

**OSART Good Practices**  
**TRAINING AND QUALIFICATION**  
**Training Programmes for Training Group Personnel**

**Mihama 3, Japan**

Mission Date; 15 Jan.- 5 Feb., 2009

The instructors at the Nuclear Operations Support Center (NOSC) and Nuclear Power Training Center (NPTC) have been selected from among those with senior experience and skills in the nuclear power station.

The instructor qualification process has been established to provide additional skills and training to the selected instructors in both technical areas such as simulator operation, evaluative methods, communications, and others subjects. This process ensures a high level of instructor competence which then results in efficient and effective training delivery and knowledge gain.

NOSC Instructors - Selected from highly experienced reactor control operators, after taking into consideration the individual's skills, leadership qualities, and communication abilities, all evaluated in a comprehensive manner. In addition, the instructors are required to be certified in a leadership training course, and must pass an interview with the General Manager of the Nuclear Operations Support Center. After approximately 2-3 years as an instructor, the individual is returned to shift operator duties with the additional knowledge and insights he has gained from being a simulator instructor.

NPTC Instructors - Selected from highly experienced individuals after taking into consideration the individual's skills, leadership qualities, and communication abilities, all evaluated in a comprehensive manner. In addition, the individuals receive additional training and competency evaluation (annually) in "planning, implementation, assessment, and improvement in training". Additional training is also provided in specialized instructor skills to ensure strong instructor skills for effective training delivery. Likewise, NPTC instructors are rotated back to the nuclear power plant divisions after 2-3 years to spread and capitalize on their gained knowledge and expertise.