



**UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D.C. 20555-0001**

March 24, 2021

MEMORANDUM TO: Christian B. Cowdrey, Chief  
Operator Licensing and Human Factors Branch  
Division of Reactor Oversight  
Office of Nuclear Reactor Regulation

FROM: Brian W. Tindell, Reactor Engineer (Examiner Qualified)  
Operator Licensing and Human Factors Branch  
Division of Reactor Oversight  
Office of Nuclear Reactor Regulation

SUBJECT: SUMMARY OF MARCH 3, 2021, PUBLIC MEETING WITH  
REPRESENTATIVES OF INDUSTRY AND THE INSTITUTE OF  
NUCLEAR POWER OPERATIONS

*Brian Tindell* Signed by  
on 03/18/21

On March 3, 2021, the U.S. Nuclear Regulatory Commission (NRC) staff held a public meeting with representatives of the Nuclear Energy Institute's Licensed Operator Focus Group, Entergy Inc., NextEra Energy Inc., and the Institute of Nuclear Power Operations (INPO). The purpose of the meeting was to discuss the application of the Commission Policy Statement, "Education for Senior Reactor Operators and Shift Supervisors at Nuclear Power Plants; Policy Statement" (54 FR 33639; August 15, 1989). Specifically, the NRC staff and industry representatives discussed the goal of a diverse mixture of education and experience among operators.

Enclosures:

1. List of Attendees
2. Agenda
3. Discussion Summary

CONTACT: Brian Tindell, NRR/DRO  
(301) 415-2026

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OF INDUSTRY AND THE INSTITUTE OF NUCLEAR POWER OPERATIONS  
Dated: March 24, 2021

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**NRR-106**

OFFICE	NRR/DRO/IOLB	NRR/DRO/IOLB:C
NAME	BTindell	CCowdrey (LNist for)
DATE	03/24/2021	03/24/2021

LIST OF ATTENDEES – MARCH 3, 2021, PUBLIC MEETING WITH REPRESENTATIVES OF INDUSTRY AND THE INSTITUTE OF NUCLEAR POWER OPERATIONS	
Name	Organization
Chris Miller	NRC (via videoconference)
Gregory Suber	NRC (via videoconference)
Christian Cowdrey	NRC (via videoconference)
Theresa Buchanan	NRC (via videoconference)
Brian Tindell	NRC (via videoconference)
Maurin Scheetz	NRC (via videoconference)
Travis Iskierka-Boggs	NRC (via videoconference)
Eugene Guthrie	NRC (via videoconference)
Gerald McCoy	NRC (via videoconference)
Patricia Pelke	NRC (via videoconference)
Greg Werner	NRC (via videoconference)
Chuck Zoia	NRC (via videoconference)
Randy Baker	NRC (via videoconference)
David You	NRC (via videoconference)

John Kirkland	NRC (via videoconference)
Rodney Fanner	NRC (via videoconference)
Matt Emrich	NRC (via videoconference)
Jim Nance	NRC (via videoconference)
George Manaskie	Institute of Nuclear power Operations (via videoconference)
Tim Riti	Nuclear Energy Institute (via videoconference)
Kostas Dovas	Exelon (via videoconference)
Gregg Ludlam	Entergy (via videoconference)
Richard Baird	NextEra (via videoconference)
Seth Duston	NextEra (via videoconference)
Craig Prost	Energy Northwest (via videoconference)
Jason Stone	Unknown (via videoconference)

LIST OF ATTENDEES – MARCH 3, 2021, PUBLIC MEETING WITH REPRESENTATIVES OF INDUSTRY AND THE INSTITUTE OF NUCLEAR POWER OPERATIONS

Name	Organization
Bobby Simpson	South Texas Project (via videoconference)
Matthew Reid	Unknown (via videoconference)
Jana Bergman	Curtiss-Wright (via videoconference)
Charlie Kocsis	Entergy (via videoconference)
Kellen Ashander	Entergy (via videoconference)
Wallace Lien	Energy Northwest (via videoconference)
Jason Jennings	Talen Energy (via videoconference)
RJ Frederes	Entergy (via videoconference)
Michael Petersen	Xen Nuclear (via videoconference)
Fred Madden	Certrec (via videoconference)
Gerald Alex	Unknown (via videoconference)
Michael Fortner	South Texas Project (via videoconference)


