

## **The Nuclear Safety Professional Development Program**

The purpose of the Nuclear Regulatory Commission (NRC) Nuclear Safety Professional Development Program (NSPDP) is to provide entry-level, highly qualified employees an opportunity to become productive, full-performance level NRC employees. The NSPDP is an entry-level recruitment program which places participants into NRC organizations to fill a specific identified role important to the mission of the NRC. Individuals are eligible to apply if their graduation date is no more than two years from the closing date of the NSPDP vacancy announcement. During the program's 18-month duration, participants experience on-the-job training, formal classroom training, and individual study. Participants also must work with a mentor, complete an Individual Development Plan (IDP), and complete one 90-day rotational assignment.

Individuals will enter at the General Grade (GG) 7, GG-9, or GG-11 levels, depending on educational level and work experience. The full performance level of the position is GG-13. Management Directive and Handbook 10.78, which was updated in FY 2014, contains the program requirements and procedures for the program. Management of the NSPDP is centralized in the Office of the Chief Human Capital Officer (OCHCO). An NSPDP manager in OCHCO has responsibility for overseeing all program activity across the agency. Additional areas of responsibility include, but are not limited to, developing, implementing, and evaluating the program components and recommending necessary changes. The NSPDP manager also maintains a high degree of interaction with program participants and their supervisors.

Supervisors of NSPDP participants play an important role. The supervisor provides meaningful work assignments and a work environment that furthers the participant's ability to meet the program objectives and training requirements. Each program participant is required to have an approved IDP. The IDP is reviewed periodically by the participant and supervisor to ensure that it supports the developmental goals of the program and the individual.