Indian Point 2

Training Department

2001 Business Plan

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Submitted: Deirdre Murphy Date: 12/12/00

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Approved: J. Baumstark Date: 12/12/00

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1. Business Plan Summary

Nuclear Training Department

OVERVIEW: Nuclear Training fully supports the station Vision that "WE are a world-class nuclear operator. WE successfully exhibit the behaviors and promote values that will allow us to produce electricity safely and reliably-today and in a more competitive future". To accomplish this vision, Nuclear Training has adopted the vision of "Your success is our business". Our mission to support the vision of both the station and the training department is the "Ensure success by improving knowledge, skills and abilities through the systematic approach to training (SAT) as measured by safe and cost-effective station performance".

As nuclear professionals, each of us within the Nuclear Training department are fully accountable for implementation of the systematic approach to training, and for the implementation of effective and safe work practices. All personnel have adopted a **"200 percent accountability"** attitude to ensure that both the station and department goals are realized. In order to perform our role, we must take full ownership in the training programs and provide full support of line management in their ownership of the qualification of personnel. While training and qualification is a shared responsibility between line and training personnel, full 200 percent accountability must continuously be demonstrated to ensure continuous improvement of the station. Challenges/Barriers are:

- Completion of training facilities upgrades.
- Potentially insufficient manpower resources to fully support identified plant training and qualification needs.
- Streamline training processes to ensure ease of use by line and training personnel.
- Ensuring a comprehensive business plan-implementing plan is in place to control work activities and identify needed resources.
- Implement and maintain a fully functional training action tracking system to support the training work management.

SPECIFIC BARRIERS AND CHALLENGES INCLUDE:

TECHNICALLY ACCURATE MATERIAL

- Lack of consistent, controlled materials from plant
- INPO website newsgroups do not work on all PC's
- Not getting external information (such as part 21's) to training
- Slow turnarounds on technical reviews from plant
- No Unit 1 controlled information

EFFECTIVE USE OF TRAINING AIDS AND PROPS

- List of available aids/props (we don't know what we have)
- Catalogued, easily retrievable photograph/video library
- Great materials (general)
- Operations training objectives are too generic
- Knowledge of how to use taskmaster and weak procedural guidance

ACCURATE AND DISCRIMINATING EXAMINATIONS

- Lack of knowledge on writing higher order questions
- Lack of objectives supporting higher order objectives
- Weak on how to build a sample plan
- We don't have a validated exam bank

GREAT FACILITIES

- Roof leaks in maintenance training center
- Inadequate office space for all instructors
- Lack of computers
- Separate noisy copiers, secretaries and managers from instructor area to lower noise level and reduce

distractions

- Video capability in simulator de-brief room
- Inadequate copies and control of student reference materials in classroom (procedures, etc.)
- Metaphase on all PC's including classrooms
- Chemistry and support organization procedure copies
- Prints in the classroom
- Classroom lighting doesn't support PowerPoint
- Inadequate number of classrooms
- Shortages of stationary supplies (highlighters, paper)
- Control of our technical references and a place to keep them (library control)

GOALS:

- Develop, revise, and maintain curriculum through the use of curriculum review committee feedback and subject matter experts that result in improved human performance.
- Implement approved training materials.
- Develop, revise, and maintain non-accredited training programs.
- Maintain accurate training and qualification records.
- Perform a systematic evaluation of training effectiveness utilizing self-assessment, peer review, line and student feedback and benchmarking.
- Each instructor has a thorough knowledge of instructional techniques and uses them to motivate learning during in-plant, classroom, laboratory and simulator training.
- Continue implementation of a benchmarking strategy to gather and implement industry best practices while developing our staff.
- Each instructor is recognized by plant supervision and management as a change agent to improve plant performance. Use operating experience (both internal and external) whenever possible to improve station performance.
- Maintain our station training procedures using the systematic approach to training process as the backbone.
- Perform customer satisfaction surveys to gauge our performance.
- Each line supervisor and manager has a working knowledge of the systematic approach to training, and uses it to improve workgroup performance.
- Maintain a five-year business plan that includes our mission, vision, schedule, and budget.

These department goals support the following IP2 Company Plans:

- ♦ Provide a workplace that allows employees to reach their full potential
- ♦ Operate the plant within the O&M and capital budgets.
- ♦ Support the safe operation of the plant at 95% capacity or greater during non-outage.
- ♦ Support station initiatives to become a "World Class" energy producer.

EXPECTED 2000 RESULTS:

- Fully accredited training programs by National Nuclear Accrediting Board.
- Support of plant training and qualification needs within the scope of available resources.
- Trained, respected, and qualified instructional staff.
- Ongoing identification of potential training problems using existing evaluation processes.
- Developed and maintained project plans used to implement continuous improvement initiatives.
- Ongoing support of external industry groups such as MANTG and INPO.
- Improved integration of plant change actions such as procedure changes, plant modifications, and operating experience into existing training programs.

2. Action Plans: Nuclear Training Department

ISSUE: Develop/Revise Training Materials				
GOAL	**ACTIONS**	**OWNER**	**FINISH DATE**	**STATUS**
Develop, revise, and maintain curriculum through the use of curriculum review committee feedback and subject matter experts that result in improved human performance.	Review and revise the initial instructor skills training course prior to implementation.	Vehec	3-31-01	
	Develop instructor continuing training to support training scheduled as identified by the instructor curriculum review committee/combined program review committee	Vehec	12-31-01	
	Develop examination banks for each of the accredited programs. Input examination questions into the approved examination database.	Nichols, Vogle, Vehec	7-31-01	
	Review and revise/upgrade the General Employee Training Computer-Based Training program from DOS to Windows and update content.	Vogle	12-31-01	
	Develop Continuing Training for Radiation Protection Personnel	Vogle	12-31-01	
	Develop Continuing Training for Instrument and Controls Personnel.	Vogle	12-31-01	
	Develop Continuing Training for Chemistry Personnel.	Vogle	12-31-01	
	Develop Continuing Training for Maintenance Personnel.	Vogle	12-31-01	
	Develop Continuing Training for Engineering Support Personnel.	Vogle	12-31-01	
	Develop training material for al the following specialty training courses: Woodward Governor, Protective Relays, Nuclear Instrumentation, Reactor Vessel Level Indicating System, Rod Position Indicators	Vogle	12-31-01	
	Develop Training in Maintenance Specialty areas as identified by the Curriculum Review Committee for Maintenance, Chemistry & Rad Protection.	Vogle	12-31-01	
	Develop a combined SRO Certification and Watch Engineer Certification Program.	Nichols/Dziadik	01-31-01	
	Upgrade operations lesson materials to support increasing the level of knowledge and skills of operations. To include: Review/revise lesson objectives from generic to position-specific Develop higher cognitive level objectives for all operating job positions Revise lesson materials to support revised/new objectives Develop student handouts to support new lesson materials Revise PowerPoint presentations Develop five test questions per lesson objectives	Nichols	12-31-01	
	Review and upgrade the job/task analysis with current reference information.	Nichols	12-31-01	

