



Commission Briefing on Human Capital and Equal Employment Opportunity

**Office of the Chief Human Capital Officer
Office of Small Business and Civil Rights
June 23, 2015**

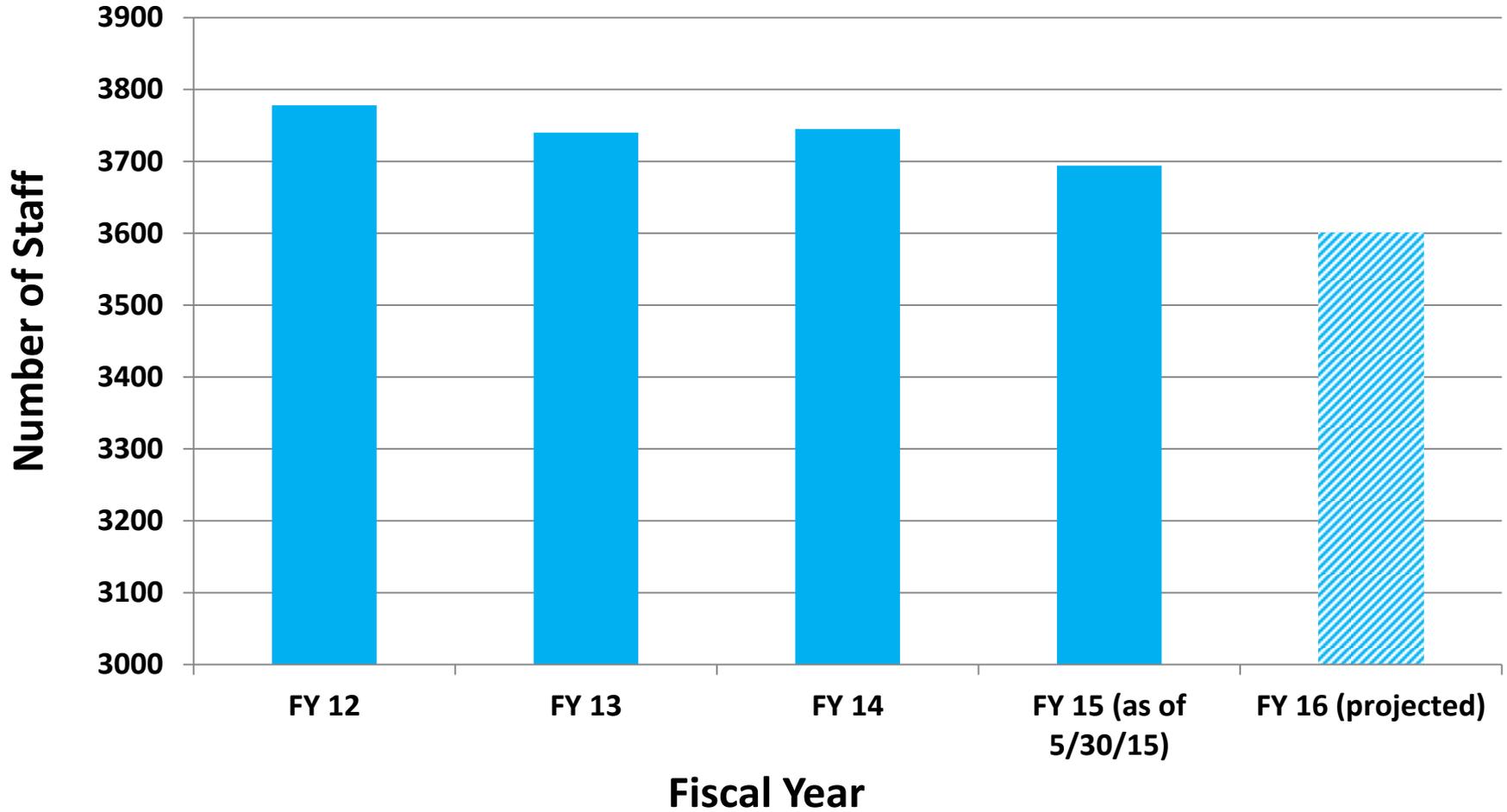
Agenda

- **NRC Human Capital Snapshot**
- **Organizational Readiness to Change**
- **Shaping the Future Workforce**
- **Transforming Learning to Enhance Employee Agility**
- **Senior Executive Service Candidate Development Program Candidate Perspective on the Future**
- **Diversity and Inclusion Update**

