



Commission Briefing on HUMAN CAPITAL

Office of Human Resources
February 1, 2007

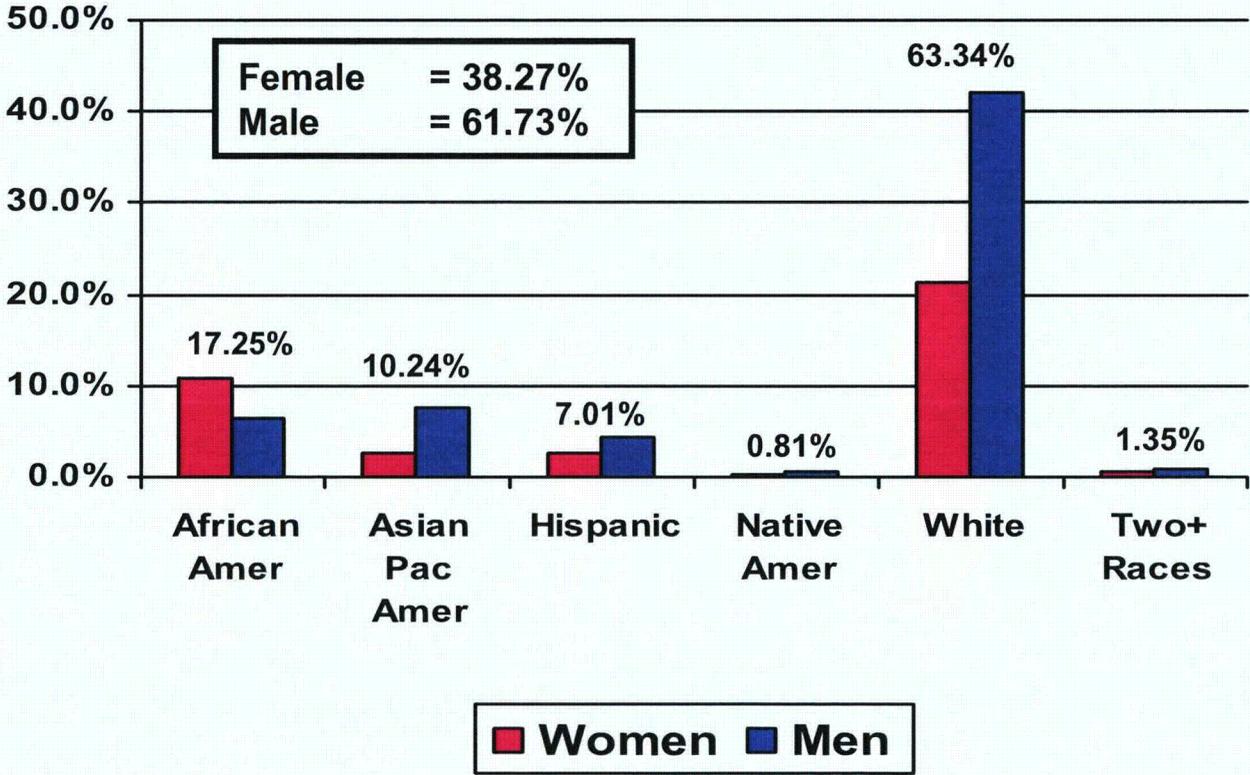
Agenda

- Critical Skills Staffing
- Space
- Training and Development
- Performance and Engagement

