



# **Commission Briefing on Human Capital and Equal Employment Opportunity (EEO)**

**Office of Human Resources  
Office of Small Business and Civil Rights  
April 16, 2009**

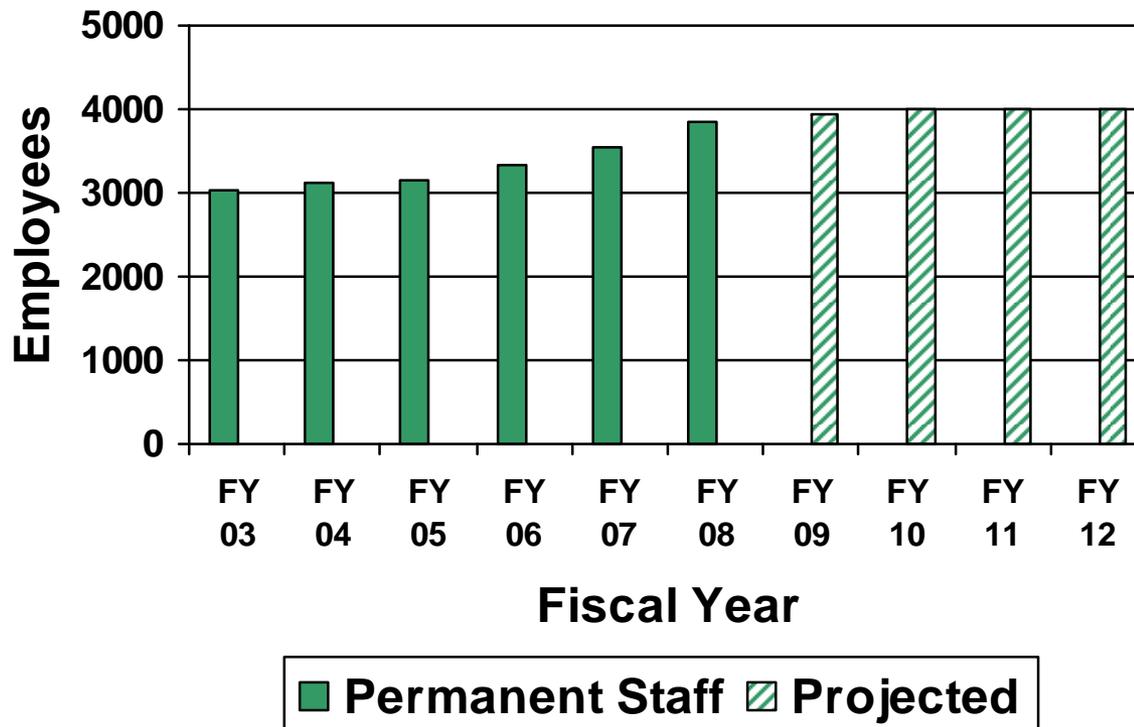
# Agenda

- State of Human Capital
- Worklife
- Federal Human Capital Survey
- State of Training
- The Future
- Outreach and Compliance Coordination Program