ISSUE: Implement Scheduled Accredited Training				
GOAL	**ACTIONS**	**OWNER**	**FINISH DATE**	**STATUS**
Implement approved training materials on schedule.	Conduct training for Phase I and Phase II of Radiation Protection Program.	Vogle	06-30-01	
	Conduct training for General Utility Workers for Maintenance	Vogle	06-30-01	
	Conduct training for Mechanic "B" for Maintenance personnel	Vogle	11-15-01	
	Conduct training for Diesel Generators for Maintenance personnel	Vogle	06-30-01	
	Conduct training for Phase I and Phase II for the Supervisor training program.	Vogle	09-15-01	
	Conduct initial training for Instrument and Control Technicians	Vogle	12-31-01	
	Conduct Position-specific continuing training for Engineering Support Personnel.	Vogle	12-31-01	
	Conduct specific continuing training for Supervisor Personnel.	Vogle	12-31-01	
	Provide a minimum of 32 hours of continuing training for the following disciplines: Instrument and Control, Maintenance, Chemistry, Radiation Protection, Engineering Support Personnel	Vogle	12-31-01	
	Complete Initial License Class • Complete scheduled training • Develop and implement Audit Examination • Develop and implement NRC Examination	Nichols/ Dziadik Libby Libby	05-31-01 06-30-01 07-31-01	
	Complete the combined SRO certification and watch engineer certification program	Nichols/ Dziadik	08-31-01	
	Provide Nuclear Plant Operator new hire training program	Nichols/Linder	09-30-01	
	Deliver Nuclear Plant Operator Nuclear and Conventional training course	Nichols/Linder	03-31-01	
	Deliver 2001 Licensed Operator Continuing training	Nichols/ Dziadik	12-31-01	
	Deliver 2001 Nuclear Plant Operator Continuing training.	Nichols/Linder	12-31-01	

ISSUE: Develop, Revise, and Implement Non-Accredited Training Programs				
GOAL	**ACTIONS**	**OWNER**	**FINISH DATE**	**STATUS**
Develop, revise, and maintain non-accredited training programs as necessary to improve station activities.	Develop and implement a training program for the Computer Applications section.	Vogle	12-31-01	
	Develop and implement a training program for the Maintenance and Instrument and Control Planners	Vogle	12-31-01	
	Develop and implement a training program for the Project Manager and Work Control.	Vogle	12-31-01	
	Support the development and implementation of the Emergency Plan Training Program	Vogle	12-31-01	
	Develop and implement as needed and EH&S training program for the site.	Vogle	12-31-01	
	Implement a training program for Test and Performance Personnel.	Vogle	12-31-01	
	Develop and Implement a training program for Quality Assurance Personnel.	Vogle	12-31-01	
	Develop and implement a training program for Nuclear Environmental Technicians	Vogle	12-31-01	
	Provide Fire Brigade training to maintain qualification of Fire Brigade personnel.	Nichols/ Stroppel	12-31-01	
	Provide training for the condition reporting system	Vogle	12-31-01	
ISSUE: Training Records				
GOAL	**ACTIONS**	**OWNER**	**FINISH DATE**	**STATUS**
Maintain accurate training and qualification records.	Provide record-keeping support to operations training and Tech/Skills training sections. One individual is required for each section.	Vehec	12-31-01	
	Develop a 2002 Training Schedule for all disciplines	All	08-31-01	
	Develop/implement/maintain the Registration system and the primary record-keeping database.	Vehec	12-31-01	

ISSUE: Systematic Evaluation of Training Effectiveness				
Perform a systematic evaluation of training effectiveness utilizing self-assessment, peer review, line and student feedback and benchmarking.	Implement the five-year Evaluation schedule for Nuclear Training. Activities for FY2001 include: • Instructor Evaluations for each instructor in each training setting they are qualified to instruct. • Post-Training Evaluations for each training program • Program Evaluations as scheduled • Operations Training Comprehensive Self-Evaluation • GET/Plant Access Program Assessment • Support of Annual QA Training Assessment • Additional Evaluations as needed	Vehec	12-31-01	
ISSUE: Instructor Initial/Continuing Training				
Ensure each instructor has a thorough knowledge of instructional techniques and uses them to motivate learning during in-plant, classroom, laboratory, and simulator training.	Provide Initial Instructor Skills training as needed for potential instructor qualifications. Course offered twice (April and October) - each course is two weeks in length.	Vehec	12-31-01	
	Provide 40 hours of instructor continuing training for FY2001	Vehec	12-31-01	
	Each instructor to complete 40 hours of In-plant time to improve technical skills and provide support to the plant as appropriate	Vehec	12-31-01	
	Provide initial simulator instructor training	Nichols	12-31-01	
	Provide advanced simulator instructor training	Nichols	12-31-01	
	Provide "Train the Trainer" course	Nichols	12-31-01	
ISSUE: Benchmarking				
GOAL	**ACTIONS**	**OWNER**	**FINISH DATE**	**STATUS**
Continue implementation of a benchmarking strategy to gather and implement industry best practices while developing our staff.	Each instructor to complete one benchmarking trip (approximately 40 hours) for professional development and to identify best industry practices. These trips can be in support of INPO, other utility requests, MANTG, or technical training.	Nichols/ Vogle Vehec	12-31-01	
ISSUE: Change Actions				
Incorporate internal and external operating experience into training materials whenever possible to improve station performance. Ensure each instructor is recognized by plant supervisors and managers as a change agent to improve plant performance.	Continue implementation of the Training Action Request system to capture identified change actions from the plant.	Vehec	12-31-01	
	Work off the backlog of all training-related reviews of plant change actions.	Vehec	06-01-31	

ISSUE: Training Administrative Procedures/Station Administrative Orders				
Maintain the station training procedures current using the systematic approach to training process.	Maintain the Station Administrative Orders related to Training current	Vehec	12-31-01	
	Maintain the Training Administrative Directives current.	Vehec	12-31-01	
	Develop any new Training Administrative Directives as necessary	Vehec	12-31-01	
	Perform reviews of all operations training program descriptions to industry benchmarking, and revise as necessary	Nichols	12-31-01	
	Upgrade /develop training procedures for all critical processes.	Nichols	12-31-01	
ISSUE: Training Administrative Processes				
GOAL	**ACTIONS**	**OWNER**	**FINISH DATE**	**STATUS**
Provide support to the both the training staff and the plant in areas of computer and administrative support.	Develop and maintain the Instructor Development Database.	Vehec	12-31-01	
	Maintain the Training Action Request process to ensure a smooth flow of work. Ensure that the Action Tracking System is maintained current and correctly identifies all Training Action Requests generated	Vehec	12-31-01	
	Identify/develop a computerized method of maintaining an examination database for all training disciplines.	Vehec	04-01-01	
	Implement and maintain the Registration System for the IP-2 site.	Vehec	12-31-01	
	Establish a tracking and trending feedback system to be used by shift managers and shift advocates. Establish process and procedure. Implement Procedure	Dziadik	03-31-01	
ISSUE: Instructional Technologist Support				
Provide instructional technologist support for each training section for implementation of the systematic approach to training model.	Supply instructional technologist to each training section to ensure oversight and support of the implementation of the SAT model.	Vehec	12-31-01	

3. 2001 Approved Budget: Nuclear Training Department

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOT
Human Resources Management Weekly Summer/COOP													
Subtotal (Months)													
Overtime (Hours)													
O & M ($000) Management Comp Weekly Overtime													
Sub Total Labor													
Vendor Services Dvlp/Revise Training Matl Impl Sched Accred Trng Dev/Rev Non Accred Trng Systmc Eval of Trng Eff Instr Init/Cont Trng Trng Document System For Allocation Improve Training Perform													
Sub Total Vendor Svcs													
All Other Communications Petty Cash Materials and Supplies Benchmarking/Training P Car and All Other													
Sub Total All Other													
Total Non Outage													
Grand Total, Nucl Trng													

4. Project Requests

The following Projects and Programs are planned in 2001

Item	Project/Program Title	Estimated Con Ed Hours	Estimated Outside Support $'s (000)
4.1	Develop Initial Instructor Skills Training Course		
4.2	Develop Specialty Training Courses		
4.3	Upgrade Licensed Operator Training Materials		
4.4	01 SRO/WE Certification Class		
4.5	Develop Rad Protection Phase I & II Initial Training Program		
4.6	00/01 Initial License Class		
4.7	00/01 Initial License Class NRC Exam		
4.8	50.59 Training		
4.9	Videotape Capability		
4.10	Develop Non Accredited Training Programs		
4.11	Upgrade Training Processes/Procedures		
4.12	Training Computer Network Upgrade		
4.13	Training Document System and Data Upgrade		
4.14	Self Assessment and Accreditation Preparation		
4.15	Improved Standard Technical Specification		
4.16	Emergency Operation Procedure Upgrade		
4.17	Abnormal Operating Instructions Upgrade		
4.18	General Employee Training Computer Based Training Upgrade		
4.19	01 Nuclear Plant Operator Initial Training Class		
	Total Estimated Con Ed Person Hours		
	Total Estimated outside Support $'s (000)		

