Commission Briefing on

Human Capital and Equal Employment Opportunity

June 4, 2024

Agenda

- Opening Remarks

- Overview Of Strategic Human Capital Management

- Realignment to Support HR Operational Efficiencies

- Increasing Technical Instructor Capacity

- Building the NRC Culture of Tomorrow

- Civil Rights and Diversity Equity Inclusion and Accessibility (DEIA) Update

Strategic Human Capital Management

Overview

Eric Dilworth

Acting Chief Human Capital Officer,
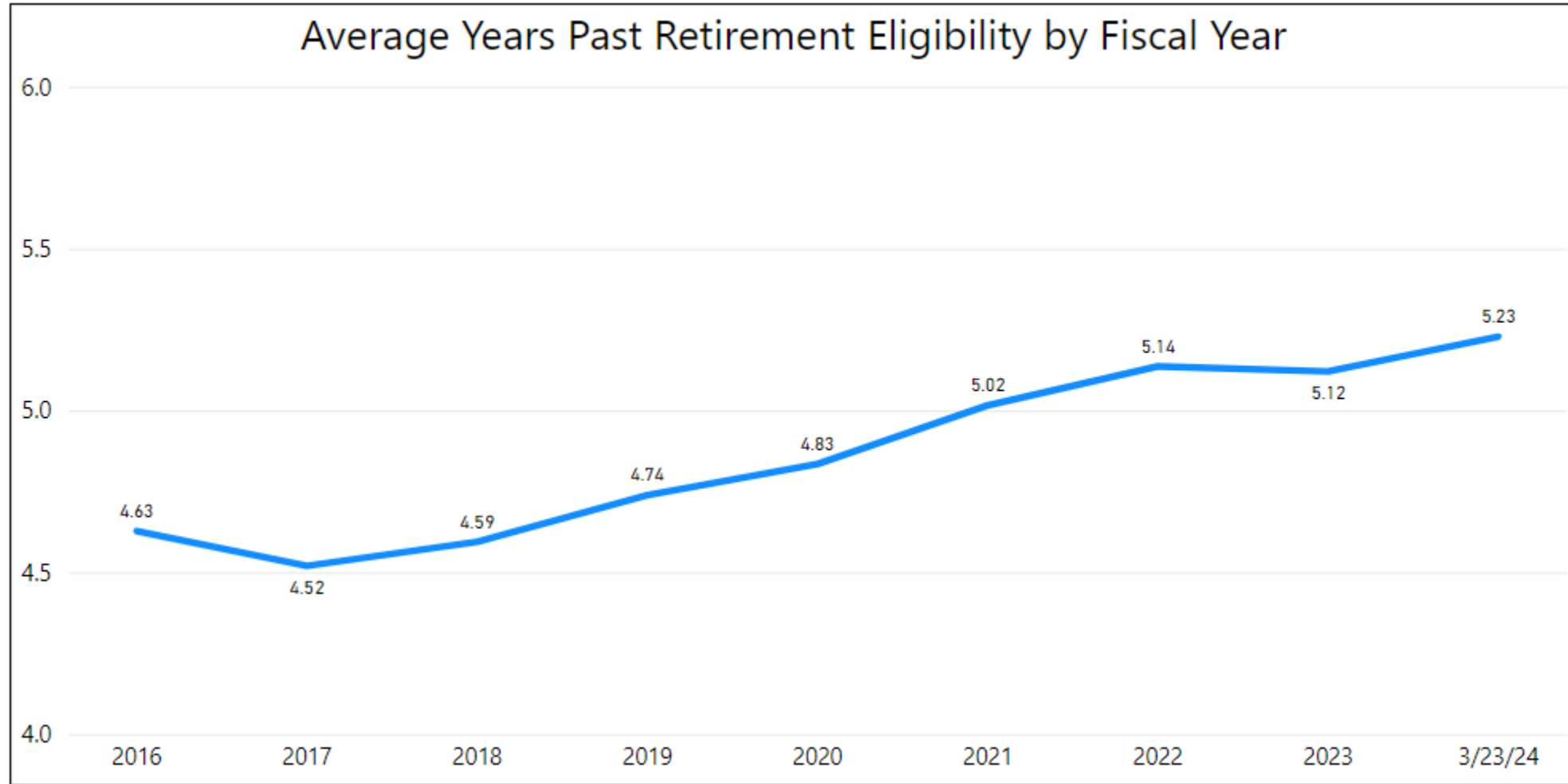Office of the Chief Human Capital Officer

Human Capital Overview

Human Capital Operating Plan

- Workforce Planning
- Recruiting and Hiring
- Identify and Close Skill Gaps
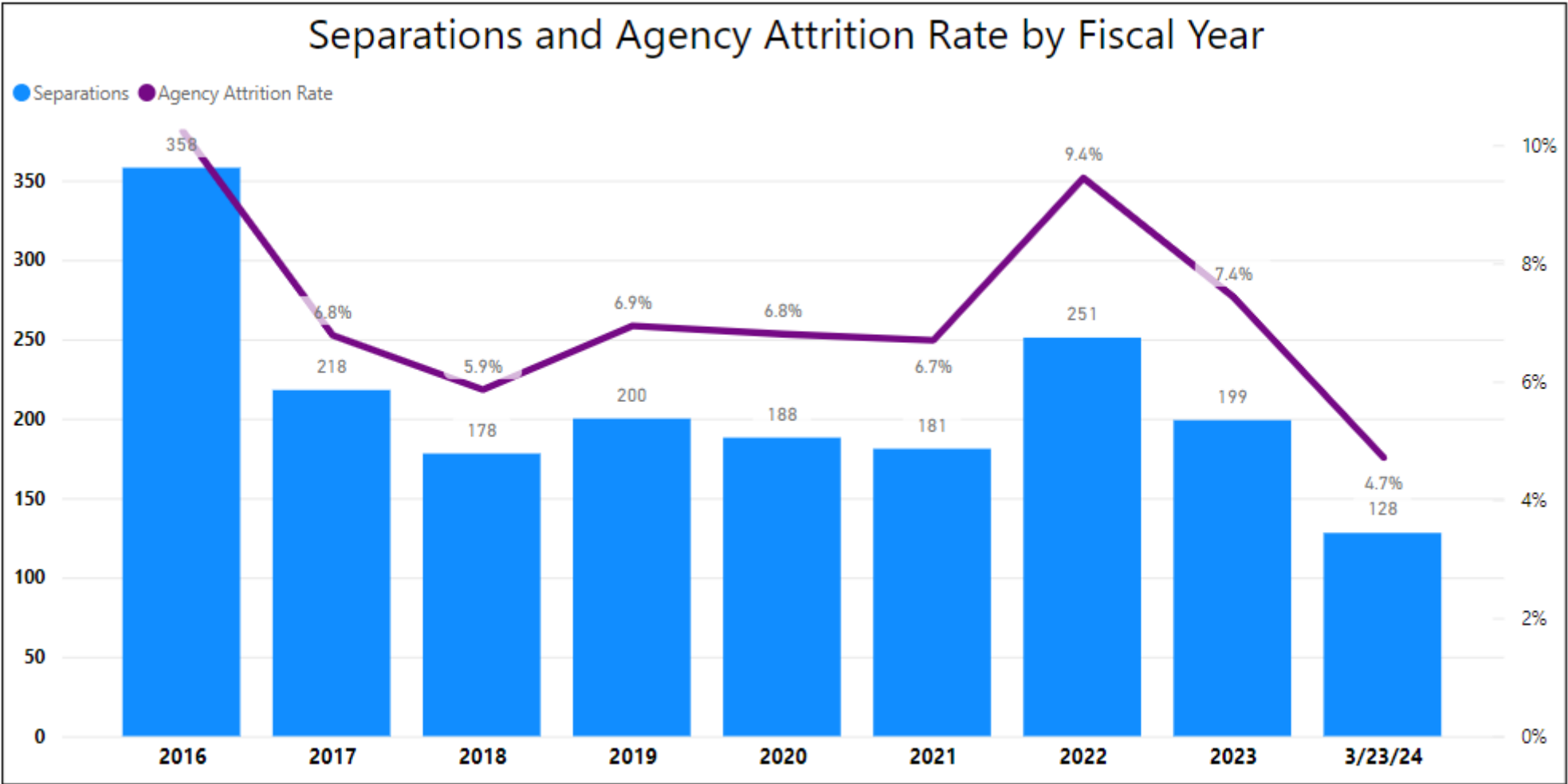- Modernize Processes
- Data Analytics

