



MEMORANDUM

DATE: May 7, 2026

TO: Michael F. King
Executive Director for Operations

FROM: Hruta Virkar, CPA /*RA*/
Assistant Inspector General for Audits & Evaluations

SUBJECT: STATUS OF RECOMMENDATIONS: AUDIT OF THE
NRC'S STRATEGIC WORKFORCE PLANNING PROCESS
(OIG-22-A-13)

REFERENCE: CHIEF HUMAN CAPITAL OFFICER, MEMORANDUM
DATED APRIL 10, 2026

Attached is the Office of the Inspector General's (OIG) analysis and status of recommendations as discussed in the agency's response dated April 10, 2026. Based on this response, recommendations 1 through 3 remain open and resolved. Please provide an updated status of the open, resolved recommendations by August 5, 2026.

If you have any questions or concerns, please call me at 301.415.1982 or Mike Blair, Team Leader, at 301-415-8399.

Attachment:
As stated

cc: D. Curtis ADO
S. Anderson Acting DADO
E. Deeds, OEDO
OIG Liaison Resource
EDO ACS Distribution

Audit Report
AUDIT OF THE NRC'S STRATEGIC WORKFORCE PLANNING PROCESS
Status of Recommendations
(OIG-22-A-13)

Recommendation 1: Update the Enhanced Strategic Workforce Planning: *Office Director and Regional Administrator Guidance*, to provide specific methodologies, detailed instructions, measurement criteria, and scales that can be used to estimate the anticipated level of workload change, ranking of position risk factors, and prioritization of workforce gaps or surpluses;

Agency Response
Dated April 10, 2026:

NRC initiated an evaluation of the SWP Process in October 2022. The evaluation was conducted by Pacific Research and Evaluation and was recently completed. The evaluation report was finalized in April 2024, and the agency is currently developing plans for the implementation of recommendations from the evaluation, which will support enhancement of the process guidance and development of the NRC Enterprise Execution and Utilization System (NEXUS). The NEXUS application will support workforce management, workforce forecasting, project management, and workload management.

The deployment of NEXUS will include job aids and guidance, as well as training for supervisors, to ensure supervisors have the tools they need to estimate the anticipated level of workload change and address gaps and surpluses in both staffing and skillsets.

OIG Analysis: Upon receipt and review of the updated Enhanced Strategic Workforce Planning: *Office Director and Regional Administrator Guidance*, the OIG will close this recommendation. This recommendation remains open and resolved.

Status: Open: Resolved

Audit Report
AUDIT OF THE NRC'S STRATEGIC WORKFORCE PLANNING PROCESS
Status of Recommendations
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Recommendation 2: Update the Enhanced Strategic Workforce Planning: *Office Director and Regional Administrator Guidance*, to incorporate attrition rates so that the NRC quantifies and considers non-retirement separations in workforce planning.

Agency Response

Dated April 10, 2026:

Leveraging insights from the completed evaluation, the agency is considering recommended approaches for the estimation of attrition rates within the SWP process. The methodology that will be utilized moving forward, as reflected in the enhanced process guidance that is under development, will consider both retirement and non-retirement attrition rates, in accordance with, the OIG recommendation.

OIG Analysis:

Upon receipt and review of the updated Enhanced Strategic Workforce Planning: *Office Director and Regional Administrator Guidance*, the OIG will close this recommendation. This recommendation remains open and resolved.

Status:

Open: Resolved

Audit Report
AUDIT OF THE NRC'S STRATEGIC WORKFORCE PLANNING PROCESS
Status of Recommendations
(OIG-22-A-13)

Recommendation 3: Update agency policy and procedures to include Human Capital Operating Plan information—specifically, information regarding the periodicity of the plan’s review, approval, and updating—in accordance with the Office of Personnel Management’s Human Capital Operating Plan Guidance: Fiscal Years 2022-2026.

Agency Response
Dated April 10, 2026: Information on the NRC HCOP has been integrated into Management Directive (MD) 6.10 “Strategic Planning.” The MD is with the Office of the Executive Director for Operations to finish the publication process. With this update, the Office of the Chief Human Capital Officer (OCHCO) considers this recommendation closed, as no further action is required.

OIG Analysis: Upon receipt and review of the revised and published Management Directive 6.10 “Strategic Planning,” the OIG will close this recommendation. This recommendation remains open and resolved.

Status: Open: Resolved