

October 18, 2005

MEMORANDUM TO: R. William Borchardt, Deputy Director  
Office of Nuclear Reactor Regulation

FROM: Bruce A. Boger, Director */RA/*  
Division of Inspection Program Management  
Office of Nuclear Reactor Regulation

SUBJECT: NRC's ASSESSMENT OF TRAINING IN THE NUCLEAR INDUSTRY

When the NRC implemented the training rule, 10 CFR 50.120, it was predicated on our confidence that the industry had established and was using a systems approach to training to develop and maintain their training programs. The statement of considerations for the rule recognized that the safety of nuclear power plant operations and the assurance of general public health and safety depended on personnel performing at adequate levels. In addition, the systematic determination of performance qualifications and the provisions for retraining (systems approach to training) were viewed as enhancing public confidence in the ability of workers to perform successfully when required. The statement of considerations also noted that obtaining and maintaining accreditation through the Institute of Nuclear Power Operations (INPO) and its National Nuclear Accreditation Board (NNAB) was one way of demonstrating that the licensees were using a systems approach to training in their training programs. Based on these statements, since 1995, we have assessed the industry's overall effectiveness in implementing their training programs using the systems approach to training.

The attached report is offered for your information and provides the staff's assessment of training effectiveness for calendar year 2004. The report identifies the training-related activities monitored by the Agency and the Agency's assessment of training effectiveness based on our monitoring. Although the NRC monitoring has provided some evidence of specific weaknesses in training programs, overall, it suggests that the industry is implementing training programs in accordance with the regulations. The NRC will continue to monitor INPO activities and industry training to ensure weaknesses are addressed and the effectiveness of training continues.

Within the Memorandum of Agreement (MOA) between INPO and the NRC, the NRC has responsibility for assessing the effectiveness of the industry's training and qualification programs. Additionally, the MOA calls for the sharing of information as a means of increasing the overall effectiveness of training-related activities. To that end, we have sent a copy of this report to the Vice President, Training and Accreditation at INPO.

We would be happy to discuss any questions you may have on the report or on our assessment process.

Attachment: As stated

CONTACT: Richard M. Pelton, DIPM/NRR  
(301) 415-1028

October 18, 2005

MEMORANDUM TO: R. William Borchardt, Deputy Director  
Office of Nuclear Reactor Regulation

FROM: Bruce A. Boger, Director */RA/*  
Division of Inspection Program Management  
Office of Nuclear Reactor Regulation

SUBJECT: NRC's ASSESSMENT OF TRAINING IN THE NUCLEAR INDUSTRY

When the NRC implemented the training rule, 10 CFR 50.120, it was predicated on our confidence that the industry had established and was using a systems approach to training to develop and maintain their training programs. The statement of considerations for the rule recognized that the safety of nuclear power plant operations and the assurance of general public health and safety depended on personnel performing at adequate levels. In addition, the systematic determination of performance qualifications and the provisions for retraining (systems approach to training) were viewed as enhancing public confidence in the ability of workers to perform successfully when required. The statement of considerations also noted that obtaining and maintaining accreditation through the Institute of Nuclear Power Operations (INPO) and its National Nuclear Accreditation Board (NNAB) was one way of demonstrating that the licensees were using a systems approach to training in their training programs. Based on these statements, since 1995, we have assessed the industry's overall effectiveness in implementing their training programs using the systems approach to training.

The attached report is offered for your information and provides the staff's assessment of training effectiveness for calendar year 2004. The report identifies the training-related activities monitored by the Agency and the Agency's assessment of training effectiveness based on our monitoring. Although the NRC monitoring has provided some evidence of specific weaknesses in training programs, overall, it suggests that the industry is implementing training programs in accordance with the regulations. The NRC will continue to monitor INPO activities and industry training to ensure weaknesses are addressed and the effectiveness of training continues.

Within the Memorandum of Agreement (MOA) between INPO and the NRC, the NRC has responsibility for assessing the effectiveness of the industry's training and qualification programs. Additionally, the MOA calls for the sharing of information as a means of increasing the overall effectiveness of training-related activities. To that end, we have sent a copy of this report to the Vice President, Training and Accreditation at INPO.

We would be happy to discuss any questions you may have on the report or on our assessment process.

Attachment: As stated

CONTACT: Richard M. Pelton, DIPM/NRR  
(301) 415-1028

ADAMS: ML052640422-letter, ML052640540-memo, ML052640563-trng rpt,  
ML052640565-pkg

OFFICE	IROB/IOHS	IROB/IOHS	IROB/DIPM	DIR/DIPM
NAME	RPelton	DTrimble	PHiland	BBoger
DATE	9/22/05	9/27/05	9/30/05	10/18/05

**OFFICIAL RECORD COPY**