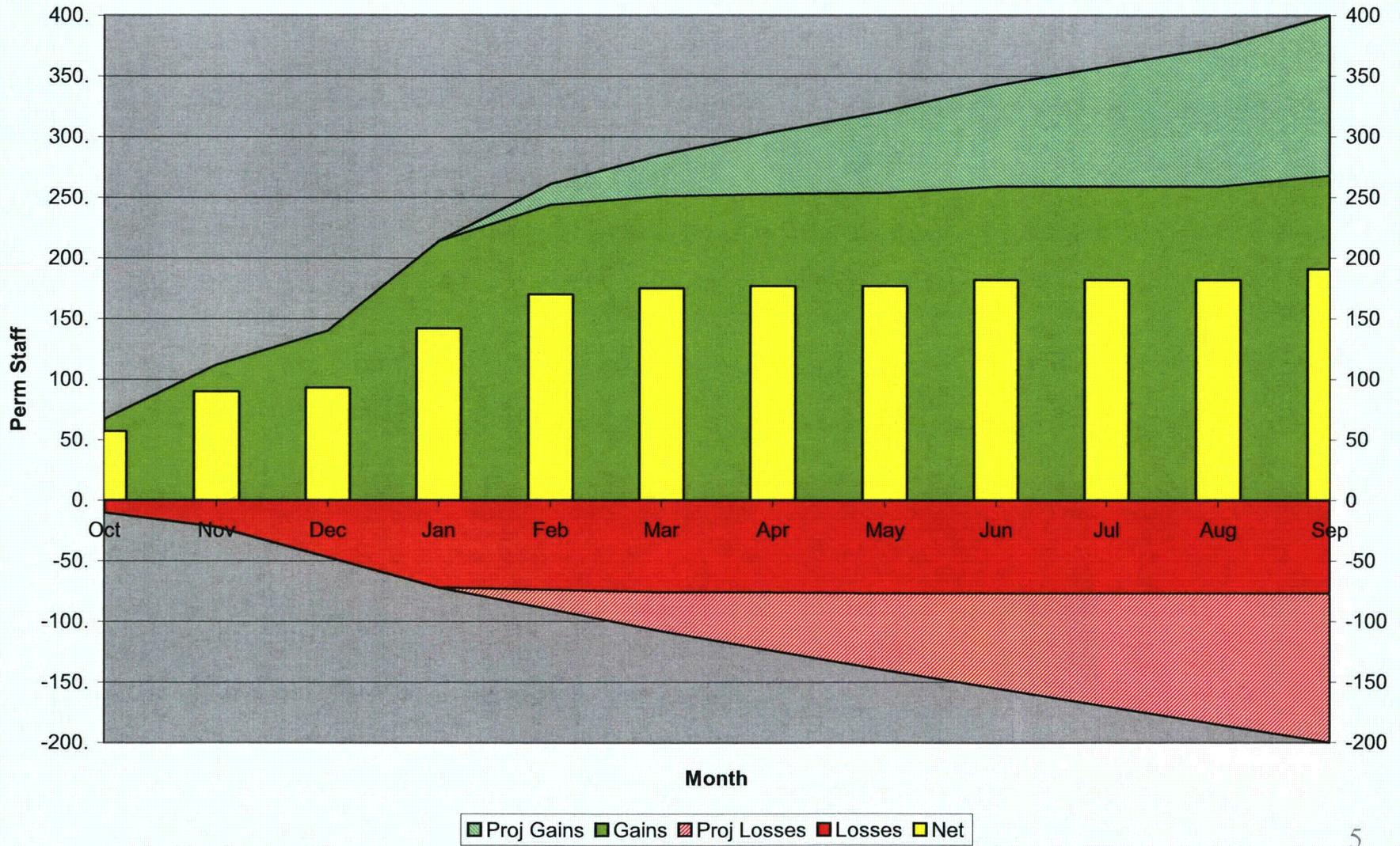
Critical Skills Staffing

- Hiring
 - We exceeded our FY 2006 hiring goal and are well on our way to achieving our FY 2007 goal
- Recruitment Plans
- Innovative Hiring Strategies
- Effects of Continuing Resolution

