

Got Fastener Training?

Education Makes Sense

John Harvey once said, "If you think education is expensive, try ignorance." I came across this quote the other day and thought it was very insightful. It was accredited to someone who I was not familiar with, and even after a little research I am still unsure who John Harvey actually is. The source notwithstanding, the wisdom is evident. Educating your employees simply makes good sense at a variety of levels.

Consider another example: Your 15-year-old daughter is nearing eligibility to drive a car. Do you simply wake up one day, hand her the keys to your gleaming new sports car and say, "Here you go sweetie, be safe and have fun?" Of course not. First you begin by instructing her on the rules of the road and how to operate a vehicle. Then either you take your life in your hands or let the local driver's education instructor take his and sit her down for hours of practical experience. Only when she has proven her knowledge of the rules and is capable behind the wheel does she get that little card (driver's license), which acknowledges her accomplishment and allows her to operate a vehicle freely without supervision.

It is a mystery to me that so many businesses do not adopt a similar mentality when bringing on new team members. Granted there are individuals who have been around the industry for many years and can transition from one company to another needing little in the way of fundamental training. But there are many more who are beginning their careers in the fastener industry, whether just out of school or transitioning from another industry, who have little or no fundamental understanding of the technology surrounding the products their company makes or sells.

Of course it is obvious that someone with no experience should get some training, but it shouldn't end there. What about the individual who has been around the industry for some time? It is natural for people to fall into a comfort zone, which doesn't encourage them to go to the next level. However, education should become a life-long commitment. We are certain to learn something new if only we seek to be educated.

In a personal example, I was probably ten years into my career as an Engineer in the fastener world before I learned the true meaning of what "killed steels" are. This may seem like a silly little memory, but it was a watershed moment for me, specifically realizing there was a lot more to know about this business. In fact, I have continued to seek opportunities to learn about this industry and have had the pleasure and opportunity to participate in a number of the **Industrial Fasteners Institute (IFI)/Fastener Training Institute® (FTI)** classes in the past year. I have yet to leave one of these sessions without having learned something new from the other instructors and class participants.

This is one of the reasons I am excited to be joining the faculty of the Fastener Training Institute in several of the upcoming

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ing IFI/FTI partnership courses for 2014. I am honored to be numbered among their top-notch faculty and to be part of their excellent training programs.

The Fastener Training Institute will build upon its legacy of excellence with a new series of courses focused on aerospace fasteners. The first course, *Aerospace Fasteners for Business Professionals*, will be offered in Buena Park, CA, USA, from March 4 to 6, 2014. This course is intended to reach individuals who are new to the aerospace fastener industry or are in predominantly nontechnical roles that can be strengthened with a fundamental understanding of industry basics. These include terminology, fastener types, understanding aerospace fastener standards and basics of aerospace fastener materials.

This course will be followed June 24 to 26, 2014, with *Aerospace Fastener Technology*, also in Buena Park. This second course is intended to reach individuals who have some experience in the industry and are in more technical roles, specifically quality and manufacturing. *Aerospace Fastener Technology* will take a much deeper look into aerospace fastener standards and common technical, manufacturing and test requirements and procedures. Both courses will include one of the hallmark features of IFI/FTI classes, a day visiting local companies and seeing first-hand the concepts taught in class playing out in real life.

Additionally, the Fastener Training Institute will continue to hold sessions of its proven IFI/FTI series of classes throughout the year. These include *Fastener Training Week* (Certified Fastener Specialist™ advanced technical training), *Automotive Fastener Technology* and *Understanding Hydrogen Embrittlement in Fasteners*.

Much about these training sessions is unique and is not available elsewhere. The Fastener Training Institute's core purpose is to enhance fastener use, reliability and safety. This is best accomplished with a more educated industry of both users and sellers. Consider joining the many organizations that have participated in these courses. It is an affordable and rewarding experience.

Further information regarding the Fastener Training Institute, the courses or the 2014 course schedule can be obtained at www.FastenerTraining.org.

To receive periodic information regarding upcoming classes offered by the Fastener Training Institute, please send your request to info@FastenerTraining.org.

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