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NRC's Human Capital Challenges (2006)*

- Congressional interest in GAO assessment of whether NRC has taken steps to address strategic human challenges in a timely and efficient manner
 - Aging workforce
 - Anticipated growth

**Human Capital: Retirements and Anticipated New Reactor Applications Will Challenge NRC's Workforce, [GAO-07-105](#), issued January 17, 2007.*

What we evaluated

- Strategic and human capital planning framework
- Workforce planning and implementation, including hiring, training, knowledge transfer, use of flexibilities
- How NRC is monitoring and taking steps to maintain its potential applicant pool, and addressing initial new reactor licensing uncertainties

What we found

- NRC's human capital framework is generally aligned with its strategic planning, and is in the process of being augmented
- NRC's approach in recruiting, developing, and retaining staff has generally been effective, but requires additional steps to enhance its workforce capacity
- NRC is acting to mitigate uncertainties to appropriately gauge its future workload

We recommended that

- NRC better integrate its strategic human capital planning with its operations, and promote the completion and implementation of new human capital, training, and knowledge management plans
- NRC more comprehensively evaluate and share information on the effectiveness of its human capital flexibilities and measures

New Reactor Licensing (2007)

- Congressional interest in NRC's readiness to receive and evaluate new reactor and plant license applications
- Review evaluating
 - Workforce reorganization, resource estimates and prioritization, training
 - Finalization and implementation of regulations, guidance, licensing and construction inspection processes
 - Actions to maintain sufficient personnel and resources in areas not related to new reactor licensing

Sustained congressional involvement

- Expectation that NRC regularly and proactively communicates progress made on key activities
- Evaluation of factors that positively or negatively affect NRC's ability to implement new reactor licensing and construction inspection processes, including interaction with stakeholders