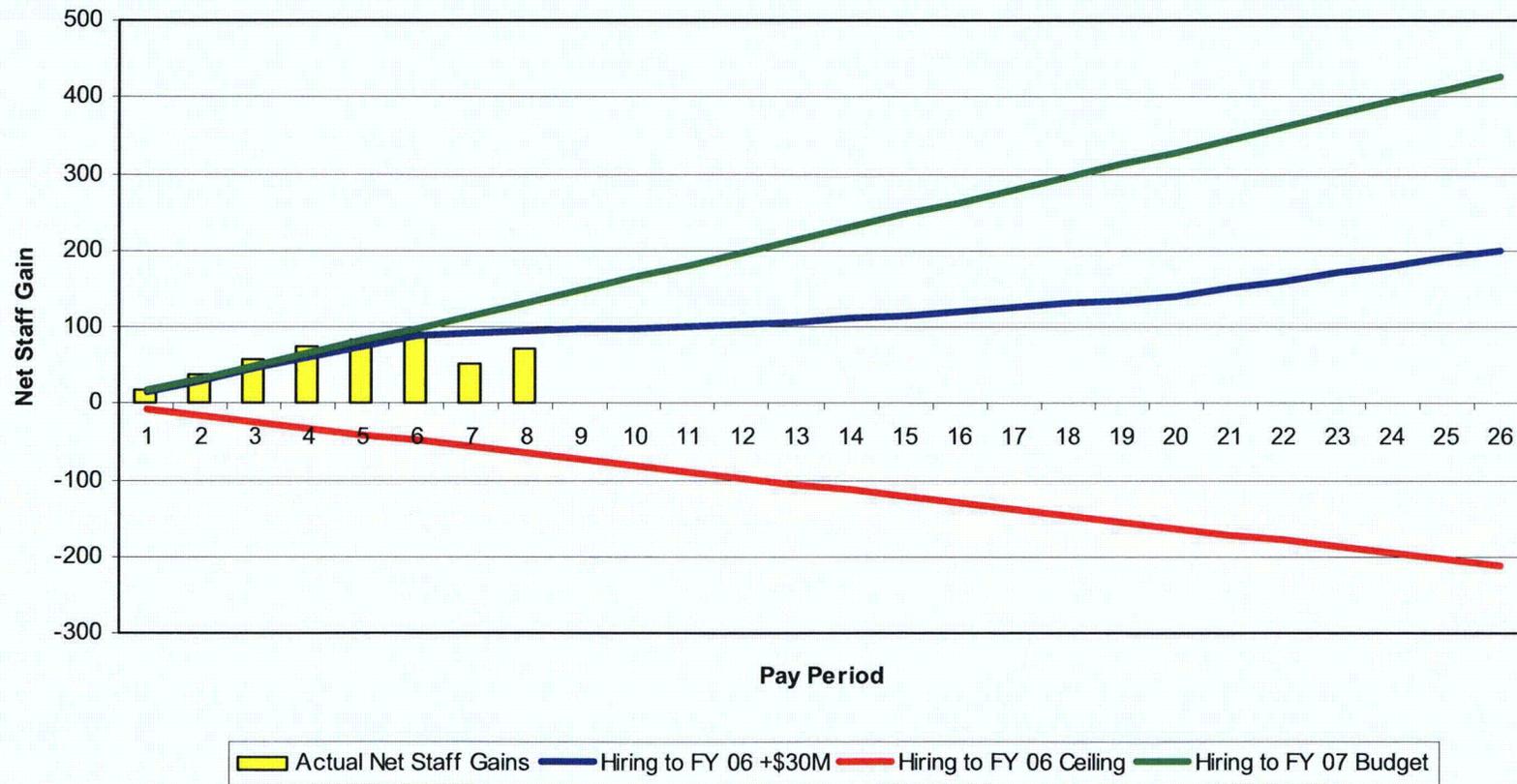
FY 2006 Hires Demographics



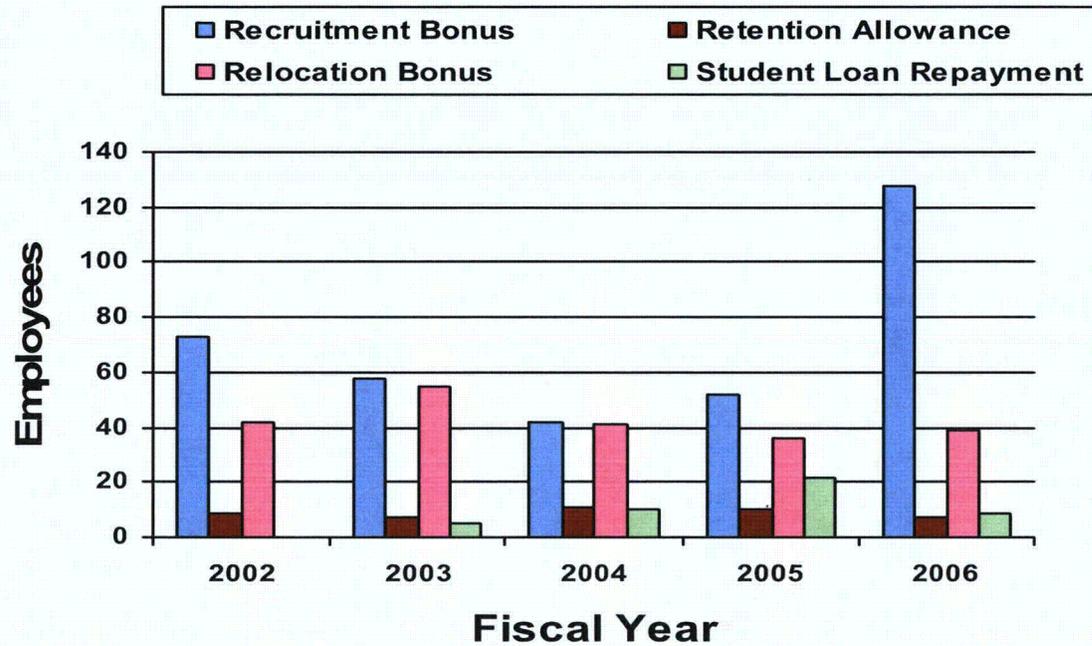
FY 2007 Projected Hires & Losses



NRC FY 2007 Net Staff Gain Targets



Incentive Actions by Fiscal Year