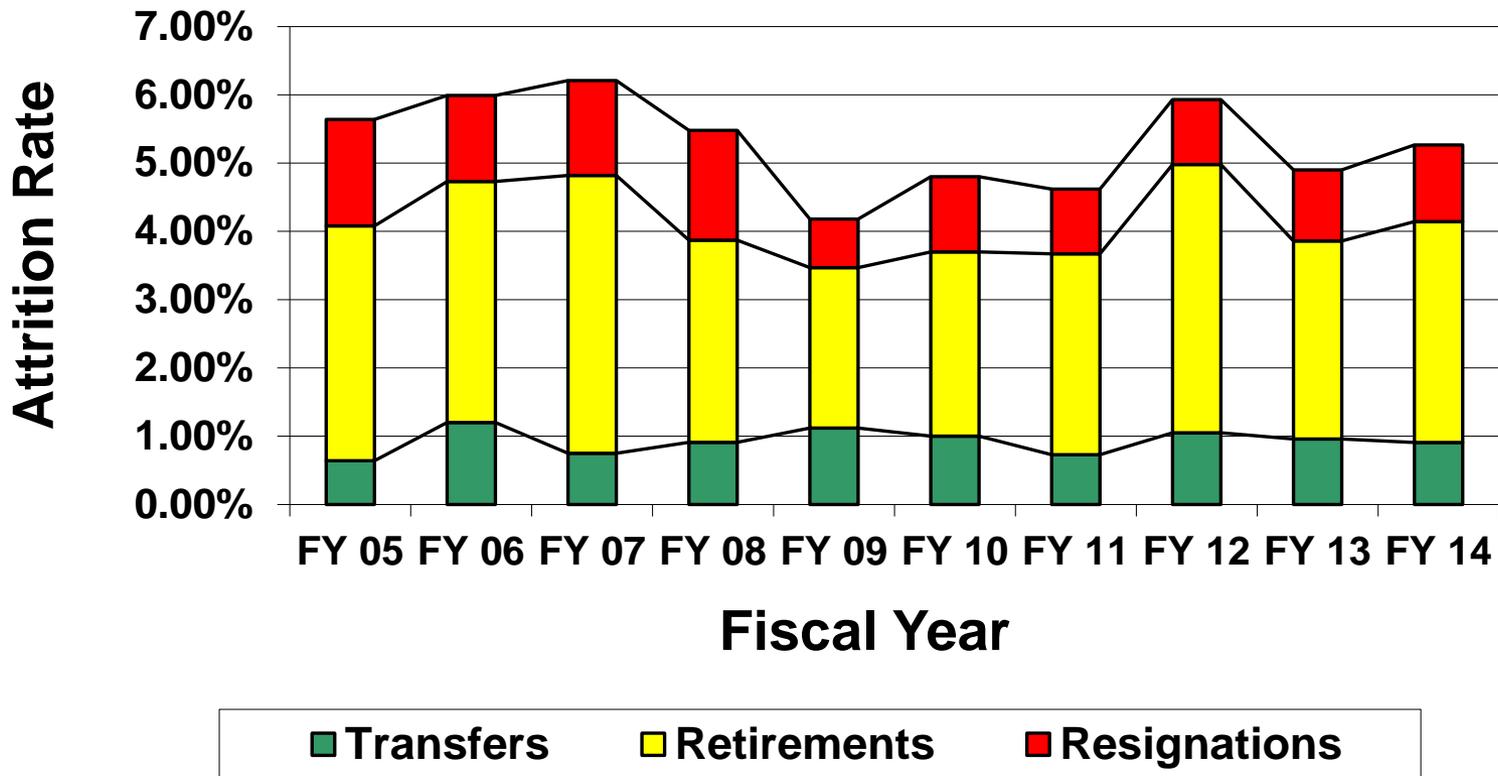
NRC Human Capital Snapshot

Miriam L. Cohen
Chief Human Capital Officer

Permanent Staff On Board



Permanent Attrition by Type



Organizational Readiness for Change

**Jason Lising, Senior Organizational
Development Specialist
Human Resources
Training and Development
Office of the Chief Human Capital
Officer**

