

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

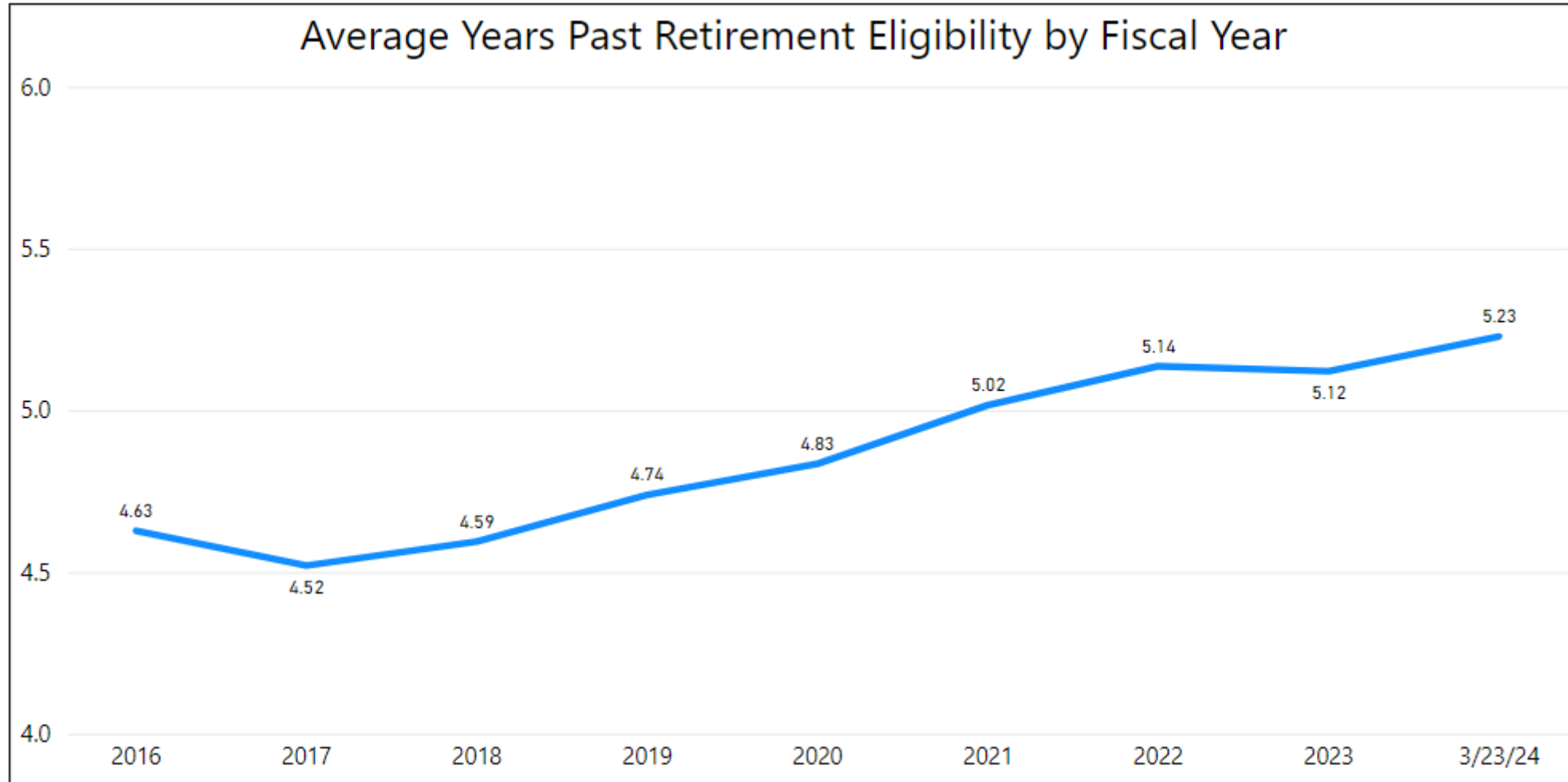
# Human Capital Overview

## Human Capital Operating Plan

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