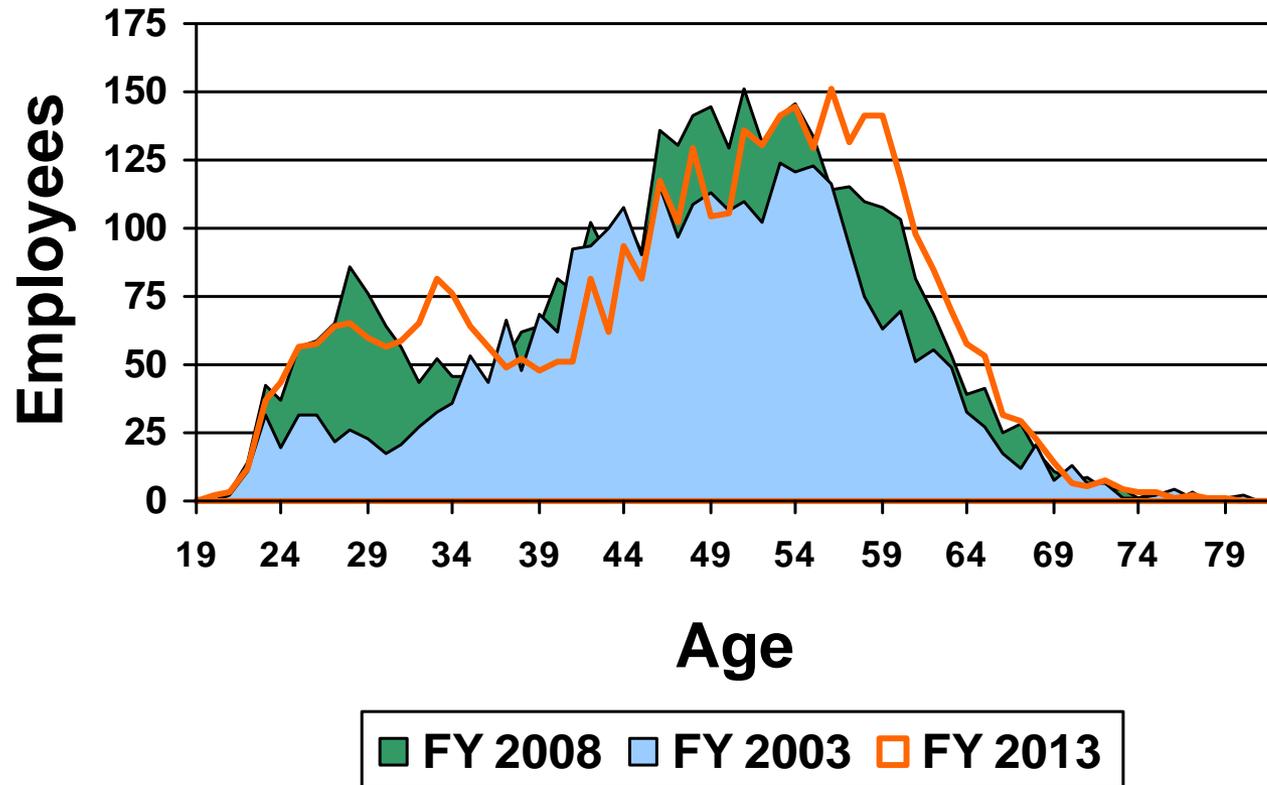
# **State of Human Capital**

James F. McDermott, Director  
Office of Human Resources

# Permanent Employees on Board



# Age Distribution of Permanent Employees

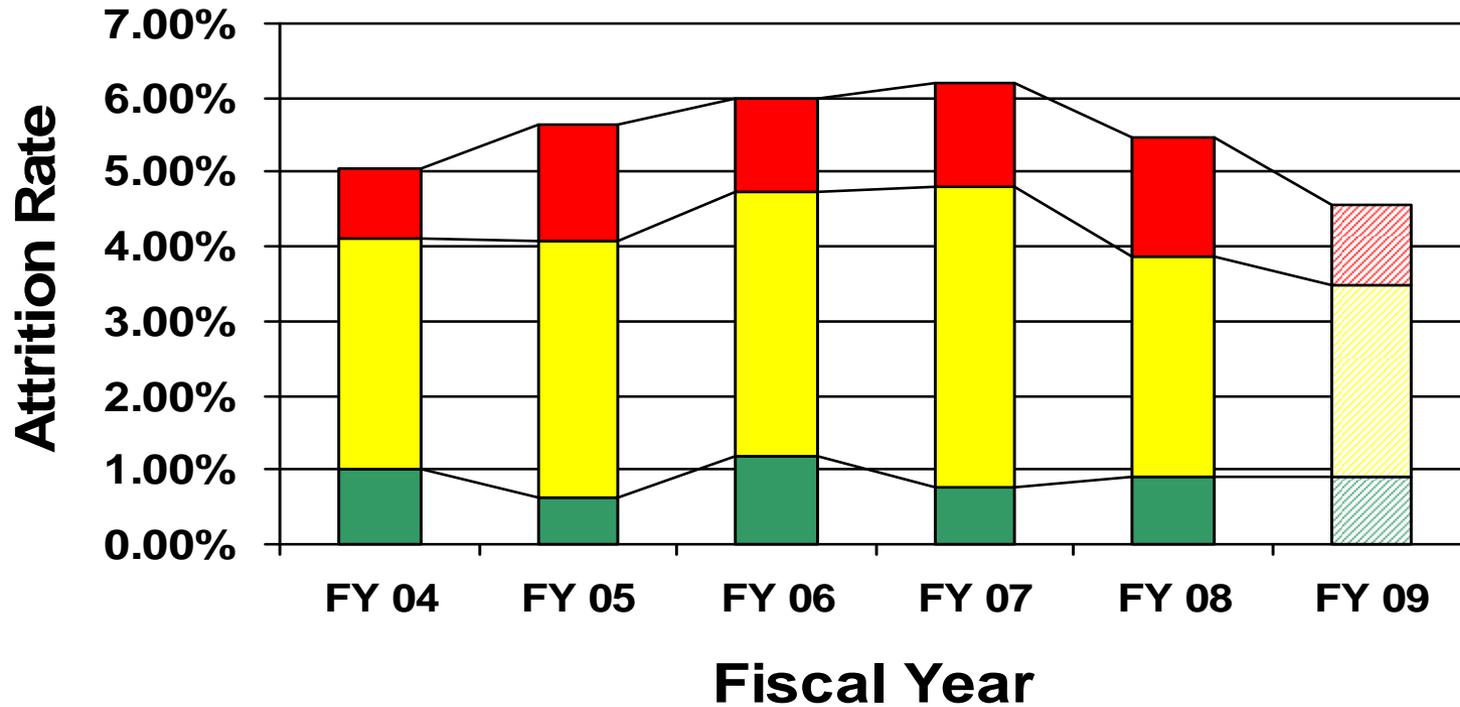


# Hiring and Recruitment

Current/Future Emphasis on:

- Planning Ahead
- More Focused Advertising
- Selective Recruitment Events
- Forging Stronger Relationships
- Special Emphasis Hiring
- Streamlining Hiring Process

# Permanent Attrition by Type



■ Transfers ■ Retirements ■ Resignations

# Retention

Focus on:

- Employee Engagement
- Worklife Program
- Training and Development
- Use of Incentives

# **Worklife**

Miriam Cohen, Deputy Director Office of  
Human Resources

# Enhancing NRC Worklife

- Worklife Steering Committee
- NewFlex Pilot:
  - NRO (August 2008 – present)
  - Potential Pilots (Region I, Office of International Programs)
- Expanded Telework
- Outreach and Communication are Key

# **Federal Human Capital Survey**

James Horn, Chief, Program  
Management, Policy Development and  
Analysis Staff

# Federal Human Capital Survey

- #1 in Leadership and Knowledge Management
- #1 in Talent Management
- #1 in Job Satisfaction
- #2 in Results-Oriented Performance Culture

# Federal Human Capital Survey

Areas of most improvement were:

- Leadership
- Learning-Knowledge Management
- Job Satisfaction

# **State of Training**

James Morris, Deputy Associate Director,  
Professional Development Center

# State of Training

- Learning Management System (iLearn)
- Advanced Training Methods
- Leaders Academy
- Graduate Education

# Learning Management System (iLearn)

- Deployed April 2008
- Technical and User Challenges
- Actions Underway
  - Incorporate Qualification and Mandatory Curricula
