

June 2, 2015

MEMORANDUM TO: Scott A. Morris, Director
Division of Inspection and Regional Support
Office of Nuclear Reactor Regulation

FROM: Scott C. Sloan, Chief */RA/*
Operator Licensing and Training Branch
Division of Inspection and Regional Support
Office of Nuclear Reactor Regulation

SUBJECT: SUMMARY OF THE 2015 ANNUAL UNITED STATES NUCLEAR
REGULATORY COMMISSION/INSTITUTE OF NUCLEAR POWER
OPERATIONS COORDINATION MEETING ON TRAINING-RELATED
ISSUES

On May 12, 2015, the U. S. Nuclear Regulatory Commission (NRC) conducted a public coordination meeting on training-related issues with the Institute of Nuclear Power Operations (INPO) at INPO Headquarters, Atlanta, Georgia. Such meetings are conducted in accordance with the NRC/INPO Memorandum of Agreement dated September 11, 2013. The purpose of the meeting was to discuss items of mutual interest concerning INPO's training program accreditation process and other initiatives. Participants included representatives of the NRC's Office of Nuclear Reactor Regulation (NRR); Office of New Reactors (NRO); a Regional Operations Branch; INPO's Workforce Training, Education and Proficiency Division, and a member of the public. The list of meeting attendees is provided as Enclosure 1. The meeting agenda is provided as Enclosure 2. A summary of the discussions related to key agenda topics covered during the meeting follows.

Introductions and Opening Remarks

An introduction of present NRC and INPO personnel along with the members of the public were conducted. During opening remarks, NRC and INPO both discussed the importance of training and qualification, and the need to maintain alignment between the two organizations. INPO discussed organizational changes and their focus to advance workforce proficiency.

Enclosures:

1. Meeting Attendee List
2. Meeting Agenda

CONTACT: David Allsopp, NRR/DIRS/IOLB
301-415-3073

Accreditation Update

INPO stated that it had conducted 30 Accreditation Team Visits (ATVs) and 37 Accreditation Boards in 2014. An NRC observer participated in INPO activities during the ATV and the National Nuclear Accreditation Board (NNAB) for the Comanche Peak Nuclear Power Plant. INPO reported the schedule of completed and planned training actions related to initial accreditation of training programs at new reactor facilities.

INPO explained its assistance interactions with the industry including an INPO accreditation point of contact who initiates quarterly discussions with personnel at assigned stations. In addition, INPO conducts Accreditation Assistance visits, when needed, as well as semiannual Training Manager working meetings, an annual Corporate Training Manager working meeting, and frequent participation in meetings with the Regional Training Groups.

INPO discussed the ongoing review and re-design of the accreditation program, including the transition to the six year accreditation cycle and two pilot ATVs planned for 2015. Phase one involves actions that will focus accreditation activities more on the quality of training results and less on process. As part of the re-design effort, a training evaluator will be added to each plant evaluation starting in 2016.

Proficiency Discussion

INPO discussed the status of its initiative to focus on proficiency. A model of proficiency is being used internally within INPO to gain a more holistic understanding of worker performance, along with the mitigation aspects that leaders should use to address challenges to proficiency.

Regulatory Issues

The NRC noted that significant progress has been made to update the Knowledge and Abilities Catalogs for Nuclear Power Plant Operators (NUREGs 1122 and 1123). The NRC will review the final industry submission and begin the process to revise the NUREGs upon receipt.

The NRC discussed a recent change to Inspection Procedure 71111.11, "Licensed Operator Requalification Program and Licensed Operator Performance" to adjust the allotted time to allow more flexibility for an inspector to observe longer complex activities in the control room. The NRC solicited feedback on the change and any other issues associated with the inspection procedure.

The NRC discussed the status of the Fukushima Rulemaking that relates to onsite emergency response capabilities. The Rulemaking has been delivered to the Commission for consideration. The current schedule indicates that the proposed rule will likely be released to the public near the end of FY15 and the Final Rule is due to the Commission by the end of December 2016.

The NRC presented an overview of Operator Licensing Lessons Learned actions planned in response to the decision by the Atomic Safety and Licensing Board (ASLB) to overturn an NRC licensing decision. The NRC stated that the ASLB conclusion that NRC examiner decisions were "arbitrary and involved inappropriate use of discretion" was considered a "watershed" event and warranted a detailed review of the operator licensing process. The NRC is prepared

to discuss 23 recommendations to change the operator licensing program in a public meeting on June 16, 2015, at NRC Headquarters.