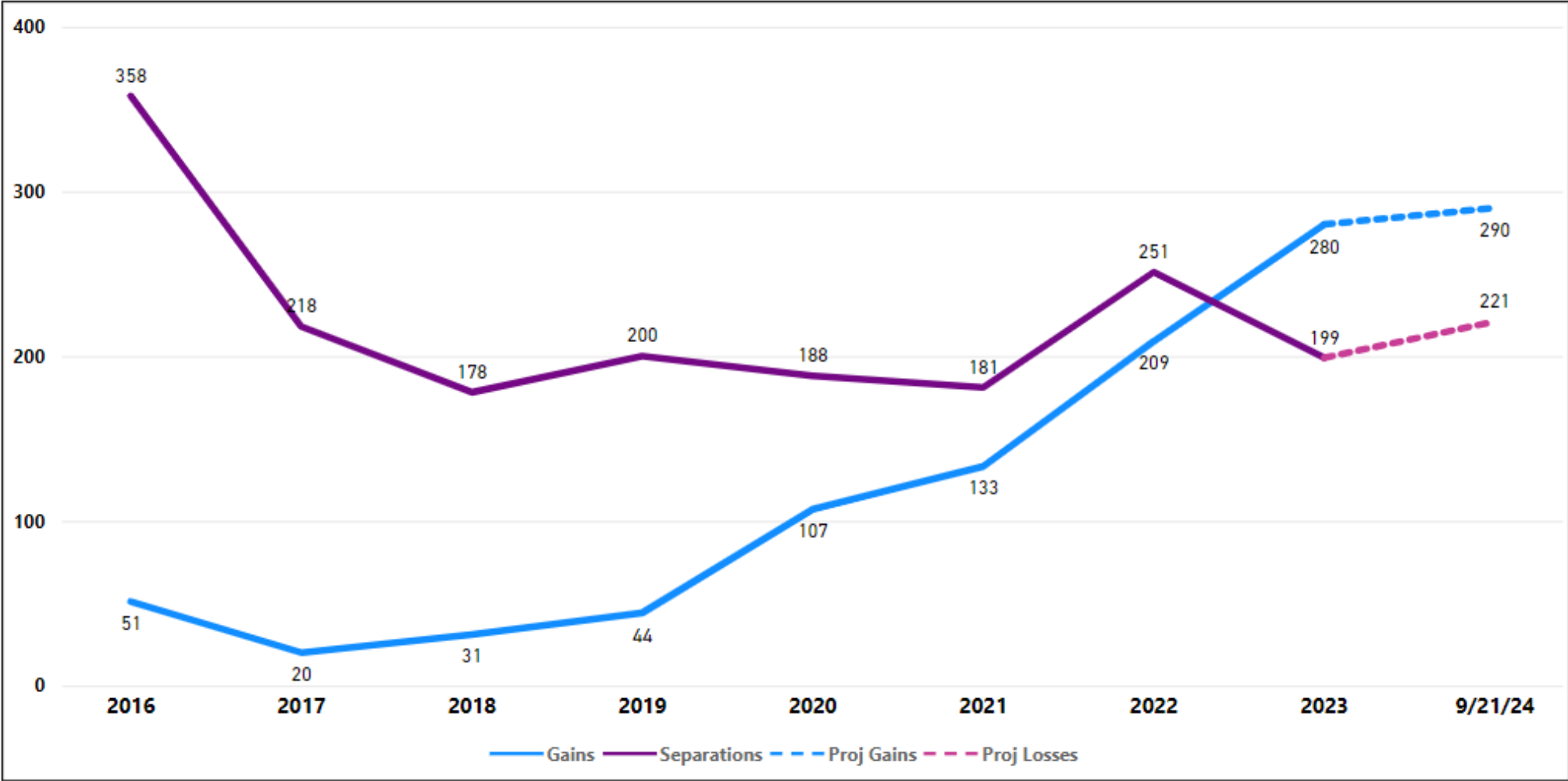# Average Years Past Retirement Eligibility by Fiscal Year