Note 1 Project 4.1, Develop Initial Instructor Skills Training Course was reduced by 400 ConEd labor hours and $100K outside support.
Note 2 Project 4.2, Develop Specialty Training Courses was reduced by 400 ConEd labor hours and $400K outside support.
Note 3 $54K Capital, not included in the Total.
Note 4 Project 4.9, Videotape Capability was reduced by 100 ConEd labor hours and $6K outside support.
Note 5 $85K Capital, not included in the Total
Note 6 Project 4.13, Training Document System and Data Upgrade was reduced by 700 ConEd labor hours and $160K outside support.
Note 7 Project 4.15, Improved Standard Technical Specification and 4.16, Emergency Operation Procedure Upgrade was each reduced by 100 ConEd labor hours.
Note 8 Project 4.17, 2001 Nuclear Plant Operator Initial Training Class was reduced by 300 ConEd labor hours.

Indian Point 2
2001 Project Request

1) Title: Develop Initial Instructor Skills Training Course	**2) Project #:** 4.1

3) Description:

New classroom and simulator instructors are required to demonstrate an acceptable set of instructor competencies and meet the minimum regulatory requirements to be an instructor.

4) Justification:

Instructor qualification materials have not been utilized or maintained and need to be updated to reflect current instructor needs.

5) Indian Point 2 Goals and Strategies Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Trng Tech									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: T. Vehec	**Date:** 11/16/00
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Note 1 Project 4.1, Develop Initial Instructor Skills Training Course was reduced by 400 ConEd labor hours and $100K outside support.

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Indian Point 2
2001 Project Request

1) Title: Develop Specialty Training Courses	**2) Project #:** 4.2

3) Description:

Each training program has a Training Program Description (TPD) which lays out technician and/or operator training and qualification progression. Each program also identifies that additional specialty training and advanced qualifications are required to support difficult and/or complex tasks.

4) Justification:

A minimum number of personnel must be qualified for each advanced qualification area to support the maintenance and operation of the associated system or component.

5) Indian Point 2 Goals Supported:.

Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng Maint I&C Chem RP Eng									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: R. Vogle	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Maintenance TPD specifies 37 Speciality Courses – 15 require development and 8 are identified as being performed by a vendor. Four courses will be developed in 2001.
I&C TPD specifies 31 Specialty Courses – 3 have been developed and 6 are scheduled to be developed and taught in 2001.
Chemistry TPD specifies 7 Specialty Courses – 5 still need to be developed. Vendors provide two additional courses.
Radiation Protection TPD specifies 11 Specialty Courses – 2 will be developed or provided by a vendor in 2001.
Engineering Training is Position Specific Training or Professional Development Training.

50 hours of Con Ed time has been included for each specialty course to be developed or vendor course for technical reviews and approval.

Note 2 Project 4.2, Develop Specialty Training Courses was reduced by 400 ConEd labor hours and $400K outside support.

Indian Point 2
2001 Project Request

1) Title: Upgrade Licensed Operator Training Materials

2) Project #: 4.3

3) Description

The Licensed Operator Training Materials include System Descriptions (SDs), System Overview Drawings (SODs), and the associated Exam Bank. The RO/SRO Licensed Operators, SRO & WE Certification Program, Engineering and Non Licensed Operator Programs use these training materials.

4) Justification:

The training materials have not been maintained to accurately reflect plant changes due to modifications or procedurally. Technical accuracy and the level of detail due not meet industry standards. Objectives do not support higher order test questions as required by the NRC or industry standards.

5) Indian Point 2 Goals and Strategies Supported:

6) Budget:

Dept	Activity	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng									
Ops									
Trng Tech									
	TOTALS:								

7) Lead Department: Nuclear Training

8) O & M: X **Capital:**
XM:

9) Proposed By: J. Nichols **Date:**

10) Lead Dept. Mgr. Approval: **Date:**

11) 2000 Budget Approval By: **Date:**

12) Notes:

Several Condition Reports have been written regarding the accuracy, detail, and technical accuracy of the lesson plans.

The capital expense is to support the project with computers, software and graphics support.

Indian Point 2
2001 Project Request

1) Title: 01 SRO/WE Certification Class	**2) Project #:** 4.4

3) Description:

Watch Engineers and SRO Instructors can be SRO certified instead of Licensed. This option allows the plant to qualify personnel in approximately 9 months vice the normal 15 to 18 months for a licensed class. The WE/SRO Certification TPD is currently being developed.

4) Justification:

The current plant staffing requires at least one class be presented. The Operations training group will require outside assistance to present this course due to current staffing levels. This course can be supported as a staff augmentation or as a turnkey project.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng OPs									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: J. Nichols	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Indian Point 2
2001 Project Request

1) Title: Develop Rad Prot. Phase I & II Initial Training Prog	**2) Project #:** 4.5

3) Description:

The Radiation Protection (RP) training program consists of three disciplines; HP, RW, and Dosimetry. The RP Training Program description specified the progression of training that must be completed to qualify in each discipline. Minimium standards are specified in the applicable INPO ACAD document.

4) Justification:

In recent years new RP personnel have been hired with prior utility experience and have been able to test out or document previous qualifications, consequently; the materials have not been retained. IP2 is currently unable to find and hire personnel with these previous qualifications. To support the plant's need for qualified personnel, new personnel require these programs to be taught.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng HP RW Dosimetry									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: R. Vogle	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Indian Point 2
2001 Project Request

1) Title: 00/01 Initial License Class	**2) Project #:** 4.6

3) Description:

The Initial License Program is used to qualify personnel as Reactor Operator and Senior Reactor Operator. The training requirements are contained in the Training Program Description.

4) Justification:

A license class is in progress and is scheduled to be completed in July 2001.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng Ops Trng									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: J. Nichols	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Indian Point 2
2001 Project Request

1) Title: 00/01 Initial License Class NRC Exam	**2) Project #:** 4.7

3) Description:

An examination to license Reactor Operators (RO) and Senior Reactor Operators (SRO) is required by NUREG 1021. This examination consists of a written, simulator, and plant walkthrough (JPMs).

4) Justification:

A license class is in progress and is scheduled to complete in July 2001. An examination is scheduled for July 2000. The current exam bank does not contain sufficient questions that are technically correct or meet the requirements of NUREG 1021.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng Ops Trng									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: J. Nichols	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Indian Point 2
2001 Project Request

1) Title: 50.59 Training	**2) Project #:** 4.8

3) Description:

10CFR 50.59 specifies which plant changes may be performed without prior NRC approval and it specifies the reviews that must be performed. This project will provide the training materials and the training to address the pending changes in the regulation.

4) Justification:

Significant changes have been made to this regulation and these changes will go into effect next year. All personnel performing 50.59 functions must receive refresher or initial training on the new requirements and NEI interpretations for implementation of the new 50.59 regulation.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng Tech Trng									
	TOTALS:								

7) Lead Department: Nuclear Safety & Licensing	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: R. Vogle	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Indian Point 2
2001 Project Request

1) Title: Videotape Capability	**2) Project #:** 4.9

3) Description:

Purchase 2 video cameras, 2 tripods, some editing equipment and portable monitors to facilitate videotaping of instructors, individual and Instructional Technologist review of instructor performance and archival of important or infrequent lessons to videotape.

4) Justification:

Video reviews of instructor performance have long been recognized as an excellent tool for improvement of instructor techniques when used by the individual instructors as well as by Instructional Technologists. In addition, videotaping of infrequent lectures for the purpose of archiving important input from recognized subject matter experts who may not be available for the next time the topic is taught, is a valuable preparation tool for the instructors.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng Trng Tech									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** **Capital:** **XM:** X
9) Proposed By: T. Vehec	**Date:** 11/15/00
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Note 4 Project 4.9, Videotape Capability was reduced by 100 ConEd labor hours and $6K outside support.

