

# **Briefing on Project Aim 2020 December 17, 2015**

**Victor McCree**  
**Executive Director for Operations**

**Maureen Wylie**  
**Chief Financial Officer**

# Agenda

- **Overview**
- **Progress on implementation**
- **Aim implementation in the Office of Nuclear Reactor Regulation**
- **Human capital and workforce planning**
- **Next steps**

# **Common Prioritization and Re-baselining**

**Frederick Brown, Assistant for  
Operations  
Office of the Executive Director for  
Operations**

# Common Prioritization

- **Agency assessment**
- **Extensive input and involvement**
- **Captures scope changes and efficiencies**
- **Add/shed focus on skills**
- **Supports re-baselining**

# **Prioritization Criteria**

- **Emergency response actions**
- **Rulemaking, licensing and inspection of facilities in construction or operation**
- **Rulemaking, licensing and inspection of other facilities**
- **Support and indirect activities**

# **Prioritization Criteria (continued)**

- **Absolute legal minimum**
- **Prudent minimum**
- **Recommended efficiency or scope change**

# **Example Areas of Lower Priority**

- **Development and maintenance of internal procedures**
- **Individual rulemaking efforts**
- **Development of correspondence**
- **Reactor oversight mid-cycle review administrative process**

# **Overhead Consolidation**

**Darren Ash  
Chief Information Officer**

# **Overhead Consolidation**

- **Ernst and Young (EY) overhead assessment report**
- **Align information technology security costs with risks**
- **Consolidate data centers**
- **Further centralize financial management functions**

# **Overhead Consolidation (continued)**

- **Customer Service Catalog – “One Stop Shopping”**
- **Enhance mobile solutions**
- **Standardize Contracting Officer’s Representative (COR) processes**
- **Increase use of cloud computing**

# **Centers of Expertise**

**David Skeen**  
**Deputy Director**  
**Office of International Programs**

# **Centers of Expertise**

## **Four potential areas identified:**

- **Allegations (Office of Enforcement)**
- **External hazard evaluations (Office of New Reactors)**
- **Technical specifications (Office of Nuclear Reactor Regulation)**
- **Rulemaking (Office of Nuclear Material Safety and Safeguards)**

# **Aim Implementation in the Office of Nuclear Reactor Regulation**

**Michele Evans**

**Deputy Director for Reactor Safety  
Programs and Corporate Support  
Office of Nuclear Reactor Regulation**

# **Operating Reactor Licensing Process Improvements**

- **Licensing backlog reduction**
  - **Increased management focus**
  - **Adapting current processes**
  - **Efficiency initiatives**
  - **Informs future process improvement effort**

# **Transition Plan for the Merger of NRO and NRR**

- **Working group composed of the Office of New Reactors (NRO), the Office of Reactor Regulation (NRR), and Region II staff**
- **Draft business plan**
- **Commission paper in June 2016**

# **NRR Reorganization**

- **Fukushima related work winding down**
  - **Plan to re-integrate the Japan Lessons-Learned Division staff back to divisions**
- **Reduction in license renewals**
  - **Considering options for license renewal organization**

# **Risk-Informed Decision Making**

- **A risk-informed approach for addressing low risk compliance issues**
- **Risk-informed licensing actions**
- **Crediting mitigating strategies in licensing and oversight activities**

# **Human Capital and Workforce Planning**

**Miriam Cohen  
Chief Human Capital Officer**

# **Current Outlook**

- **Full-Time Equivalent (FTE)**
  - **Achieving FY 2016 FTE target**
  - **Well-positioned for FY 2017 and beyond**
- **Strategies to achieve success**
  - **Targeted external hiring**
  - **Facilitated internal staff movements**
  - **Accelerated attrition**

# **Status of Workforce Planning**

- **No major at-risk skill gaps; some skill imbalances exist**
- **Uncertain environment will impact next steps**
- **More focused efforts needed to prepare supervisors and staff for future landscape**

# Next Steps

- **Near term deliverables**
  - **Re-baselining assessment**
  - **Strategic workforce plan**
  - **One-Stop-Shop**
  - **Evaluation of consolidating the materials program**
  - **Evaluation of consolidating regional corporate support functions**

# Conclusion

- **Established effective plans and schedules for the strategies**
- **Considerable progress has been made to date**
- **Achieving near-term benefit**
- **Positioned well for successful outcomes**