**NRC INSPECTION MANUAL** IRAB

INSPECTION MANUAL CHAPTER 1245 ATTACHMENT 1

GENERAL OVERVIEW OF THE INSPECTOR TRAINING AND QUALIFICATION PROGRAM

Effective Date: 05/15/2023

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. Accordingly, the number of formal lengthy 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 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 inspectors will be allowed to perform some procedures or 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 to perform independently, the full scope of inspection or operator licensing related activities, with routine oversight and supervision.

# 3.0 SPECIALIZED AND ADVANCED TRAINING AND QUALIFICATION

In most cases, the qualification program does not require inspectors or examiners to successfully complete specialized and advanced training. However, 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

Final Qualification Activity



Basic-Level (Appendix A)

Training Courses*:*

Site Access Ethics Industrial Safety

Reactor Concepts Allegations Information Security Awareness

PRA Basics Conducting Inspections Event Response Awareness

Industrial Safety Enforcement FOIA Responsibilities

Differing Professional View Non-Concurrence Process NRC Overview

Individual Study Activities

Structured On-the-Job Activities

Technical Proficiency

(Appendix C)

Training Courses:

Individual Study Activities

On-the-Job Activities

Specific qualification standards

C-1: Operations

C-2: Engineering

C-3: Health Physics

C-4: Security

C-5: Research and Test Reactors

C-6: Emergency Preparedness

C-7: Fire Protection

C-8: Vendor

C-9: Senior Reactor Analyst

C-10: Operator License Examiner

C-11: Security Risk Analyst

C-12: Safety Culture Assessor

C-13: ISFSI Security

C-14: Cyber Security

C-15: Construction Inspector

C-16: Research and Test Reactor Operator License Examiner

Appendix B and one Appendix C qualification standard must be completed. Work can be completed concurrently provided all prerequisites have been met.

General Proficiency

(Appendix B)

Training Courses:

Field Techniques

Root Cause Analysis

Safety Culture

Individual Study Activities

Structured On-the-Job Activities

Personal and Interpersonal Skills

(Appendix B)

Training Courses:

Can be taken anytime during qualification:

Effective Communication

Gathering Information

Media Workshop

BASIC INSPECTOR CERTIFICATION

Final Qualification Activity (Oral Board)

FULL INSPECTOR QUALIFICATION

Various Advanced and Specialized Training Courses and Qualification Programs (Appendix D)

Required Refresher, Post-Qualification, and Continuing Training

Attachment 1: Revision History for IMC 1245 Attachment 1

| Commitment Tracking Number | Accession NumberIssue DateChange Notice | Description of Change | Description of Training Required and Completion Date | Comment Resolution and Closed Feedback Form Accession Number (Pre-Decisional, Non-Public Information) |
| --- | --- | --- | --- | --- |
| N/A | ML06286047910/31/06CN 06-032 | Editorial changes. Completed 4 year historical CN search | None | N/A |
| N/A | ML09036047007/08/09CN-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 | ML11105A14012/29/11CN 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 | ML15177A31311/24/15CN 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 | ML15195A122Closed FBF:1245-1854ML15054A205 |
| N/A | ML17072A29308/24/17CN 17-015 | This revision creates Appendix C15, “Construction Inspector Technical Proficiency Training and Qualification Journal.” | None | N/A |
| N/A | ML20077L27906/26/20CN 20-026 | This revision was administrative in nature and primarily updated branch names and training descriptions. | None | ML20079E421 |
| N/A | ML23030A66705/15/23CN 23-013 | This revision reflected the development of C16, “Research and Test Reactor Operator Licensing Examiner Technical Proficiency Training and Qualification Journal,” and updated the list of courses that is included in the program overview.  | None | N/A |