Indian Point 2
2001 Project Request

1) Title: Develop Non Accredited Training Programs	**2) Project #:** 4.10
3) Description: Develop training materials to support non-accredited training programs. Schedule and implement training. The scheduled non-accredited training will be included on the normal long-range training schedule.	
4) Justification: Several programs have regulatory or industry requirements for training and are not part of an accredited program.	
5) Indian Point 2 Goals Supported:	

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Ops Trng Tech/Skls Trng Trng Techn									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: R. Vogle	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**
12) Notes: Training has been requested for: Computer Applications personnel, Maint. and I&C Planners, Project Managers, Work Control, Emergency Plannning, EH&S, Test & Performance, QA, Nuclear Environmental Techs, Fire Brigade and on the Condition Reporting System.	

Indian Point 2
2001 Project Request

1) Title: Upgrade Training Processes/Procedures	**2) Project #:** 4.11
3) Description: Develop, revise and maintain the Training Administrative procedures (TRADS) as well as the Station Administrative Orders (SAO's) which the Nuclear Training Department is responsible for. Disseminate all changes to appropriate personnel and provide training on changes as necessary.	
4) Justification: The Nuclear Training Department must complete the generation of all the TRADs and integrate these processes into the Training Department routines.	
5) Indian Point 2 Goals Supported:	

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Trng Tech									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: T. Vehec	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**
12) Notes:	

Indian Point 2
2001 Project Request

1) Title: Training Computer Network Upgrade	**2) Project #:** 4.12
3) Description: The network in the Energy Education Center supports the development, presentation and storage of training materials for all of the training programs. This network also is utilized to develop and present all of the graphics and PowerPoint presentations used in training.	
4) Justification: The current network does not support the use of PowerPoint presentations in the classrooms and development due to slow or obsolete equipment. The network and graphic's support capability must be upgrade.	
5) Indian Point 2 Goals Supported:	

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nucl Trng Graphics Network									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** $18K **Capital:** $85K **XM:**
9) Proposed By: T. Vehec	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**
12) Notes: The $85K is capital expenses to support the graphics capabilities of the network and include computer, scanner, color printer, digital camera, Read/write CD, and software.	

Indian Point 2
2001 Project Request

1) Title: Training Document System & Data Upgrade	**2) Project #:** 4.13

3) Description: Perform analysis of current system (Taskmaster). Perform analysis on new (potential) system(s). Conduct a cost benefit analysis and upgrade current system or replace.

4) Justification: The current system is a series of patched Visual Basic, SQL Server 5.0 patches with numerous extraneous reports. The system does not function well, has no protection on data, and is currently inaccurate. No data book exists and the documentation is voluminous and the entire system needs revision.

5) Indian Point 2 Goals Supported: Without revision/replacement training material records are in jeopardy of being outside the scope of current industry standards.

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng Ops Trng									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** $302 **Capital:** **XM:** $18
9) Proposed By: T. Vehec	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Note 6 Project 4.13, Training Document System and Data Upgrade was reduced by 700 ConEd labor hours and $160K outside support.

Indian Point 2
2001 Project Request

1) Title: Self Assessment and Accreditation Preparation	**2) Project #:** 4.14

3) Description: A self evaluation must be performed and an Accreditation Self Evaluation Report (ASER) must be created in preparation for the INPO Accreditation Renewal.

4) Justification: The Technical, Engineering and Maintenance Training Programs are currently on probation. Preliminary evaluations indicate many of the problems identified are common to the Operations Training Program. The Self Evaluation must be completed early enough in 2001 to ensure effective corrective actions prior to INPO's on site accreditation visit.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		**Project Total**	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Ops Trng Trng Tech									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: J. Nichols	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes: For 2001 Operations Accreditation Renewal is for outside evaluators, ASER Support and mock Board meetings.

Indian Point 2
2001 Project Request

1) Title: ITS Project (Implementation Phase)						**2) Project #:** 4.15			
3) Description: The completion of all implementation action items, including the training of operators and staff, and the revision and development of procedures and programs, identified during the development phase of the project that are required to permit the implementation of ITS at IP2. The Nuclear Training Department role in this project is to develop and deliver the training necessary to support the implementation schedule.									
4) Justification: See NS&L Project Request									
5) Indian Point 2 Goals Supported:									
6) Budget:									
Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Train									
	TOTALS:								
7) Lead Department: NS&L					**8) O & M:** X **Capital:** **XM:**				
9) Proposed By: J. Nichols						**Date:**			
10) Lead Dept. Mgr. Approval:						**Date:**			
11) 2000 Budget Approval By:						**Date:**			
12) Notes: Note 7 Project 4.15, Improved Standard Technical Specification and 4.16, Emergency Operation Procedure Upgrade was each reduced by 100 ConEd labor hours.									

Indian Point 2
2001 Project Request

1) Title: Emergency Operation Procedure Upgrade	**2) Project #:** 4.16

3) Description: On or before (10/31/01) an EOP revision that implements the requirements of ERG 1C shall be implemented. All bid specs are for the ERG Rev 1C guidelines and applicable open Direct Work requests. The goal is to have an EOP that is as close as safely practical to the REV 1C and all open Direct Work requests with a minimal deviation document. The IP2 EOPs will effectively be equivalent to ERG Rev. 1D. The Nuclear Training role in this project is to develop and deliver the necessary training consistent with the project schedule.

4) Justification: The Westinghouse Owner's Group will issue Revision of 1D of the Emergency Response Guidelines in 2001. This will be the industry standard. The current version of IP2's EOPs is at the 1B version. We are one of the two Westinghouse Plants that have not upgraded. Upgrading the EOPs will reduce Operator response times in critical scenarios, e.g. at other utilities Steam Generator Tube Rupture response times have been reduced by seven to eight minutes.

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
OPs									
Nuc Trng									
	TOTALS:								

7) Lead Department: Operations/Generation Suprt	**8) O & M:** X **Capital:** **XM:**
9) Proposed By J. Nichols	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Note 7 Project 4.15, Improved Standard Technical Specification and 4.16, Emergency Operation Procedure Upgrade was each reduced by 100 ConEd labor hours.

Indian Point 2
2001 Project Request

1) Title: Abnormal Operating Instructions Upgrade	**2) Project #:** 4.17

3) Description: Upgrade the AOI's by: 1) Converting the 20 identified AOI's into two-column format, 2) Create a flow chart AOI that diagnoses and remedies loss of 138KV, 13.8KV, 6.9KV, 480V and Instrument Bus events, 3) Rewrite AOI 27.1.9 (Appendix R) into multiple two column/flow charted procedures to deal with CCR non habitability, Appendix R and Non Appendix R events, 4) Prepare AOI for Fire events, 5) Develop a basis document for the AOI's. This includes the development of the process and an application. The Nuclear Training role in this project is to develop and deliver the necessary training consistent with the project schedule.

4) Justification: The industry standard for AOI is two-column with rules of usage consistent with EOP implementation. There are also no background or basis documents for most of the AOI. IP2 has created a few AOI that meet that standard but in order to have a meaningful impact on safety and procedure quality, there needs to be a integrated project level effort involving Operations, Training , Licensing and Engineering

5) Indian Point 2 Goals Supported:

6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Ops									
Nuc Trng									
Licensing									
Site Engr									
	TOTALS:								

7) Lead Department: Operations/Generation Suprt	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: J. Nichols	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

Note 8 Project 4.17, 2001 Nuclear Plant Operator Initial Training Class was reduced by 300 ConEd labor hours.