  - Integrate On-line Content

# Advanced Training Methods

- Utilize New Technology and Learning Tools
- Reduce Time to Competency
- Develop e-Learning Strategy and Business Case
- Test Prototypes

# Leaders Academy

- A Leader at Every Level
- New Blended Leadership Curriculum
- Individualized Approach to Leader Development
- Continual Learning and Development

# Graduate Education

- Full-time Graduate Fellowship Program
  - Currently 3 Participants
  - Expand Beginning in FY 2010
  - Offices Identifying Most Critical Needs
- Part-time Graduate Education
  - Leverages Employee Willingness to Pursue Advanced Education
  - Agency Funding Available

# The Future

Jeri Buchholz, Associate Director, Human  
Resources Operations and Policy

# The Future

- Emerging Technologies
- Worklife Programs
- e-Gov Initiatives

**NRC will continue to be a  
Great Place to Work**

# **The Outreach and Compliance Coordination Program**

Corenthis B. Kelley, Director  
Office of Small Business and Civil Rights

# Increased Federal Oversight

Emphasis on:

- Compliance Monitoring and Evaluation
- Analyzing Reports
- Conducting Reviews and Audits

# Agency Progress

## Enhanced Compliance Efforts:

- OMB Approved Data Collection
- 100% Pre-award Review Requirement
- External Activities
- Agency-wide Services to LEP Population

# Impact on Program Offices

- Provide Information and Staff Training
- Broaden Outreach
- Offices use LEP Contract
- SBCCR Role in Financial Assistance Review Process

# Acronyms

<b>EEO</b>	Equal Employment Opportunity
<b>e-Gov</b>	Electronic Government
<b>LEP</b>	Limited English Proficiency
<b>NRO</b>	Office of New Reactors
<b>OMB</b>	Office of Management and Budget
<b>SBCR</b>	Office of Small Business and Civil Rights

# Closing