



Selection, Qualification, and Training of Personnel for Nuclear Power Plants

REAFFIRMED

February 4, 2020

ANSI/ANS-3.1-2014 (R2020)

An American National Standard

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**American National Standard
Selection, Qualification, and Training
of Personnel for Nuclear Power Plants**

Secretariat
American Nuclear Society

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Working Group ANS-3.1**

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Foreword (This foreword is not a part of American National Standard “Selection, Qualification, and Training of Personnel for Nuclear Power Plants”, ANSI/ANS-3.1-2014.)

Proper selection, qualification, and training of personnel are significant factors in ensuring the safe, reliable, and efficient operation of nuclear power plants. It is through these processes that personnel responsible for the various aspects of nuclear power plant operation can understand the complexities of the power plant and the impacts that their individual activities have on safe plant operation.

This standard contains criteria for the selection, qualification, and training of personnel for the operating organization of stationary nuclear power plants.

The criteria in the standard are organized by functional levels of responsibility that generally occur in nuclear power plant organizations. Specific education and experience criteria are presented based on a consensus of job requirements. Training requirements reflect the industry practice of training based on a systematic analysis of the training needs and on performance-based training. Each owner organization defines the power plant organization that meets its specific situation, and adapts training and other criteria to meet the specific situation.

This standard might reference documents and other standards that have been superseded or withdrawn at the time the standard is applied. A statement has been included in the references section that provides guidance on the use of references.

This standard does not incorporate the concepts of generating risk-informed insights, or a graded approach to quality assurance. The user is advised that one or more of these techniques could enhance the application of this standard.

This standard specifies minimum qualification for levels of management and individuals. For an organization to be effective, the collective qualifications of the plant staff should exceed the sum of the individual qualifications specified in the standard.

The purpose of the 2014 revision is to update the standard in the following areas:

- align the American Nuclear Society, the U.S. Nuclear Regulatory Commission, and the Institute of Nuclear Power Operations with industry training and standards;
- provide a common language across the industry;
- incorporate the past 20 years of learning and experience with nuclear power plant training program implementation and performance;
- better address supplemental training and qualification;
- update positions in light of new nuclear power plant construction, current position terminology, and evolving technology.

This standard was prepared by Working Group ANS-3.1 of the Standards Committee of the American Nuclear Society, whose membership was as follows:

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