Indian Point 2
2001 Project Request

1) Title: GET Computer Based Training Upgrade							**2) Project #:** 4.18		
3) Description: This project will update the current GET computer based training program to a Windows based program with updated materials.									
4) Justification: The inability to provide training programs such as general employee training and safety could result in a loss of plant access, violation of OSHA requirements and personal safety violations.									
5) Indian Point 2 Goals Supported:									
6) Budget:									
Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Tech Trng									
	TOTALS:								
7) Lead Department: Nuclear Training					**8) O & M:** X **XM:**		**Capital:**		
9) Proposed By: R. Vogle							**Date:**		
10) Lead Dept. Mgr. Approval:							**Date:**		
11) 2000 Budget Approval By:							**Date:**		
12) Notes:									

Indian Point 2
2001 Project Request

1) Title: 01 Nuclear Plant Operator Initial Training Class	**2) Project #:** 4.19

3) Description:

A Nuclear Plant Operator Initial Training class is required to qualify operators to perform the required duties in the plant. The curriculum is specified in the Training Program Description (TPD).

4) Justification:

A Nuclear Plant Operator Initial Training class is required to be presented in 2001 to qualify new watch standers to support the plant's operational needs.

5) Indian Point 2 Goals Supported:

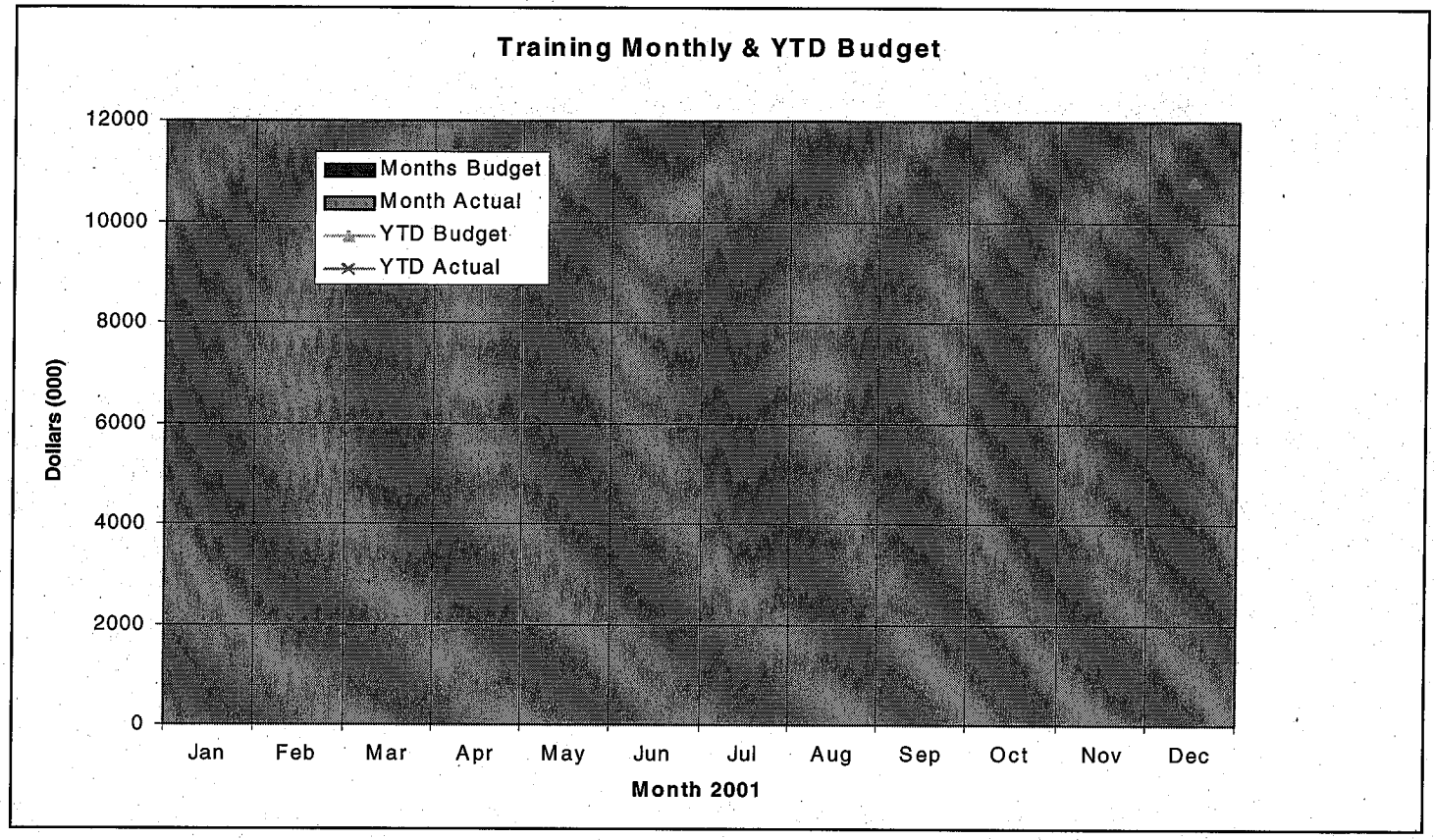
6) Budget:

Dept	Account	2000 + Prior		2001		2002 + Future		Project Total	
		Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)	Con Ed Hrs.	Outside $s (000)
Nuc Trng NPO Dev Present									
	TOTALS:								

7) Lead Department: Nuclear Training	**8) O & M:** X **Capital:** **XM:**
9) Proposed By: J. Nichols	**Date:**
10) Lead Dept. Mgr. Approval:	**Date:**
11) 2000 Budget Approval By:	**Date:**

12) Notes:

5 Performance Measures

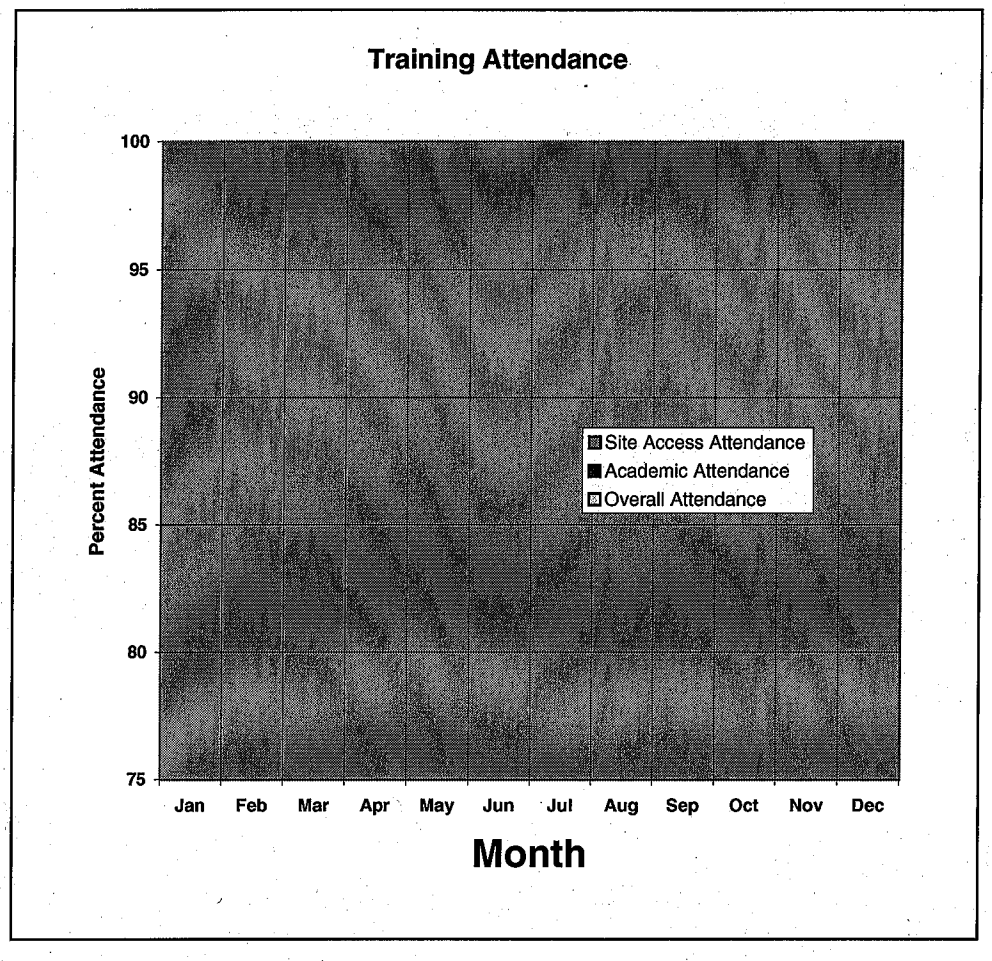


Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Months Budget												
Month Actual												
YTD Budget												
YTD Actual												

Indicator Description:

This indicator shows the monthly and year to date (YTD) Training Department approved budget. As the year progresses the actual monthly and year to date budget performance data will be added. This indicator will show our use of Company resources verses our approved plan.

