

SCHEDULING NOTE

Title: BRIEFING ON HUMAN CAPITAL AND EEO (Public)

Purpose: Provide the Commission an opportunity to hear about human capital activities and an update on EEO.

Scheduled: June 23, 2015
9:00 am

Duration: Approx. 1 hour and 45 minutes

Location: Commissioners' Conference Room, 1st fl OWFN

Participants:

Presentation

NRC Staff

60 mins.*

Michael Weber, Deputy Executive Director for Operations

Miriam Cohen, Chief Human Capital Officer (CHCO)

Jason Lising, Senior Organizational Development Specialist, OCHCO

Kris Davis, Chief, Outreach and Recruitment Branch, Office of the CHCO (OCHCO)

Doug Tharp, Senior Technical Training Program Specialist, Learning Transformation Team, OCHCO

Pam Baker, Director, Division of Resource Management, Region I

Melody Fopma, Associate Director, Affirmative Employment and Diversity Management, Office of Small Business and Civil Rights

Topics:

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

Commission Q & A

40 mins.

Discussion – Wrap-up**5 mins.**

Maria E. Schwartz, Chapter Executive Vice-President and Chief Steward of the National Treasury Employees Union, will be seated in the well. The Chairman will ask for Union remarks as permitted under the formal meeting provisions of the Collective Bargaining Agreement.

*For presentation only and does not include time for Commission Q & A's

**To include discussion of OCHCO-related Project Aim activities

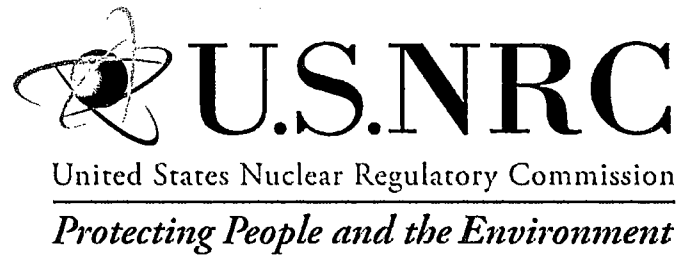
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Commission Briefing on Human Capital and Equal Employment Opportunity

