

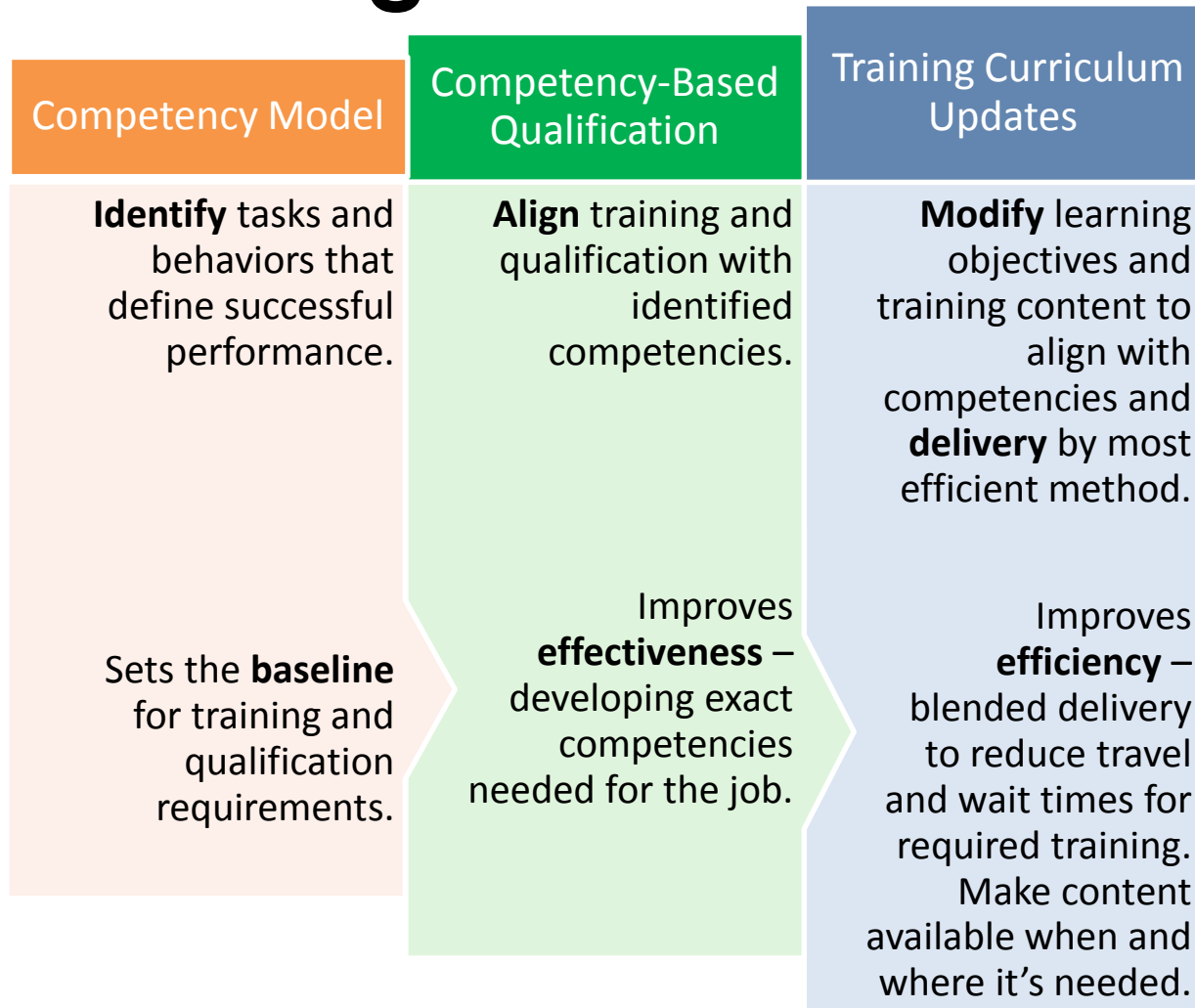


# Update on Competency Modeling and Strategic Workforce Planning

Jennifer Golder,  
Deputy Chief Human Capital Officer



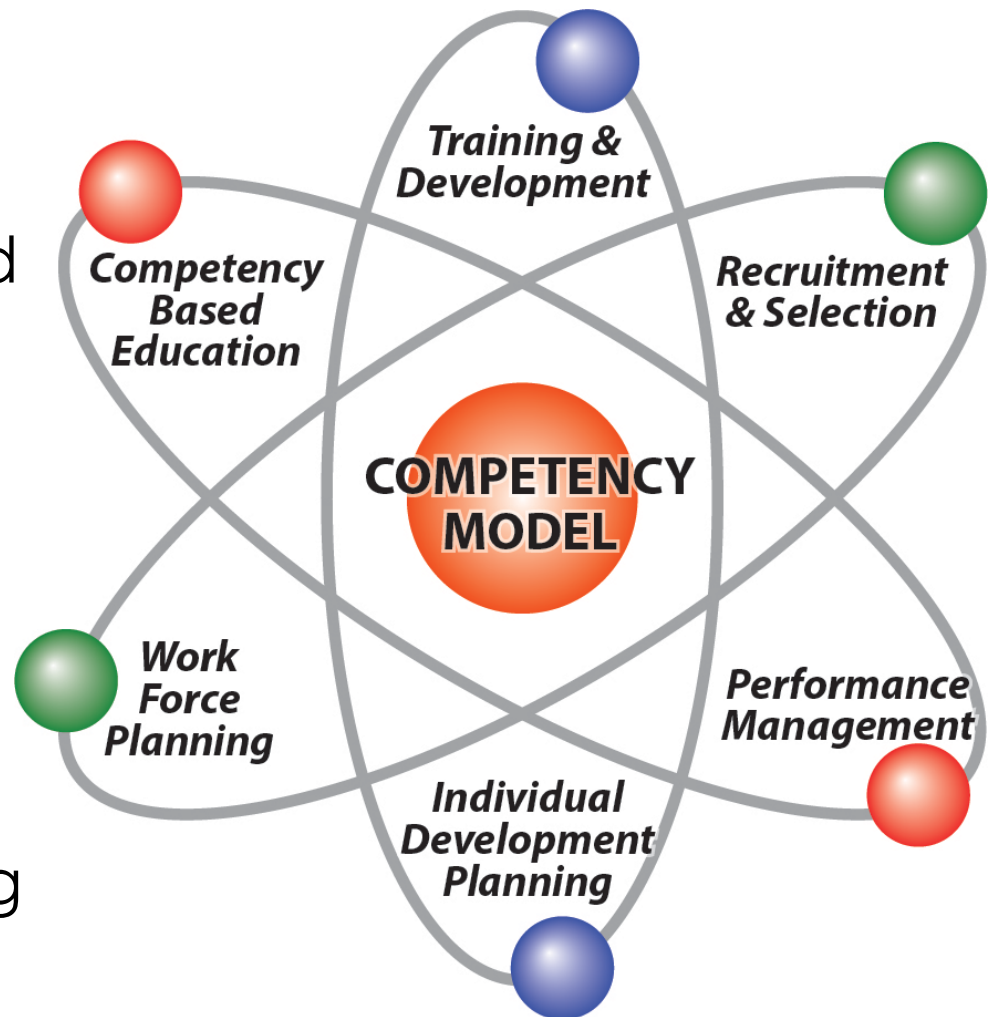
# Gaining Efficiency and Effectiveness through Competency-Based Training and Qualification



# Recognizing Additional Benefits from Competency Modeling

## Organizational Benefits:

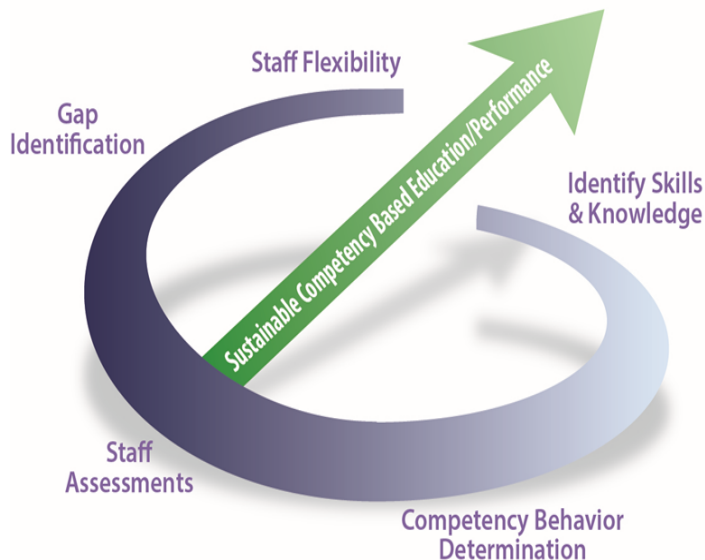
- Competency-Based Qualification
- Individual Development
- Performance Management
- Work Force Planning



# Determining Value and Accelerating Modeling

- Conduct cost and time comparison between traditional and competency based qualification programs
- Identify projected savings

## Business Case for Competency Modeling



## Acceleration of Competency Modeling



- Identify roles/positions to model
- Complete models for most positions by end of FY'19

# Project Accomplishments

## Models Completed

- Reliability and Risk Analyst
- Resident Inspector
- Technical Reviewer
- HP Decommissioning Inspector
- Project Manager
- IT Cyber Security Specialist

## Models Being Developed

- Regional Inspector
- Senior Risk Analyst
- State Liaison Officer
- Allegations/Enforcement Specialist
- Project Engineer
- Operator License Examiner
- Vendor Inspector

## Assessment Tool Users Loaded

- Risk Analysts – 63
- HP Decom Inspector – 18
- Project Managers – 38
- Resident/Senior Residents – 133
- Technical Reviewers – 162