Analysis:

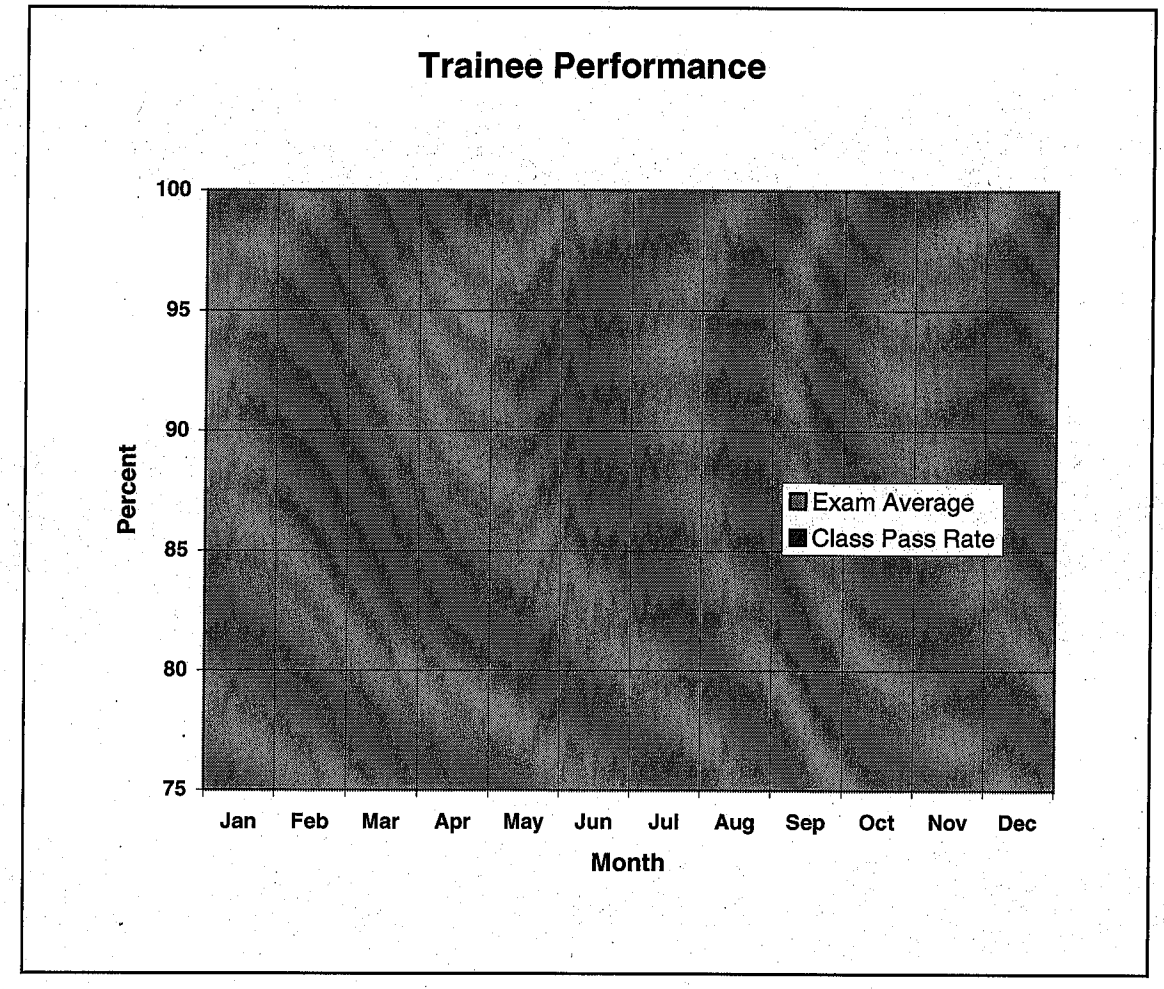


Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Site Access Attendance												
Academic Attendance												
Overall Attendance												

Indicator Description:

This performance indicator represents the percentage of trainees attending classes (classroom, lab simulator) as scheduled. Attendance is defined as being present for the entire session without interruption. Attendance is tracked at the class level. The class attendance in each program is averaged for a month and reported. the goal is 100% of

Analysis:

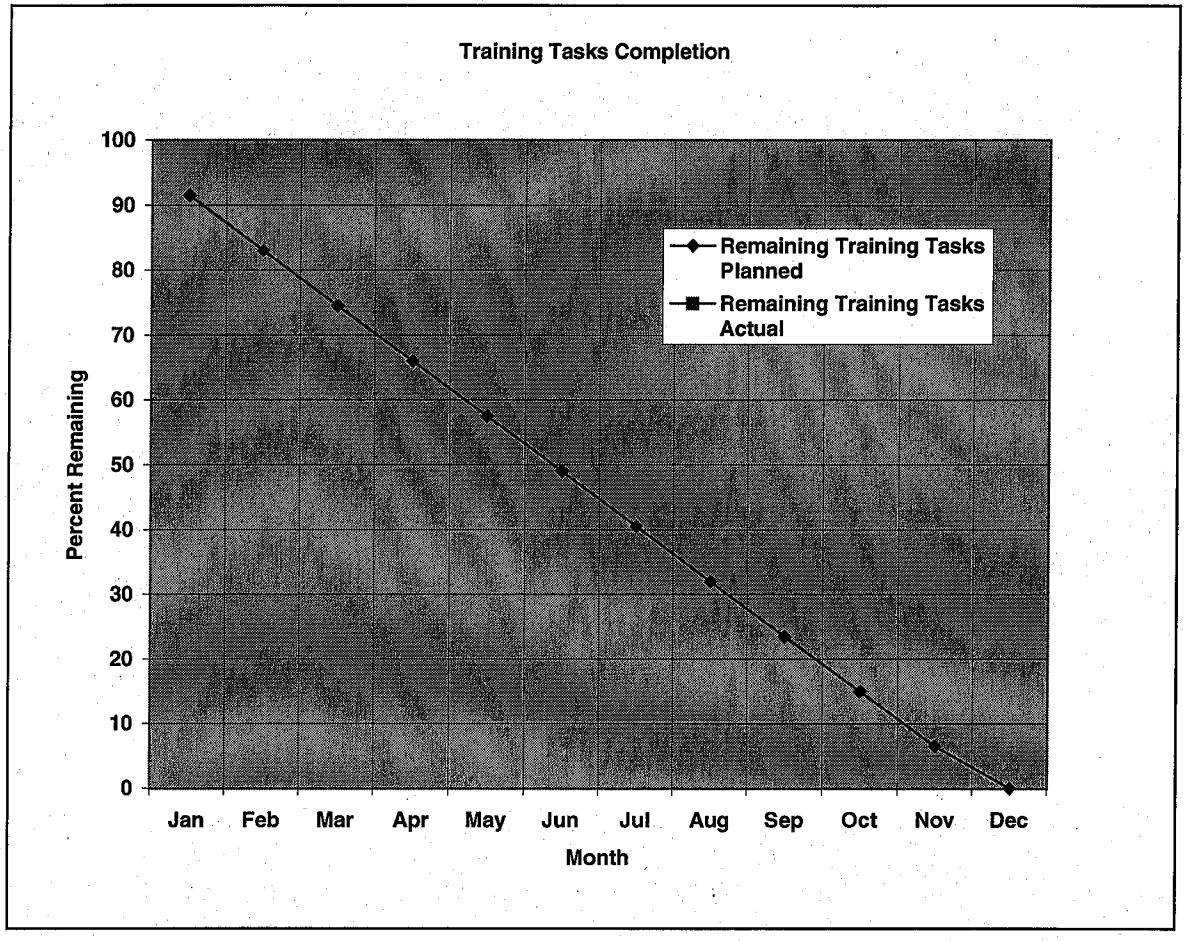


Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Exam Average												
Class Pass Rate												

