

EDO Principal Correspondence Control

FROM: DUE: 01/18/01 EDO CONTROL: G20000502
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Chairman Meserve FINAL REPLY:

TO:
Travers

FOR SIGNATURE OF : ** GRN ** CRC NO:
Travers, EDO

DESC: ROUTING:
Maintaining Core Competence
Travers
Paperiello
Miraglia
Norry
Craig
Burns/Cyr

DATE: 10/25/00

ASSIGNED TO: CONTACT:
HR Bird

SPECIAL INSTRUCTIONS OR REMARKS:



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

October 24, 2000

MEMORANDUM TO: William D. Travers,
Executive Director for Operations

FROM: Richard A. Meserve 

SUBJECT: MAINTAINING CORE COMPETENCE

During my tenure as Chairman, I have become increasingly mindful that the agency faces a significant challenge in maintaining the NRC staff's core scientific, engineering, and technical competencies. Based on the demographics of the current workforce, I am concerned that, over the course of the next decade, the net technical capability of the NRC will decline as a result of the loss of specific expertise through attrition. Although I am aware that the staff is proceeding to address workforce planning issues in the context of the Planning, Budgeting, and Performance Management (PBPM) process, I believe that a more concerted effort under your direction is necessary to ensure that adequate attention is devoted to addressing and resolving core competency issues. Indeed, maintaining our technical competence may be the biggest challenge confronting our agency.

Consequently, I believe that the staff should perform an assessment of the scientific, engineering, and technical core competencies that the NRC needs and propose specific strategies for ensuring that they are maintained. The assessment should consider the NRC's ability to perform all of its technically-based functions.

As a first step in this process, I request that you provide a plan of action to address this issue. The plan should take account of work that has been done in this area in recent years so as to benefit from the lessons to be derived from those experiences. The plan should include a specific proposal for the methods to be used in the assessment and the strategies to be considered to maintain competence. It should include consideration of strategies being employed or developed by other government agencies or other institutions. The plan should be submitted to the Commission by the end of January 2001.

cc: Commissioner Dicus
Commissioner Diaz
Commissioner McGaffigan
Commissioner Merrifield
OGC
OCA
OPA
SECY
OIG