

GENERAL OVERVIEW OF THE INSPECTOR TRAINING AND QUALIFICATION PROGRAM

The U.S. Nuclear Regulatory Commission (NRC) has designed its inspector training and qualification program 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. Attachment 2 provides a more detailed listing of competency information.

1.0 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 start work at the NRC. The Basic-Level Program emphasizes 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. Both of these features allow for maximum flexibility in completing the Basic-Level Training and Certification Journal.

Individuals who complete the Basic-Level Training and Certification Journal will develop an awareness 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 (the general Reactor Oversight Process **(and the Construction Reactor Oversight Process for construction inspectors)** and inspection program framework). In addition, the NRC has identified two interpersonal skills courses as appropriate for the basic level. If time permits, individuals may complete these courses with other basic-level requirements, but in all cases they must complete them before becoming a fully qualified inspector.

This overview approach provides the context for meaningful learning during onsite work, establishes a foundation for in-depth training at 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 his or her immediate supervisor. This Basic Inspector Certification allows an inspector to perform limited-scope inspection activities, as assigned, under an appropriate degree of detailed supervision. This may mean that you will be allowed to perform all of some procedures or that you may perform a small part of several procedures.

The Basic-Level Training and Certification Journal will take several months to complete. As a competency-based program, it emphasizes 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. Individuals must complete the foundation information presented in the basic level before beginning the other qualification activities.

2.0 THE PROFICIENCY-LEVEL PROGRAM

Successful completion of the basic level is a prerequisite to beginning the proficiency level unless specifically noted in the individual Technical Proficiency Qualification Journals. The proficiency level addresses two aspects of inspector performance, 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 **Appendix C qualification standards unless noted otherwise in a standard**. Individuals can complete General Proficiency courses concurrent with the Technical Proficiency courses as long as they have met the course prerequisites.

Technical Proficiency focuses on developing the appropriate depth of knowledge in a specific technical inspection area. Technical Proficiency training activities are unique to each inspector classification. Individuals may complete General Proficiency, Technical Proficiency, and any remaining personal and interpersonal skills training activities in parallel.

The final qualification activity is the culminating evaluation activity in the training and qualification process. Completing the Qualification Board or the audited operator licensing examination evaluates the ability of an individual to integrate and apply the knowledge, skills, and attitudes they have learned to field situations. Training and qualification records for individuals who have successfully completed the Qualification Board or **examiners who have successfully** audited **an** examination will be sent to the Regional Administrator or Office Director for certification. An inspector who is certified as fully qualified can be assigned the full scope of inspection-related activities to perform independently with routine oversight and supervision.