Indicator Description:

This performance indicator represents the overall monthly trainee performance: pass rate and average exam grade for the month. The goal for this indicator is for both the exam average and the class pass rate to be > 90%

Analysis:



Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Remaining Training Tasks Planned	91.5	83	74.5	66	57.5	49	40.5	32	23.5	15	6.5	0
Remaining Training Tasks Actual												

Indicator Description:

This indicator shows the number of Training Department tasks to be completed during the year and the actual tasks completed. The current data is show as a percent, until the monthly tally of Training Department tasks can be made and the data entered here.

Analysis:

6. Appendices

6.1 Functional Responsibility

The functional responsibility of Nuclear Training include the following:

- Design and develop courseware and training programs.
- Obtain and coordinate outside training services.
- Establish course schedules in coordination with line departments/sections.
- Administer and conduct courses.
- Maintain training documentation such as personnel records and course documentation.
- Provide status reports of training.
- Collect, evaluate, and use performance feedback and operating experience to maintain and improve training materials and task analysis data.
- Coordinate and implement management and training curriculum review committee meetings in accordance with approved procedures.

6.2 Personnel Information

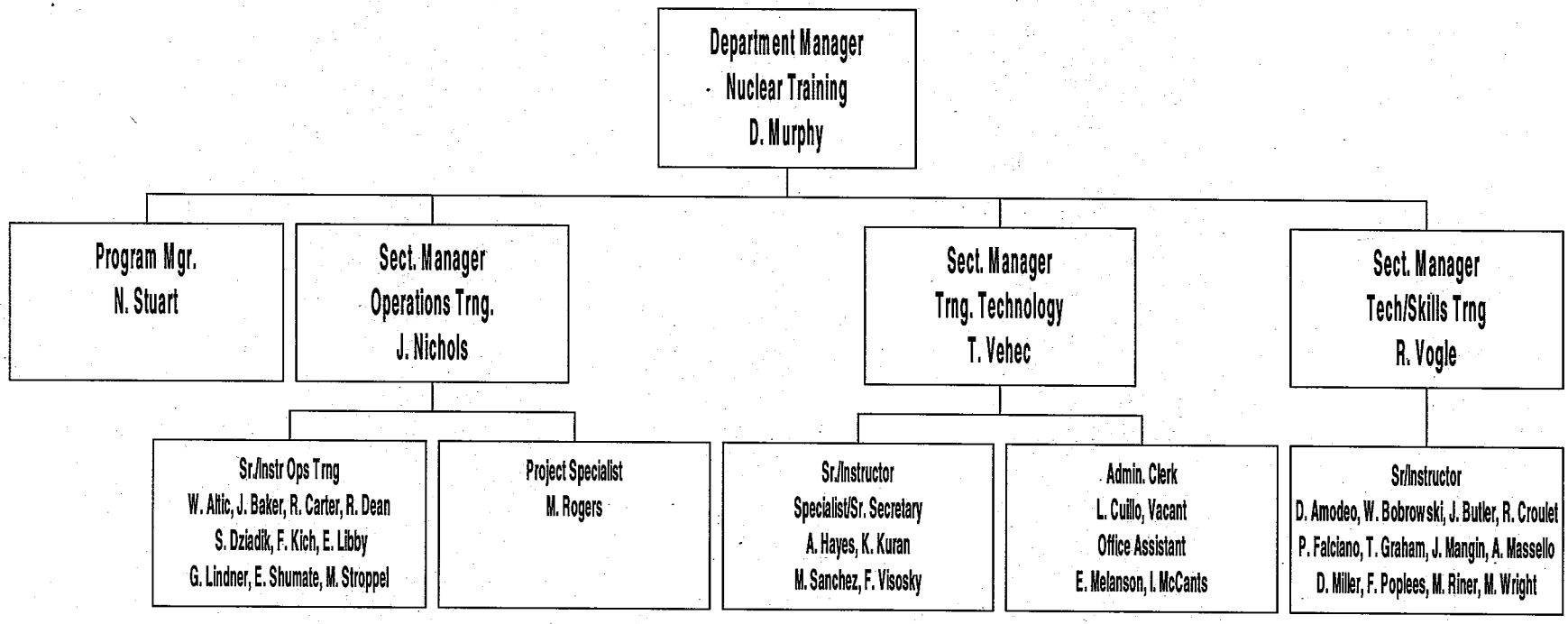
Name	Title	Highest Degree	Professional License	Professioal Experience	Con Ed Experience
MANAGEMENT					
W. Altic	Sr. Instr, Ops trng		SRO	13	4
D. Amodeo	Sr. Instr, Nucl Trng		RCA ET Cert	39	39
J. Baker	Sr. Instr, Ops Trng	BS, Chem	SRO	1	1
W. Bobrowski	Sr. Instr, Nucl Trng		SRO	36	28
C. Brown					
J. Butler	Sr. Instr, Nucl Trng	AS, Elec & Etronic Tech.		33	33
R. Carter	Sr. Instr, Ops Trng		SRO Cert	19	29
D. Croulet	Sr. Instr, Nucl Trng	BS, Aero Engr		20	8
R. Dean	Sr. Ops. Instructor		SRO	10	0
S. Dziadik	licensed Training Mgr	AS, Bus Admin	SRO	28	28
P. Falciano	Sr. Instr, Nucl Trng	AS, Elec& Elect Tech		30	30
T. Graham	Sr. Instr, Nucl Trng	BS, Sociology		23	2
A. Hayes	Sr Instr Spec, Nucl Trng	BS, Bus Mgmt		11	11
F. Kich	Sr. Instr, Nucl Trng	BS, Eng	SRO	3	3
K Kuran	Sr. Instr Spec, NuclTrng			13	13
E. Libby	Sr Instr, Ops Trng	MBA	SRO	5	1
G. Lindner	Sr. Instr, Ops Trng		SRO Cert	14	1
J. Mangin	Instr, Nucl Trng	AS, Bus Mgmt		15	15
A. Massello	Instr, Nucl Trng	Cert of Apprentc-Mach.		28	28
D. Miller	Sr. Instr, Nucl trng	AAS, Nuc Tech	NRRPT	28	28
D. Murphy	Department Manager	MS, Management	SRO	14	14
J. Nichols	Section Manager		SRO	17	1
F. Poplees	Sr. Instr, Nucl Trng	EH&S Env Mgr Cert		36	36
M. Riner	Sr. Instr, Nucl Trng	MS, Mar Sci	CT, Teacher, NY DOL Asbestos	24	18
M. Rogers	Project Specialist		SRO	20	11
E. Shumate	Sr. Instr, Ops Trng		SRO	10	1
M. Stroppel	Sr. Instr, Ops Trng	MBA	SRO Cert	9	19
N. STUART	ASSISTANT MANAGER	BS, MATH	SRO CERT	26	0
T. VEHEC	SECTION MANAGER	BS, NET	SRO CERT PMP	22	0
F. VISOSKY	SR. INSTR SPEC, NUCL TRNG	BA, ECON & PSYCH	NRRPT	38	38
R. VOGLE	SECTION MANAGER	AAS, NUC TECH		23	28
M. WRIGHT	SR.INSTR, NUCL TRNG			14	8