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

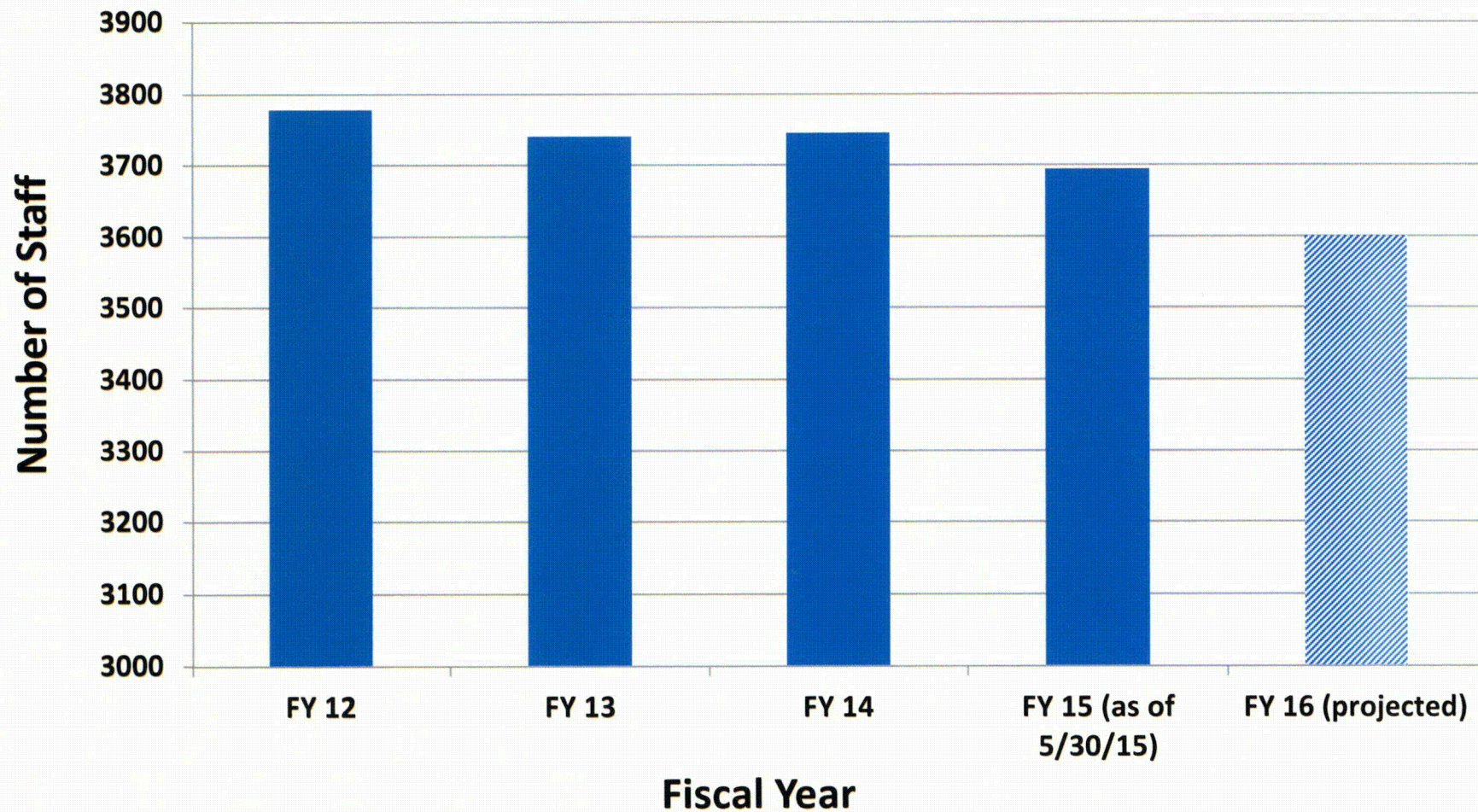
Agenda

- **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**

