



Commission Briefing on Human Capital and Equal Employment Opportunity (EEO)

**Office of Human Resources
Office of Small Business and Civil Rights
May 4, 2010**

Agenda

- **Human Capital Overview - Employee Engagement**
- **Nuclear Education Grant Programs**
- **Equal Employment Opportunity Updates**

Human Capital Overview - Employee Engagement

**James F. McDermott, Director
Office of Human Resources**

Human Capital Overview

- **Staffing levels have stabilized**
- **Retention is high**
- **Training and Development remain a priority**

Employee Engagement

Primary Drivers:

- **Leadership**
- **Continuous Improvement
Commitment**
- **Training & Development**

Leadership

- **Provide interesting and challenging work**
- **Excel at people management and communication**
- **Foster skill and career development**
- **Encourage situational leadership**

Continuous Improvement Commitment

- **On-boarding**
- **Work Life**
- **Knowledge Management**

Training and Development

- **Training: Anywhere; Anytime**
- **iLearn Improvements**
- **Leadership Development**
- **Mission-related training remains a top priority**

Nuclear Education Grant Programs

**John Gutteridge
Office of Human Resources**

Program Overview

- **Two Education Grant Programs:
\$5M & \$15M**
 - **Energy Policy Act of 2005 - \$5M**
 - **Curricula Development**
 - **FY 2008 Language - \$15M**
 - **Scholarships, Fellowships, Faculty Development and Trade Schools**

Program Enhancements

- **Supports over 350 students annually**
- **Supports 108 institutions in 33 states, DC and Puerto Rico**
- **Emphasized participation of:**
 - **Trade schools and community colleges**
 - **Minority serving institutions**
 - **Health physics and radiochemistry**

More Program Enhancements

- **Continued cooperative work with DOE and NNSA in the Integrated University Program**
- **Encouraged leveraging and partnering**
- **Adjusted GPA requirements**
- **Broadened eligible disciplines**
- **Modified service agreement**

Summary

- **The NRC grant program:**
 - **Has fostered excellent working relationships with educational institutions**
 - **Assisted in the development of a well-trained and needed workforce**
 - **Has developed and is beginning to collect metrics to measure the success of the program**
 - **Provided assistance to under-represented groups to improve their opportunity to receive NRC grants**

Equal Employment Opportunity

**Corenthis B. Kelley, Director
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Rights**

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Comprehensive Diversity Management Plan Update

- **Background**
- **Diversity and inclusion plans**
- **Operating plan reports**
- **Revision of metrics**

Facilitated Mentoring Program

- **Level of participation**
- **Employee development resource**
- **Integration with agency initiatives**
- **Agency's mentoring culture**

Special Recognitions

- **Best Diversity Company**
- **Top Supporter of Historically Black Colleges and Universities**
- **2010 Most Admired Employer for Minorities in Research Science**
- **Values DVD – National Association of Government Communicators recognition**
- **NRC employees – special awards**

Acronyms

DOE	Department of Energy
GPA	Grade Point Average
NNSA	National Nuclear Security Administration

Closing