

**Community College:** Alabama Technology Network  
**Name:** Existing Industry Training Program Grant  
**Company:** VT Mobile Aerospace Engineering (MAE)  
**Program:** Aviation Behavior Based Safety (ABBS) Training  
**Amount:** \$25,000



## **Executive Summary**

Alabama Technology Network (ATN) requests approval for its \$25,000 Existing Industry Training Program (EITP) grant application, which will support this critical cost reduction effort.

### **Statement of Need**

VT MAE competes in the global aviation Maintenance Repair Overhaul (MRO) industry space. Competition is so fierce that a few thousand dollars in cost over-run can be the difference between retaining a client relationship or being undercut by a competitor. In 2016 alone, damage to aircraft rose to 24 incidents.

But there is another cost that must also be managed, the cost of injuries, both recordable and non-recordable. As it relates to the dollar impact from injuries at VT MAE in 2016 VT MAE, consider the following;

- 32 Recordable Injuries
  - 8- Restricted Duty incidences (249 days total)
  - 19 Incidences requiring Medical
  - 5 - Days away (22 days total)
- Man-hour rate \$28
- 10hr days

Doing the quick math, injuries resulted in just short of \$77,000.00 in man-hour cost rate. Add to this the unknown impact of non-recordable injuries. A case can easily be made that this type of incidence certainly impacts productivity in dollar amounts that far beyond the quick math above.

VT MAE and the Alabama Technology Network (ATN) believe that an innovative approach known as Aviation Behavior Based Safety (ABBS) Training can be the solution. ABBS detailed elsewhere in this Summary is, by design, a training and implementation program that addresses both areas on costs discussed above;

- Injuries (both recordable and non-recordable) and,
- Damage to Aircraft.

## **Company Profile**

VT MAE, Inc. is an Aviation Maintenance Repair Overhaul (MRO) with special expertise in modifications and engineering services. VT MAE launched operations in 1991 and has grown to nearly 900,000 square feet of MRO facilities at the Brookley Aeroplex. During its 20+ years of market presence, VT MAE has delivered more than 4,000 modified and/or repaired aircraft to major passenger and freight airlines. VT MAE enjoys the distinction of being one of Mobile's largest employers with over 1000 employees. The Brookley Aeroplex can accommodate eight (8) wide-body and ten (10) narrow-body aircraft. As a world-class aviation (MRO) facility, VT MAE is fully certified by the US Federal Aviation Administration (FAA) as a Class 4 repair station.

VT MAE is acutely aware of its responsibility to both its employees and the Greater Mobile community. This stems from a continual commitment to safety, waste reduction, excellence, and accountability, impacting every employee at all levels. To remain competitive, continual development of is mandatory, not an option. The ABBS Training initiative is designed to further develop VT MAE employees through a combination of training and implementation. The result will be workforce prepared to further compete in the global aviation MRO industry segment. VT MAE is committed to improving staff skills by offering professional training such as the ABBS Training, summarized below.

## **Training Summary**

The ABBS Training approach attacks injury and aircraft damage costs in such a way that, once implemented, a sustainable culture of incidence reduction ensues (once again, both aircraft damage and recordable/non-recordable injuries). The training program will educate the VT MAE workforce about the importance of incident prevention and cost reduction. The key take-away of the ABBS Training is the "observation and coaching" element. Employees will be equipped to engage in meaningful, non-confrontational, "one-to-one" (employee-to-employee) dialog. Essentially all VT MAE employees will be exposed to this Training which will require approximately 4-6-weeks to deliver to over 990 employees. Through this Training, the *root cause* of unsafe, ineffective workplace practices will be exposed and a culture of safety and efficiency will be installed.

The following is an overview of the request by category and including leveraged dollars.

<b>Budget Category</b>	<b>EITP Request</b>	<b>VT MAE Match</b>
Tuition and Fees		
Instructor Wages	\$25,000.00	
Books/Manuals		
Materials and Supplies		
Employee Wages		\$71,424.00
Trainee Food		\$1,000.00

<b>Total Funds</b>	<b>\$25,000.00</b>	<b>\$72,424.00</b>
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