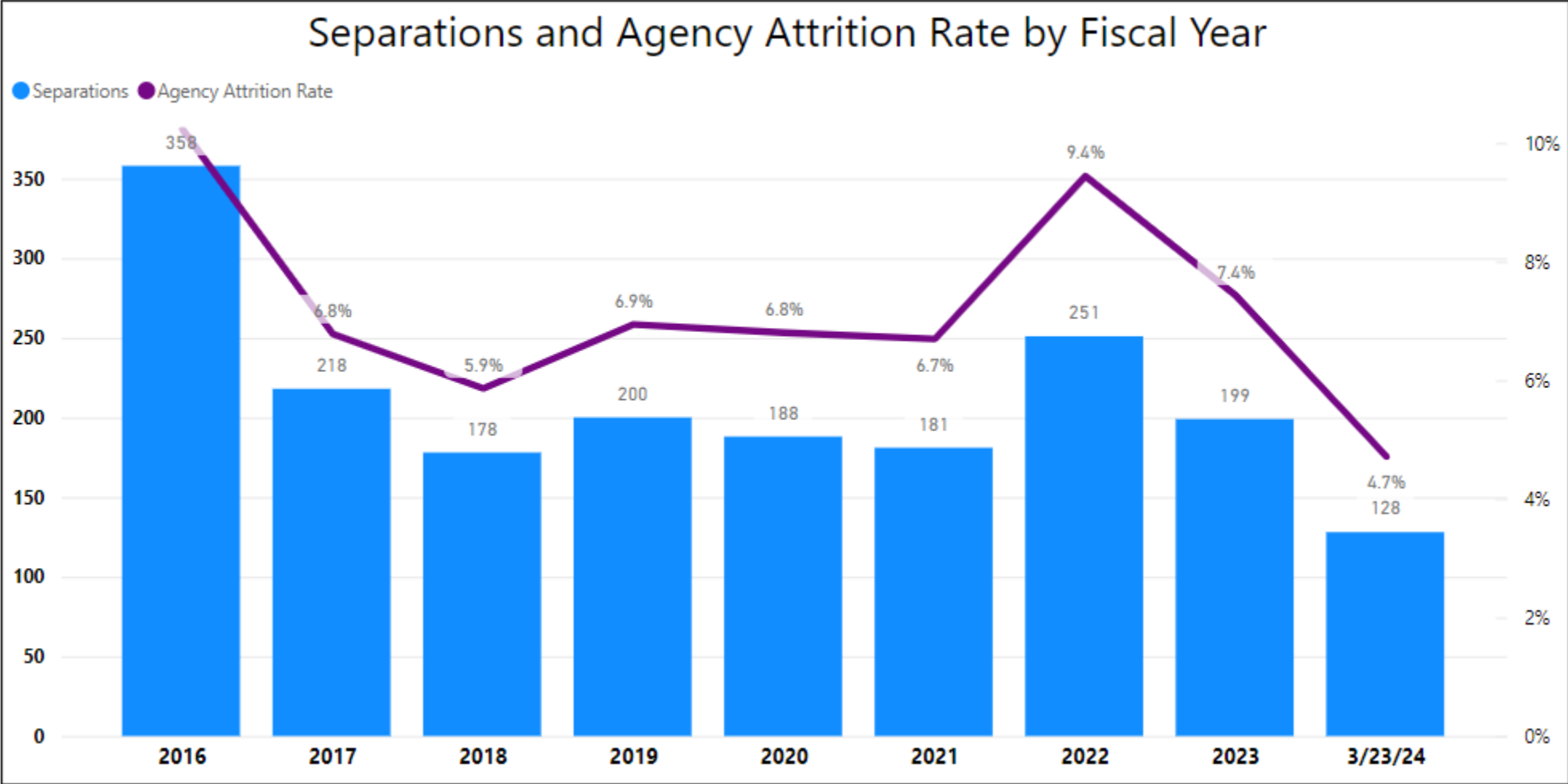


# Average Years Past Retirement Eligibility by Fiscal Year



Data as of 3/23/24

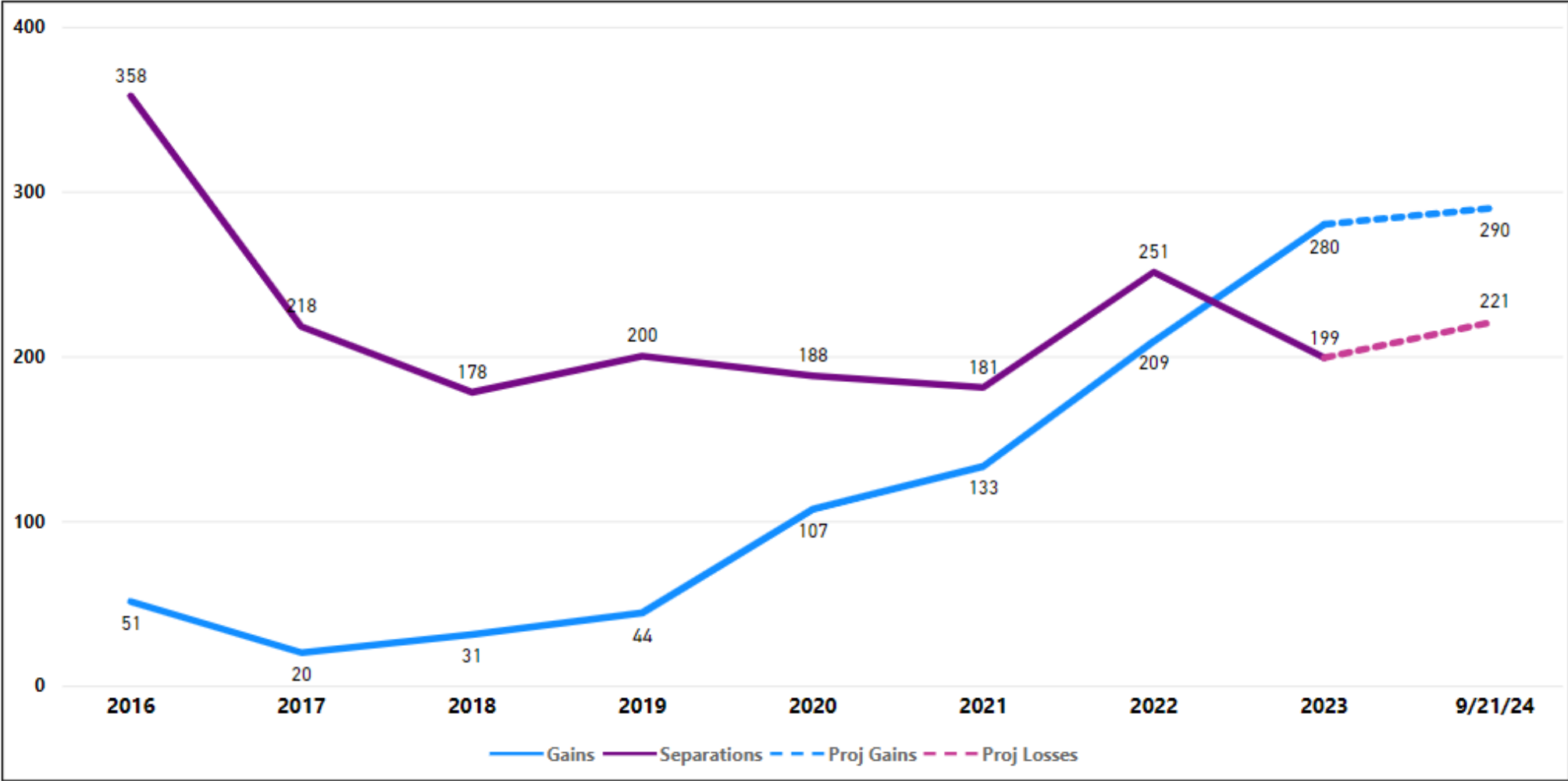
# Separations and Agency Attrition Rate by Fiscal Year