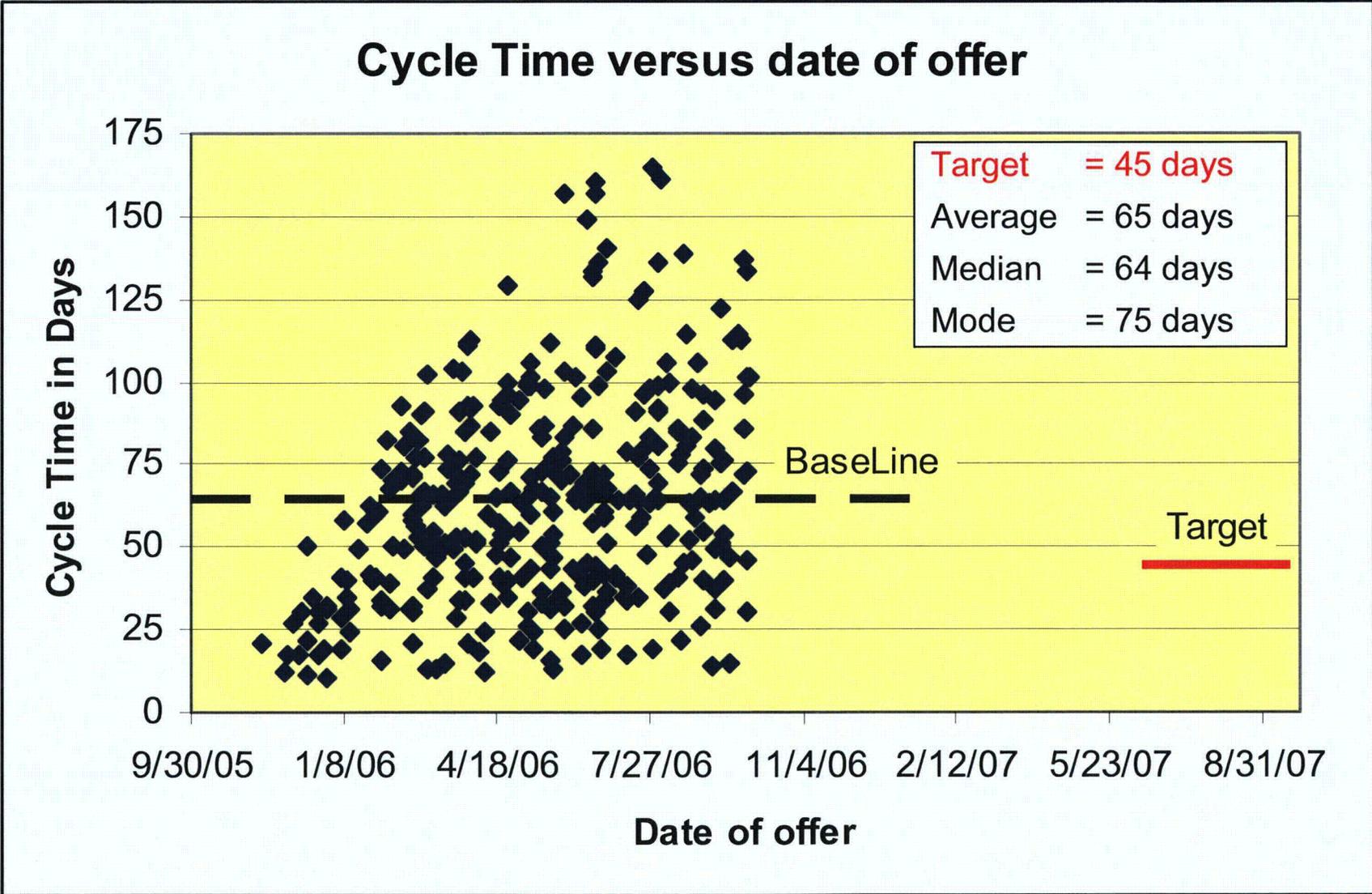


Fiscal Year	2002	2003	2004	2005	2006
Recruitment Bonus	73	58	42	52	128
Relocation Bonus	9	7	11	10	7
Retention Allowance	42	55	41	36	39
Student Loan Repayment	0	0	10	22	9

