

## **ANS Issues a Response to an Inquiry on ANSI/ANS-3.1-2014 (R2020), *Selection, Qualification, and Training of Personnel for Nuclear Power Plants* (Nuclear News, January 2024)**

The ANS Standards Committee received an inquiry on ANSI/ANS-3.1-2014 (R2020). The inquiry and response are provided below. Some editorial changes have been made for clarity.

### ***Inquiry:***

Crane Nuclear is proposing to establish valve vocational activities at nearby high schools with already established vocational programs. Can the high school vocational program be used to assist with 1 year of related experience?

It is Crane's intention to assist in the development of the valve-specific vocational program. Those students that complete the program would then attend a six-week Crane Valve Training program to verify skills. The student must pass the Crane training and task proficiency evaluations, as well, prior to being assigned work at a nuclear power plant.

### ***Response:***

The following excerpt from ANSI/ANS-3.1-2014 (R2020) is referred to in your inquiry. Sec. 4.1.2.4, "Related experience," states:

*Related experience is experience in performing job duties similar to that for which the individual seeks qualification, and which may or may not be at a nuclear power plant.*

When considering Crane's inquiry, "Can the high school vocational program be used to assist with 1 year of related experience?" as it relates to a valve-specific training program, we consider ANSI/ANS-3.1-2014 (R2020), Sec. 4.5, "Operators, technicians, and maintenance personnel," to be applicable. Specifically, Sec. 4.5.7, "Maintenance personnel," describes individuals responsible for maintenance and repair of equipment. A high school diploma and minimum related experience of 1 year are required for these positions.

Related experience is defined as "experience in performing job duties similar to that for which the individual seeks qualification, and which may or may not be at a nuclear power plant" and is further described in Sec. 4.1.2.4:

*An acceptable alternative to the experience requirements specified in Sec. 4 may be successful completion of a training program based on SAT [systematic approach to training] (see Sec. 6.2.1) and a minimum of 1 year of nuclear power plant experience as described in Sec. 4.1.2.3.*

*Where course work is related to job duties, postsecondary education may be substituted for related experience at a ratio of 2 years of education for 1 year of experience. The total credit for postsecondary education shall not exceed 2 years of experience credit. For example, completion of trade school or community college technical programs designed for a specific position may be substituted at the rate of 0.5 years of experience credit for each year of education. (Underlining added)*

Section 4.1.2.1, "Alternatives to experience," states, "Alternatives to (or exemptions from) experience requirements may be allowed based on a case-by-case evaluation of the position requirements and the experience that the alternative(s) provide. Alternatives to experience should be allowed if the alternate experience was acquired by performing duties similar to those for which the individual seeks qualification."

Therefore, a high school vocational program *may* be credited toward related experience provided an evaluation of the position requirements and the training program shows that the duties to be performed during training are similar to those to which the individual seeks qualification.

However, the proposed reply provided by Crane in the Inquiry Submittal Form, “where course work is related to job duties, *high school vocational* classes may be substituted for related experience at a ratio of 2:1, i.e., 1 year of vocational course work equals to 6 months of related experience ...” (italics added), does not meet the substitution criteria described in Sec. 4.1.2.4 as the 2:1 ratio was established for postsecondary education.

**Reference:**

ANSI/ANS-3.1-2014 (R2020), *Selection, Qualification, and Training of Personnel for Nuclear Power Plants*. Secs. 4.5.7 through 4.5.7.2 are copied below:

**4.5.7 Maintenance personnel**

The individuals responsible for maintenance and repair of equipment.

**4.5.7.1 Electrical maintenance**

**Education:** High school diploma.

**Minimum experience for the position:**

Related experience 1 yr.

**4.5.7.2 Mechanical maintenance**

**Education:** High school diploma.

**Minimum experience for the position:**

Related experience 1 yr.