Data as of 3/23/24

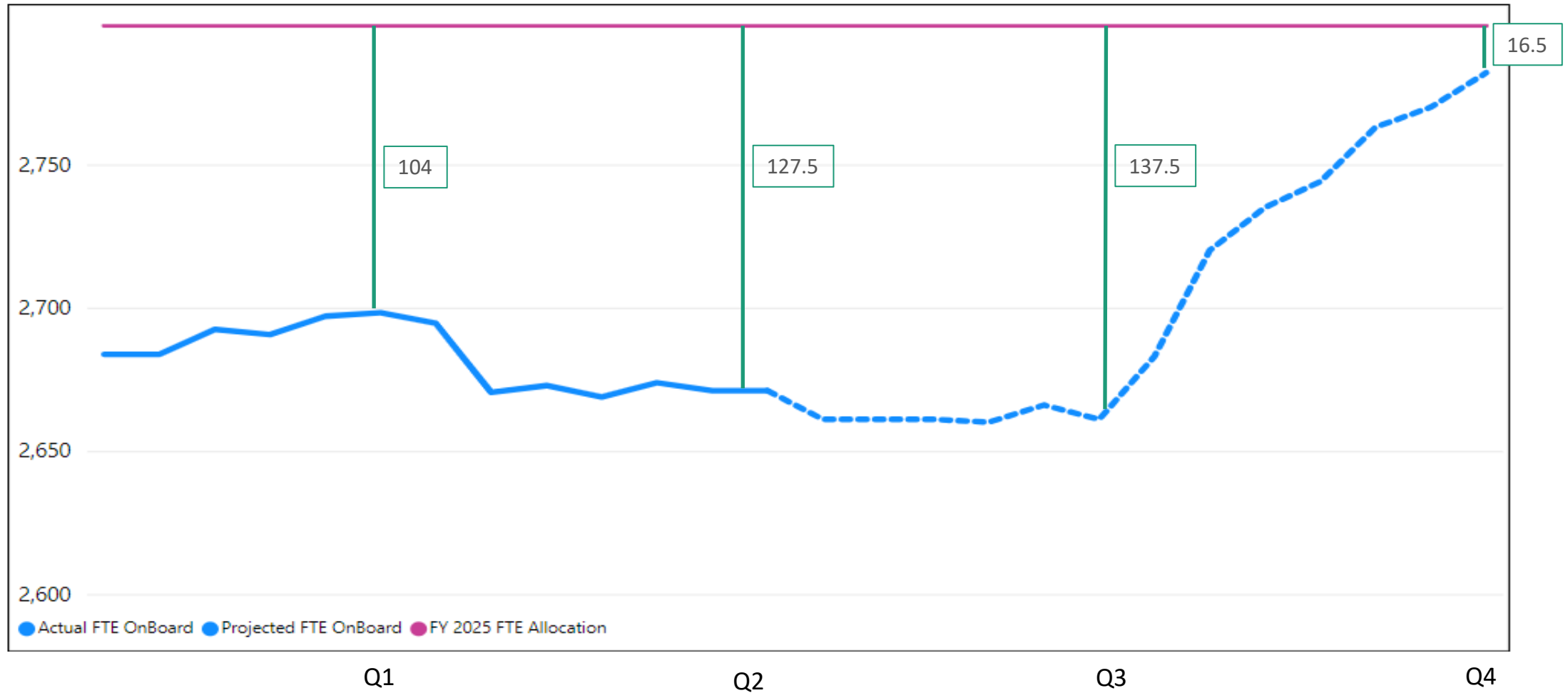


# Gains and Separations by Fiscal Year



Data as of 3/23/24

# FTE Onboard and Projections



Data as of 3/23/24



# Human Capital Overview

Hiring technical and  
corporate support staff to  
meet the agency mission





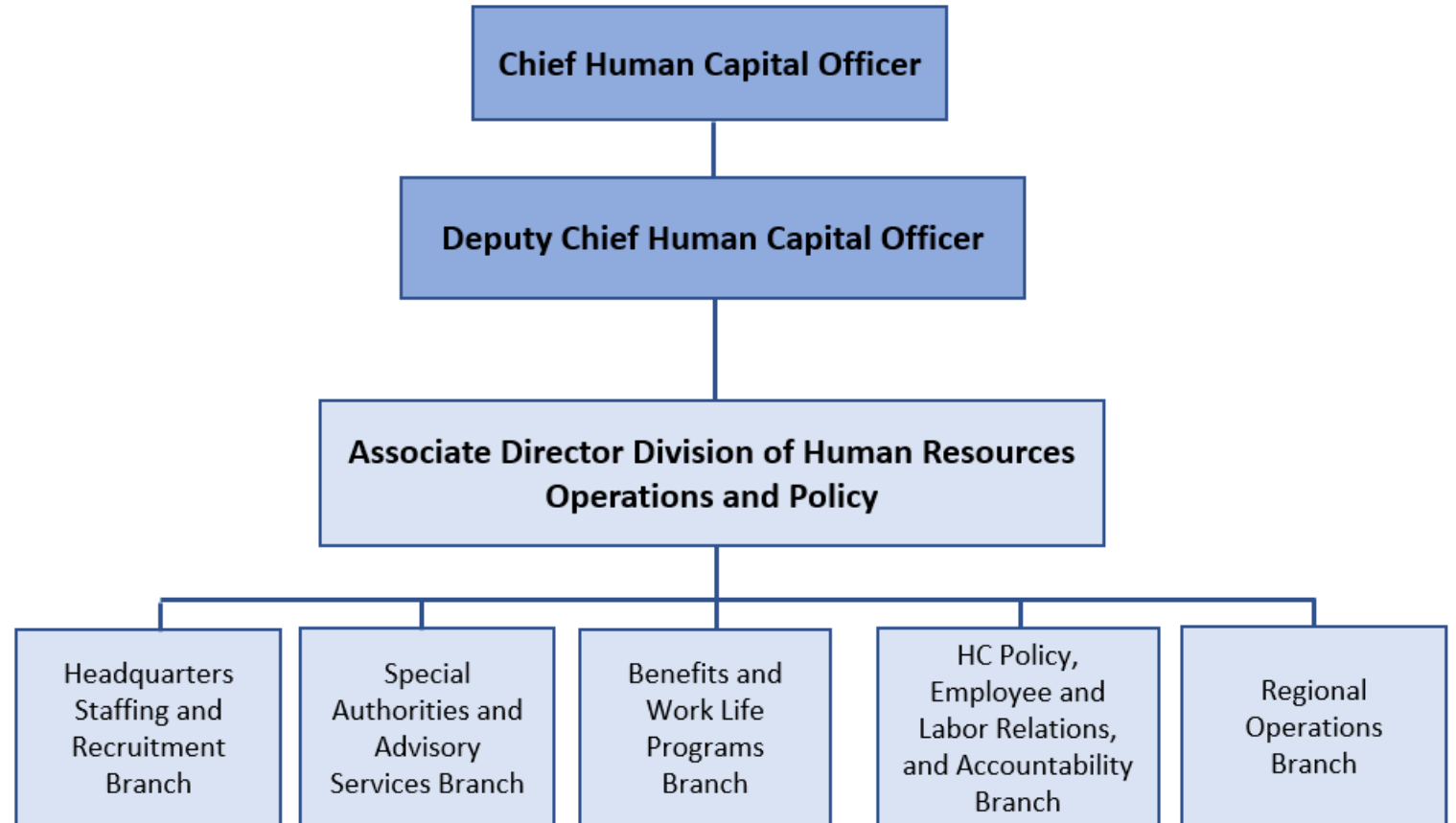
# Realignment to Support Human Resources Operational Efficiencies

