Task IV.D: NRC Staff Training

The objectives of this task are: (1) to improve and expand the NRC training program for the technical staff and resident inspectors, including, where appropriate, hands-on training; and (2) to establish a program to provide technically qualified entry-level professionals to counter recruiting difficulties resulting from increased industry demands and reduced university output.

ITEM IV.D.1: NRC STAFF TRAINING

DESCRIPTION

In order to fulfill the TMI Action Plan[1] requirements of improving and expanding the NRC training program for the technical staff and resident inspectors, OIE had to conduct a needs analysis of technical training requirements and then reexamine its training program in reference to this analysis. Inspector training and reactor technology training were to be modified accordingly. Consideration was to be given to: (1) a determination of the skills required to perform professional duties; (2) a comparison of the skills of newly-hired and incumbents with job skill requirements and an identification of deficient areas which can be improved through change in OIE training; and (3) the development or modification of courses to meet identified requirements. As a result of this analysis, simulator training was increased. The control of this training program and the periodic reexamination of the curriculum offered are part of the routine operation of OIE. These responsibilities are outlined in an OIE memorandum[2] to NRR in June 1982.

At the same time that NUREG-0660[3] was being prepared, the following actions related to NRC staff training were underway and were included in the scope of Item IV.D.1: (1) Simulator training was being increased; (2) relevant graduate-level education in the areas of Safety, Safety Management, Systems Management, and Engineering Systems Analysis and Management had been identified and were being funded as Master's degree programs; (3) alternatives were being developed to obtain qualified technical employees and inspectors in a climate of heavy competition for nuclear engineers and nuclear-trained individuals created by post-TMI industry requirements and shrinking university output.

As stated above, simulator training for NRC personnel was increased by OIE. However, ADM was responsible for the identification of relevant graduate-level education for NRC personnel and the funding of such a program. At the end of 1981, it was reported that multidisciplinary training had been provided to approximately 120 professional members of the NRC staff. This program is currently being implemented under the direction of ADM. In addition to this, a plan for obtaining qualified technical employees in a climate of heavy competition and limited university output was presented by ADM in SECY-80-331.[4] This plan is based on the "grow-our- own" concept and is estimated to cost $3.7M for training 100 college graduates per year (200 graduates in the program at any one time) to fill future positions in the NRC.

All necessary staff work to implement the "Grow-Our-Own" program has been completed and there are no outstanding issues to be resolved. The proposed program is periodically reviewed.[5] This item is not directly related to public safety and, therefore, is considered a licensing issue.

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[1] NUREG-0660, "NRC Action Plan Developed as a Result of the TMI-2 Accident," U.S. Nuclear Regulatory Commission, May 1980, (Rev. 1) August 1980.
[2] Memorandum for H. Denton from R. DeYoung, "TMI Action Plan Items Still Pending," June 10, 1982. [8401170101]
[3] NUREG-0660, "NRC Action Plan Developed as a Result of the TMI-2 Accident," U.S. Nuclear Regulatory Commission, May 1980, (Rev. 1) August 1980.
[4] SECY-80-331, "NRC Training Program," U.S. Nuclear Regulatory Commission, July 14, 1980. [8009100166]
[5] Memorandum for R. Emrit from P. Goldman, "Draft Report on the Prioritization of Non-NRR TMI Action Plan Items," December 29, 1982. [8312290171]

CONCLUSION

This Licensing Issue has been resolved.