

**Strategy for Strengthening Training and
Qualification for
U.S. Nuclear Regulatory Commission's
International Safeguards Analysts**

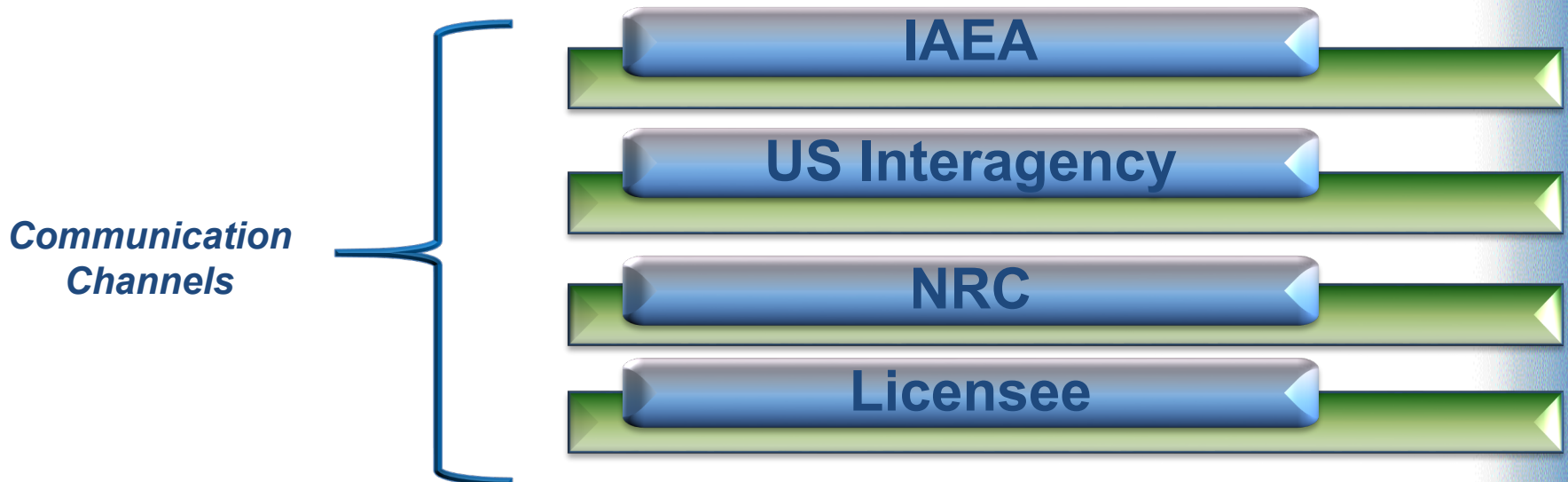
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Office of Nuclear Material Safety and Safeguards**

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Purpose of Training and Qualification

- Assist new staff at the Nuclear Regulatory Commission (NRC) in determining knowledge and abilities needed to fulfill their position responsibilities as an International Safeguards Analyst, Import and Export Analyst, or Nuclear Material Management and Safeguards System (NMSS) Analyst.



Goal of Program

- To offset impacts of personnel attrition by addressing each of the primary international safeguards knowledge areas and prioritize them for the different disciplines in order to train and Qualify NRC's staff assigned to international safeguards related activities



Objectives

- Effectively represent NRC and U.S. interests in domestic and international meetings on nonproliferation issues
- Ensure NRC-licensees comply with international safeguards treaties and agreements



Performance Metrics

- Determined performance attributes that define abilities and knowledge of International Safeguards Analyst, NMMSS Analyst, and Import/Export Analyst
- Prioritized performance attributes to establish the level of knowledge needed:
 - Basic (B) - Become knowledgeable of the purpose and general content of information
 - Intermediate (I) - Understand how the information correlates to the roles, responsibilities, and assignments of the position
 - Comprehensive (C) - Understand and be able to describe the process, the regulatory basis, and the importance of applicable guidance

Training Activities and Resources

- Each training objective and its associated performance metrics, training activities were identified in three categories:
 - Suggested reading,
 - Training courses and conferences,
 - On-the-job training
 - Mentoring program
- Available Resources
 - University courses
 - U.S. Department of Energy courses – i.e., Next Generation Safeguards Initiative (NGSI) human capital development
 - IAEA Service Series documents
 - U.S. Nuclear Regulatory Commission courses