Kelly Barrie

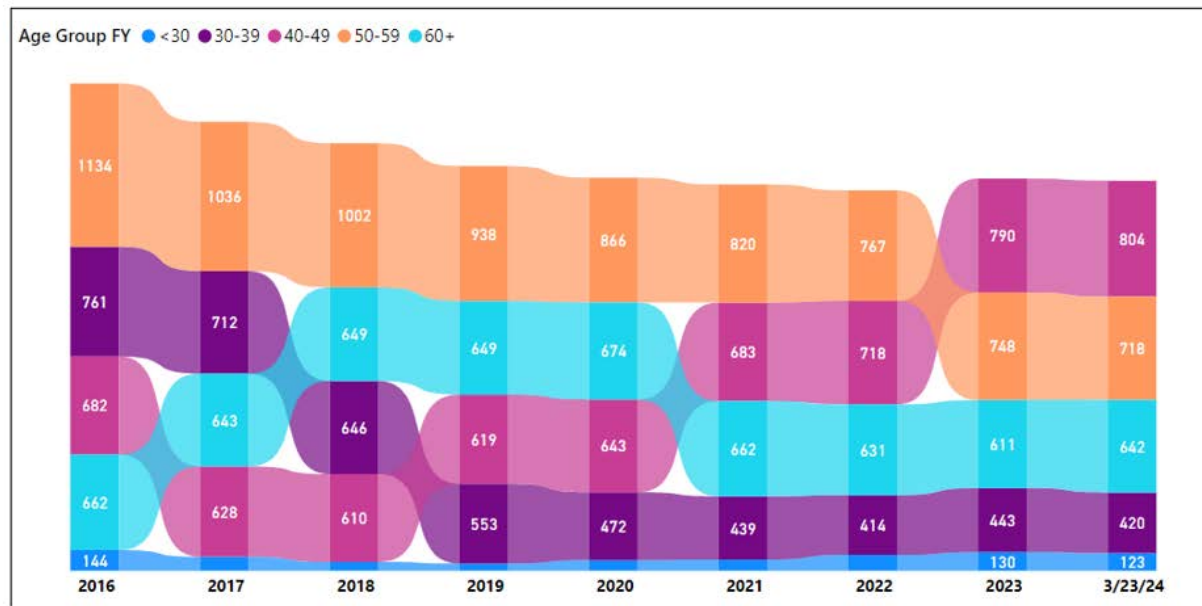
Chief, Headquarters HR Operations Branch  
Office of the Chief Human Capital Officer

