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Yankee

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JAN 10 1985

MEMORANDUM FOR: Harold R. Booher, Chief  
Maintenance and Training Branch  
Division of Human Factors Technology

THRU: J. J. Persensky, Section Leader  
Personnel Training Section  
Maintenance and Training Branch  
Division of Human Factors Technology

FROM: Clare Goodman  
Facilities Operations Branch  
Division of Boiling Water Reactor Licensing

SUBJECT: OBSERVATION OF INPO ACCREDITATION TEAM VISIT AT VERMONT  
YANKEE NUCLEAR POWER PLANT

### Introduction

During the week of September 30 - October 4, 1985, I observed the INPO Accreditation Team evaluation of the following Vermont Yankee Nuclear Power Plant training programs:

Licensed RO and SRO Training Program  
Nonlicensed Operator Training Program  
STA (SE) Training Program

This evaluation was conducted according to INPO 85-002, "Criteria for the Accreditation of Training in the Nuclear Power Industry," dated January 1985.

A listing of the INPO Evaluation Team Members is enclosed with this report. Phil McCullough served as the overall Team Manager. The INPO Evaluation Team Members were divided into two teams to address Process and Content, each with a separate Team Leader.

### The Accreditation Process

On Monday morning, a training session was conducted by the Team Manager and the Team Leaders for the peer evaluators from INPO member utilities. Otherwise, the accreditation process was essentially the same as in prior team visits as observed by NRC staff members (see memorandum dated August 7, 1985, from Morrisseau to Booher).

### Observations

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I used the Accreditation Team Observation Protocol during this INPO Team visit. The answer to all the questions on the checklist was "yes." Some items from the Observation Protocol were completed in considerable detail while other items were only briefly addressed by the INPO team.

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INPO EVALUATION TEAM MEMBERS

Team Manager

Phil McCullough

Team Leader Process: Larry Durham

Team Leader Content: Jerry Olson

Team Assignments for Evaluation

<u>Organization &amp; Staff</u>	<u>Objectives for Evaluation</u>
Rich Stickney (WNP)	1, 3
Chip Fenton (GPU)	1, 2
<u>NLO Program</u>	
Sam Newton (INPO)	3, 4-10 Content Criteria
John Price (Callaway)	4-10 Process Criteria
<u>RO/SRO Program</u>	
John Wyrick (WNP)	3, 4-10 Content Criteria
Bill Nevins (INPO)	3, 4-10 Content Criteria
<u>STA Program</u>	
Ken Norris (Commonwealth Edison)	3, 4-10 Content Criteria
Bill Nevins (INPO)	4-10 Process Criteria
<u>Evaluation</u>	
Steve Volmer (Rancho Seco)	1-12

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I attended numerous meetings and interviews during my 5 day observation. Monday afternoon, I attended a general introduction and overview of the INPO Accreditation Team Visit process with the Plant Manager. Tuesday through Friday, I attended morning briefings between INPO and utility staff. These meetings reviewed the INPO concerns resulting from their findings of the previous day. I also observed as many interviews with both training and operations personnel as I could. At the end of each day, I attended either the Content or the Process daily evaluation wrap-up meeting, and then I attended the final wrap-up meeting conducted by the overall Team Manager. At the final wrap-up meeting, presentations were made by both the Process and Content Team Leaders, but all Team Members were present and could add their viewpoints. On Friday, I attended the exit briefing for the utility staff. The Team Manager summarized the findings from the week long visit and discussed future steps toward Accreditation. The Team Leaders then presented a summary of their group's findings. The Team Manager then stated that a formal exit meeting with the Vermont Yankee findings would be held in 3 or 4 weeks.

### Results

The following were some of the Vermont Yankee concerns expressed by INPO about the Vermont Yankee training program:

- ° An overall training program description needs to be prepared for Vermont Yankee.
- ° The program description should be jointly endorsed by operations and training.
- ° Learning objectives need to be written for the nonlicensed operator program.
- ° The continuing training program for nonlicensed operators needs to be documented.
- ° A formal OJT program for operators needs to be developed.
- ° Tasks from the JTA for SCROs only need to be identified in the instructor guides and the instructor guides should be based on those tasks.
- ° Job descriptions of operations personnel need to be updated to include training tasks (i.e., Shift Supervisors).
- ° Qualification Standards for Operators are necessary.
- ° Short Term Instructors need to be evaluated formally.

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Harold R. Booher

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- ° The continuing training program for the Shift Engineer needs to be formalized and documented.
- ° A Qualification Standard for the Shift Engineer is necessary.
- ° A commitment that all future training candidates will participate in an accredited training program is necessary.

Conclusions

- Vermont Yankee

- ° The INPO Evaluation Team Members did a thorough job of reviewing Vermont Yankee against the criteria for Accreditation.
- ° The process appeared to be highly professional and labor intensive.
- ° I noted a healthy emphasis on continuing training.
- ° Vermont Yankee has an excellent plant-specific JTA.

- General

- ° It appears that while Vermont Yankee and the industry have made large strides in training, the Accreditation process is moving too fast. A slower pace may be more beneficial to all parties concerned.
- ° I found that observing one INPO Accreditation Team visit was beneficial, but that more than two visits for one individual is probably unnecessary.

Original Signed by

Clare Goodman  
Facilities Operations Branch  
Division of Boiling Water Reactor Licensing

Enclosure:  
As stated

DW/CG6/VY ACCREDITATION

OFFICE	FOB/BWR-L	PTS/SHIFT					
SURNAME	CGoodman/br	JJPersensky					
DATE	1/9/86	1/10/86					