Data as of 3/23/24

Separations and Agency Attrition Rate by Fiscal Year

Data as of 3/23/24
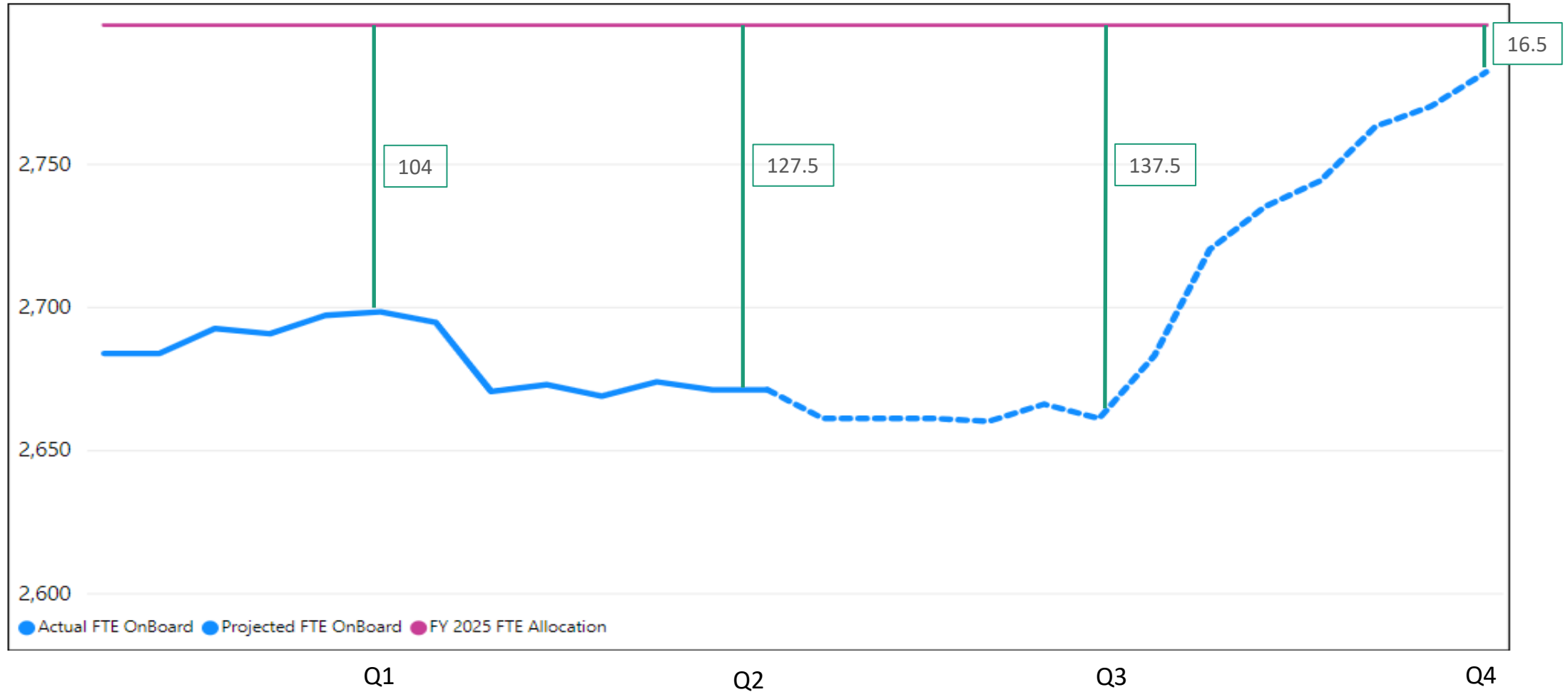
Gains and Separations by Fiscal Year

Data as of 3/23/24

FTE Onboard and Projections

Data as of 3/23/24

Human Capital Overview

Strategic Workforce Planning

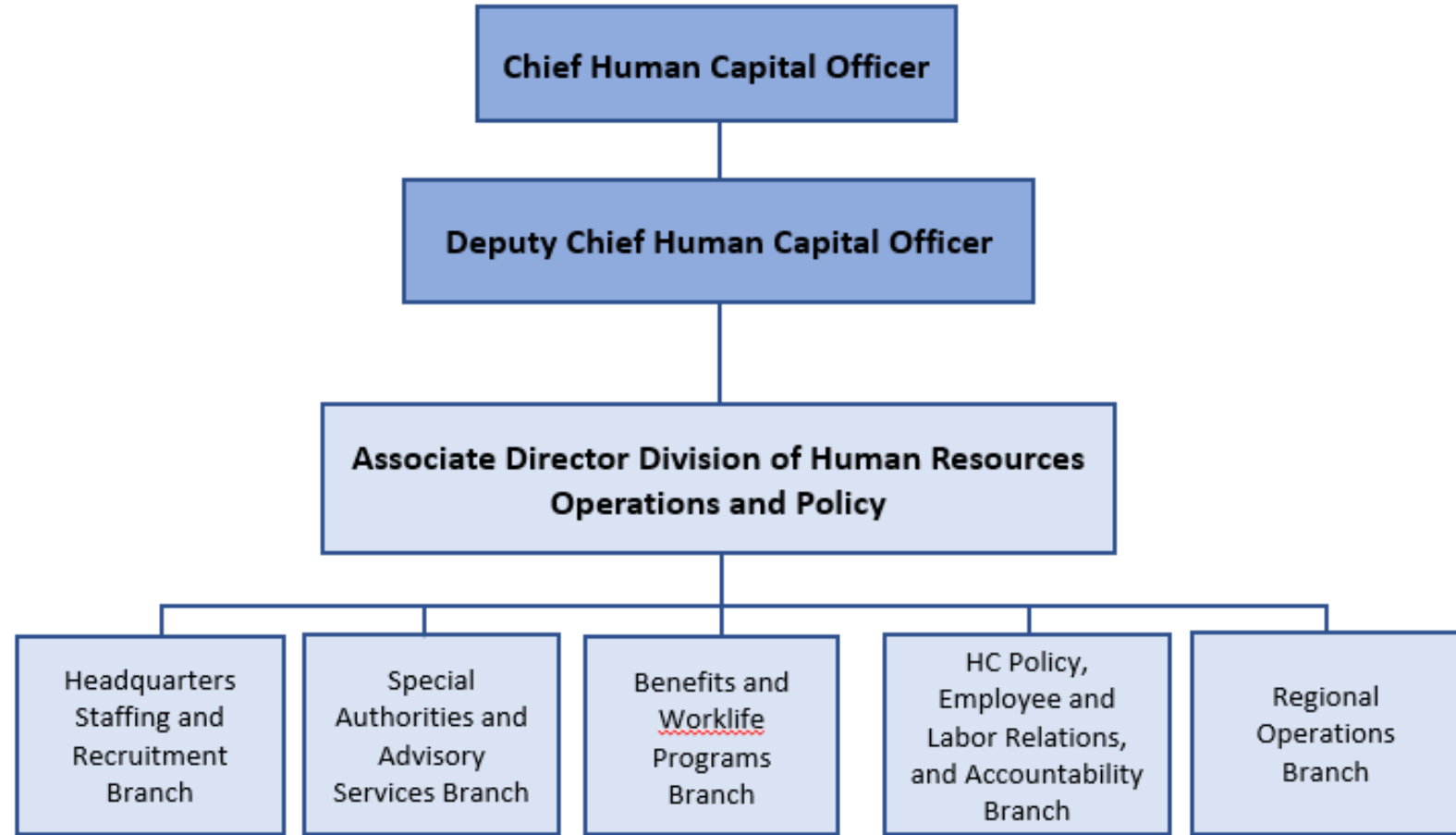Activities to Meet Hiring Goal

Knowledge Management

Realignment to Support Human Resources Operational Efficiencies

Kelly Barrie

Chief, Headquarters HR Operations Branch
Office of the Chief Human Capital Officer