# Realignment

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



## Employees On Board by Fiscal Year and Age Group



# Data Visualization with Dashboards

## 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.



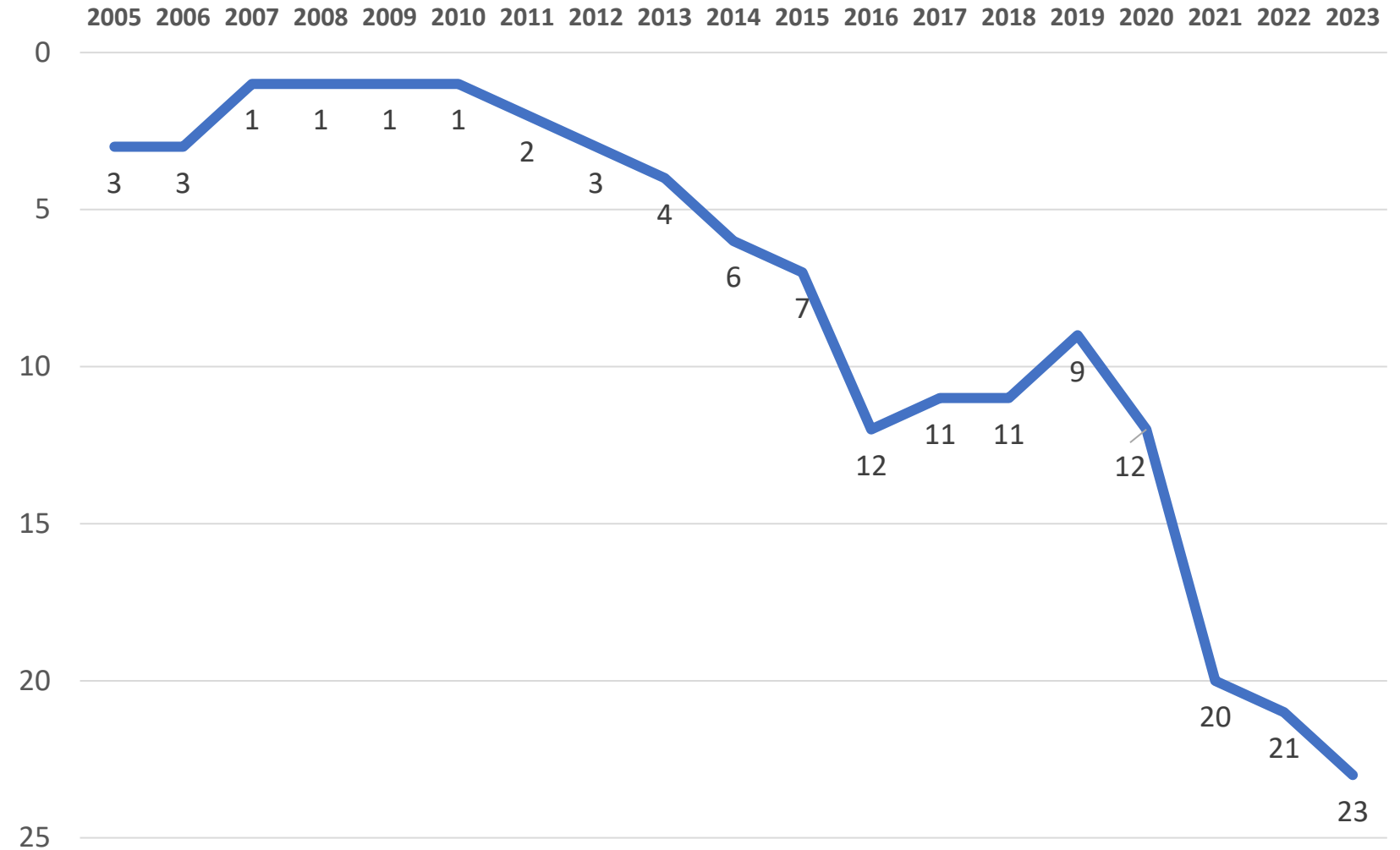
## NRC Culture Leaders



# NRC Culture Network



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

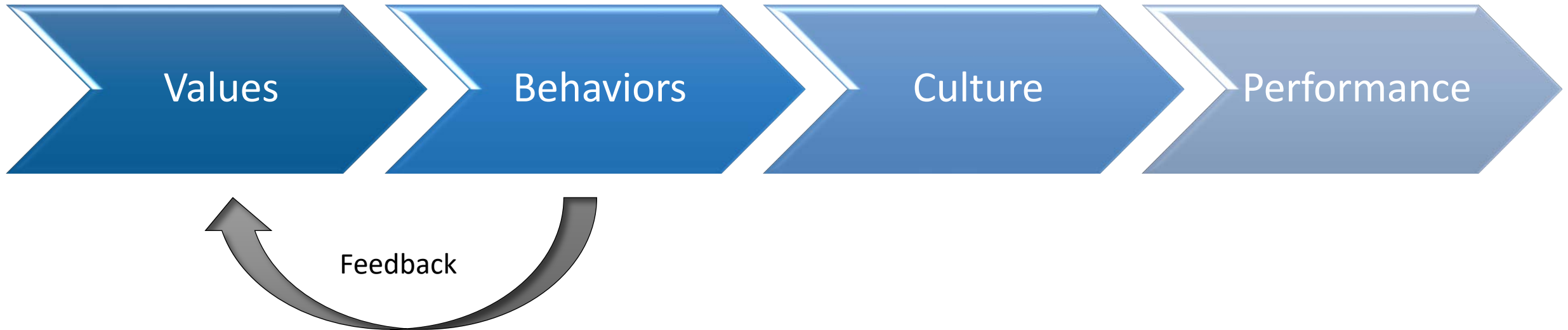


# Connecting Mission to Culture





# Organizational Health Drives Performance





# Civil Rights and Diversity and Inclusion Update

Meredith Neubauer

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

# What is Accessibility?

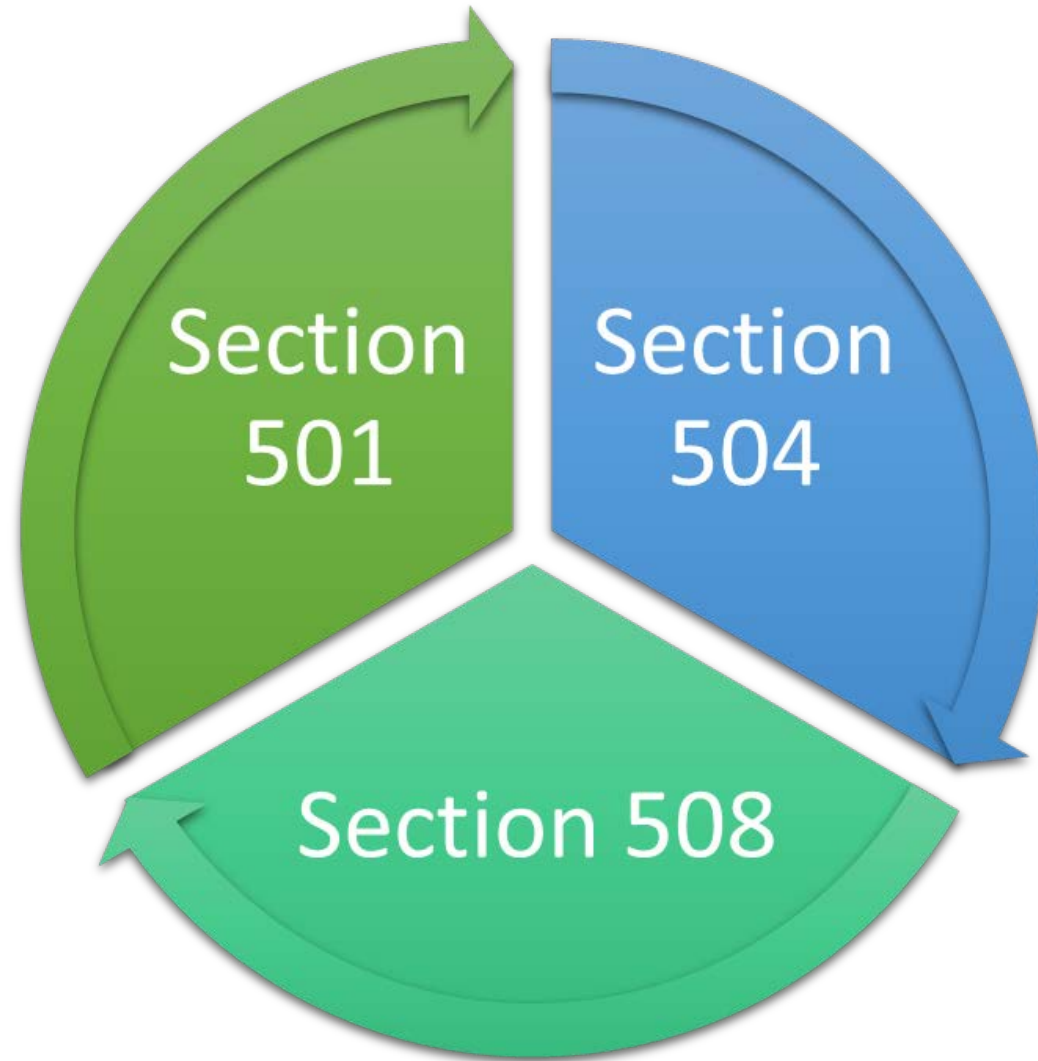
The design, construction development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