In preparation for that meeting, the NRC has publically released the final report from the Lessons Learned Review Team (ADAMS Accession No. ML15124A615) and is preparing to release the actions plans for implementing the recommendations. Following the June public meeting, the NRC will begin to revise NUREG-1021 to incorporate process changes. A draft revision will be released for public comment, and the revision process is expected to take approximately one year to complete.

The NRC discussed several of the proposed changes, including expanding the range of simulator performance scoring to 0 to 3 while maintaining the passing threshold at 1.8. Another change would discontinue the practice of restoring a point when two non-critical errors are offset by correctly performing another activity in the same rating factor. The NRC also reported that staff will not be able to render pre-decisional determinations on any waiver or deferral requests that are not made in conjunction with the submittal of a license application (i.e., NRC Form 398). This change will impact the timeline for submitting license application paperwork if industry's and the NRC's eligibility guidance documents are not made more clear.

Industry Learning Activities

INPO reported that about 2,100 nuclear professionals receive training from INPO's facilitator-led training programs annually. INPO continues to see benefits from the National Academy for Nuclear Training e-Learning (NANTeL), a national web-based training system. Approximately, 109,000 distinct learners used the NANTeL system to complete training last year. NANTeL contains training developed by INPO, utilities, or the Electric Power Research Institute.

Emergency Response

INPO discussed various post Fukushima actions and industry wide training. Specifically, two web-based training courses dealing with the industry's Diverse and Flexible Coping Capability, or FLEX, program were deployed in 2013. These courses address the industry-common knowledge components of beyond design basis external events response.

INPO also developed four event-related case studies to better equip decision makers to handle stress during extreme external events. The extreme events include Hurricane Andrew hitting Turkey Point, a tornado at Browns Ferry, and the earthquake and tsunami at Fukushima Daiichi and Fukushima Daini.

Other Items of Mutual Interest Related to Training

INPO stated that adding a training evaluator to plant evaluations would improve the ability to understand the application of knowledge and skills in the field and that any insights would be included in the training portion of the Plant Evaluation report. The NRC discussed its focus on regional office differences including the operator licensing process. These differences, due to ambiguities in the operator licensing process, resulted in a strongly unfavorable perception by the ASLB. The goal is to ensure examiners have the tools to discriminate an unsafe operator and that regulatory actions are consistent for all facilities.

Closing Remarks

In closing, the NRC stated that interactions between INPO and the NRC were useful and should continue. NRC recognized the importance of INPO's role in the accreditation of utility training programs.

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NAME	DAllsopp	SSloan
DATE	06/2/2015	06/2/2015

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ATTENDEES

NRC-INPO Coordination Meeting, May 12, 2015

Institute of Nuclear Power Operations

Steve Johnson, Director, Industry Training and Proficiency
David Hembree, Vice President, Emergency Response
Elery Shoemaker, Manager, Accreditation
Charlie Brooks, Manager, Accreditation Assistance and Support
Tammy Love, Director, Industry Learning
Greg Ruppert, Accreditation Team Manager
Brian O'Donnell, Manager Learning Delivery
Brenda Byrd, Manager Learning Services
Brian Gollatz, Manager, Learning Development
Ramon Martinez, Staff Assistant to CEO/Corporate Secretary
Burl McCosh, Senior Evaluator
Terry Bellocchio, Administrative Assistant, Accreditation

NRC

Scott Morris, Director, Division of Inspection and Regional Support, NRR
Michael Cheek, Director, Division of Construction Inspection and Operational Programs, NRO
Scott Sloan, Chief, Operator Licensing and Training Branch, NRR
Michael Junge, Chief, Operator Licensing and Human Performance Branch, NRO
Hironori Peterson, Chief, Operations Branch, Division of Reactor Safety, RIII
David Allsopp, Operator Licensing and Training Branch, NRR
Richard Pelton, Operator Licensing and Human Performance Branch, NRO

Other

Robert Meyer, Professional Reactor Operator Society

AGENDA FOR PUBLIC MEETING
WITH INPO ON TRAINING AND QUALIFICATION

May 12, 2015
12:00 p.m. - 3:00 p.m.
Room 211
Institute of Nuclear Power Operations
700 Galleria Parkway, SE
Atlanta, GA 30066

TOPICS

- Introductions and Opening Remarks
- Public Input
- Accreditation Update
- Proficiency Discussion
- Regulatory Issues
- Industry Learning Activities
- Emergency Response
- Other Items of Mutual Interest Related to Training
- Public Questions and Answers
- Closing Remarks