



Competency-Based Workforce Development at U.S. NRC

IAEA International Conference on Human Resource Development
for Introducing and Expanding Nuclear Power Programs

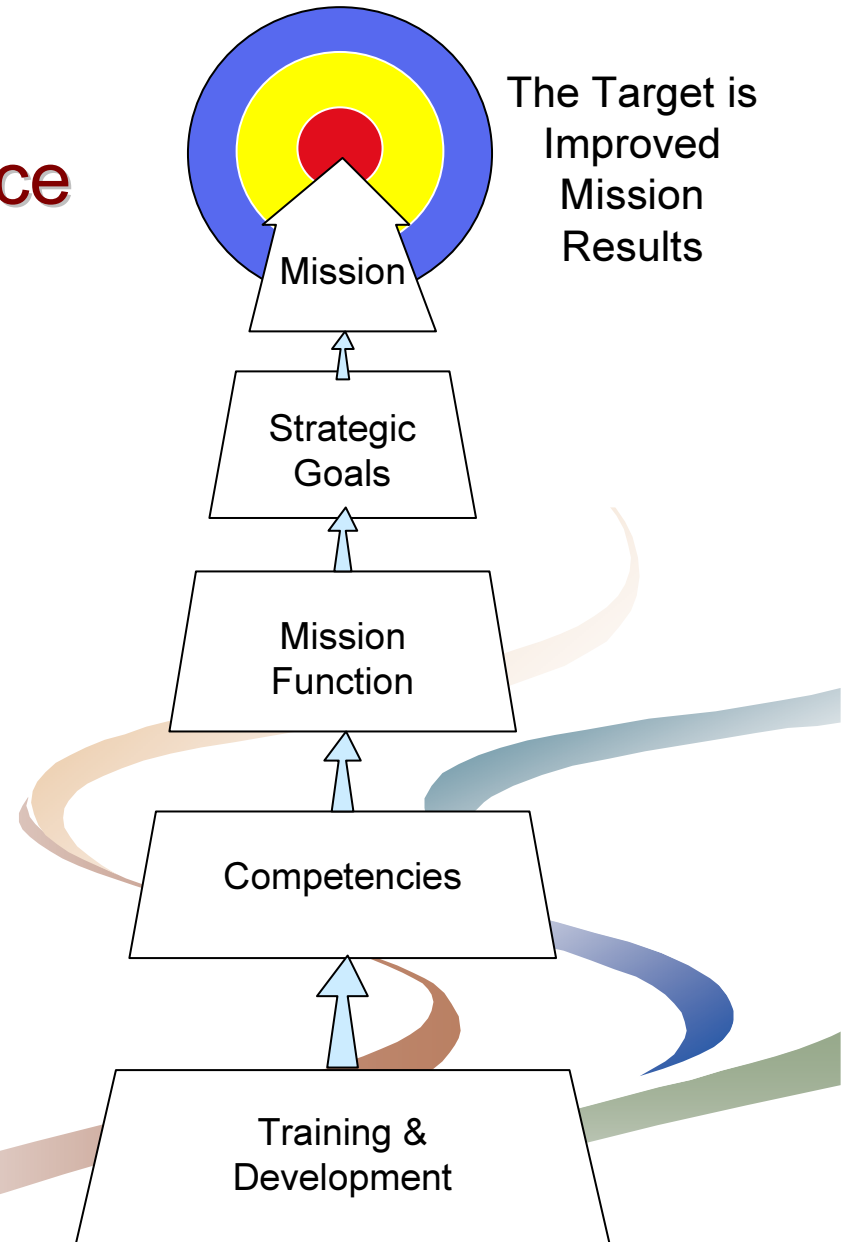
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Competency-Based Workforce Development

Goals:

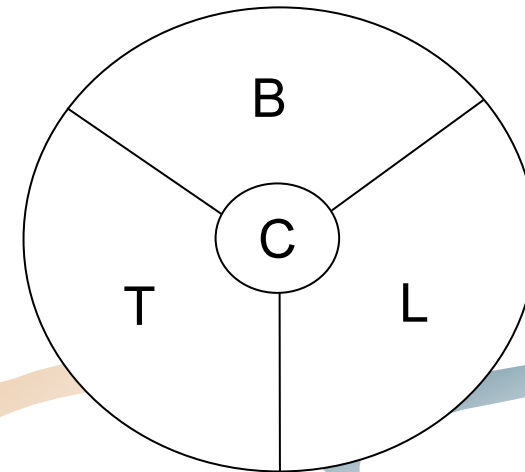
- ⊕ Strategic Line-of-Sight Alignment of Training & Development Programs to the Mission
- ⊕ Improve Effectiveness and Efficiency



NRC Competency Framework

Four Types of Competencies for Every Employee

- C = Core Professional Competencies: e.g.,
 - ✦ Resolving Conflict
 - ✦ Communication Skills
- B = Business Management Competencies: e.g.,
 - ✦ Managing Projects/Programs
 - ✦ Managing a Budget
- L = Leadership Competencies: e.g.,
 - ✦ Strategic Planning
 - ✦ Strategy Execution
 - ✦ Building Partnerships
- T = Technical Competencies
 - ✦ Specific to Role/Function (Inspector, Financial Manager, Supervisor, etc.)

