



SHAPING THE AEROSPACE  
WORKFORCE OF THE FUTURE



## WELCOME

PRI Qualification<sup>SM</sup> is a critical process personnel qualification program created by and for the aerospace and defence industry. The objective of the program is to capture the essential skills and knowledge within the industry to support succession planning and increased globalization. The program leverages the technical expertise of the participating organizations to:

- Develop free critical process Bodies of Knowledge (BoKs) that detail the essential knowledge and skills required by personnel operating in specific manufacturing areas.
- Validate personnel competency through theoretical and practical assessments.
- Approve Training Providers to deliver technical courses aligned with the Bodies of Knowledge.

Your participation in the PRI Qualification program will add value to this industry program. It is PRI's privilege to steward this program and I invite you to join with your peers and help shape the aerospace workforce of the future.



David L. Schutt  
President and Chief Executive Officer  
Performance Review Institute





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# WHAT IS PRI QUALIFICATION?

A global, industry-managed program for special process personnel qualification in the aerospace industry, the PRI Qualification program empowers all parties to influence, collaborate and be part of the change taking place in the industry. The PRI Qualification program leverages the combined knowledge of industry experts to develop Bodies of Knowledge (BoKs) and assessments (online theory and practical). The program also approves Training Providers to deliver courses aligned with the Bodies of Knowledge which then support candidates in their preparation for their assessments.



## THE INDUSTRY CHALLENGE

There is a critical shortfall of qualified special process personnel in the aerospace industry, as well as a skills gap created by an increasingly globalized workforce. This has increased pressure on all organizations to reduce the time required to train new personnel and ensure they achieve adequate standards of competency at all levels.

## PRI QUALIFICATION IS THE SOLUTION

**Aerospace Manufacturers** benefit from utilizing an existing industry-managed program to support internal training and assessment or validate personnel capability within their supply chains, and support compliance to 9100 (8.5.1.2).

**Training Providers** can have their training courses approved by industry technical experts to increase exposure within the aerospace industry and win new business.

**Industry Technical Experts** can help safeguard the future of aerospace manufacturing by contributing to the industry's efforts to increase personnel capability and capture the knowledge and skills associated with complex special process activities.

**Individuals** can take a PRI Qualification program assessment to evidence their competency at all levels within their chosen field and source superior Training Providers through the PRI Qualification program database.



## INDUSTRY RECOGNITION

MORE AND MORE COMPANIES ARE SEEING THE BENEFITS OF PARTICIPATING IN THE PRI QUALIFICATION PROGRAM

### MARK BINFIELD

Quality Fellow – Special Processes and Nadcap® Lead Actuation systems  
Collins Aerospace

### CHARLES PARKER

Director of Engineering  
Supplier Transformation  
Honeywell Aerospace

### GORDON PORTERFIELD

Quality Manager  
Solar Atmospheres  
PRI Qualification Management Council Chair



For those not yet involved in this area, this is a great opportunity to network and learn about how the industry intends to utilize the framework of the PRI Qualification program to address the difficulties we all face with the recruitment, training and qualification of aerospace special process personnel."



"Honeywell uses the PRI Qualification program assessments as part of our special process control to comply with 9100 requirements. We believe that having qualified personnel is a core element of quality."



"The PRI Qualification program provides a way for Solar Atmospheres to train chosen employees to an industry-consensus Body of Knowledge, evaluate the candidate's understanding of the pertinent information, and provide for a document attesting to their competence that is recognized around the world.



## INDUSTRY INVOLVEMENT

AN INCREASING NUMBER OF COMPANIES ARE ACTIVELY PARTICIPATING IN THE PRI QUALIFICATION PROGRAM.

### AEROSPACE MANUFACTURERS & SUPPLIERS

Abbey Metal Finishing Company  
BAE Systems  
Barnes Aerospace  
Bodycote  
The Boeing Company  
Bombardier  
C-Fan  
Collins Aerospace  
Ellison Surface Technologies  
Eirtech Aviation Services  
GE Aviation  
GKN Aerospace  
Honeywell  
Lockheed Martin  
Magnetic Inspection Laboratory, Inc.  
Metal Tech  
Nycote Laboratories Corporation  
Paint Services Group

PPG Industries  
Raytheon Company  
Rolls-Royce Plc  
Saint Clair Systems  
Solar Atmospheres  
Textron

### MAINTENANCE, REPAIR AND OVERHAUL

Honeycomb Aircraft Repair Center

### TRAINING PROVIDERS

Abaris Training Inc.  
PRI Training  
Embry Riddle  
EWF  
Osprey Tech  
SAE  
SpaceTEC  
TWI

## BODIES OF KNOWLEDGE & ASSESSMENTS

The PRI Qualification program's goal is to fill gaps in the industry by creating new Bodies of Knowledge (BoKs) and assessments where they have not previously existed. As a result, the PRI Qualification program has focused its development efforts on Planner Level as this is where the PRI Qualification program Management Council has found the biggest opportunity to provide new special process personnel qualifications.

### PROCESS OPERATOR/TECHNICIAN

Understand and perform the hands-on operations of the special process

### PROCESS PLANNER

Capable of creating manufacturing processes and interpreting process procedures to conform to customer specification and requirements.  
Capable of problem solving and resolving day-to-day issues.

