



Project Aim 2020

February 18, 2015
Report to the Commission

Agenda



- Purpose
- Why change?
- Approach
- What we might look like in 2020?
- Roadmap and strategies
- Communication and implementation

Purpose

Project Aim seeks to provide:

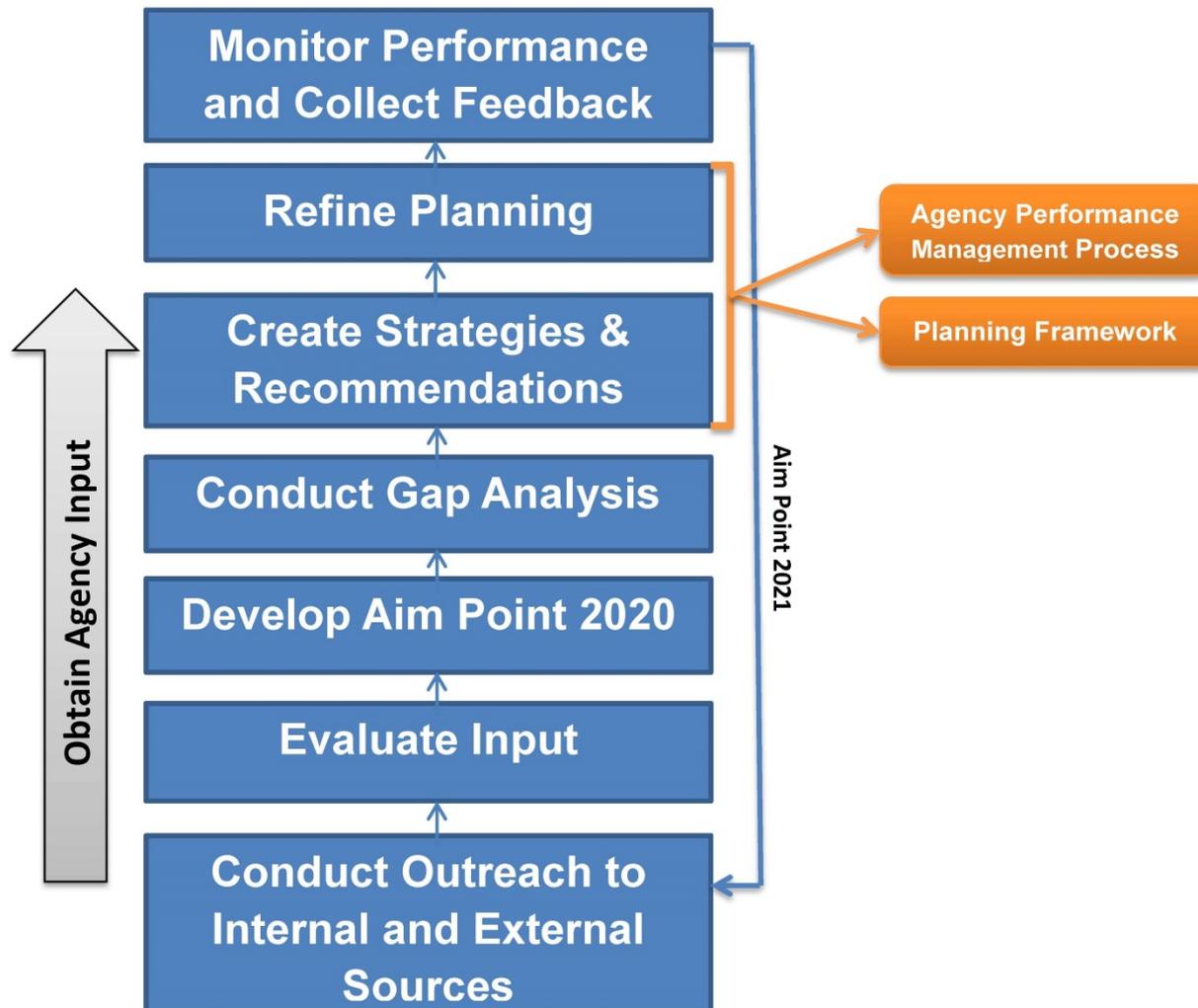
- Recommendations for improving the current and projected performance
- Concrete and specific projections of the workload for the agency five years out
- Recommendations for agency resource levels and workforce staffing

Why Change?

- Improve efficiency of operations
 - Right sizing the agency
 - Streamlining processes
 - Enhancing timeliness
 - Working as “One NRC”