WEEKLY					
L. CUILLO	SR. CLERK				
I. MCCANTS	CLERK B		ELEC CONST CERT	20	4
B. MELANSON	CLERK B				
M. SANCHEZ	SR SECRETARY				
OPEN AND/OR REQUESTED					
1 Open	Instructional Technol.				
2 Open	Technical Instructor				
4 Open	Operations Instructors				
TOTAL	**36 FILLED, 7 VACANT**				
CONTRACTED STAFF AUGMENTATION					
J. Arscenault	Ops Instructor				
R. Johnston	Ops Instructor				
R. Stotts	Ops Instructor				
D. Wilson	Ops Instructor				
K. Higgins	Chem Instructor				
W. Hollingsworth	Chem Instructor				
R. Baumert	ESP Instructor				
S. Smith	ESP Instructor				
R. Rivera	ESP Instructor				
J. Sanoski	ESP Instructor				
N. Fuller	Elect Mnt Instructor				
J. Phipps	Elect Mnt Instructor				
S. Pritchett	I&C Instructor				
E. Williams	I&C Instructor				
D. Coile	Mech Mnt Instructor				
L. Porter	Mech Mnt Instructor				
R. Goodwin	Rad Pro Instructor				
R. McCarthy	Rad Pro Instructor				
S. Sadlon	Rad Pro Instructor				
R. Spencer	Rad Pro Instructor				
M. Liss	Instructional Technologist				
J. Mook	Instructional Technologist				
R. Rivera	Instructional Technologist				
TOTAL	**23 CONTRACT TRAINING PERSONNEL**				

Authorized Positions

	Management	Weekly	Totals
2000 Budget	32	4	36
2001 Budget Request	38	5	43
Change	**6**	**1**	**7**

6.3 Organization Chart



6.4 Operational Overview

This section covers routine, ongoing functions and activities of the organization.

Item	Project/Program	Description	Estimated Con Ed Hours	Estimated Outside Support $'s (000)
6.5.1	Condition Reports	Complete CRs that contain: SL's, RFI'S, and ICA's.		
6.5.2	Training Action Requests	Process and determine the appropriate action to resolve Training Action requests (TARS). Note the resources to actually take the action would be covered in the programs below. Currently about 500 TARS result from CR's and about 1,500 TARS result from training feedback each year.		
6.5.3	Mgmt Development Trng	Resources allocated to support first line supervisor training (other than that covered in 5.17), leadership development and college degree programs.		
6.5.4	I & C Program	Oversight, routine update and conduct of the accredited I & C Initial and Continuing Training Program. Estimate 2 people full time		
6.5.5	Chemistry Program	Oversight, routine update and conduct of the accredited Chemistry Initial and Continuing Training Program. Estimate 2 people full time and staff augmentation support about 1,000 hours/year		
6.5.6	Maintenance Program	Oversight, routine update and conduct of the accredited Maintenance Initial and Continuing Training Program. Estimate 3 people full time and a small amount of outside support for specialized training.		
6.5.7	Radiation Protection Program	Oversight, routine update and conduct of the accredited Radiation Protection Initial and Continuing Training Program. Estimate 2 people full time needed and a small amount of outside support for specialized training.		
6.5.8	Engineering Support Personnel Training Program	Oversight, routine update and conduct of the accredited Engineering Support Personnel Initial and Continuing Training Program. Estimate 2 people full time needed and additional resources for subject matter experts and staff augmentation while a new ESP Trainer is in training.		
6.5.9	Simulator Support	Provide oversight of simulator configuration management of modifications and oversee simulator utilization.		

6.5.10	Operator Continuing Training Program	Oversight, routine update and conduct of the Operator Continuing Training Program. The normal complement of 8 people full time is being provided by 5 Con Ed people and 3 contractors for 5 months to accommodate vacancies		
6.5.11	Annual Licensed Operator Requal Exam	Provide annual requalification exams for the licensed operators		
6.5.12	Fire Brigade Training	Oversight, routine update and conduct of training for Fire Brigade members needed to support operation of the plant.		
6.5.13	General Employee Training	Oversight, routine update and conduct of General Employee training ($30K) such as: 2 people – general worker training, rad worker training, computer skills(Execu Train) training($40K), etc. 1 person – SAO-504, Asbestos Lic. Qual. + other misc.		
6.5.14	Supervisor Training Program	Oversight, routine update and conduct of the accredited Maintenance Supervisor Training Program. Estimate 1 person full time with some outside assistance.		
6.5.15	Environmental Health and Safety Training Program	Oversight, routine update and conduct of the Environmental Health and Safety Training Program. This program covers areas such as: confined space, personal protective equipment, heat stress, environmental awareness, etc. $15K for materials.		
6.5.16	Training Technology	Training Records Maintenance & Management – Training Program Development Management & Maintenance, Training Program, Development Analysis. Procedure Development & Maintenance, Self Assessment Support, Instructor Training, Records Management, OJT/OJE Program Maintenance. This item covers 6 ½ FTE Con Ed clerical help + 4 FTE Contractor Clerical help +1/2 FTE Instr Technologist(1/4 Con Ed + ¼ Contr) + 1 FTE Con Ed Instructor		
6.5.17	Training Records	Maintain accurate training and qualification records for all training programs. One Clerk for Ops Trng, 1 Clerk for Tech Trng, 1 Clerk in Records and 1 Assistant in Records are needed to maintain this function.		
6.5.18	Training for Training Department Personnel	In Plant Time-32 Instr X 1 Wk ea = 1280 Hrs Instructor Skills. Continuing Training-32 Instr X 1 Wk ea = 1280 Hrs GET Requal & Misc Trng-38 People X 1 Wk ea = 1520 Hrs		
6.5.19	Emergency Planning	Support for emergency planning and participation in exercises and drills. Assume 10 Hr ea X 38 People = 380 Hrs		

6.5.20	Misc.	Communications ($65K), Petty Cash ($24K), Mat & Sup ($28K), Benchmarking /Training ($24K), P Card & All Other ($20K)		
6.5.21	NRC Liaison, QA Audit Support, Self Assessments	Support for NRC licensing and inspection activities, QA audits and to conduct department planned self-assessments.		
6.5.22	Management & Supervision	Time spent in management and supervisory functions including planning, delegation and oversight of work. Assume 75% of Dept Mgr time (1560 Hrs) + 50% of 4 Section Mgr time (4160 Hrs)		
6.5.23	Emergent Work	Time allocated for work that emerges over the course of the year that must be done to support safe and reliable operation.		
6.5.24	Vacations, Holidays, Sick and Authorized Leave	V: 36 People X 18 Days ave X 8 hrs = 5184 Hrs H: 36 People X 11Days ea X 8 hrs = 3168 Hrs S & AL: 36 People X 5 Days ea X 8 hrs = 1440 Hrs		
		Total Estimated Con Ed Person-Hours		
		Total Estimated Outside Support $'s (000)		

6.5 2001 Resource Plan

Section	Item	Estimated Con Ed Person-Hours	Con Ed Labor Dollars (000)	Estimated Outside Support $'s (000)	Total Estimated Dollars (000)
6.5	Operational Overview				
4	Project Requests				
6.5 + 4	Total Resources Needed				
	Approved 2001 Budget				

*Assumes the Budget of 43 people is for 480 person-months (83,200 Hrs) + 456 Weekly OT Hrs ~ 83,650 Hours
** Assumes $xx.xx/hr average ($x,xxx,xxx/83,650)

The Business Plan reflects the need for $xx.xx to implement the Plan which is the same as the Approved 2001 Budget. The Business Plan reflects use of more Con Ed personnel and use of less Outside Support $'s than approved in the Budget. It is recognized that the Business Plan estimates are best estimates and were made without benefit of historical data. It is anticipated that the Business Plan activities can be accomplished within the Approved 2001 Budget resources.