Capacity to Adapt

- **NRC has a history of positively responding to change**
- **Our mission has grounded us in the past and it will continue to guide us into the future**
- **Building the capacity to adapt at the individual and organizational levels**

Strengthening our Individual Readiness for Change

- **Leadership at all levels**
- **Building skills that enhance adaptability**
- **Behavior Matters, Phase II**
- **Advances in knowledge management**
- **Enabling staff to succeed**

Strengthening our Organizational Readiness for Change

- **Trust and communication**
- **Organizational development engagements**
- **Expanding leadership capacity**

Shaping the Future Workforce

**Kristin Davis, Branch Chief
Human Resources
Operations and Policy
Office of the Chief Human
Capital Officer**

Strong Human Capital Foundation

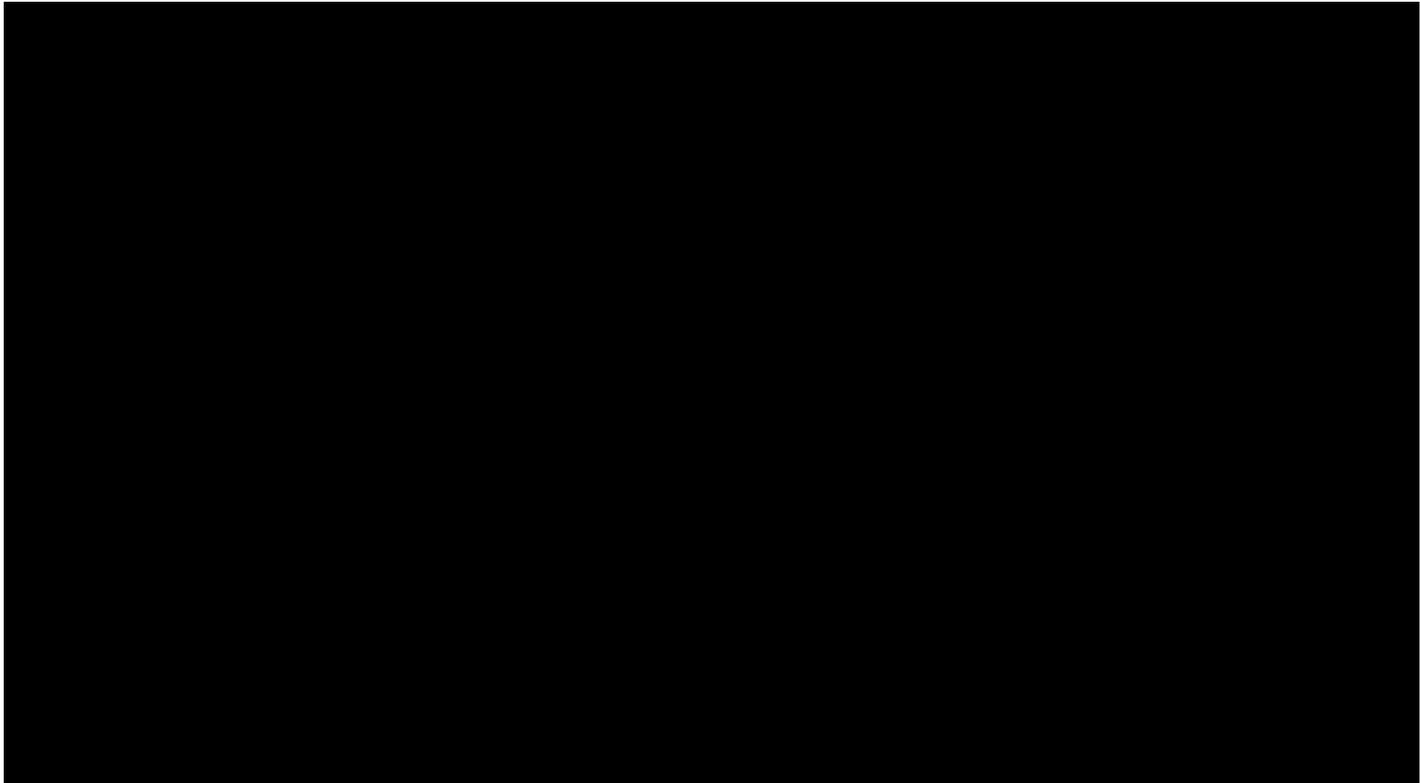
- **Strategies in place to:**
 - **Acquire the right talent**
 - **Invest in our current workforce**
 - **Retain an engaged, mission-focused workforce**