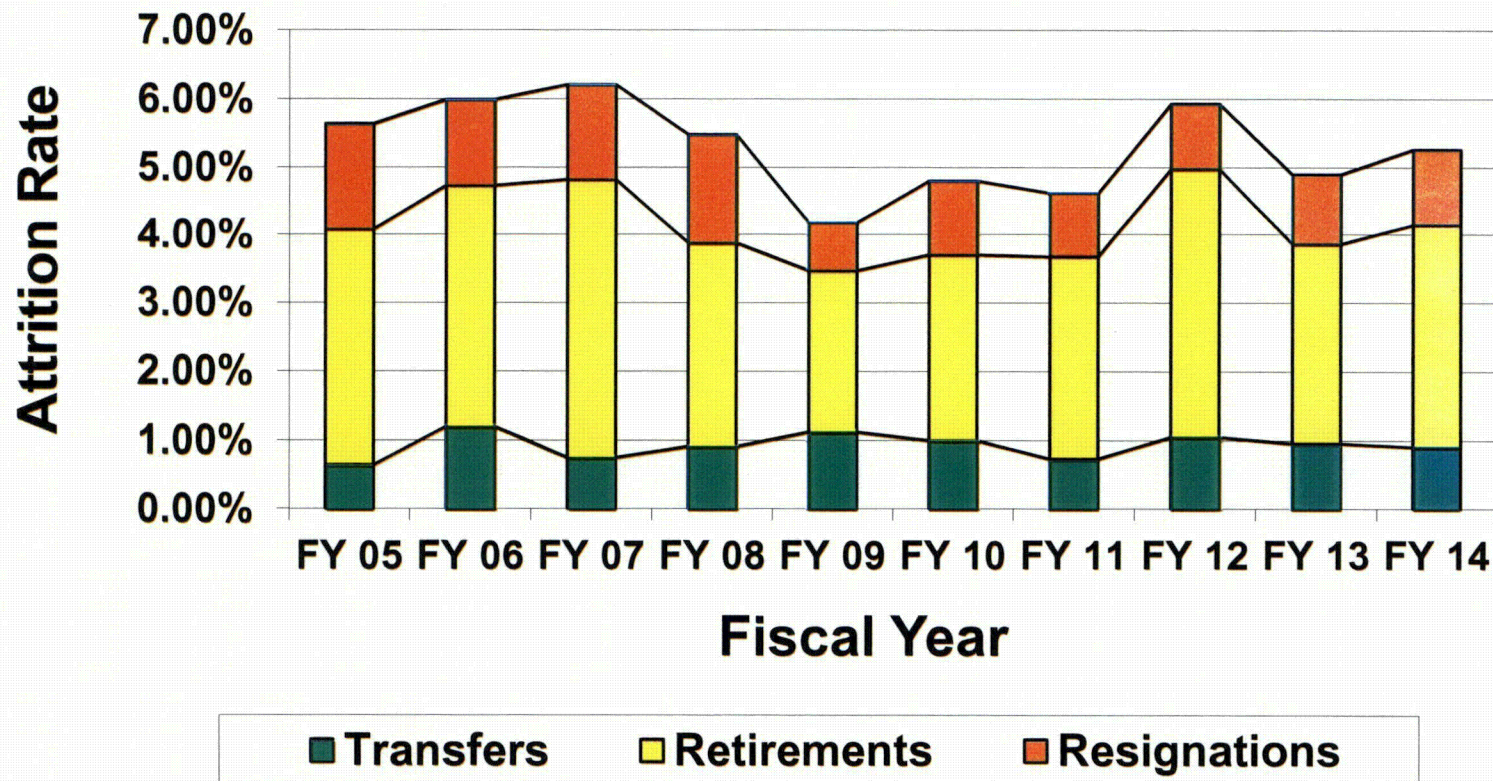
NRC Human Capital Snapshot

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

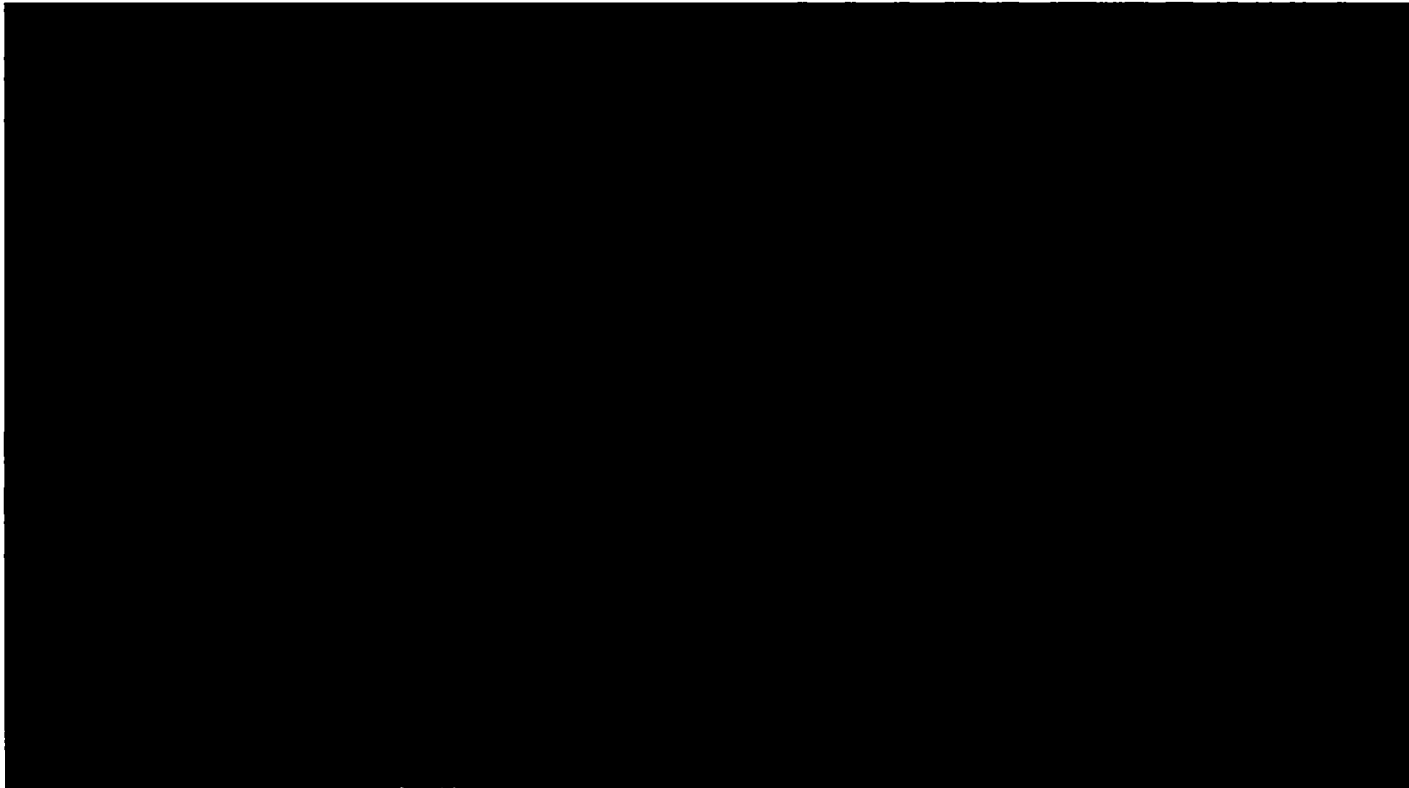
- **Strategies in place to:**
 - **Acquire the right talent**
 - **Invest in our current workforce**
 - **Retain an engaged, mission-focused workforce**

