



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

Office of Human Resources
Office of Small Business and Civil Rights
May 4, 2010

Agenda

- Human Capital Overview - Employee Engagement
- Nuclear Education Grant Programs
- Equal Employment Opportunity Updates

Human Capital Overview - Employee Engagement

James F. McDermott, Director
Office of Human Resources

Human Capital Overview

- Staffing levels have stabilized
- Retention is high
- Training and Development remain a priority

Employee Engagement

Primary Drivers:

- Leadership
- Continuous Improvement
Commitment
- Training & Development

Leadership

- Provide interesting and challenging work
- Excel at people management and communication
- Foster skill and career development
- Encourage situational leadership

Continuous Improvement Commitment

- On-boarding
- Work Life
- Knowledge Management

Training and Development

- Training: Anywhere; Anytime
- iLearn Improvements
- Leadership Development
- Mission-related training remains a top priority

Nuclear Education Grant Programs

John Gutteridge
Office of Human Resources

Program Overview

- Two Education Grant Programs:
\$5M & \$15M
 - Energy Policy Act of 2005 - \$5M
 - Curricula Development
 - FY 2008 Language - \$15M
 - Scholarships, Fellowships, Faculty Development and Trade Schools

Program Enhancements

- Supports over 350 students annually
- Supports 108 institutions in 33 states, DC and Puerto Rico
- Emphasized participation of:
 - Trade schools and community colleges
 - Minority serving institutions
 - Health physics and radiochemistry

More Program Enhancements

- Continued cooperative work with DOE and NNSA in the Integrated University Program
- Encouraged leveraging and partnering
- Adjusted GPA requirements
- Broadened eligible disciplines
- Modified service agreement

Summary

- The NRC grant program:
 - Has fostered excellent working relationships with educational institutions
 - Assisted in the development of a well-trained and needed workforce
 - Has developed and is beginning to collect metrics to measure the success of the program
 - Provided assistance to under-represented groups to improve their opportunity to receive NRC grants

Equal Employment Opportunity

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

Comprehensive Diversity Management Plan Update

- Background
- Diversity and inclusion plans
- Operating plan reports
- Revision of metrics

Facilitated Mentoring Program

- Level of participation
- Employee development resource
- Integration with agency initiatives
- Agency's mentoring culture

Special Recognitions

- Best Diversity Company
- Top Supporter of Historically Black Colleges and Universities
- 2010 Most Admired Employer for Minorities in Research Science
- Values DVD – National Association of Government Communicators recognition
- NRC employees – special awards

Acronyms

DOE	Department of Energy
GPA	Grade Point Average
NNSA	National Nuclear Security Administration

Closing