Preparing for the Future

- **Proactive workforce planning will enable us to:**
 - **Identify work priorities**
 - **Determine the optimum workforce of the future**
 - **Identify gaps and surpluses**
- **Aligns with Project Aim 2020**

Transforming Learning to Enhance Employee Agility

**Doug Tharp, Senior Technical
Training Program Specialist
Human Resources Training and
Development
Office of the Chief Human
Capital Officer**



Please refer to <http://video.nrc.gov/> one day after briefing for video footage

Expected Benefits

- **Greater flexibility/agility**
- **Reduced time to competency**
- **Reduced costs (e.g., less travel)**
- **Increased experience through learning**

Proposed Methods

- **Competency modeling**
- **Blended learning**
- **Performance support**
- **Micro-learning**

Micro-Learning Example

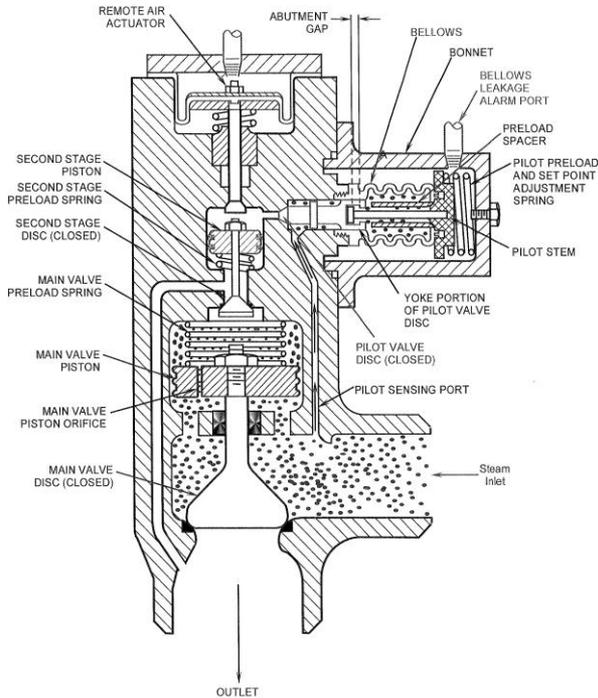
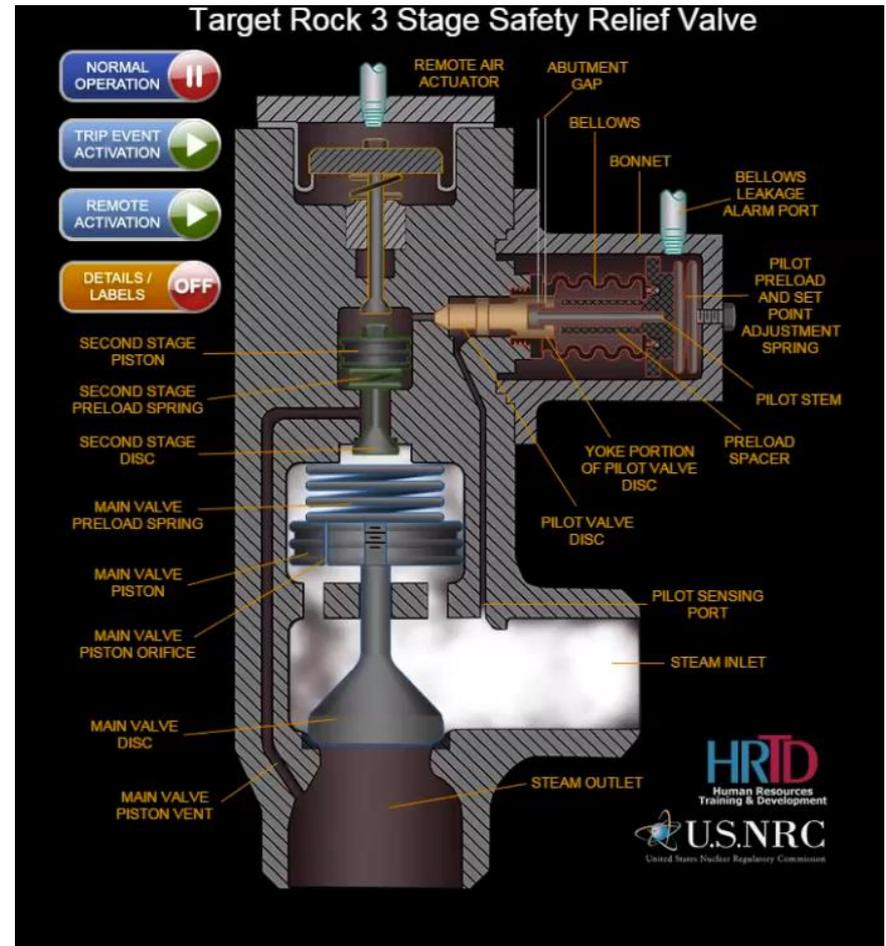
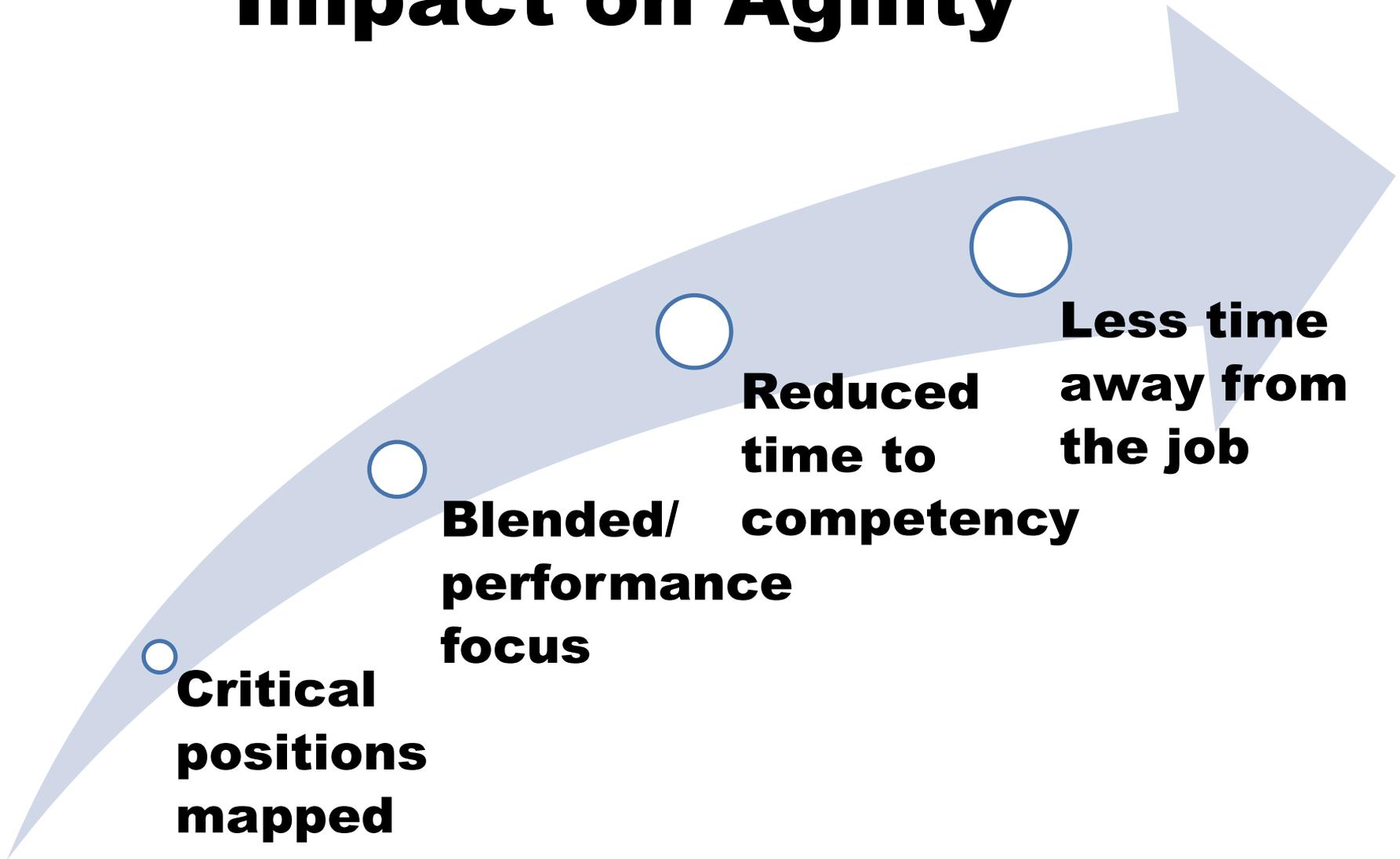


