

## 18.9 Training Program Development

Training plant personnel is an important factor in promoting the safe and reliable operation of a nuclear power plant. A methodical analysis of job and task requirements and a Systematic Approach to Training (SAT) are used to provide plant personnel with required knowledge, skills, and attributes (KSA) to perform assigned tasks.

A COL applicant that references the U.S. EPR design certification will describe how HFE principles and criteria are incorporated into the development of training program scope, structure, and methodology.

### 18.9.1 Objectives and Scope

Section 5.4.10 of the AREVA NP Human Factors Topical Report (Reference 1) describes the objectives of the training program development as they relate to the HFE program.

An implementation plan describes training program scope including:

- Categories of personnel to be trained (similar to the scope of analysis conducted for staffing, see Section 18.5.1).
- Specific plant conditions, operational activities (e.g., operations, maintenance, testing and surveillance), and HSIs which effect training scenarios and methods.

### 18.9.2 Methodology

Section 5.4.10 of Reference 1 provides an outline of the design process used in developing a training program for the U.S. EPR.

Specific training objectives unique to the operation of the U.S. EPR are developed to coordinate with the HSI design process and the development of procedure guidelines. These training objectives are provided to each COL applicant referencing the U.S. EPR standard design for implementation into their site-specific training program.

### 18.9.3 Results

A results summary report addresses the training program development including:

- The roles of organizations that contributed to the training program.
- How learning objectives were developed and translated into the use of associated KSAs.
- The use of resources (e.g., lectures, simulators, computer-based training, schedule) for training.

- Methods used to evaluate effectiveness of the program.

#### **18.9.4 References**

1. ANP-10279, Revision 0, "U.S. EPR Human Factors Engineering Program," AREVA NP Inc., January 2007.