

## Nuclear Training Excellence Project in Slovenské elektrárne, a.s

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The aim of the paper is to present and share experience with design and implementation of Nuclear Training Excellence Project.

As a reaction to several WANO Peer Reviews, NSAC and IAEA-OSART missions in the recent years bringing in recommendations for improvement in nuclear training area, Nuclear Training Excellence Project was launched for both SE NPPs (Mochovce and Bohunice) in 2011. As part of the project preparation and design phase, an organizational change aimed at strengthening of nuclear training role in NPPs was approved. Almost 30 new jobs were created and fulfilled with internally hired professionals.

Project goals for 2013-2015 are as follows:

- Set and implement nuclear training process in accordance with the best nuclear practice
- Apply Systematic Approach to Training (SAT) methodology thoroughly.
- Change understanding of nuclear training by plant line management so that they consider it as part of core business.
- Develop and start implementing new practical training programs based on SAT methodology, and prepare Practical Training Centers in both NPPs for run
- Identify and implement improvements in MCR simulator training based on the best nuclear practice

The project consists of 4 sub-projects: 1) team focused on thorough implementation of SAT methodology; 2) team focused on development and standardization of practical training; 3) team focused on improvement of MCR simulator training; and 4) team focused on change management –managing people side of change.

Main project activities to date:

- Localization of SAT methodology and ensuring its IT support
- Launching activities of Nuclear Training Committees
- Organizing trainings on SAT methodology for NPPs Top Management and nuclear training personnel
- The first SAT phase - Analysis almost completed in both NPPS - Maintenance, Safety, Operation
- Starting practical training in newly established Mochovce and Bohunice Practical Training Centers

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