Presentation Outline

• NRC internal capacity building
• International nuclear safety and security cooperation
NRC Strategic Goals

1. Ensure the Safe and Secure Use of Radioactive Materials
2. Continue to Foster a Healthy Organization
3. Inspire Stakeholder Confidence in the NRC
Continue to Foster a Healthy Organization

• Foster an organizational culture in which the workforce is engaged, adaptable, and receptive to change and makes data-driven and evidence-based decisions.

• Enable the workforce to carry out the agency’s mission by leveraging modern technology, innovation, and knowledge management to support data-driven decisions in an evolving regulatory landscape.

• Attract, develop, and maintain a high-performing, diverse, engaged, and flexible workforce with the skills needed to carry out the NRC’s mission now and in the future.
Workforce Strategies

• Ensure that the agency is an employer of choice
• Ensure that the NRC has a workforce with the right skillsets
• Maintain a high-performing workforce
• Improve knowledge management
• Improve performance and productivity
Workforce Strategies – Contributing Programs and Activities

- Strategic Workforce Planning Process
- Agency Annual Recruiting Plan
- University Champions Program
- Civil Rights Program
- Affirmative Employment and Diversity Management Program
- Federal Equal Opportunity Recruitment Plan
- **Nuclear Regulator Apprenticeship Network**
- Inclusive Diversity Strategic Plan
- Leaders at All Levels Certificate Program
- Aspiring Leaders Certificate Program
- Senior Executive Service Candidate Development Program
- Career Mentor Program
- Supervisor Development Program
- Employee Journey Initiative
Nuclear Regulator Apprenticeship Network (NRAN)

Phase 1
- 15 Weeks
- Onboarding, training, and introduction to the agency

Phase 2
- 3-4 subsequent apprenticeships
- Each 4-6 months long

Placement
- Apprentices continue career as qualified regulators
NRAN Benefits

Targets diversity for a wide range of perspectives on nuclear regulation

Emphasizes the ability for movement throughout the agency and continued challenges throughout career

Sustains the workforce necessary to ensure influx and retention of professional regulators
NRC Employees by Year

![Graph showing the number of NRC employees by year, with a decline in the number of employees from 2016 to 2021, and an estimate for 2022.]
Average Years Past Retirement Eligibility
Major International Programmatic Areas

• Treaty implementation
• Nuclear nonproliferation
• Export-import licensing for nuclear materials and equipment
• International safeguards support and assistance
• International safety and security cooperation and assistance and information exchange
• Cooperative safety research
NRC’s International Cooperation and Assistance Activities

• Bilateral technical exchanges
• Regulatory information sharing
• Personnel exchanges
• Assistance partnerships for regulatory program development
• Participation in, and support of, multilateral cooperation
NRC’s International Assistance Partnerships

• Radiation Sources Regulatory Partnership

• International Regulatory Development Partnership

• Partnership for Uranium Recovery Regulation
International Regulatory Development Partnership (IRDP)

• Assists new or expanding nuclear power programs in developing organizational and programmatic resources for regulatory oversight

• Accomplishes assistance through:
  o In-country workshops that cover the entire process for commissioning a reactor
  o Technical exchanges and consultation on regulatory program planning and development
  o Peer review of regulatory documents
Thank you for your attention!

- USNRC Website: [www.nrc.gov](http://www.nrc.gov)
- USNRC International Regulatory Development Partnership: [irdp-online.org](http://irdp-online.org)
- USNRC Radioactive Sources Regulatory Partnership: [rsrp-online.org](http://rsrp-online.org)