

# Entergy, NextEra, Vistra Bring a Fresh Approach to Workforce Training with EPRI's Common Initial Training Program



Training new technicians at a nuclear plant has never been simple. Each site has traditionally developed and delivered its own training programs—and while core elements are common, the details can differ significantly. These variations make it harder for workers to move between plants and create extra hurdles when transferring qualifications, even within the same fleet. Add in higher turnover among instructors and seasoned technicians, and plants face a tough mix: more people to train, fewer people to train them, and longer delays to get new employees qualified.

To address these challenges, Entergy Operations, Inc., NextEra Energy, and Vistra Corp. teamed up with EPRI to roll out EPRI's Common Initial Training (CIT) program—a standardized, web-based curriculum designed around established industry standards. With CIT, new employees can begin training almost immediately, easing the load on plant instructors and ensuring everyone learns from the same, high-quality materials no matter where they are located.

## Benefits

CIT has delivered clear benefits. Onboarding now moves much faster—new technicians can start training within days rather than waiting weeks or months for scheduled classes, cutting costs and reducing downtime. Standardized, on-demand modules have also led to a 75% reduction in the use of in-house training resources, allowing instructors to focus on advanced and site-specific training needs.

The new process not only helps ensure that skilled professionals are ready to contribute more quickly, but the consistent training quality across multiple sites also means that all technicians receive the same high standard of education and preparation—vital for maintaining safety, reliability, and performance. This consistency streamlines equivalency and exemption determinations during onboarding for new and transferred employees who already have completed the training. CIT's centralized content management further reduces the burden on plant staff, as EPRI handles updates, delivery, and recordkeeping. Together, these improvements help plants qualify technicians more efficiently and strengthen overall workforce readiness.

## Application

Developed using a Systematic Approach to Training (SAT) aligned with National Academy of Nuclear Training guidance, CIT delivers core fundamentals through web-based modules supported by EPRI-qualified instructors.

From 2024 to 2025, Entergy, NextEra, and Vistra integrated CIT into onboarding for chemistry, radiation protection, and maintenance technicians. NextEra also created a CIT-based path for gamma spectroscopy continuing training, completed by more than 60 radiation protection technicians. Entergy used the chemistry path for instructor development as well. By adopting CIT across multiple sites, the three fleets became the first globally to standardize initial training at this scale, demonstrating a clear commitment to modernization and efficiency.

EPRI's resource driving this program was:

- Common Initial Training Curriculum: Fundamentals, Chemistry, Radiation Protection, and Maintenance, 3002031417

Figure 1

Shows sample training slides.

A collage of five sample training slides from the EPRI Common Initial Training Program. The slides are: 1. "Post-Accident Condition Sampling" slide with the EPRI logo and a "Start Course" button. 2. "Kinds of Instruments" slide showing six different types of instruments. 3. "Sensors and Detectors" slide listing everyday examples like gas gauges and level sensors, accompanied by images of a gas gauge and a sensor. 4. "Decreasing Radionuclide and Chemical Interference" slide showing a laboratory setting with various equipment. 5. "Positive Displacement Pumps, Ejectors, and Eductors" slide with the EPRI logo, a gear icon, and a "Start Course" button.