Figure 6.8-3 Three Stage Target Rock SRV (Closed)



Impact on Agility



**Senior Executive Service
Candidate Development
Program Candidate: A
Perspective on the Future**

Pam Baker, Director

**Division of Resource Management
Region I**

A Perspective on the Future

- **Future realities**
- **Change imperative**
- **What is needed in leaders:**
 - **Collaboration: “One NRC”**
 - **Connection: tapping talent**
 - **Catalyst: effecting change**

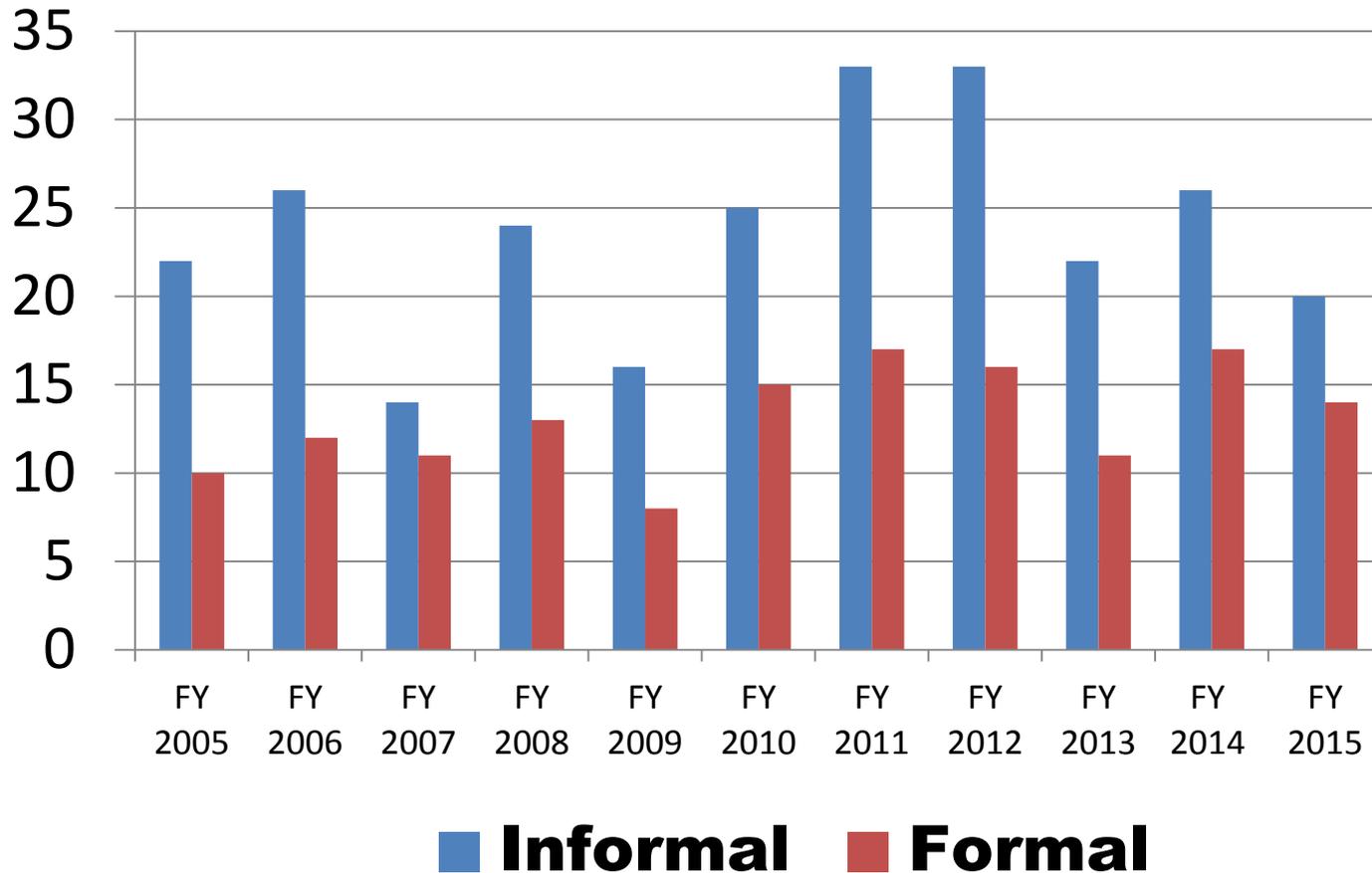
Equal Employment Opportunity & Diversity