Realignment

- Office-wide participation in identification of misalignments
- Alignment under lines of business for better continuity, knowledge management and bench strength

Chief Human Capital Officer

Deputy Chief Human Capital Officer

Associate Director Division of Human Resources Operations and Policy

- Headquarters Staffing and Recruitment Branch
- Special Authorities and Advisory Services Branch
- Benefits and Worklife Programs Branch
- HC Policy, Employee and Labor Relations, and Accountability Branch
- Regional Operations Branch

Data Visualization with Dashboards

Employees On Board by Fiscal Year and Age Group

Age Group FY ● <30 ● 30-39 ● 40-49 ● 50-59 ● 60+

	2016	2017	2018	2019	2020	2021	2022	2023	3/23/24
	1134	1036	1002	938	866	820	767	790	804
	761	712	649	649	674	683	718	748	718
	682	643	646	619	643	662	631	611	642
	662	628	610	553	472	439	414	443	420
	144							130	123
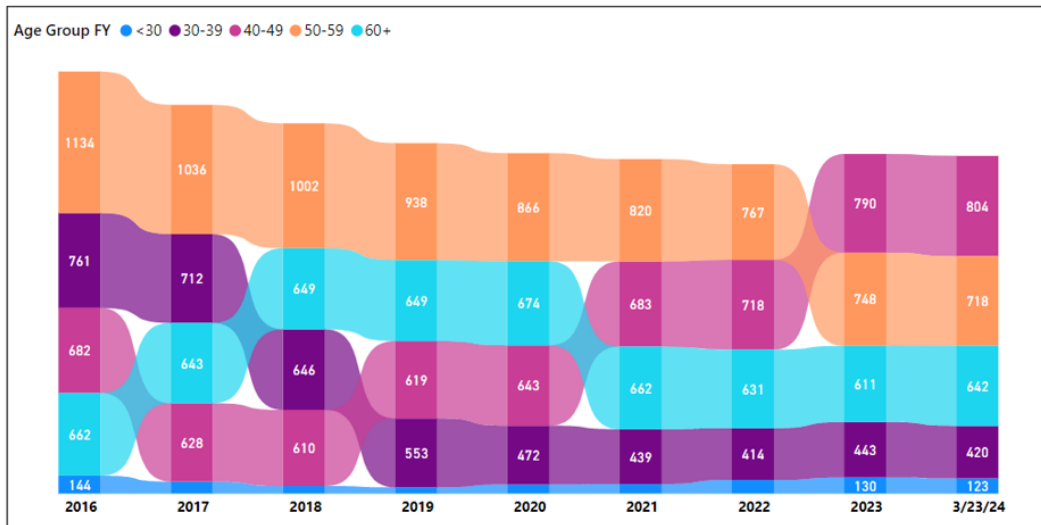
Rebalancing of age groups is due to separations of staff in the higher age groups

Goals:

- Identify bottlenecks
- Identify deficiencies in meeting human capital objectives
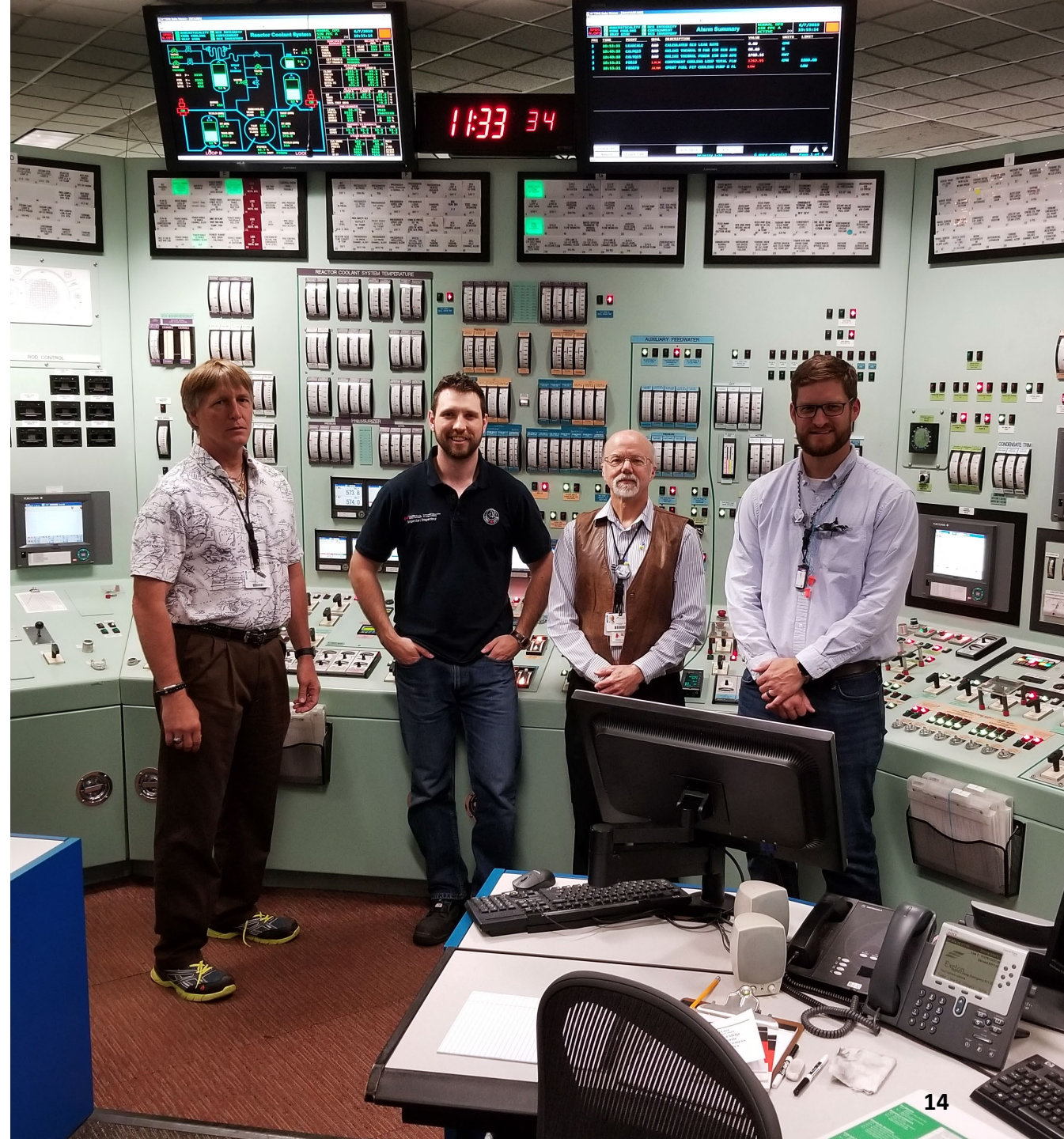- Opportunities for enhancements

Increasing Technical Instructor Capacity

Matthew Emrich

Chief, Reactor Technology Training Branch,
Office of the Chief Human Capital Officer

Attrition Related Impacts at the Technical Training Center

- Background

- Hiring Strategy

Attrition Related Impacts at the Technical Training Center

Successes

- Experience spans all current light water reactor designs

- Extensive operations experience

- Many have INPO instructor certification / higher level degrees in Adult Learning

Attrition Related Impacts at the Technical Training Center

Areas for continued monitoring

- External competitive advantage
- Bench strength
- Regulatory expertise

One of the NRC's Best Kept Secrets

- Collaboration with Program and Regional Offices

- New ways of using our resources

- Emphasis on bench-strength and cross-qualifications

Where Do We Go From Here?

