



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

**Office of Human Resources
Office of Small Business and Civil Rights
June 2, 2011**

Agenda

- **Human Capital Overview –
Maintaining a High
Performing Workforce**
- **Equal Employment
Opportunity Updates**

Human Capital Overview – Maintaining a High Performing Workforce

**Miriam L. Cohen, Director
Office of Human Resources**

Human Capital Overview

- **Maintaining a High Performing Workforce**
- **Training and Development**
- **Worklife and Job Satisfaction**

Training and Development

**Jody Hudson, Associate Director
for Training and Development
Office of Human Resources**

Professional Development

- **Developmental opportunities are a major driver of employee engagement**
- **Highly engaged employees are more productive**
- **Wide array of development opportunities available at NRC**

Professional Development

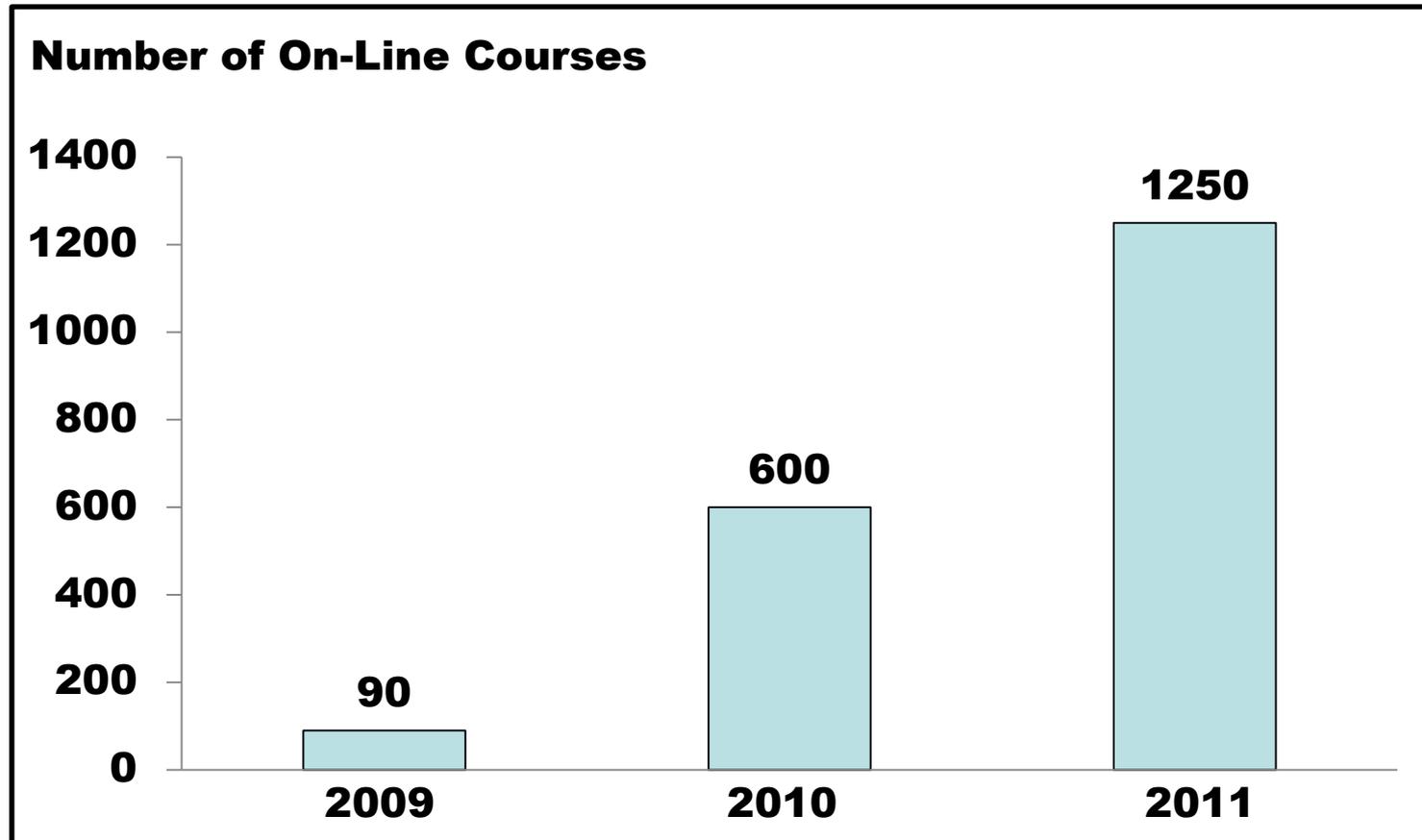
- **Leaders Academy**
 - **Leadership development for all segments of NRC workforce**
 - **Supervisors curriculum complete**
 - **Among highest rated courses at NRC**

