SMR & MMR Workforce Readiness Checklist

7 Critical Milestones for Program Success

Small Modular Reactor (SMR) and Microreactor (MMR) developers face unprecedented timeline pressures, especially those participating in the DOE Pilot Program. While technical and regulatory milestones receive significant attention, **workforce readiness is often the hidden critical path item** that determines project success or delay.

This checklist identifies the seven workforce milestones that determine whether your project stays on schedule. Use it to assess your readiness and identify gaps before they become critical path delays.

☐ Milestone 1: Workforce Strategy Aligned with Critical Path Timeline

Have you mapped workforce requirements against your reactor deployment critical path? Most advanced reactor developers focus on technical milestones but underestimate the 18-24 month lead time required to recruit, train, and certify qualified nuclear personnel.

Key Questions:

- Do you have a detailed workforce plan with hiring timelines?
- Have you identified which roles require NRC certification or qualification?
- Is workforce readiness tracked as a critical path item in your project schedule?

☐ Milestone 2: Regulatory-Compliant Training Programs Defined

Do you have NRC-compliant training programs ready for deployment? Training program development, review, and approval can take 12-18 months. Starting this process late is a common cause of project delays.

Key Questions:

- Have you identified which positions require SAT-based training programs?
- Do you have SMEs available to develop training content?
- Have you selected a training platform or LMS that meets regulatory requirements?

☐ Milestone 3: Procedure Development on Track for FOAK Reactor

For first-of-a-kind (FOAK) reactors, operating procedures don't exist yet. Procedure development is often underestimated and becomes a bottleneck for both operations and training programs.

Key Questions:

- Have you allocated resources for procedure development?
- Do you have a process for developing, reviewing, and approving procedures?
- Are your procedures being developed in parallel with training content?

☐ Milestone 4: Talent Acquisition Strategy for Specialized Nuclear Roles

The nuclear talent market is highly competitive. Have you developed strategies to attract experienced nuclear professionals or train non-nuclear personnel? Generic recruiting approaches rarely work for specialized nuclear positions.

Key Questions:

- Do you have relationships with higher and technical training institutions?
- Have you identified sources for experienced reactor operators or SROs?

☐ Milestone 5: Training Infrastructure and Simulation Capabilities

Do you have the infrastructure to deliver hands-on training? Simulators, training facilities, and practice equipment are essential for developing competent operators, but often require long procurement and setup timelines.

Key Questions:

- Have you identified simulation requirements for your reactor design?
- Do you have a plan for procuring or developing simulator capabilities?
- Have you considered training platform options that accelerate deployment?

☐ Milestone 6: Competency Assessment and Qualification Process

How will you verify that personnel are qualified to operate your reactor? Competency frameworks, examination programs, and qualification processes must be developed and approved before operations begin.

Key Questions:

- Have you defined competency requirements for critical positions?
- Do you have an examination and evaluation program?
- Have you established a qualification board or equivalent process?

☐ Milestone 7: Continuous Learning and Knowledge Management System

As a FOAK reactor, you'll generate operational experience and lessons learned that need to be captured and integrated into training. Have you planned for continuous improvement of your training programs?

Key Questions:

- Do you have a process for updating training based on operational experience?
- Have you selected tools for knowledge management and documentation?
- Is there a system for tracking training effectiveness and making improvements?

What's Your Workforce Readiness Score?

Count how many checkboxes you can confidently mark. Your score indicates your workforce readiness level:

Score	Readiness Level	Recommended Action
6-7	Advanced Preparation	You're ahead of the curve. Focus on execution and continuous improvement.
4-5	Developing Strategy	You have a foundation. Accelerate planning in gap areas to avoid delays.
2-3	Early Stage	Workforce could become critical path. Immediate action needed.
0-1	High Risk	Workforce readiness is likely already impacting your timeline. Urgent intervention required.

How Accelerant Solutions Can Help

Accelerant Solutions specializes in helping SMR and advanced reactor developers build workforce readiness programs that keep pace with aggressive deployment timelines. We've worked with industry leaders including NuScale Power to develop training programs and procedures that meet regulatory requirements without delaying critical path milestones.

Focused Services Include:

• **Complete Training Platform:** Accelerate training program deployment with a proven LMS designed for nuclear operations. Launch in months instead of years.

• **Full Procedure Development:** Systematic procedure development for first-of-a-kind reactors, ensuring regulatory compliance and operational readiness.

• **Workforce Strategy Consulting:** Comprehensive workforce planning that aligns talent acquisition, training, and qualification with your project critical path.

• **Training Program Development:** SAT-based training programs developed by experienced nuclear professionals who understand both regulatory requirements and operational realities.

Ready to ensure workforce readiness doesn't delay your deployment?

Contact us for a complimentary workforce readiness assessment and discover how we can help you stay on schedule.