Assumption:

The use of recruitment and retention incentives is expected to increase in the next few years.

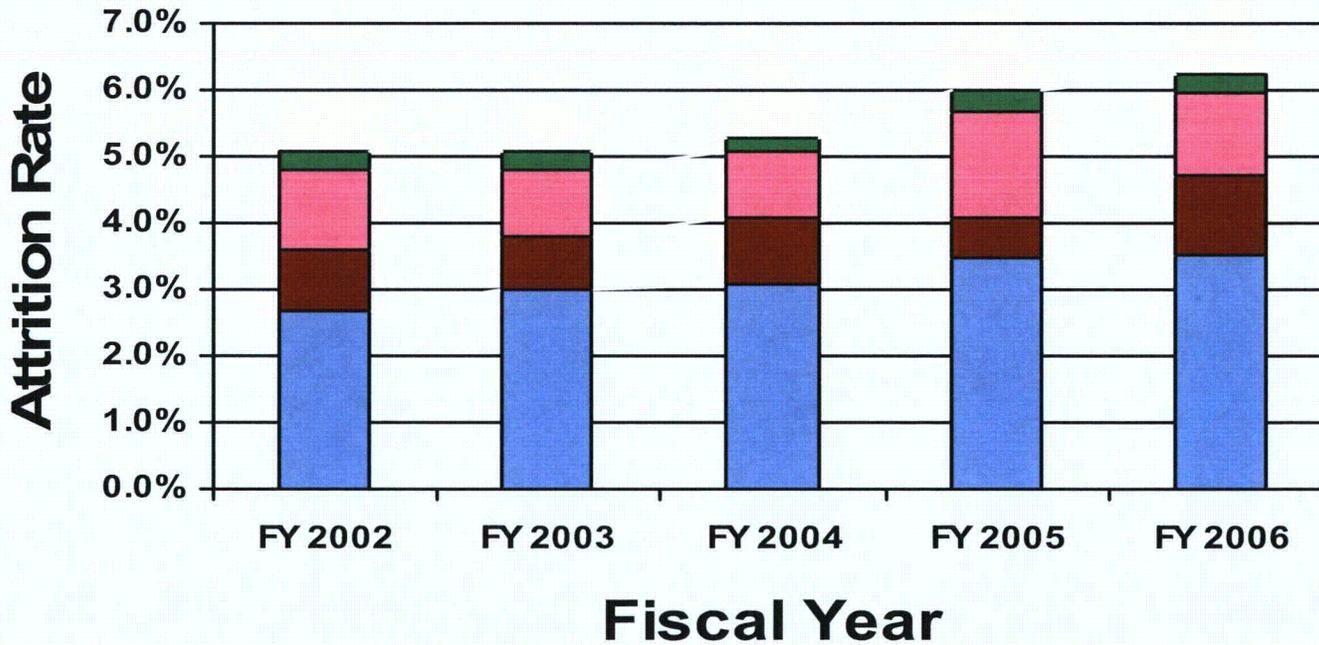
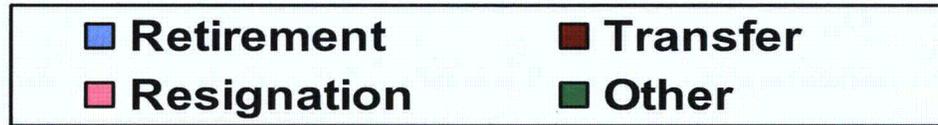
Lean Six Sigma (LSS) Project