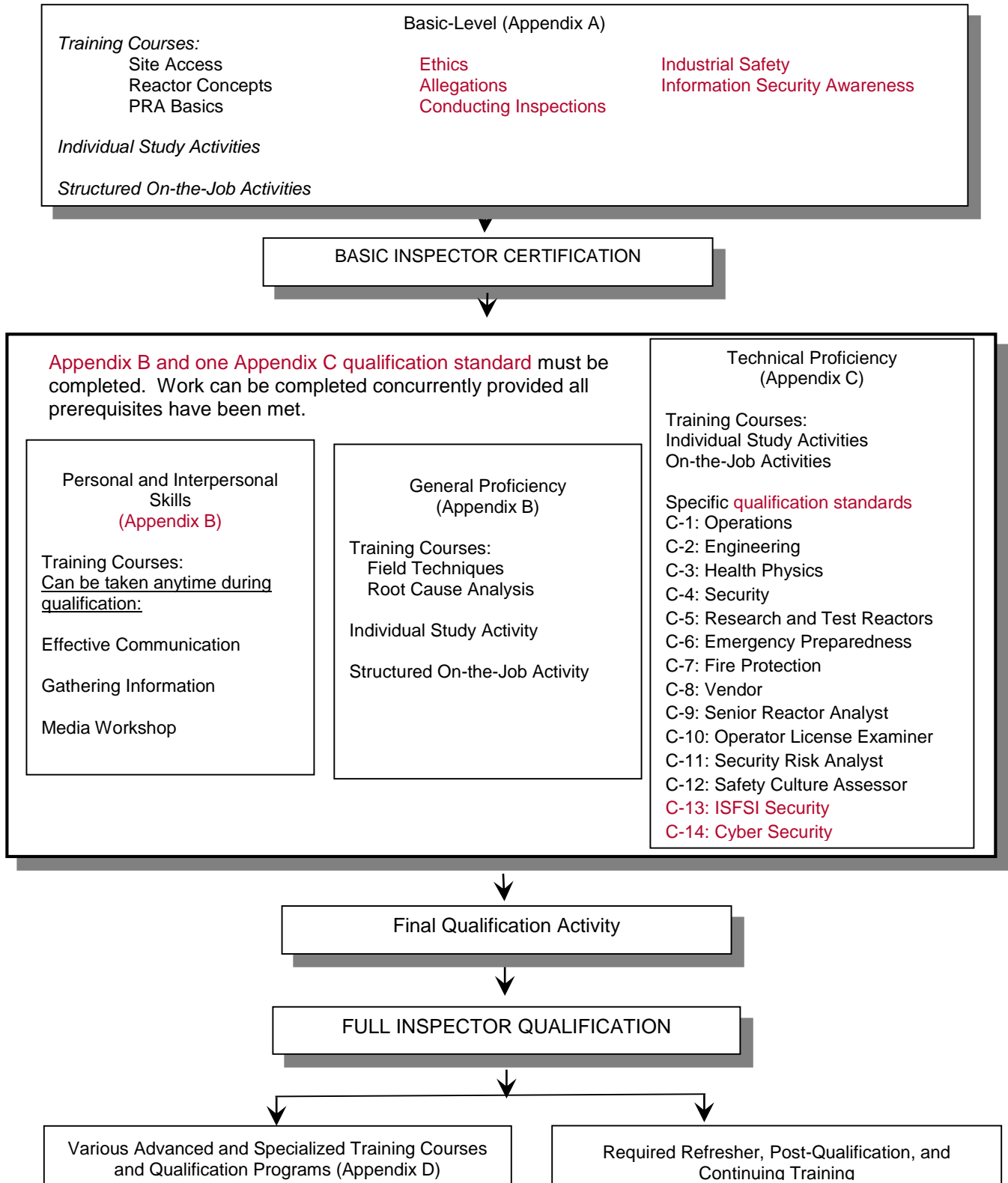
3.0 SPECIALIZED AND ADVANCED TRAINING AND QUALIFICATION

In most cases, the qualification program does not require specialized and advanced training. 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 result in an additional level of qualification. Advanced-level training has been developed in the electrical, fire protection, and inservice inspection areas. The specific program descriptions in Appendix D detail the requirements for enrolling in and completing training at this level.

The flowchart below outlines the overall sequence of the inspector training and qualification program.

END

Exhibit 1 - Inspector Training and Qualification Program Sequence



Attachment 1 - Revision History Sheet for IMC 1245 Attachment 1

Commitment Tracking Number	Accession Number Issue Date Change Notice	Description of Change	Description of Training Required and Completion Date	Comment and Feedback Resolution Accession Number (Pre-Decisional, Non-Public)
N/A	10/31/06	Editorial changes. Completed 4 year historical CN search	None	N/A
N/A	07/08/09 CN-09-017	This revision updates inspector titles, adds two new inspector training programs (Fire Protection Inspector and Security Risk Inspector) to Appendix C, and moves the Senior Reactor Analyst training program from Appendix D to Appendix C.	None	N/A
N/A	ML11105A140 12/29/11 CN 11-044	This revision updates the list of qualification standards to include the new Safety Culture Assessor (Appendix C-12) and advanced electrical standard (Appendix D-4).	None	ML11321A231
N/A	ML15177A313 11/24/15 CN 15-026	This revision incorporates the qualification of construction inspectors (IMC 1252), updates inspector classifications and IMC format, and clarifies when an oral board is required as part of qualification.	None	ML15195A122 Closed FBF: 1245-1854 ML15054A205