Project Approach



Workload Forecast by 2020

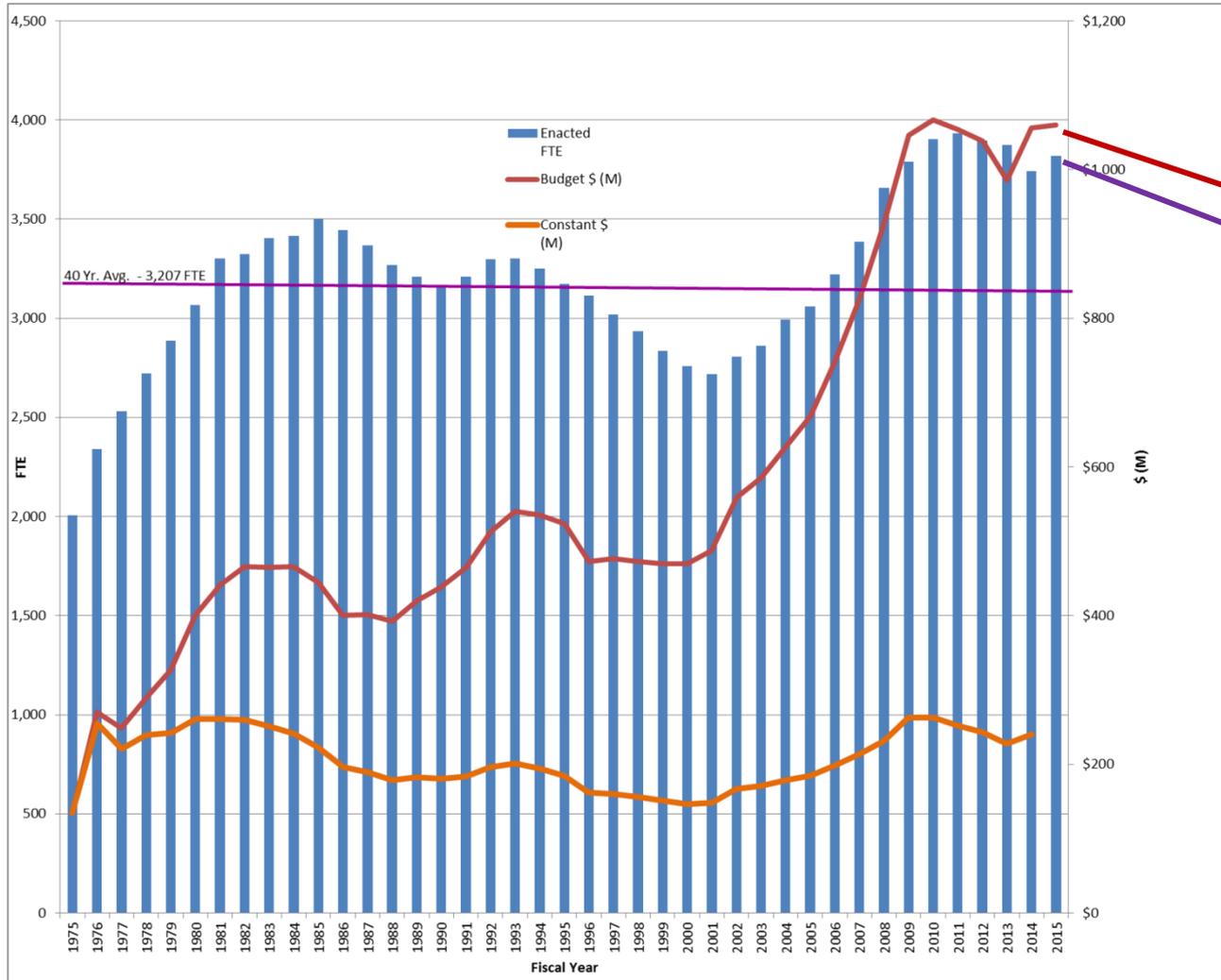
- Operating Reactors – Down slightly
- New Reactors – Down significantly
- Fuel Facilities – Down slightly
- LLW & Decom – About the same
- Spent Fuel – About the same
- Nuclear Materials Users – About the same
- Corporate – Down slightly

Workforce Competencies by 2020



- Operating Reactors – About the same
- New Reactors – Less construction
- Fuel Facilities – About the same
- Low Level Waste & Decommissioning – About the same
- Spent Fuel – About the same
- Nuclear Materials Users – About the same
- Corporate – Shifts in financial management, IT, and human resources

What Might We Look Like in 2020?

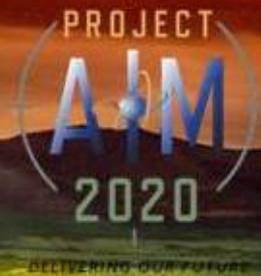


10% Smaller
by 2020

~ 3400 FTE

~ \$900M

Roadmap



PEOPLE

Plan Workforce Strategically

Enhance Agility

Focus on "One NRC"

PLANNING

Improve PBPM

Re-baseline

PROCESS

Improve Fees

Improve Licensing

Modernize Processes

People Strategies

1. Ensure the NRC has the right number of people with the right skills at the right time
2. Enhance employee agility to meet the demands of a changing environment
3. Focus on “One NRC” concept

Planning Strategies

1. Improve the planning and budget formulation process
2. Re-baseline the work of the agency

Process Strategies

1. Improve transparency and simplify how the NRC calculates and accounts for fees, and timeliness of communicating fees
2. Improve operating reactor licensing process and other key regulatory processes
3. Clarify and standardize processes, roles, and responsibilities

Communication & Implementation

- Requirements for success
 - Alignment and commitment
 - Actionable strategies
 - Leadership and accountability
 - Performance monitoring
 - Frequent, effective, and diverse communications
 - Reinforcing desired behaviors
 - Stakeholder engagement