- Increased focus on learning and development
- Gap Assessment / Making training more effective

- Strategic Partnerships

Where Do We Go From Here?

- International regulatory support

- Simulation Flexibility / New Technologies

Building the NRC Culture of Tomorrow

Chris Craighead

Team Lead, Agency Culture Team, Office of the Executive Director for Operations

Ideal Culture Statement

We achieve mission excellence by fostering an ideal culture centered on trust, characterized by high engagement, mutual support, and a sense of belonging. All employees demonstrate behaviors consistent with the ISOCCER values and fully embrace the traits established in the NRC Leadership Model.

Culture Leader Model

- Leadership in the form of constructive behaviors to leverage our values and strategic thinking to increase employee engagement, empowerment and make the NRC a better place to work.

- Built to leverage our strengths to address challenges throughout the enterprise regardless of how specific or unique

- Responsive to employee feedback (FEVS, OCI) that demonstrates NRC Leadership's collective decision to take ownership for meaningful actions in moving the NRC towards our desired or ideal culture.
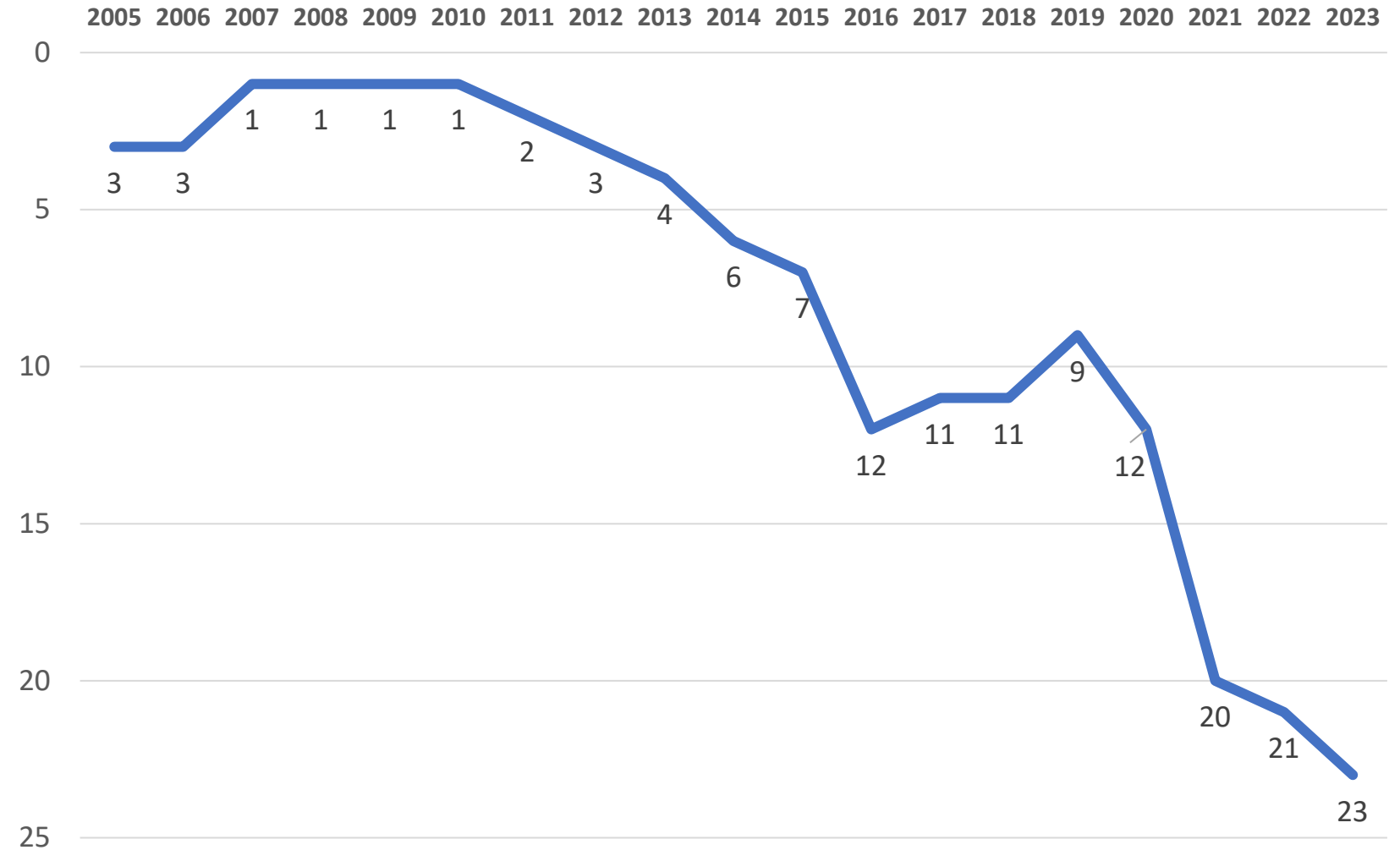
NRC Culture Leaders

NRC Culture Network

Change Agents

Culture Leaders

Agency Culture Team

NRC's Rankings in the Best Places to Work Over the Years

2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023

3 3 1 1 1 1 2 3 4 6 7 12 11 11 9 12 20 21 23

PARTNERSHIP FOR PUBLIC SERVICE
Better government. Stronger democracy.