Using Technology iLearn User Satisfaction



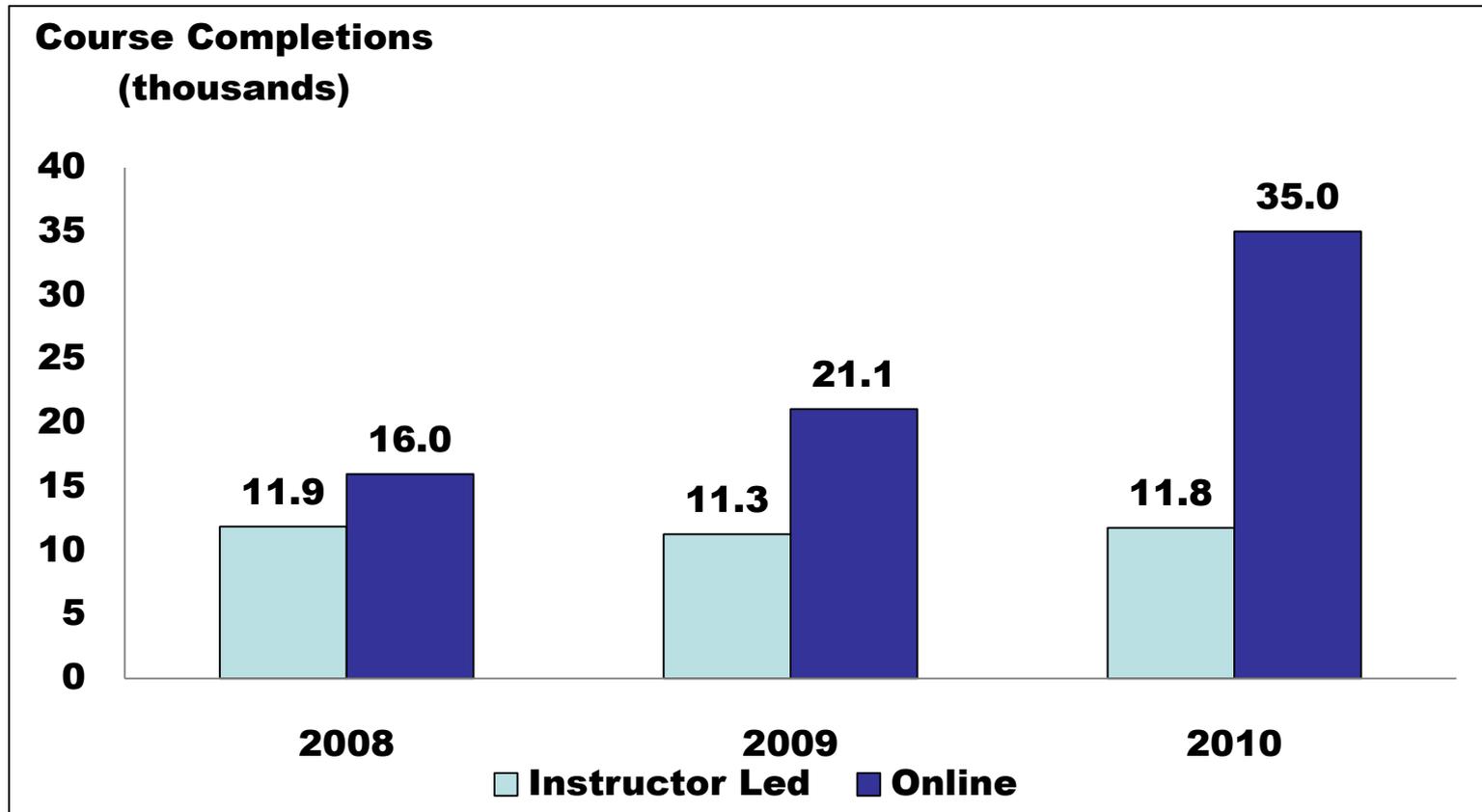
Using Technology

Growth in On-Line Courses



Using Technology

Growth in On-Line Course Completions



Using Technology

- **Assess effectiveness of courses**
- **Create electronic dashboard for training programs**
- **Reduce costs**

Efficiency Initiatives

- **Review of NRC Training Expenditures**
- **Reveals Savings Opportunities**
 - **Seat Management**
 - **Eliminate redundant procured training**

Worklife and Job Satisfaction

**Jeri Buchholz, Associate Director
for HR Policy and Operations
Office of Human Resources**

Feedback and Outreach

- **Benchmarking**
- **Employee Surveys**
- **Take Action**
- **Close the Loop**

Employee Empowerment

- **Maximize Your Potential**
- **Internal Career Fair**
- **Telework Day**
- **Financial Planning Fair**

Future Direction

- **Transform the Workforce**
- **Address Uncertainty**
- **Sustain Employee Engagement**

Equal Employment Opportunity

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

Mentoring Program Goals

- **Enhance Productivity**
- **Support Recruitment and Retention**
- **Support Leadership Academy Objectives**
- **Enhance Knowledge Transfer and Career Development**
- **Participant Demographics**

Minority Serving Institutions (MSI)

- **MSI Boot Camp**
- **White House Initiatives**
- **Entry Level, Cooperative
Education (co-op) and
Summer Hires**

External Awards

- **Leadership in EEO and Diversity Management**
- **Federal Executive Board: Gold, Silver, Bronze Achievements**
- **Engineer of the Year**
- **Employee of the Year**
- **Career Achievements**
- **Patriot Support to Navy Reserve**

Closing