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**



<http://fusion.nrc.gov/ochco/team/training/learningtransform/default.aspx>

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

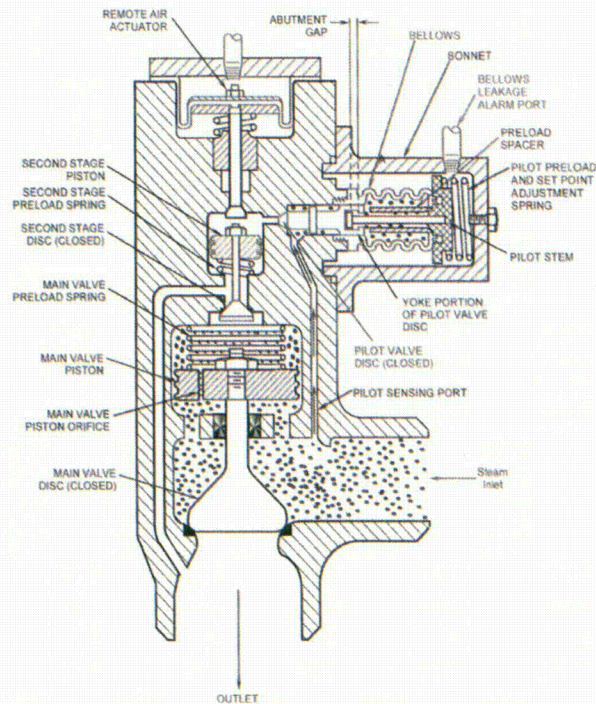
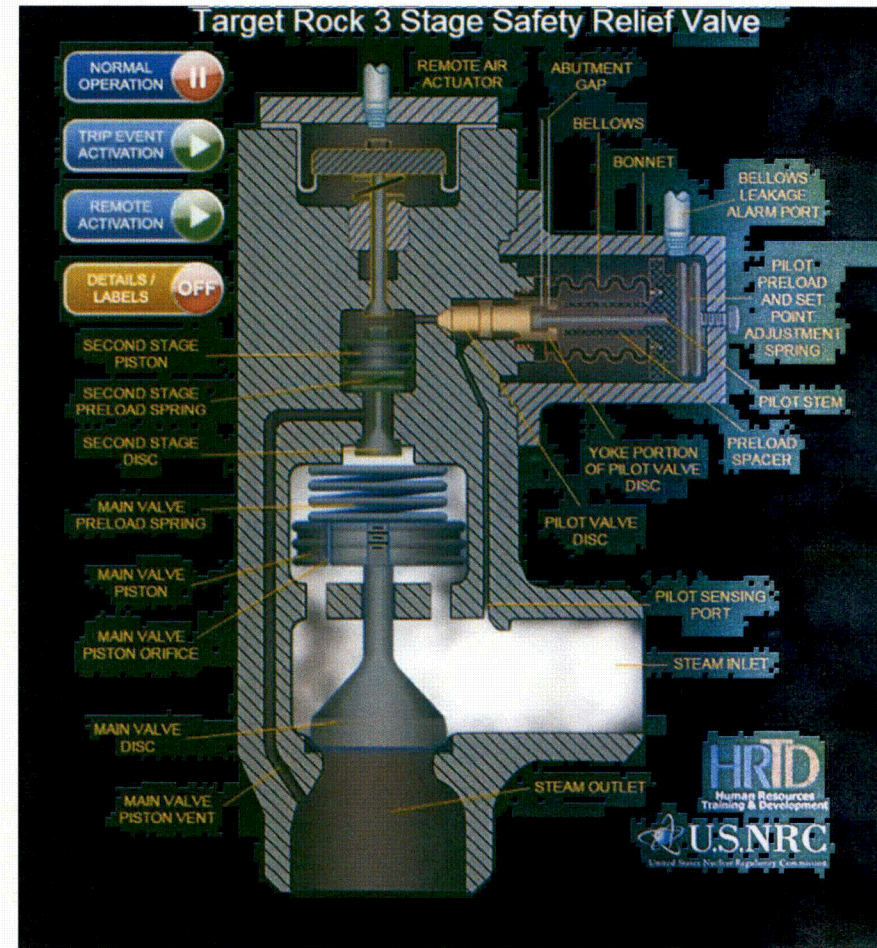
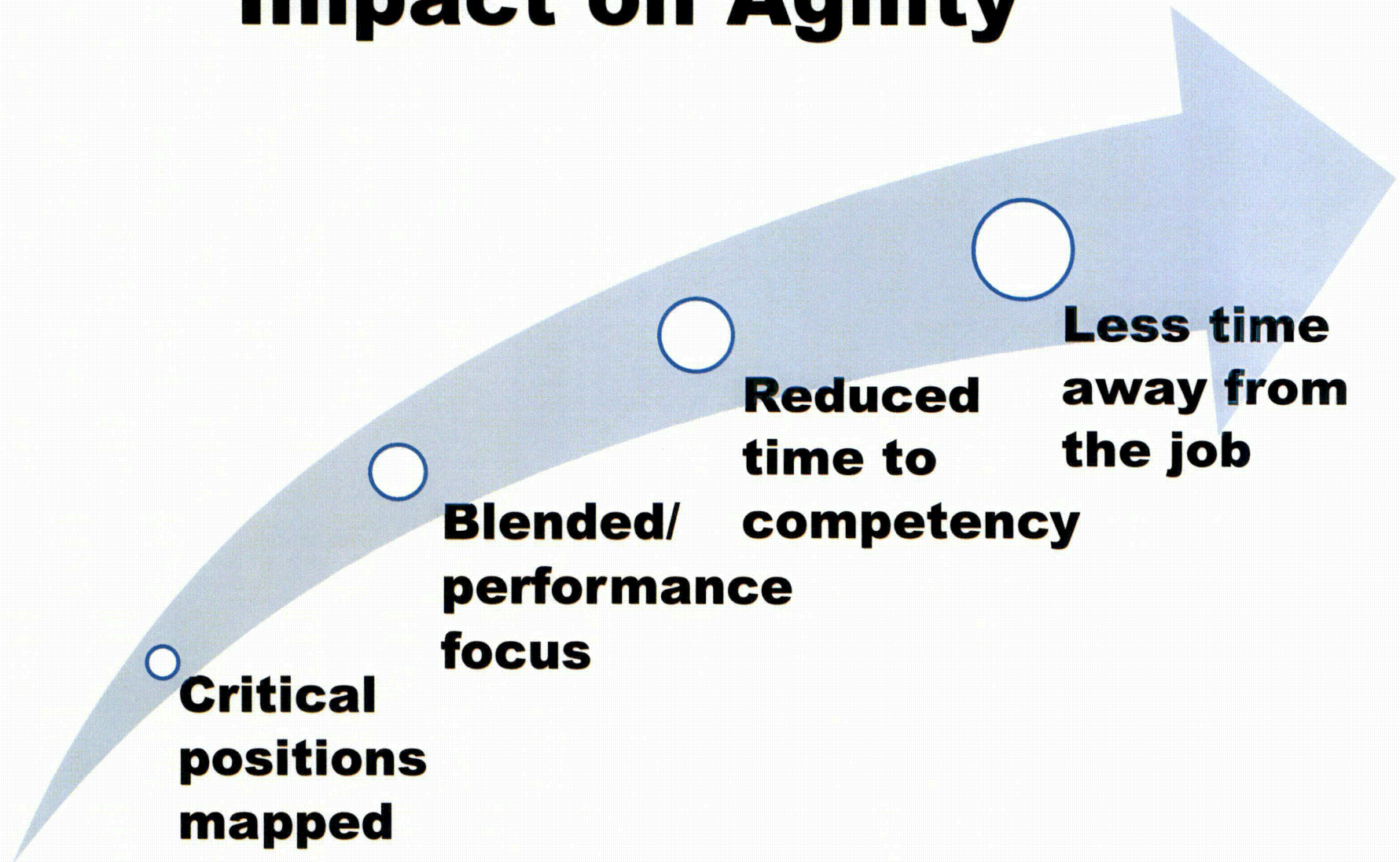