AGENDA FOR THE U.S. NUCLEAR REGULATORY COMMISSION PARTIALLY CLOSED  
PUBLIC MEETING WITH REPRESENTATIVES OF INDUSTRY AND  
THE INSTITUTE OF NUCLEAR POWER OPERATIONS

Wednesday, March 3, 2021  
10:30 a.m. to 11:15 a.m. Eastern Standard Time

Via Videoconference and Telephone

TOPIC

PRESENTER

Operator Eligibility and Mixture of Backgrounds

NRC, INPO, and  
Industry  
Public

Public Comments

Closed Portion (Proprietary)

NRC, INPO, and  
Industry

Adjourn

## **DISCUSSION SUMMARY**

### **Introduction**

This videoconference and teleconference meeting between U.S. Nuclear Regulatory Commission (NRC) staff and representatives of INPO and industry was called to discuss the application of the Commission Policy Statement, 54 FR 33639, "Education for Senior Reactor Operators and Shift Supervisors at Nuclear Power Plants; Policy Statement," effective August 15, 1989. Specifically, the NRC and industry representatives discussed the goal of a diverse mixture of education and experience among operators.

No regulatory decisions were made on the call.

### **NRC Staff Presentation**

The NRC staff opened the meeting by recognizing the important role that licensed operators play in nuclear safety. Licensed operators' backgrounds in education and experience, including engineering education and hands-on experience in power plants, have a direct effect on the safety of nuclear power plants. The industry has drafted revised guidelines for education and experience eligibility due to changes in the job market and changes in training programs. So, the staff called this meeting to better understand the changes and how licensees will continue to find and train high quality operator license applicants.

The NRC staff presented the current regulatory structure for operator license eligibility. For current power reactors, 10 CFR 55.31(a)(4) references facility licensees' training programs based on a systems approach to training for determining education and experience eligibility requirements for licensing as an operator. The Commission Policy Statement states, in part, that the "safety of commercial power reactors is enhanced by having on each shift a team of NRC-licensed professionals that combine technical and academic knowledge with plant-specific training and substantial hands-on operating experience." In addition, the Policy Statement states, in part, "Ideally, licensees should strive to have in the control room individuals with a mix of education, training, and experience in plant operations." In summary, licensees select and train professional licensed operators with diverse backgrounds. The NRC staff reviews the selection and training and conducts rigorous examinations and testing before approving a license application.

The industry's draft guidelines would change, and in some cases reduce, the amount of education or experience required for licensing as an operator. The staff concluded its presentation by stating that the industry's guidelines should continue to select operators with a mixture of backgrounds, including operators with an engineering background and with hands-on experience, consistent with the Commission's Policy Statement.

### **INPO and Industry Representatives Presentation**

The INPO and Industry representatives stated that they had a goal to maintain high standards, including significant requirements for education and hands-on experience at all license levels. The draft guidelines will reduce administrative burden while continuing to select high quality applicants for licensing as reactor operators and senior reactor operators.

The representatives further said that the draft guidelines should result in selecting high-quality applicants with more diverse backgrounds that continue to meet the intent of the Commission

## **Draft Performance Deficiency Guidance for Rev. 12 of NUREG-1021**

Policy Statement. While there will be a small increase in applicants with non-traditional backgrounds, the industry representatives do not expect a significant shift in the education and experience background of licensed operators as a whole. For those applicants with a non-traditional background, a proven systems approach to training methodology would be utilized when determining the necessary prerequisites, based on individual applicant's education and experience.

In addition to the academic and experience eligibility guidelines for individuals, INPO and industry representatives stated that there are additional INPO guidelines for considering a diverse mixture of education and experience in plant operations among licensed operators. These guidelines address the Commission's Policy Statement.

The INPO representatives stated that they will send a non-proprietary version of the revised guidelines for posting on the NRC public webpage to replace the current summary of the guidelines (available at Agencywide Documents Access and Management System (ADAMS) Accession No. ML19053A433) when the document is finalized.

### **Public Comments**

There were no public comments.