Civil Rights and Diversity and Inclusion Update

Meredith Neubauer

Senior Civil Rights Specialist,
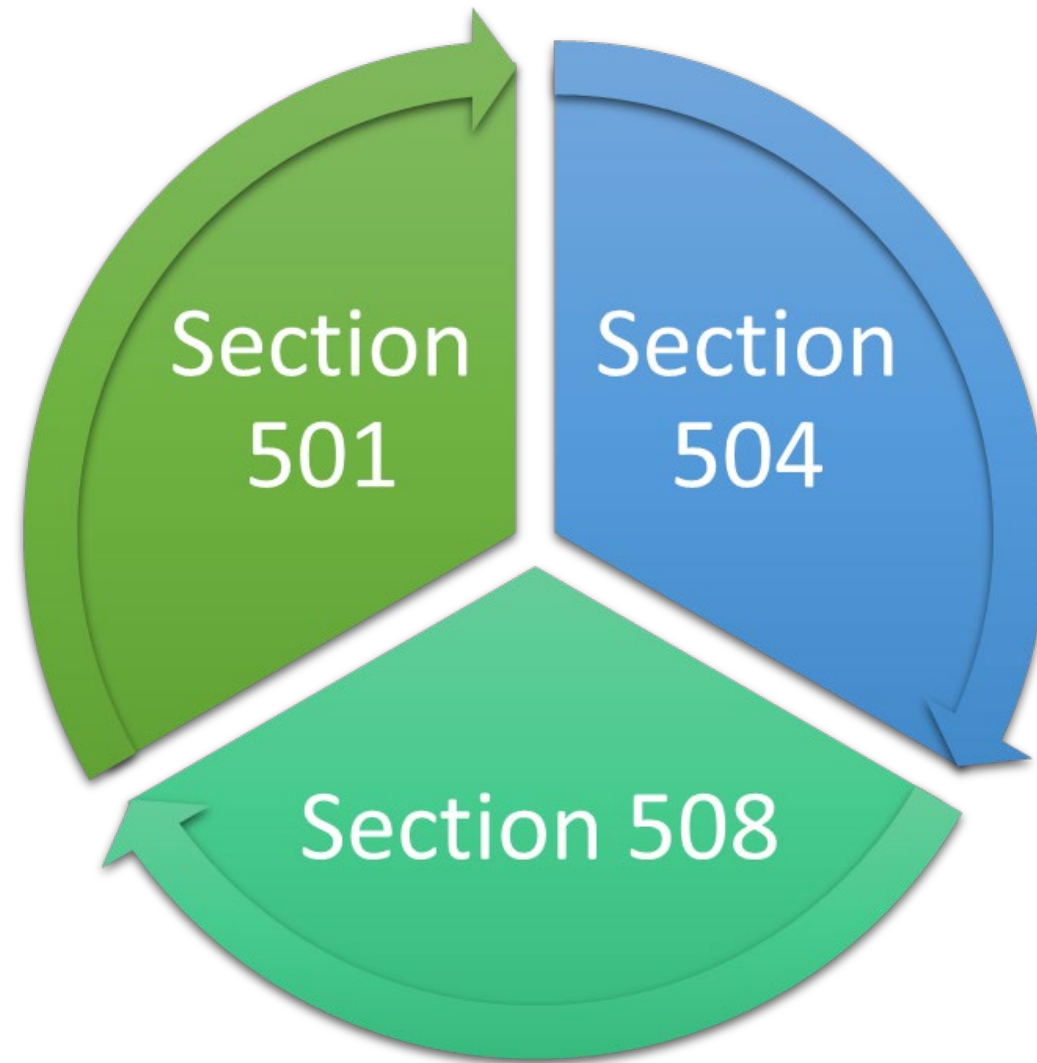Office of Small Business and Civil Rights

What is Accessibility?

The design, construction development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

- Includes accommodations to ensure equal access to employment and participation in activities for people with disabilities,
- the elimination of physical and attitudinal barrier to equitable opportunities,
- a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space.
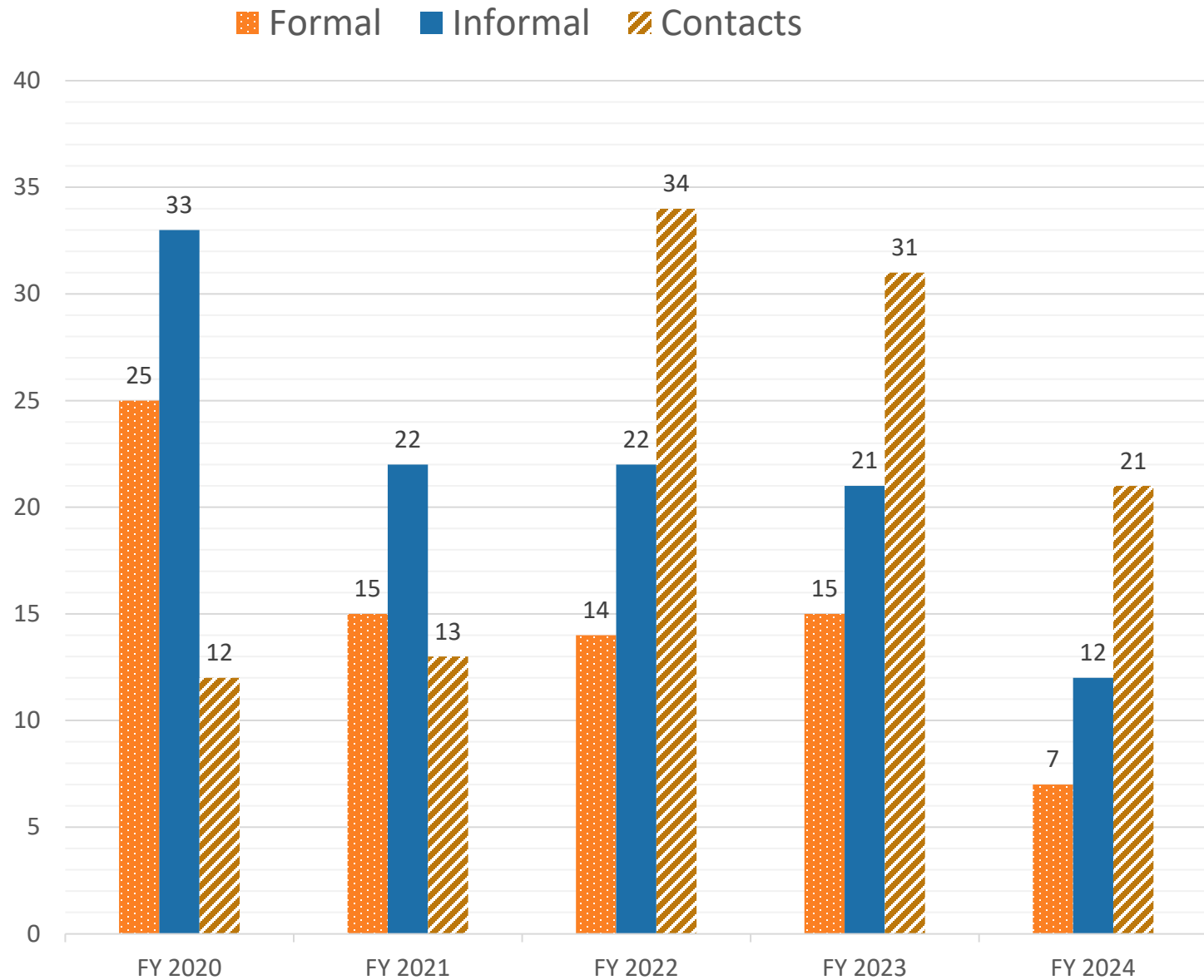
From Executive Order 14035 (Paraphrased)

