Growing Technicians into Reliability Engineers Through RMIC

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Abstract

This presentation evaluates the appropriate considerations when choosing to employ Reliability Engineers. Reliability engineers are acquired in several ways; rented as consultants, purchased from the Reliability talent pool, or developed internally. There is no consensus or obvious choice as many variables affect the decision. However, there are great examples worth discussing of how all three approaches have accurately addressed the dilemma.

This presentation offers a firsthand account from a Technician and his Reliability Coach as they collaboratively, transition him from a tradesman to an engineer. This case study captures the journey of one technician that leveraged the industry demand for Reliability to position himself to become the Reliability Engineering Lead for his entire Aeronautics manufacturing facility.

Introduction

Many facilities have mechanics and technicians with decades of experience in manufacturing. Their experience and hard-won skillsets increase their capacity to transition into Reliability Engineers. They are familiar with asset management best practices, but often they do not have the requisite knowledge to use their skills effectively and efficiently. The RMIC program gives its students a reliability lens to view the world through. Through this lens a clearer understanding of their operating environment is established allowing them to immediately offer practical and prudent strategic guidance, thereby moving the company towards more optimal methods of asset management.

Eventually, practices will turn into habits, and habits will turn into a culture, increasing the probability of using the company’s resource base effectively providing increased quality, output, reliability, and profit. In the end, the goal is reliability, and it does not matter how you get there as long as you do. Our experiences have taught us that dedicated reliability experts are required to make a reliability program work, it is not a part-time job. The question is, what is the most efficient and effective way for my organization to employ Reliability Engineers?