Qualification Journal

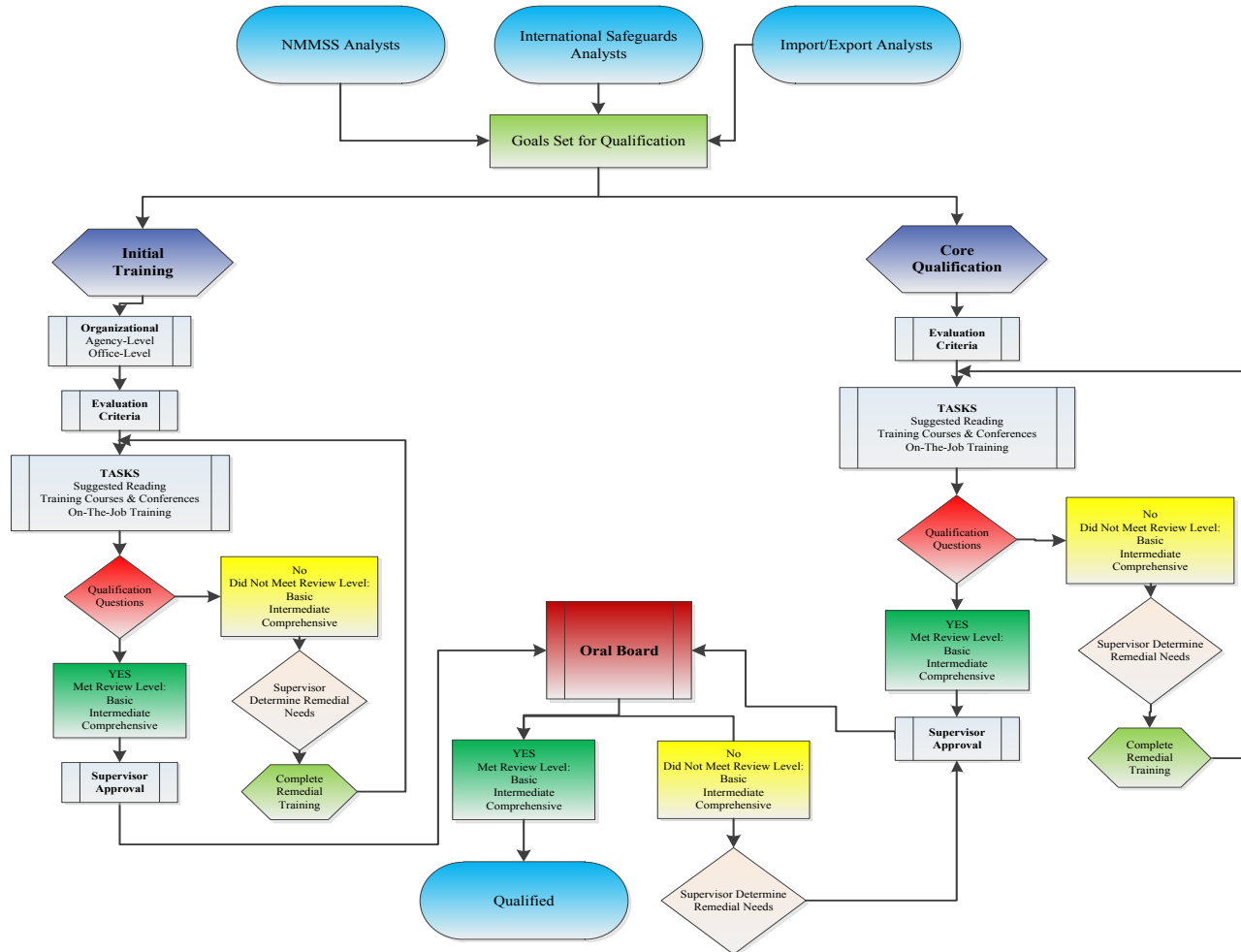
- Consists of a series of qualification guides and signature cards
- Each signature card is used to document task completion, as indicated by the appropriate signature blocks
- It establishes the minimum knowledge levels or areas of study that must be completed for each signature card
- These signature cards provide traceable documentation to show that minimum requirements are met for each newly qualified International Safeguards Analyst, NMMSS Analyst, or Import/Export Analyst

Qualification Oral Board

- The Qualification Oral Board should seek to tailor the qualification process to the experience and training level of the trainee and to meet the needs of the NRC
- Once the qualification cards are complete, individuals must appear before a Qualification Oral Board
 - Senior Executive Service (SES) management level signature
 - Second line supervisor signature
 - Subject matter expert signature, i.e. Senior International Safeguards Analyst
 - Questions for consideration are included in Qualification Journal
- Successful qualification signifies that the NRC endorses the individual to fulfill international safeguards implementation at commercial facilities

Training and Qualification Flowchart

NRC Inspection Manual under Manual Chapter 1246 Appendix C5; *Training Requirements and Qualification Journal for International Safeguards Analysts, Nuclear Materials Management and Safeguards System (NMMSS) Analysts, and Import/Export Analysts*



Summary

- A training and qualification plan was developed to ensure that the NRC has qualified International Safeguards Analysts, Import and Export Analysts, and NMMSS Analysts for the future.
- The training and qualification plan also assists NRC managers in their assessment as to whether new international safeguards staff meet the levels of performance necessary to be considered qualified.
- Plan is located at:
<http://www.nrc.gov/docs/ML1603/ML16035A147.pdf>