Rehabilitation Act of 1973

Section 501

Section 504

Section 508

All Complaints Filed

Fiscal Years 2020 - 2024

Legend: Formal, Informal, Contacts

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Formal	25	15	14	15	7
Informal	33	22	22	21	12
Contacts	12	13	34	31	21

FY24 data from 10/1/23 to 04/30/24

Bases of Discrimination Alleged in Fiscal Year 2024 Complaints

Reprisal (3)

National Origin (3)

Age (3)

Color (2)

Sex (Female) (2)

Race (3)

Bases
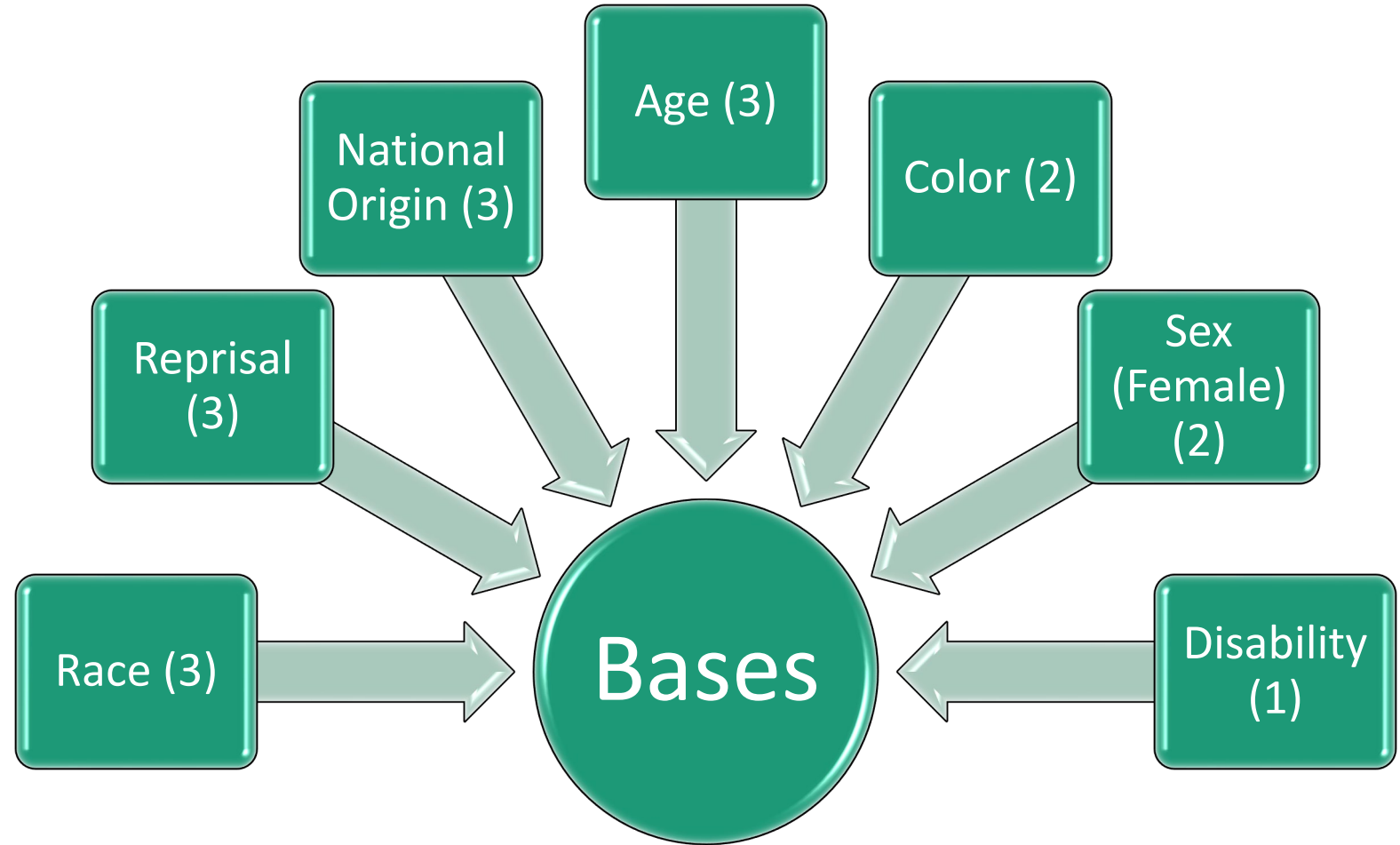
Disability (1)
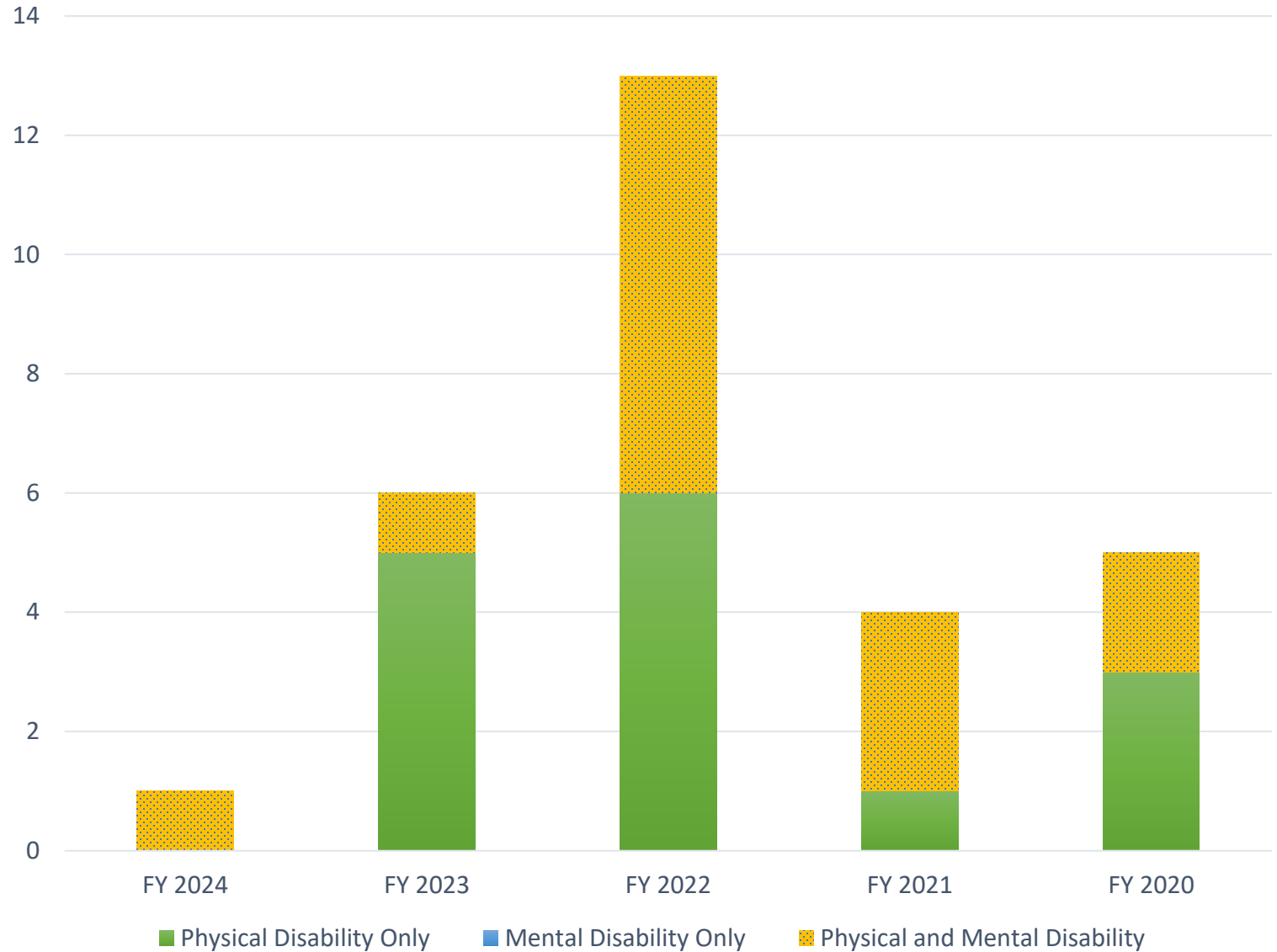
Top Issues in Fiscal Year 2024 Complaints