## Competency-Based Qualification (CBQ) Analysis

- HP Decommissioning Inspector – complete
- Resident Inspector – In Progress

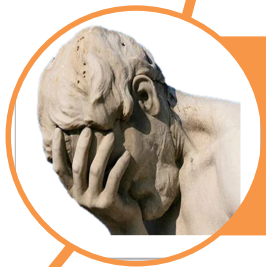
# Learning from Experience



Increased Coordination/Communication

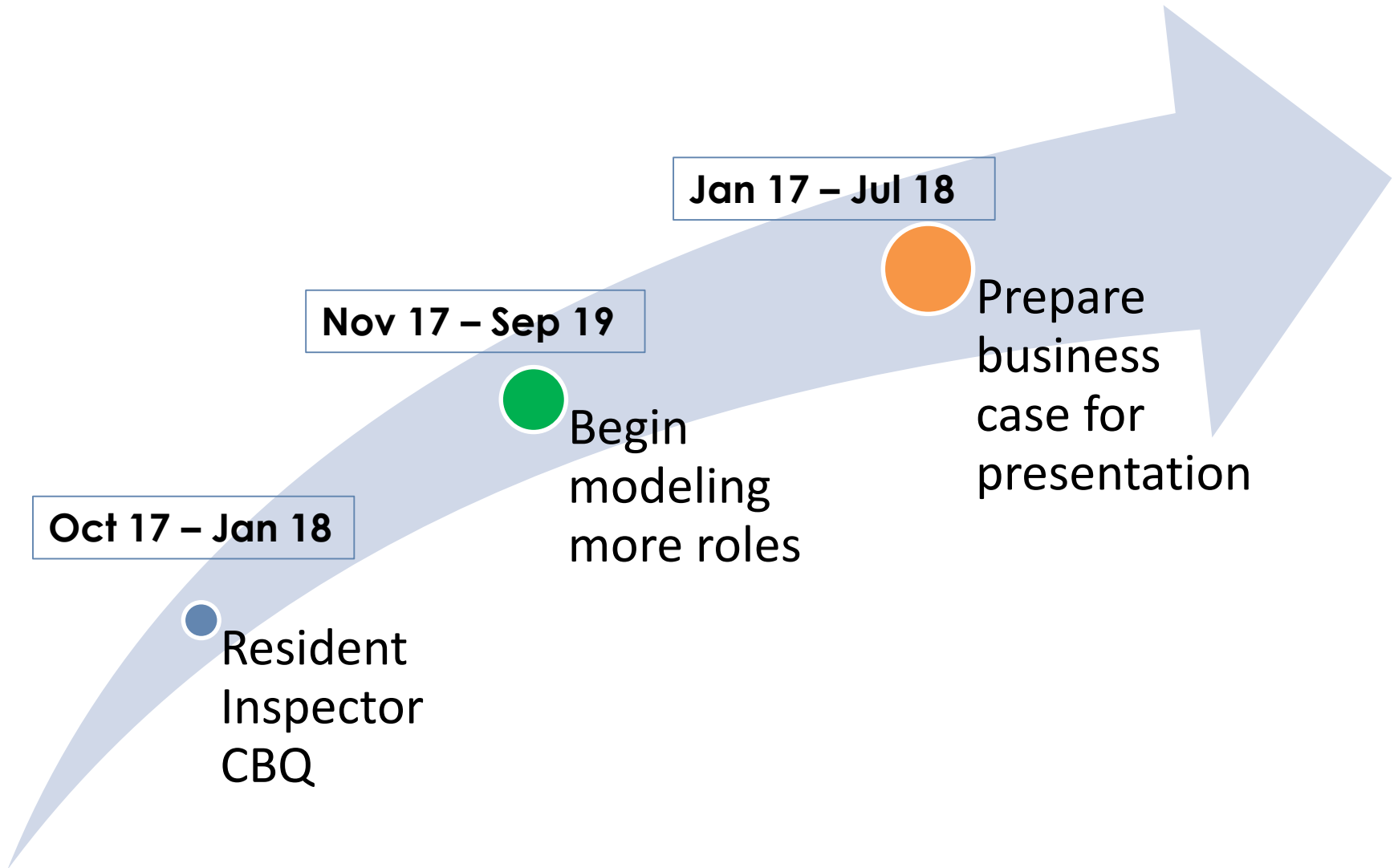


Models Need to Include Specialized Knowledge



Employees Assess Themselves Critically

# Planning for Future Work



# Acronyms

- FY – Fiscal Year
- HP – Health Physics
- IT – Information Technology
- CBQ – Competency-Based Qualification
- REG II – Region II



## **Acronyms (continued)**

- RES – Office of Nuclear Regulatory Research
- SWP – Strategic Workforce Planning
- OCHCO – Office of the Chief Human Capital Officer
- OEDO – Office of the Executive Director for Operations