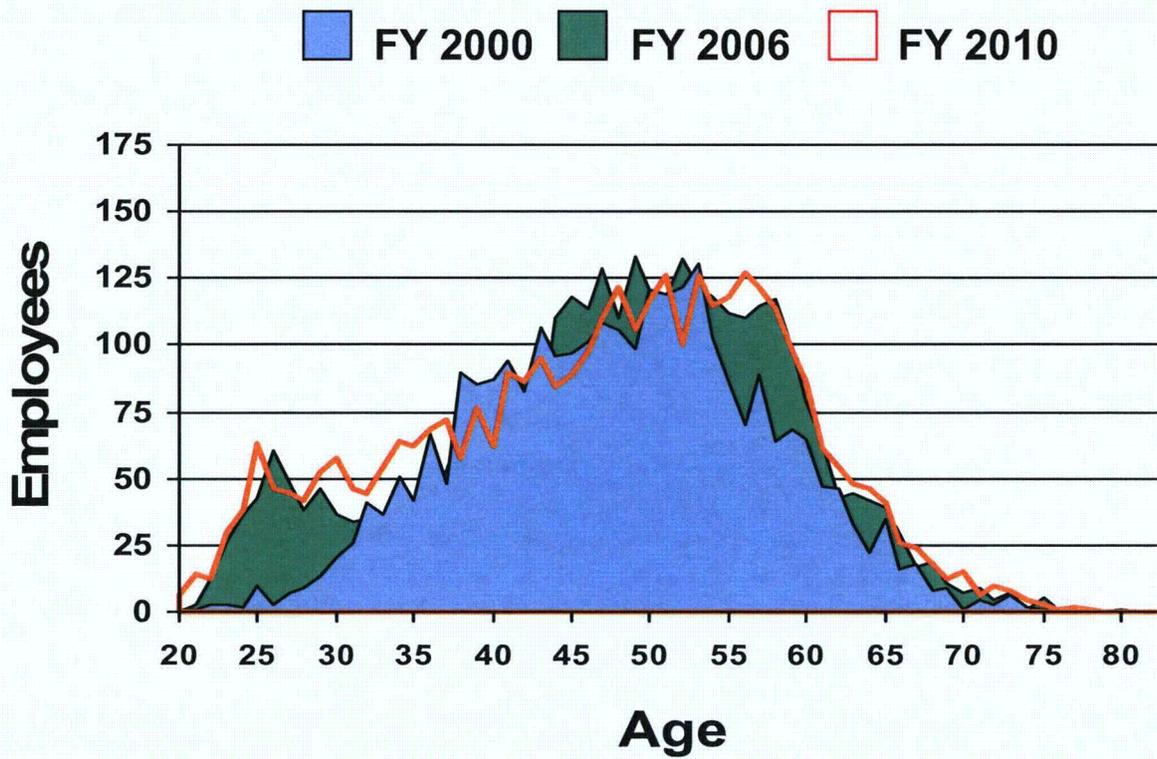
Critical Skills Staffing

- Retention
- Attrition Rate has gradually increased over the past several years to 6.29% in FY 2006. We expect this trend to continue as more staff retire and market competition increases

Attrition Rate by Fiscal Year



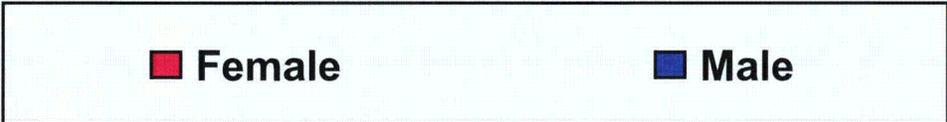
Age Distribution of Permanent Employees



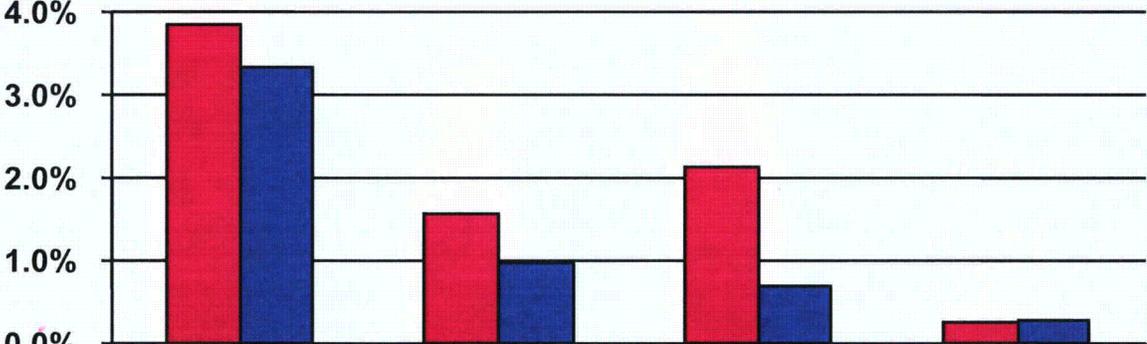
Equal Employment Opportunity and Diversity Management Update

- FY 2006 Attrition
- Alternative Dispute Resolution Policy
- Anti-Harassment Policy

FY 2006 Attrition Rate by Gender



Attrition Rate



	Retirement	Transfer	Resignation	Other
Female	3.85%	1.56%	2.13%	0.25%
Male	3.33%	0.98%	0.69%	0.29%

Space

- Issue
- Actions
- Challenges

Training & Development

- Implementing Strategic Plan
- Scheduling additional sessions of existing training as appropriate for new hires
- Developing Regulatory and Technical Training for new reactors
- Evaluating appropriate delivery methods and sources
- Implementing Knowledge Transfer methodologies

Performance and Engagement

- Audit findings for general workforce performance management
- SES performance management system as a model for strategic alignment
- Employee Engagement

Engaging Staff

- Building organizational capacity through early training and assigning meaningful and challenging work
 - Welcoming new employees
 - New employee orientation training
 - Qualifications program
 - Roles and responsibilities
 - Senior staff mentoring and training

Engaging Staff

- Building organizational capacity through early training and assigning meaningful and challenging work(continued)
 - Broadening staff through new assignments
 - Accelerating developmental programs
 - Responding to staff feedback
 - Keeping staff informed