

Oct. 27, 2016

Color Code: Blue  
Due: June 2017

Efficiency Bulletin: 16-18

## NLO/Maintenance and Technical Initial Training Content

Analyze and rebaseline initial training programs and adjust content consistent with relevant standards with a goal of achieving industry standard durations.

**Addressees: Chief nuclear officers and NEI APCs and INPO APCs**

**Issue: TRN-5.2, NLO/Maintenance and Technical Initial Training Duration**

### Summary of Efficiency Opportunity

- Desired end-state—Training content consistent with standards with a targeted reduction of training duration as a means for expediting the training and qualification process.
- Value proposition (vision of excellence)—Reduce the total population or percentage of personnel in training on any given day.
- Why it is important?—Reducing initial training durations for the nonlicensed operator (NLO) and maintenance and technical accredited programs reduces the time to qualify personnel and ultimately provides additional resources to perform other tasks and duties.

### Relevant Standards

- ACAD 15-009, Guidelines for the Training and Qualification of Non-licensed Operators
- ACAD 92-008, Guidelines for the Training and Qualification of Maintenance Personnel
- ACAD 93-008, Guidelines for Training and Qualification of Radiological Technicians
- ACAD 97-012, Guidelines for Training and Qualification of Chemistry Technicians



NUCLEAR ENERGY INSTITUTE

The Nuclear Energy Institute is the nuclear energy industry's policy organization.

This bulletin and additional information about nuclear energy are available at [nei.org](http://nei.org).

**1201 F Street, NW  
Washington, DC 20004  
NEI.org**

## Guidance

Each site has program procedures that describe initial training requirements based on the Academy documents (ACADs) for the specific program. The ACADs describe industry standards for these programs. Sites have varying requirements based on different factors; for example, collective bargaining agreements. Attachment 1 has suggested areas beyond the ACAD standards to pursue in support of reaching the target reduction in content. Each site should review attachment 1 and conduct a gap analysis of their existing programs and the ACAD.

## Recommend Industry Actions

- Perform a gap analysis between the program ACAD and site task list for the NLO, Maintenance and Technical accredited programs to identify and analyze potential inconsistencies with the standards.
- Use attachment 1 to determine if any of the suggested actions apply to each site and implement.

## Change Management Considerations

### *Industry Activities*

- Sites to follow change management process to inform stakeholders of change in initial training programs.

### *Company Actions*

- Plants revise their program processes as a result of the analysis of their programs.

## Report Your Site's Results

Please report your company's implementation of this improvement opportunity, including the date of completion. Send this information, along with your company point of contact, to [EfficiencyBulletin@NEI.org](mailto:EfficiencyBulletin@NEI.org).

## Industry Contacts

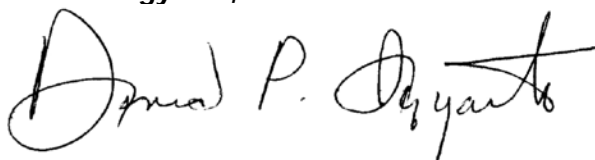
- Industry champion for this issue: Marios Kafantaris, 856-339-2215, [marios.kafantaris@pseg.com](mailto:marios.kafantaris@pseg.com)
- INPO contact: Rusty Shoemaker, 770-644-8960, [ShoemakerEM@INPO.org](mailto:ShoemakerEM@INPO.org)
- NEI contact: Elizabeth McAndrew-Benavides, 202-739-8143, [emb@nei.org](mailto:emb@nei.org)
- On the web: [www.nei.org/bulletin1618](http://www.nei.org/bulletin1618)

## Industry Approval:

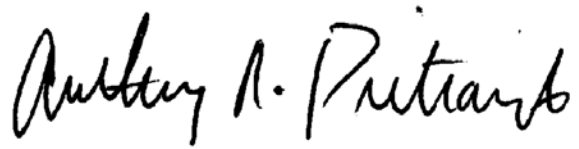
Randall Edington, Arizona Public Service Company, CNO Lead



David P. Igyarto, Institute of Nuclear Power Operations



Anthony R. Pietrangelo, Nuclear Energy Institute

A handwritten signature in black ink that reads "Anthony R. Pietrangelo". The signature is written in a cursive style with a large initial 'A' and 'P'.

Key to Color Codes:

Red: NSIAC initiative – full participation required for viability

Blue: Action expected at all sites, but is not needed for broad industry viability

Green: Utility discretion to implement, consistent with its business environment

## Attachment 1

**All initial training programs are not created equal. There are factors above and beyond the ACAD documents that drive initial training content. Each site should evaluate their site-specific programs against industry documents and internal requirements, such as collective bargaining agreements. Suggested areas for evaluating program content are:**

- Gap present programs and task lists to current ACAD documents. Disposition gaps to determine the following:
  - Should the task be a specialty task
  - Can the task be deleted
  - Can the task be combined with another task
- Review fundamentals training and compare this to the program ACAD documents to ensure material covers what is required. For example, are stations required to teach the entire licensed operator generic fundamentals course to your engineers.
- Review systems training and compare content to the program ACAD documents to ensure material is covering what is required. Are you conducting training to the same level of a licensed operator in your systems classes for engineers or non-licensed operators?
- Evaluate time spent on administrative topics that could be learned on the job and outside of the formal training program, such as how to write a condition report.
- Evaluate how much credit is being given for the Nuclear Uniform Curriculum Program, military experience, and other related industrial or power plant experience. Examples include fundamentals and industrial safety topics.
- Evaluate the use of standalone Human Performance topics. Can they be combined or can the duration of the classes be reduced?
- Review tasks designated for OJT/TPE and evaluate the need to use this as an evaluation method; for example, performing calculations.
- Evaluate the process for granting waivers and exceptions to ensure maximum credit is being granted for experience, completion of an equivalent apprenticeship program, or completion of secondary education. For example, grant training credit for a journeyman pipefitter and possibly administer a core set of evaluations to ensure proficiency. Consider conducting different tracks based on the class make-up and experience.
- Evaluate whether the EPRI STEs can be used as an option to grant qualifications.
- Evaluate adopting ANSI 3.5-2014 Standard for the training and qualification of personnel.
- Evaluate the use of a graded approach to technical training of non-licensed operators that matches the depth of the training to the safety significance of the equipment and/or systems.