Figure 6.8-3 Three Stage Target Rock SRV (Closed)



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**

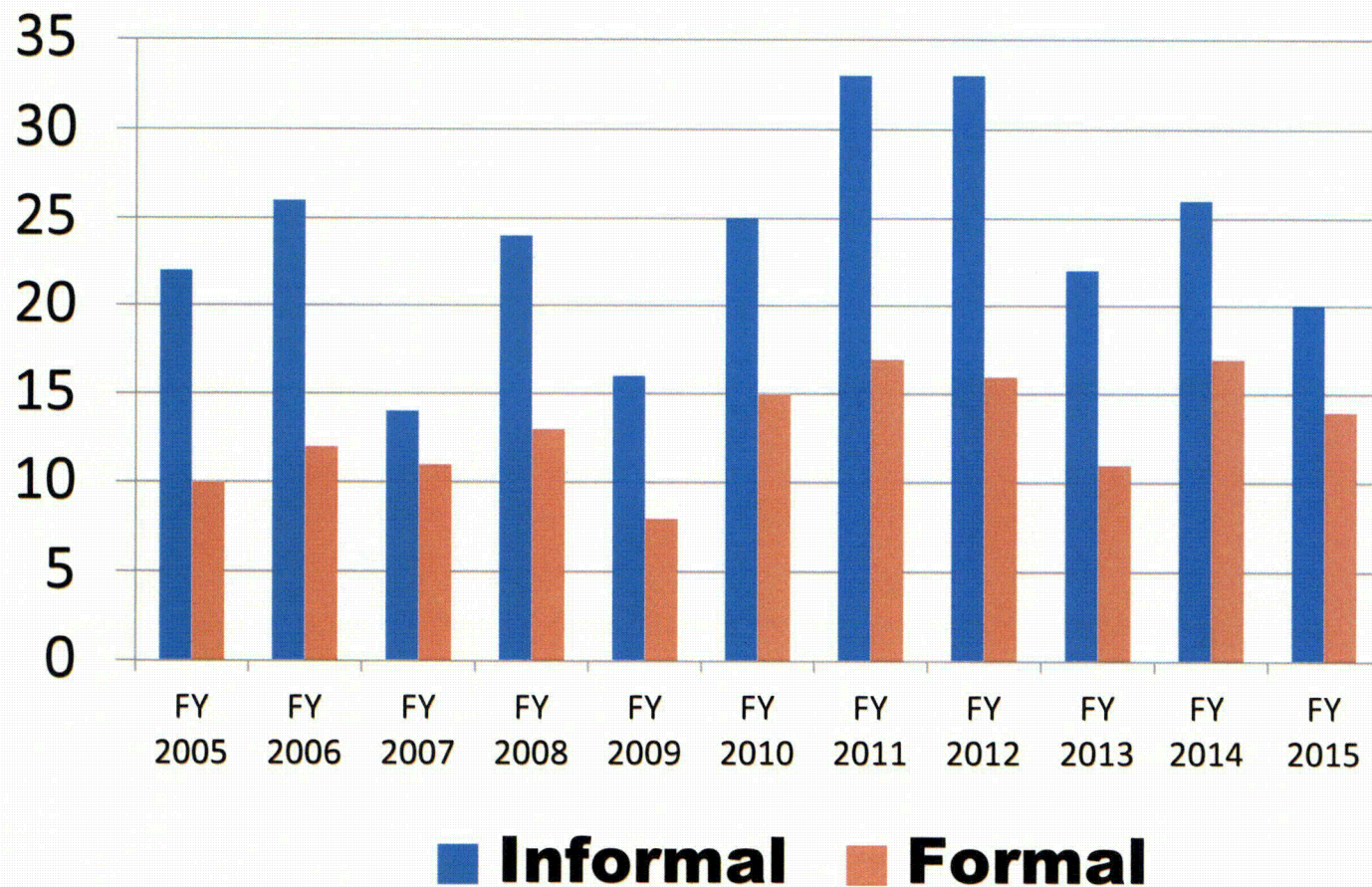
Equal Employment Opportunity & Diversity

