

## ATTACHMENT 1

### General Overview of the Inspector Training and Qualification Program

The inspector training and qualification program is designed to ensure the development of competency in the four general areas of 1) legal basis and regulatory processes, 2) technical expertise, 3) regulatory practices, and 4) personal and interpersonal effectiveness. A more detailed listing of competency information is provided in Attachment 2.

#### The Basic-Level Program

The inspector qualification process begins with the Basic-Level Program. This program is designed to allow individuals to begin their training the first day they begin work at the NRC. The emphasis in the Basic-Level Program is mainly on structured, self-paced and self-directed individual study and on-the-job activities. The number of formal classroom training requirements at this level has been minimized. Minimizing the amount of formal classroom training and providing detailed guidance for self study and OJT will allow for maximum flexibility in completing the Basic-Level Certification Journal.

Completing the Basic-Level Certification Journal will develop an awareness in each individual of the role of the Agency, the role of the inspector, and the technology being regulated. At the Basic-Level, individuals work on activities that will introduce them to the Regulatory Framework, Fundamental Plant Design and Operation, Information Technology, Emergency Response, Communication, and Inspection (general ROP framework and inspection program framework). In addition, two interpersonal skills courses have been identified as appropriate for the Basic-Level. If time permits, these courses may be completed with other Basic-Level requirements but in all cases must be completed prior to becoming a fully qualified inspector.

This “overview” approach provides the context for meaningful learning during on-site work, a foundation for in-depth training in the next level, and serves as the basis for granting individuals some independence in performing limited job-related activities while they are in the qualification process. To that end, upon completion of all of the requirements in the Basic-Level Training and Certification Journal, the individual will be certified by their immediate supervisor. This Basic Inspector Certification allows an inspector to perform limited scope inspection activities, as assigned, under close but not direct supervision. The Basic-Level Journal will take several months to complete. As a competency-based program, the emphasis is on practicing specific activities until the individual can meet the evaluation criteria. The time needed to achieve that goal will vary based on each person’s previous experience and prior training. The foundation information presented in the Basic-Level must be completed before the other qualification activities can be started.

#### The Proficiency Level Program

Successful completion of the Basic-Level is a prerequisite to beginning the Proficiency-Level. There are two aspects of inspector performance that are addressed at the Proficiency-Level, General Proficiency and Technical Proficiency. General proficiency focuses on developing the Inspection, Teamwork and Interpersonal Skills needed by an

inspector to function either independently or as part of a team to implement the inspection and oversight program. General Proficiency training activities are common to all seven inspector classifications.

Technical Proficiency focuses on developing the appropriate depth of knowledge in one of the seven specific technical inspection areas. Technical Proficiency training activities are unique to each inspector classification. General Proficiency, Technical Proficiency, and any remaining Personal and Interpersonal Skills training activities may be completed in parallel.

The Qualification Board is a culminating evaluation activity in the inspector training and qualification process. The Qualification Board evaluates the ability of an individual to integrate and apply the knowledge, skill and attitudes they have learned to field situations. Training and qualification records for individuals who have successfully completed the Qualification Board will be sent to the Regional Administrator or Office Director for certification as a qualified inspector. Being certified as a Fully Qualified allows an inspector to be assigned the full scope of inspection related activities to be independently performed with routine oversight and supervision.

#### Specialized and Advanced Training and Qualification

In most cases, specialized and advanced training is not a required part of the qualification program. The needs of the Agency as well as an individual's desire for professional growth may result in some fully qualified inspectors completing advanced training. Some advanced training consists only of individual courses addressing limited scope topics. Others are prescribed programs designed to provide in-depth knowledge and advanced skills and resulting in an additional level of qualification. Examples of an advanced level training program are the Senior Reactor Analyst and the Operator Licensing Examiner. The requirements for enrolling and completing in training at this level are detailed in the specific program descriptions contained in Appendix D.

The overall sequence of the Inspector Training and Qualification Program is outlined in a flow chart shown on the next page.

## Inspector Training and Qualification Program Sequence