- 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)

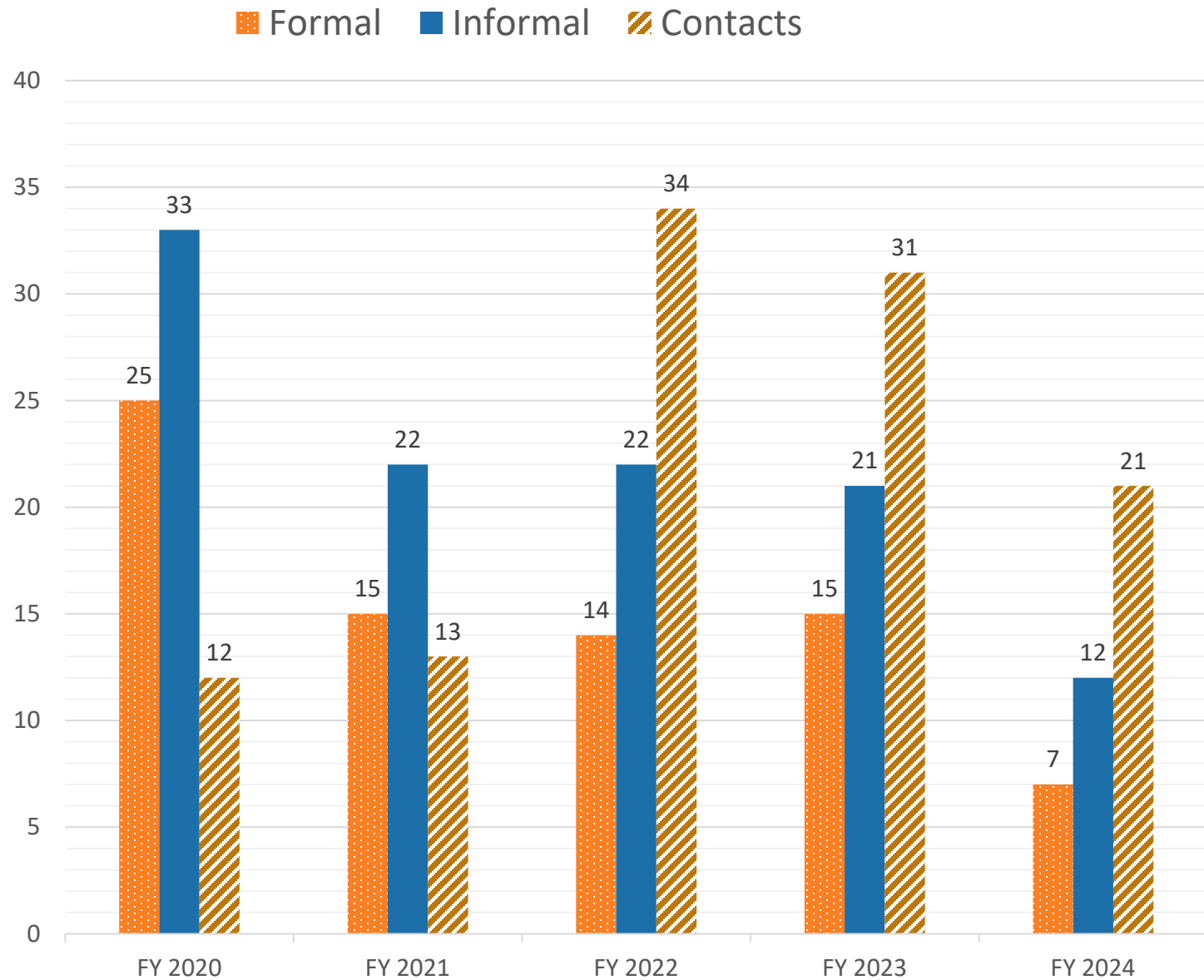


# Rehabilitation Act of 1973



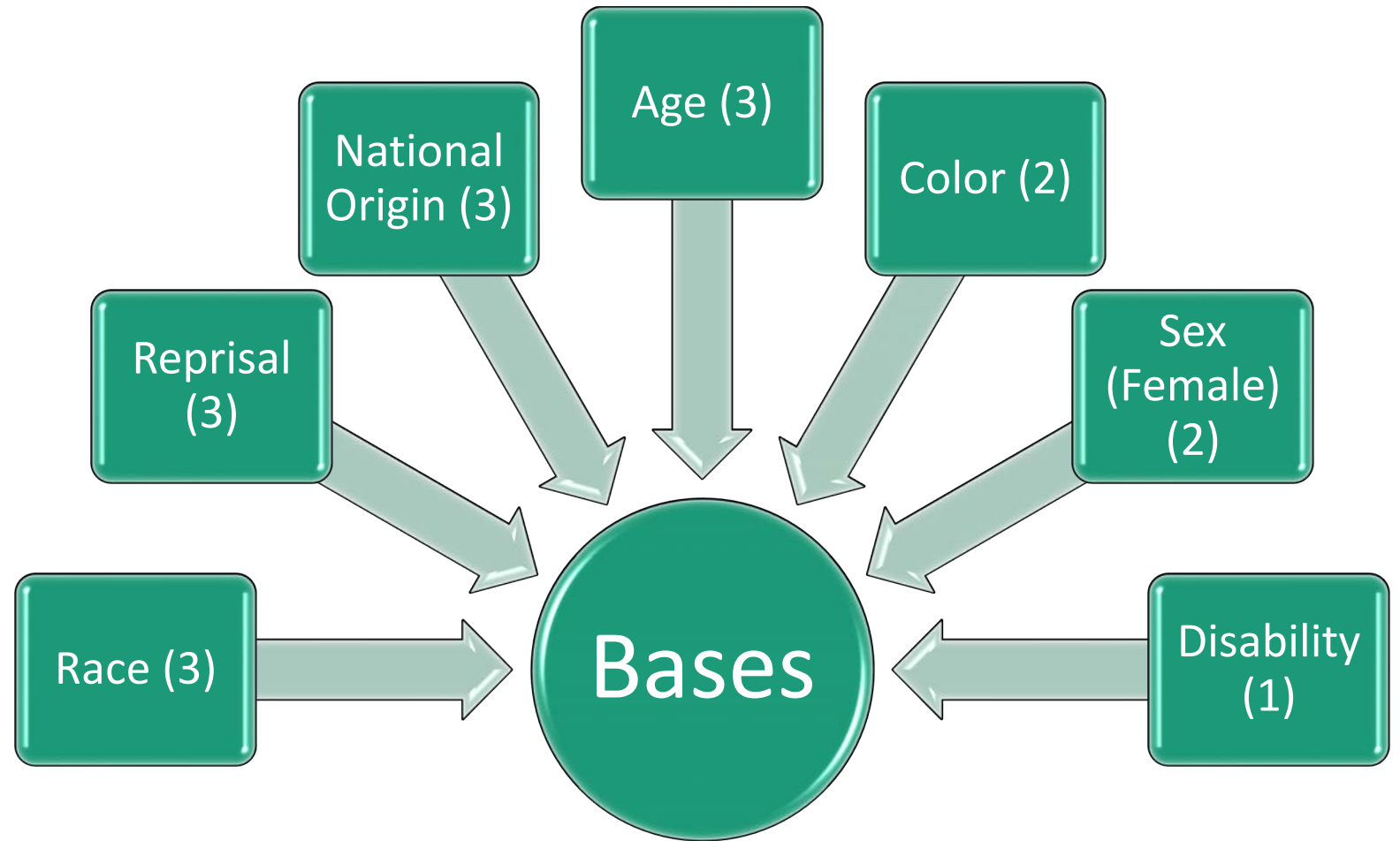
# All Complaints Filed

Fiscal Years  
2020 - 2024



