

COMMISSION MEETING SLIDES/EXHIBITS

BRIEFING ON EEO PROGRAM

WEDNESDAY, AUGUST 15, 2001

Hispanic Employment Program Advisory Committee August 2001 EEO Briefing Statement

The Hispanic Employment Program Advisory Committee (HEPAC) welcomes this opportunity to address the Commission on EEO-related issues that impact the Nuclear Regulatory Commission (NRC). HEPAC commends the Offices of Nuclear Materials Safety and Safeguards and Nuclear Reactor Regulation for their efforts to increase communication and coordination with HEPAC to further Agency EEO objectives. The Agency has enhanced its targeted recruitment program to increase the representation of Hispanics. The Office of Human Resources has used new, innovative ways of recruiting, which involves participation by senior NRC managers, on-the-spot offers during recruitment trips, more preparation work prior to and following recruitment trips, and a renewed level of interest by NRC managers. We encourage continued use of this approach and HEPAC is interested in assisting in these efforts as we continue to identify good prospects from every Hispanic-oriented recruitment trip.

In the past, the agency has generally not followed through with potential candidates after recruitment trips. Considering that management's recent efforts have the potential to make a notable increase in the Hispanic representation in the Agency, HEPAC encourages the use of a Communications Plan to have a coordinated process for following up with these new recruits.

HEPAC strongly believes that more can, and should, be done to assist Hispanics in the NRC in realizing their full employment potential, so that they are better represented at the highest levels within the Agency. We need continued management support in providing visibility for Hispanics, through such opportunities as rotations to the EDO's and the Commissioners' Offices, assignments on high profile projects, future SES Candidate Development Programs, and future Supervisory Development Programs. We acknowledge that recent actions, such as rotational assignments to Commission offices, will assist Hispanics in realizing their full employment potential, however, it has been almost seventeen years since an Hispanic has been selected for the SES. Lack of advancement into senior level positions is one reason young Hispanics seek more rewarding and challenging career options outside the Agency.

The Agency needs to continue to focus on the retention and career advancement of Hispanics that already exist at the NRC. Otherwise, the outcome of the Agency's recent successful recruitment efforts could have little or no long-term impact on the retention and upward mobility of Hispanics in the NRC.