**Melody Fopma, Associate Director
Civil Rights and Diversity Directorate
Office of Small Business & Civil Rights**

Equal Employment Opportunity Status

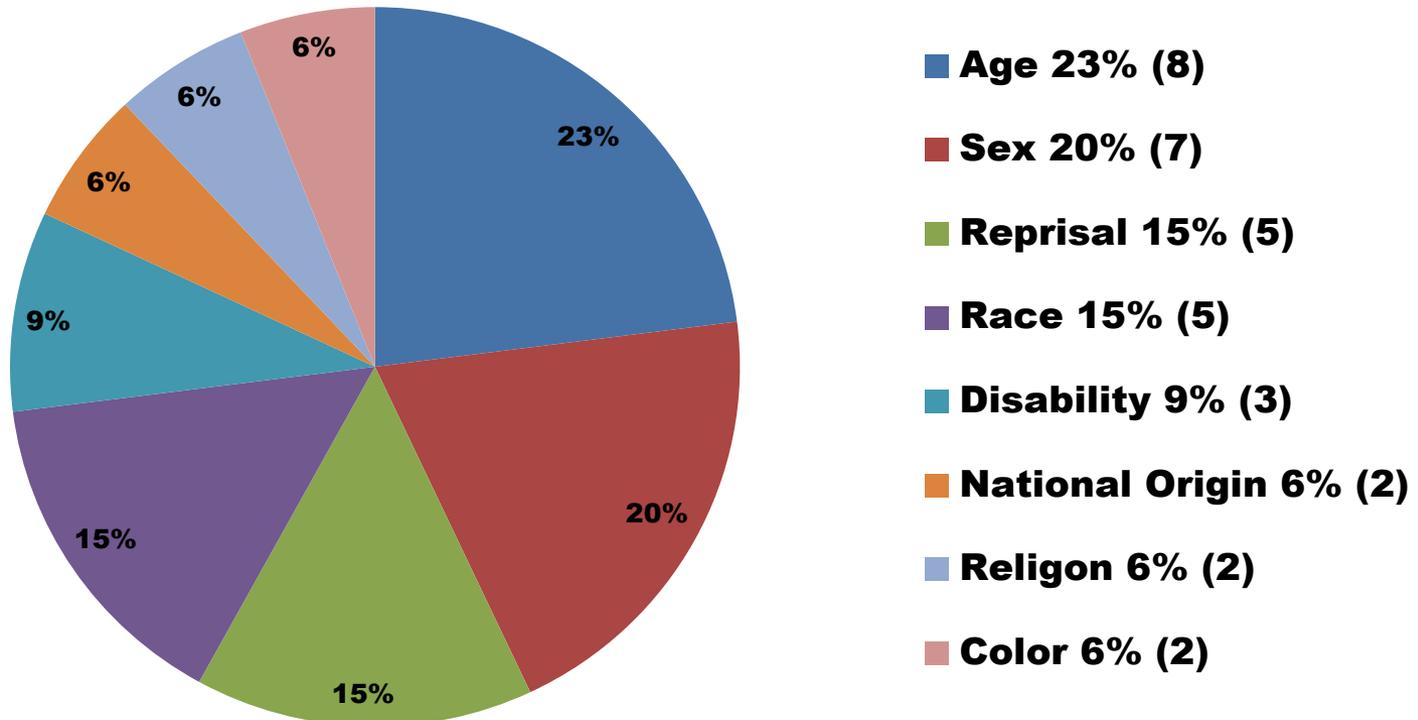
- **EEO complaint statistics and trends**
- **Alternative Dispute Resolution update**
- **EEO training**

