vice President Gore's goals for the Welfare-to-Work initiative. When the program began, the then-incumbent Chairman directed the Executive Director for Operations (the NRC's senior operating official), the Deputy Executive Director for Management Services, and the Director of the Office of Human Resources to pursue the initiative vigorously as an integral part of Agency recruitment and hiring strategies.

RECRUITMENT STRATEGIES

The NRC used a variety of recruiting strategies to reach potential applicants who were receiving public assistance. The Office of Human Resources contacted local employment services offices to encourage wide dissemination of vacancy announcements for appropriate positions. We also reached out to Federal Executive Boards, Department of Labor channels, and local sources, particularly in the areas of our regional offices, as a recruitment strategy aimed at reaching welfare clientele. It was the NRC's experience, however, that for the most part, these sources did not prove as fruitful as we had hoped.

SUCCESSSES

The NRC succeeded in hiring a welfare recipient in 1997 in our regional office in Philadelphia. A mother of six, receiving welfare assistance and attending a local community college, was hired during the summer. She worked as a GS-3 summer clerical aide for approximately three months on a temporary appointment, performing primarily filing duties in a library setting. Given that her work was more than satisfactory, the regional office would have continued her appointment had she been available to work. However, the employee's decision to pursue her education rather than employment resulted in her leaving our rolls.

RETENTION

Given the NRC's small size (fewer than 3,000 employees), we have had limited opportunities to hire, develop, and retain former welfare recipients. The Agency remains committed, however, to continuing our efforts to recruit, develop, and retain employees from this pool of potential applicants. Should we be able to hire additional welfare recipients in the future, we plan to provide them the requisite training, development, and other support services necessary to ensure their success in the workforce, adapting our general policies and practices as appropriate to accommodate their particular needs.