### PROCESS OWNER

Capable of writing, reviewing and approving processes, procedures and qualifications of Process Operators and Process Planners. Capable of designing new processes and resolving issues among other levels.



THE PROGRAM ALSO OFFERS  
A MEANS OF SUCCESSION  
PLANNING IN THE AEROSPACE  
WORKFORCE. THE KNOWLEDGE  
THAT IS CAPTURED THROUGH  
THESE BOKS IS COMPREHENSIVE  
AND WILL BENEFIT THE  
INDUSTRY GREATLY AS THERE IS  
NOTHING SIMILAR IN OUR FIELD  
OF EXPERTISE.”

MARTIN DAY  
ENGINEER PRINCIPAL, PRODUCT DESIGN  
HONEYWELL



## BODIES OF KNOWLEDGE

PRI Qualification has developed Bodies of Knowledge (BoKs) and assessments in a number of manufacturing areas and is actively developing more, according to industry need.

### Brazing

Vacuum and Non-Vacuum Furnace Braze

\*Torch Braze

### Chemical Processing

Anodizing

Cleaning

Conversion / Phosphate Coatings

Etch and Etch Inspection

Painting

Plating

### Coatings Applicator

Preparing to deliver Aerospace Coatings Applicator Specialist (ACAS) qualification system in accordance with SAE AS7489

### Composite Repair

Aerospace Composite Bonded Repair

General Composite Repair

\*Metal Bond Repair

### Heat Treating

Aluminum Alloys

Carbon and Alloy Steel

Heat Resisting Alloys

Pyrometry (Calibration and Test)

Pyrometry (Process)

Stainless and PH Steel

Titanium Alloys

### Welding

Electron Beam

Fusion

Resistance Spot and Seam

\*Bodies of Knowledge (BoKs) currently in progress with expected release in 2020.



## FUTURE DEVELOPMENT

Aerospace industry leaders have identified the following special process technologies for future development.

Additive Manufacturing

Coatings

Composites

- Manufacturing
- Bolted Repair

Conventional Machining

Electronics

Materials Testing

Measurement & Inspection

Metallic Materials Manufacturing

Nonconventional Machining

Non Metallic Materials  
Manufacturing

Sealants / Elastomers

Surface Enhancement

- Shot Peening

Welding

- Laser

## PARTICIPATION BENEFITS



### Industry Collaboration

Through the PRI Qualification program, industry representatives work together as equals, sharing best practices for the benefit of the industry as a whole. The opportunity to meet with other industry members and build advantageous working relationships cannot be underestimated.

### Knowledge Transfer

The PRI Qualification program Bodies of Knowledge (BoKs) are developed with extensive industry input and review.

They are designed to share the best practices and technical norms that any competent technician should know.

### Global Recognition

The PRI Qualification program is an international qualification program, with companies actively participating from all around the world. Being awarded a PRI Qualification certificate of qualification signifies a universal acknowledgement of competency to industry standards.

## TRAINING PROVIDER CASE STUDY



MIKE HOKE  
President  
Abaris Training



Our involvement with the PRI Qualification program has given Abaris the opportunity to enhance the content of our aerospace training courses and build lasting relationships with aerospace industry stakeholders. Our membership is invaluable because it gives us the opportunity to work alongside our customers (and potential customers) and have a voice in shaping the training requirements for Composite Repair. By collaborating with other industry experts, we help develop the Composite Repair Bodies of Knowledge (BoKs) and then refine and improve our training courses to ensure they are fully aligned.

**Our membership is invaluable because it gives us the opportunity to work alongside our customers...**

Serving as the Vice Chair of the Composite Repair Review Board, I can apply what is discussed during our industry-wide meetings to our training courses. In 2016, one of our flagship courses, Composite and Bonded Structure Technician/Specialist was the first to receive

approval from the PRI Qualification program. This means anyone who wishes to achieve the PRI Qualification program General Repair Technician can be confident that by attending our training course they will be fully prepared to take the theory examination. Our second course for Aerospace Composite Bonded Repair Technician training was approved in 2018.



Abaris has been involved with the PRI Qualification program for over 6 years now, in which time I believe that we have been able to enhance our relationships with the aerospace industry and improve our training programs. We look forward to our continuing collaboration with the program and seeing more Training Providers joining us."

## MEMBERSHIP BENEFITS

PRI Qualification Membership is open to aerospace manufacturers, airlines, maintenance, repair & overhaul organizations and training providers.

PRI Qualification Members have the opportunity to get closely involved in program development and can save money through our assessment packages. Members sign agreements which commit them to safeguarding the assessment content.

### Membership Benefits:

- Right to oversee the content of assessments in any commodity for a single annual fee
- Assessment package:
  - Complimentary assessments for your employees or customers
  - Discounted assessments for your employees or customers

For more information on Membership, please speak to the PRI Qualification team.

	Annual Assessment Package		Annual Fee
	Complimentary Assessments	Discounted Assessments (\$50 discount)	
Basic	4	5	\$999
Premium	20	25	\$4,999
Training Providers	N/A	N/A	\$499



## GET INVOLVED WITH PRI QUALIFICATION

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Learn more about PRI Qualification at [www.p-r-i.org](http://www.p-r-i.org)

PRI Qualification is administered by the not-for-profit Performance Review Institute.