

EDO Principal Correspondence Control

FROM: DUE: 01/18/01 EDO CONTROL: G20000502  
DOC DT: 10/24/00  
Chairman Meserve FINAL REPLY:

TO:  
Travers

FOR SIGNATURE OF : \*\* GRN \*\* CRC NO:  
Travers, EDO

DESC: ROUTING:  
Maintaining Core Competence

Travers  
Paperiello  
Miraglia  
Norry  
Craig  
Burns/Cyr

DATE: 10/25/00

ASSIGNED TO: CONTACT:  
HR Bird

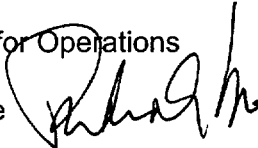
SPECIAL INSTRUCTIONS OR REMARKS:



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D. C. 20555

October 24, 2000

MEMORANDUM TO: William D. Travers,  
Executive Director for Operations

FROM: Richard A. Meserve 

SUBJECT: MAINTAINING CORE COMPETENCE

During my tenure as Chairman, I have become increasingly mindful that the agency faces a significant challenge in maintaining the NRC staff's core scientific, engineering, and technical competencies. Based on the demographics of the current workforce, I am concerned that, over the course of the next decade, the net technical capability of the NRC will decline as a result of the loss of specific expertise through attrition. Although I am aware that the staff is proceeding to address workforce planning issues in the context of the Planning, Budgeting, and Performance Management (PBPM) process, I believe that a more concerted effort under your direction is necessary to ensure that adequate attention is devoted to addressing and resolving core competency issues. Indeed, maintaining our technical competence may be the biggest challenge confronting our agency.

Consequently, I believe that the staff should perform an assessment of the scientific, engineering, and technical core competencies that the NRC needs and propose specific strategies for ensuring that they are maintained. The assessment should consider the NRC's ability to perform all of its technically-based functions.

As a first step in this process, I request that you provide a plan of action to address this issue. The plan should take account of work that has been done in this area in recent years so as to benefit from the lessons to be derived from those experiences. The plan should include a specific proposal for the methods to be used in the assessment and the strategies to be considered to maintain competence. It should include consideration of strategies being employed or developed by other government agencies or other institutions. The plan should be submitted to the Commission by the end of January 2001.

cc: Commissioner Dicus  
Commissioner Diaz  
Commissioner McGaffigan  
Commissioner Merrifield  
OGC  
OCA  
OPA  
SECY  
OIG