All Complaints (Informal and Formal) Filed FY 2005 - FY 2015



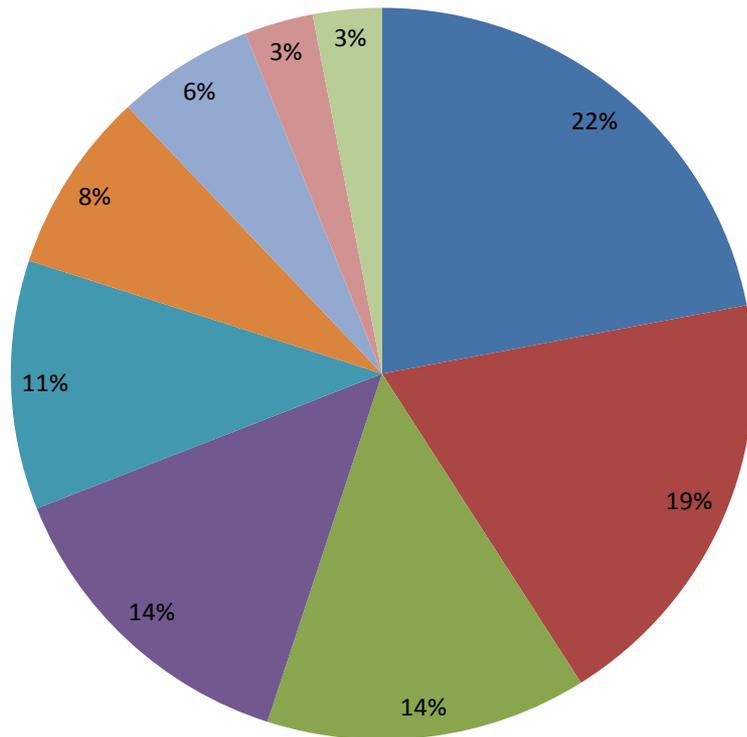
As of May 15, 2015

EEO Complaints Filed During FY 2015 by Bases



As of May 15, 2015

EEO Complaints Filed During FY 2015 by Issues



- Evaluation/ Appraisal 22% (8)**
- Harassment (Non-Sexual) 19% (7)**
- Harassment (Sexual) 14% (5)**
- Promotion/ Non-Selection 14% (5)**
- Assignment of Duties 11% (4)**
- Awards 8% (3)**
- Time and Attendance 6% (2)**
- Training 3% (1)**
- Terms and Conditions 3% (1)**

As of May 15, 2015

Diversity and Inclusion Update

- **Supporting and keeping employees engaged**
- **On-going initiatives**
- **Sharing best practices**

Closing