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

Equal Employment Opportunity Status

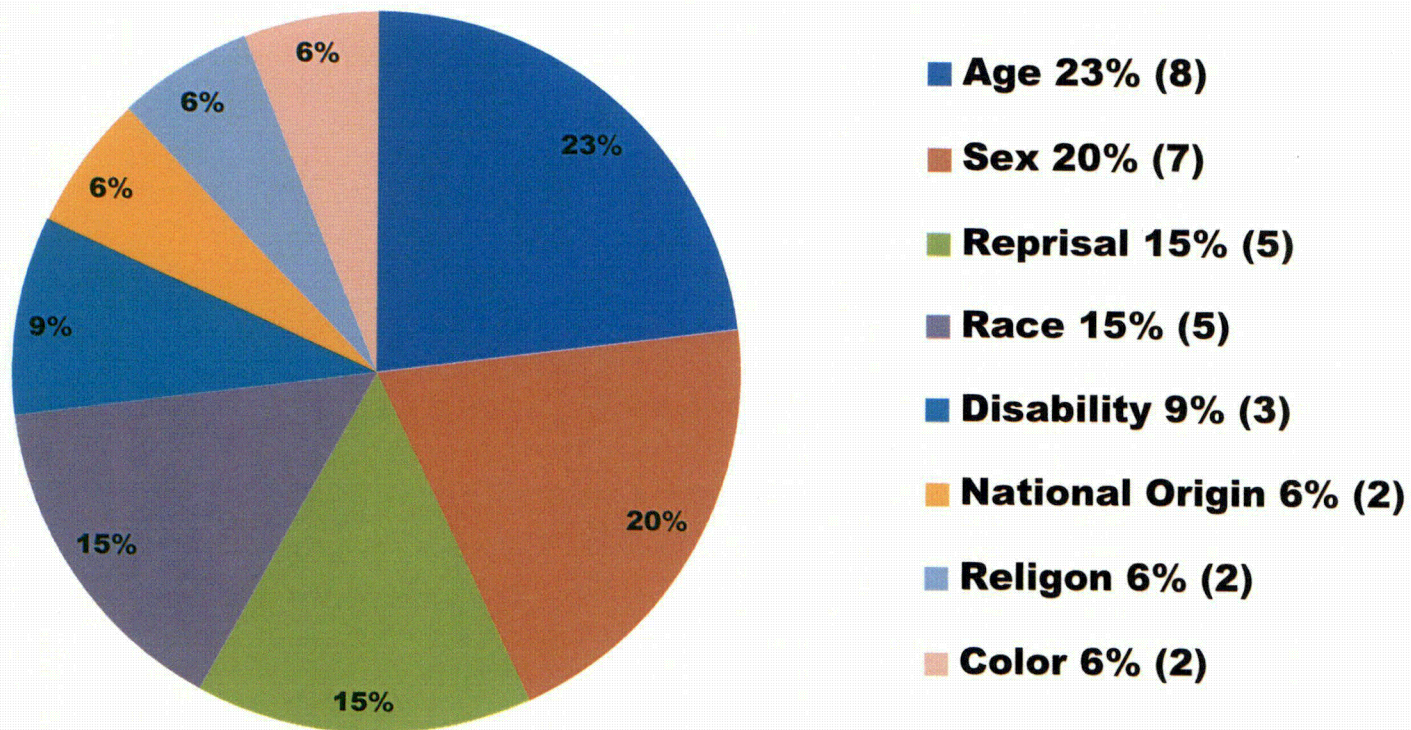
- **EEO complaint statistics and trends**
- **Alternative Dispute Resolution update**
- **EEO training**

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



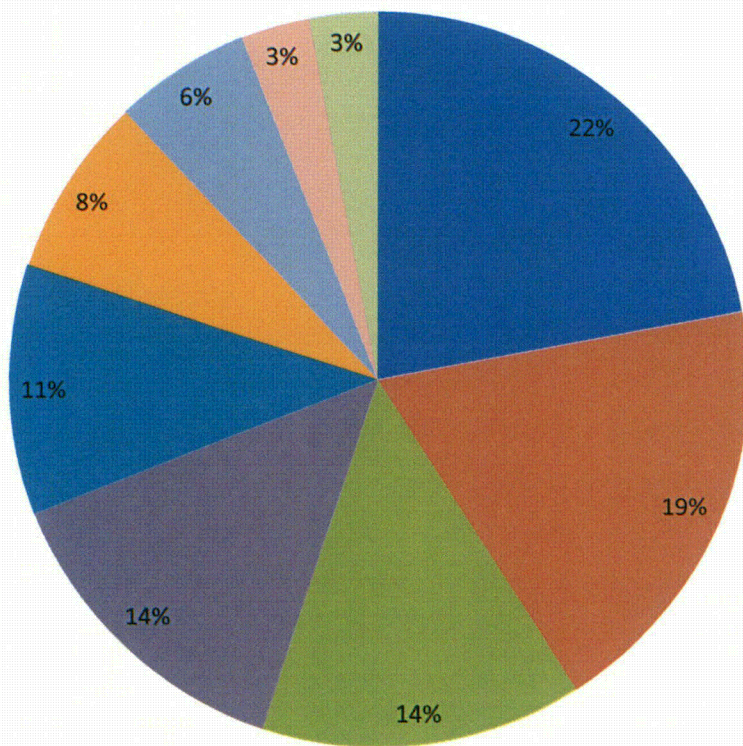
As of May 15, 2015

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