

April 10, 2017

Mr. Frank Rusco, Director  
Natural Resources and Environment  
U.S. Government Accountability Office  
441 G Street, NW  
Washington, DC 20226

Dear Mr. Rusco:

On behalf of the U.S. Nuclear Regulatory Commission (NRC), I am responding to your e-mail dated March 10, 2017, which provided the NRC an opportunity to review and comment on the U.S. Government Accountability Office (GAO) draft report GAO-17-233, "Strategic Human Capital Management: NRC Could Better Manage the Size and Composition of its Workforce by Further Incorporating Leading Practices."

The NRC staff appreciates the opportunity to review the draft report as well as the GAO staff's professionalism and constructive interactions during this GAO engagement. Overall, the NRC agrees with the draft report and its findings. The draft report provides an accurate perspective of strategic workforce planning at the NRC. In January I formed a working group whose purpose is to develop a plan for a comprehensive, integrated, and systematic Strategic Workforce Planning (SWP) process. The expected outcome, once implemented, is to enhance the existing SWP process by better integrating the agency's workload projection, skills identification, human capital management, individual development, and workforce management activities. In the enclosure to this letter, we have provided some minor comments and clarifications for your consideration.

Thank you again for the opportunity to provide comments on the GAO report. Please feel free to contact Mr. John Jolicoeur at (301) 415-1642 or [John.Jolicoeur@nrc.gov](mailto:John.Jolicoeur@nrc.gov) if you have questions or need additional information.

Sincerely,

***/RA by Frederick D. Brown for/***

Victor M. McCree  
Executive Director  
for Operations

Enclosure:  
NRC Comments on Draft Report  
GAO-17-233

RESPONSE TO FRANK RUSCO RE: DRAFT REPORT GAO-17-233, "STRATEGIC HUMAN CAPITAL MANAEMENT: NRC COULD BETTER MANAGE THE SIZE AND COMPOSITION OF ITS WORKFORCE BY FURTHER INCORPORATING LEADING PRACTICES"  
 DATE April 10, 2017

DISTRIBUTION: LTR-17-0113-1  
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ADAMS ACCESSION NUMBER: Pkg. ML17087A102 \*concurrence via email

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