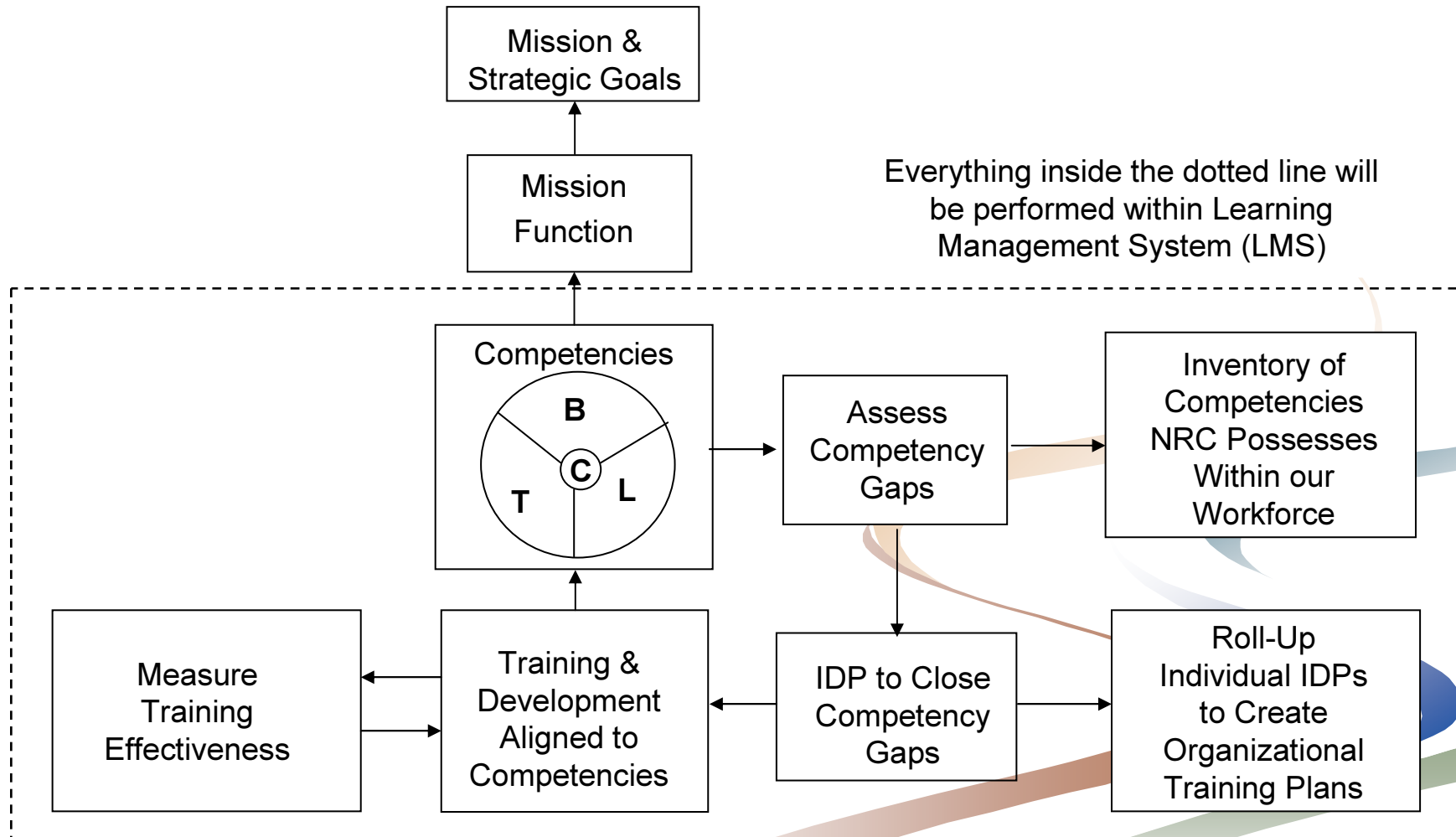


Competency Profile

Technical “T” Competencies for Operating Reactor Inspectors*

- Legal Basis and Regulatory Processes
- Technical Disciplines
 - ⊕ Basic Technologies
 - ⊕ Fundamental Plant Design and Operation
 - ⊕ Specialized Technical Expertise
- Regulatory Practices
- Personal and Interpersonal Effectiveness

Competency-Based Workforce Training & Development System



Contact Information

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