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

# Bases of Discrimination Alleged in Fiscal Year 2024 Complaints





# Top Issues in Fiscal Year 2024 Complaints

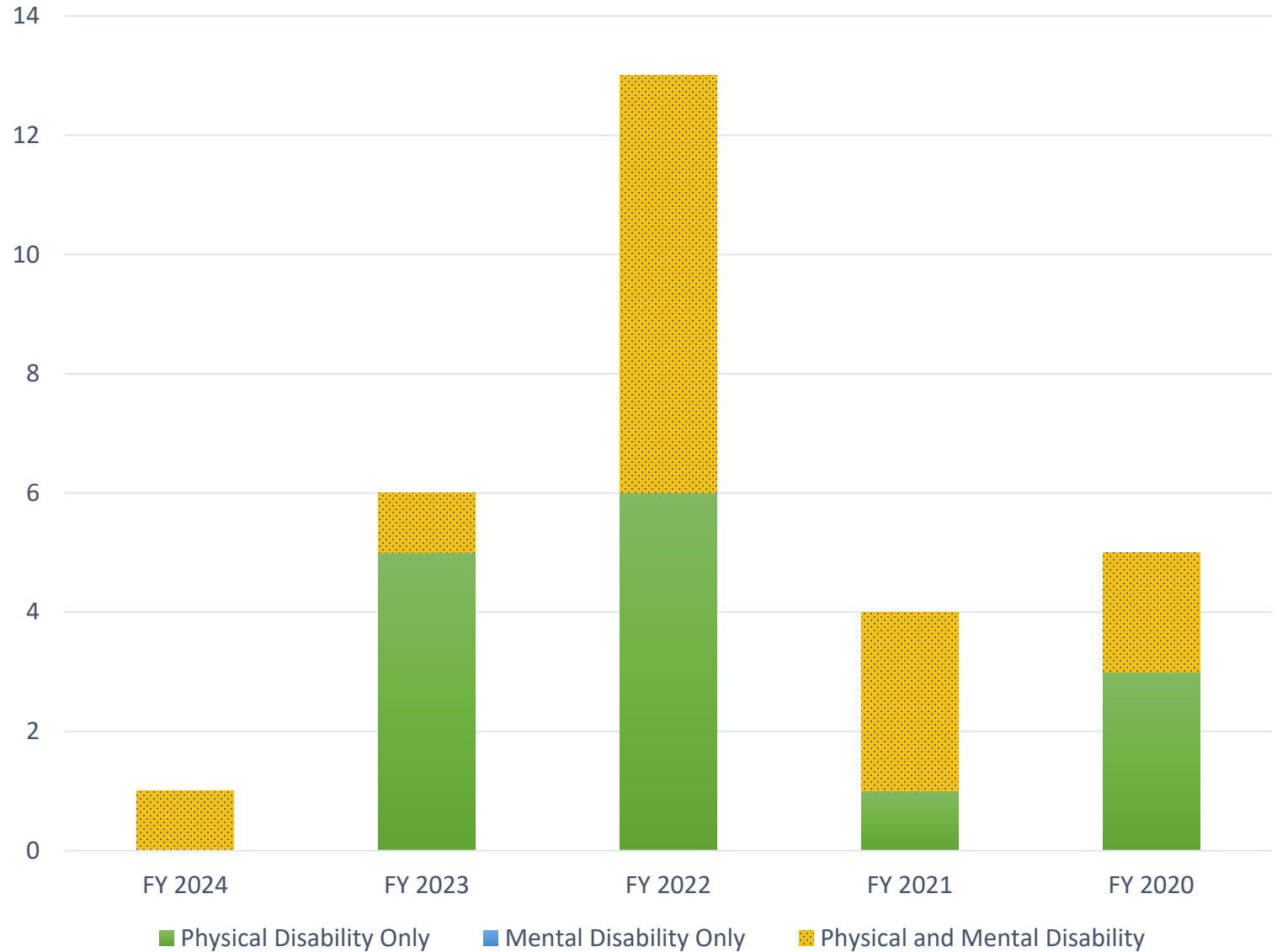
Promotion/Non-selection (3)