Promotion/Non-selection (3)

Terms/Conditions of Employment (2)

Harassment – Sexual (1) & Non-sexual (1)

Complaints that Alleged a Disability as a Basis

Fiscal Years 2020 - 2024

Legend: Physical Disability Only, Mental Disability Only, Physical and Mental Disability

FY24 data from 10/1/23 to 04/30/24

Comparison of Reasonable Accommodation in Disability Complaints

Fiscal Years 2020 - 2024

FY24 data from 10/1/23 to 04/30/24
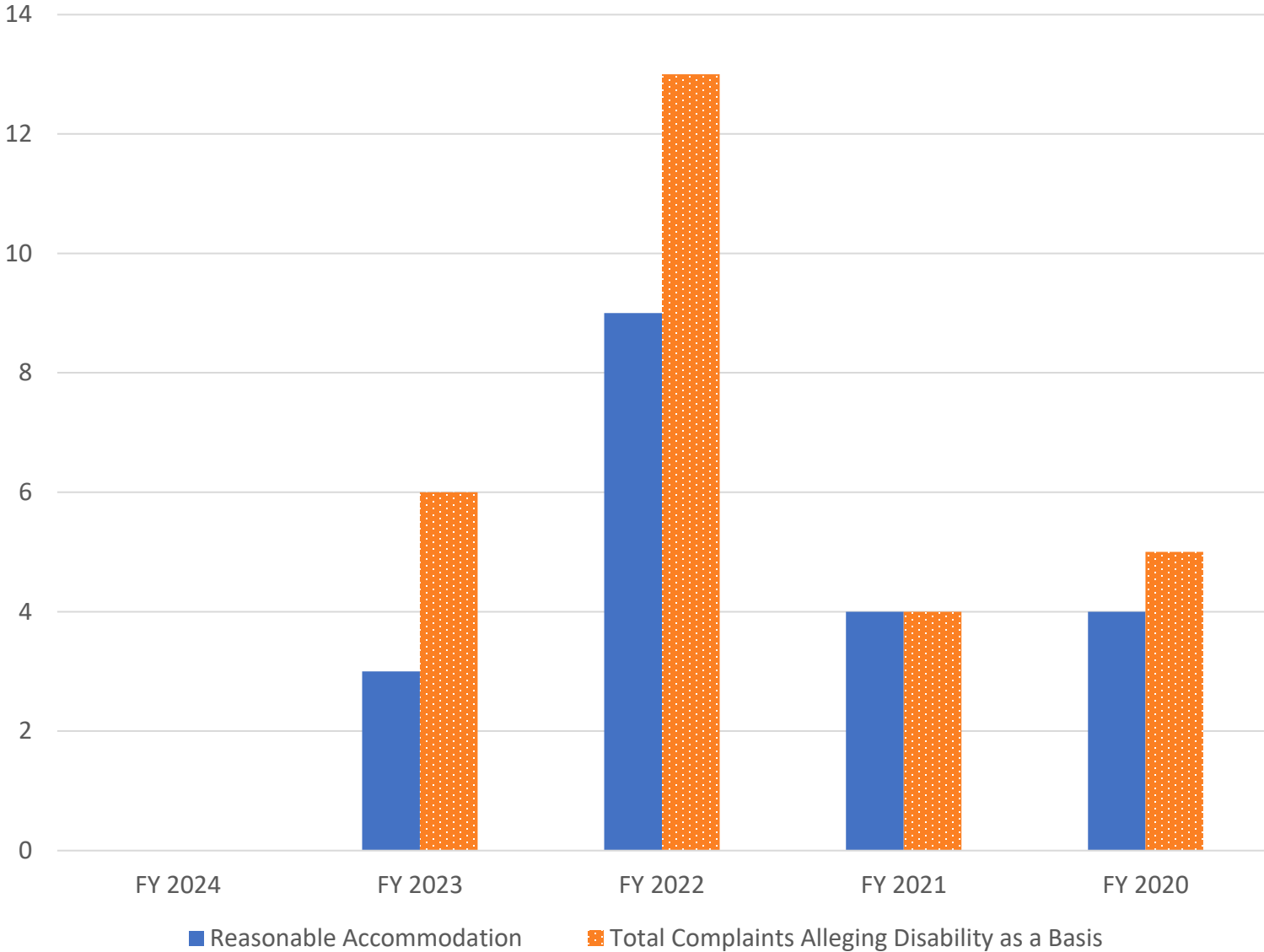
How we are Making Accessibility a Priority

ACED
- National Disability Employment Month Panel Presentation October 2023
- Goals
  - Promoting self-identification of disabilities in personnel records
  - Sharing best practices for interacting with persons with disabilities in the workplace
  - Identifying opportunities to address accessibility issues in NRC's policies and procedures
  - More!
- Masters of Acquisition Training – 508 Compliance
- Inclusive Language Ambassadors

More Work to Do

- SBCR and partners crafting a Section 508 Policy Document
- More training needed for staff
- More identification and correction of accessibility barriers

Closing Remarks