Terms/Conditions of Employment (2)

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

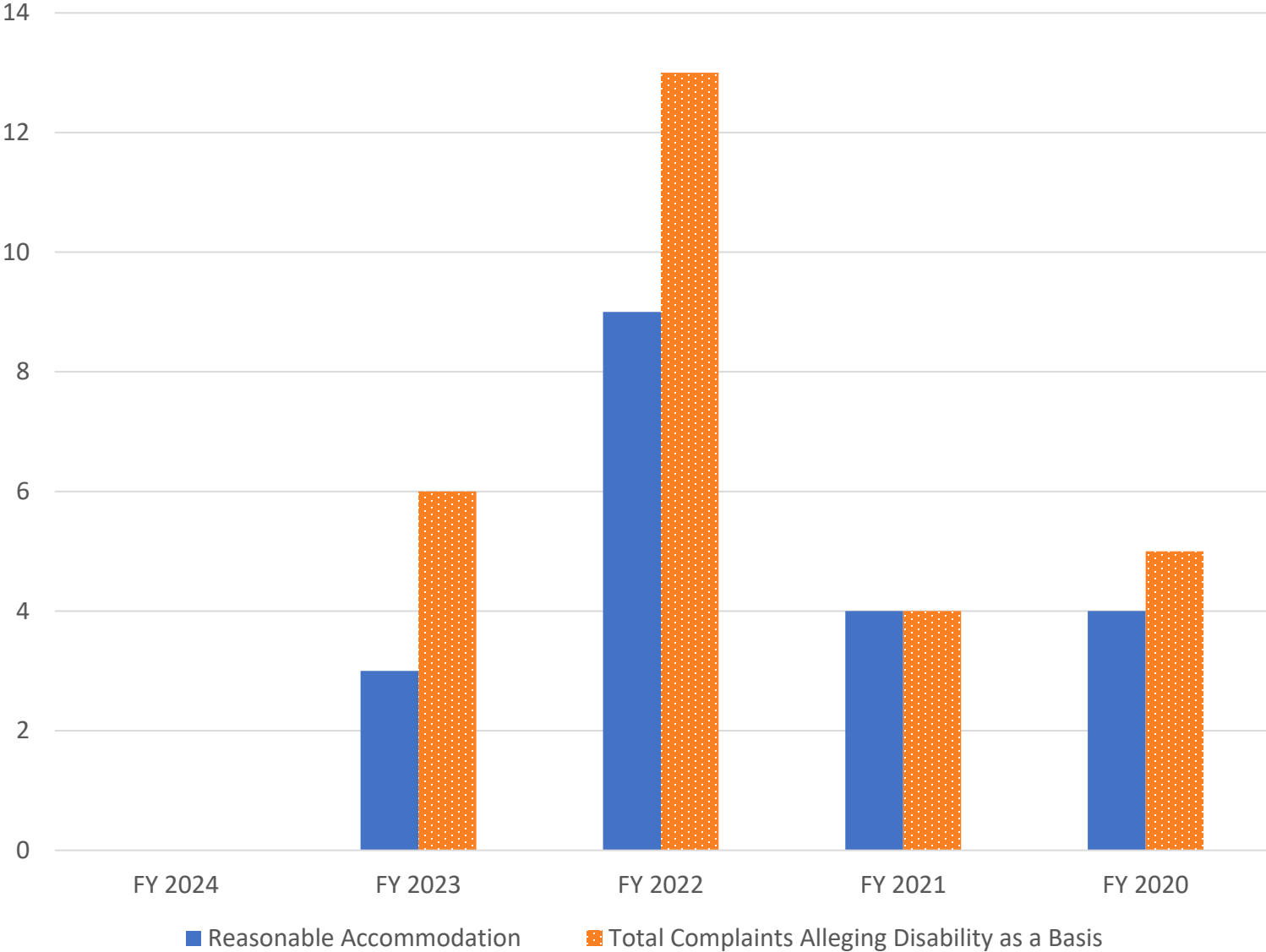
# Complaints that Alleged a Disability as a Basis

Fiscal Years  
2020 - 2024



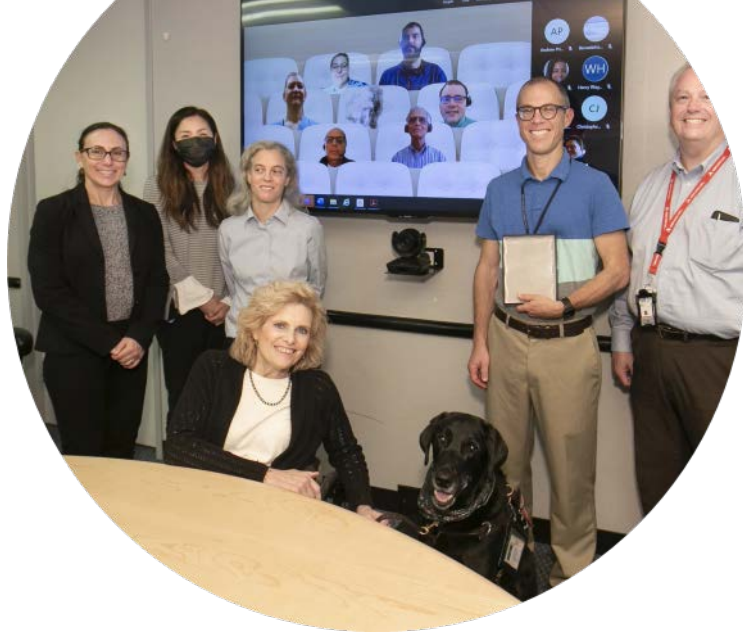
# Comparison of Reasonable Accommodation in Disability Complaints

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