

The Art of Managing an NDT Certification Program

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My NDT Moments

How did I know NDT was for me? When was my Ah ha moment?

Phase 1

A way to learn

Get more money

Travel

Phase 2

Develop and lead people (Key moment looking back)

Teaching (Key moment looking back, *Not too long ago, 2018*)

Who is using NDT third party certification?



- Manufacturers
- Service Providers
- Labs
- Third Parties
- Customers





Which agencies are we talking about?



PCN

European Mutual Recognition Agreement
(MRA) / European Federation of Non-
Destructive Testing (EFNDT)



<https://www.bindt.org/Certification/general-information/European-and-Worldwide-Recognition/>



Pressure Equipment Directive
(PED 2014/68/EU)

<https://www.tuv-nord.com/in/en/home/>



Natural Resources Canada (NRCAN)
Non-Destructive Testing Certification
Body (NDTCB)

<https://www.nrcan.gc.ca/science-data/non-destructive-testing/ndt-certification-body-forms-guides/19537>



Which agencies are we talking about?



American Society for Non-Destructive
Testing Central Certification Program
(ACCP) ACCP-CP-1, Revision 8

- Level 2
- Level 3

- Magnetic Particle Testing (MT)
- Liquid Penetrant Testing (PT)
- Radiographic Testing (RT)
- Ultrasonic Testing (UT)
- Visual & Optical Testing (VT)
- Electromagnetic Testing (ET)



Program Comparison

Method	Cert. Level	2006 CP-106 & SNT-TC-1A ^a			ACCP 8/9/09			ISO 9712:2005 ^b		EN 473:2008 ^c	
		Training Hours	Experience Hours		Training Hours	Experience Hours		Training Hours ^a	Exp. ^a (Months)	Training Hours ^(1,2,5,7)	Exp. Months ^(5,7) (40 hrs/wk)
			In Method	Total in NDT		In Method	Total in NDT				
MT	I	12	70	210	-----	-----	-----	16	1	16	1
	II	8	140	400	40 ^c	265	530	24	3	24	3
	III	b	d	d	d	d	d	20	12	32	12
PT	I	4	70	130	-----	-----	-----	16	1	16	1
	II	8	140	270	40 ^c	200	400	24	3	24	3
	III	b	d	d	d	d	d	20	12	24	12
RT	I	40	210	400	-----	-----	-----	40	3	72	3
	II	40	630	1200	120 ^c	800	1600	80	9	80 ⁽⁶⁾	9
	III	b	d	d	d	d	d	20	18	72 ⁽²⁴⁾	18
UT	I	40	210	400	-----	-----	-----	40	3	64	3
	II	40	630	1200	120 ^c	800	1600	80	9	80	9
	III	b	d	d	d	d	d	40	18	72 ⁽²⁴⁾	18
ET	I	40 ^a	210 ^a	400 ^a	-----	-----	-----	40	3	40	3
	II	40 ^a	630 ^a	1200 ^a	80 ^c	800	1600	64	9	40	9
	III	b	d	d	d	d	d	46	18	40	18
VT	I	8	70	130	-----	-----	-----	16	1	16	1
	II	16	140	270	24 ^c	200	400	24	3	24	3
	III	b	d	d	d	d	d	24	12	24	12
										Basic knowledge (direct access to level 3)	80

* https://www.asnt.org/MajorSiteSections/Standards/NDT_Certification_System.aspx



What does it mean to be “Third Party” Certified?

- The individual has satisfied the requirements of ACCP-CP-1.
- The employer shall be solely responsible for authorizing employees to perform NDT.
- If the individual is self-employed, then the individual shall assume all employer responsibilities.



Employer certification programs

- Accept ACCP without further consideration with immediate authorization to perform inspections.
- Utilize the 3rd party certificate as a prerequisite for employment as an NDT Level 2 or 3.



Employer certification objectives

- Use ACCP as a step upward within the organization.
- Encourage ACCP to drive business for the company.



Employer certification objectives

- Use as a Leadership building tool within the organization
- Long term employment
- Employee contract



Ask the questions?

1. If you had the top salary right now, what would drive you?
2. What would motivate you to come to work?
3. What challenges would you seek?
4. What do you enjoy most about your job?
5. How do you feel now that you have your ACCP?



Ask the questions?

1. Where do you want to be in five years, ten years, 30 years?
2. What is it going to take to get there?
3. What keeps you motivated?
4. What do you enjoy most about your job?
5. Where do you see NDT in 10 years?



Top Three Responses

1. Greater pay
2. New Technology
3. Ability to grow



Inspector Feedback

- Having an ACCP certification provides the individual a great sense of accomplishment
 - Added exams
 - Challenging questions
 - A different exam perspective (IP)
- Having an ACCP certification brings a higher level of confidence



Inspector Feedback

- NDT is often thought of a fast track to good money.
 - PT & MT are always in need and easiest to get certified in.
 - Certificates equal better pay
 - Companies do increase pay for certifications



Inspector Feedback

- Having good support and feedback
 - Good manager support provide individuals with a sense of purpose
 - Good feedback assures individuals that they are essential to the daily activities and that they are valued.



3rd Party Certified Employee Retention

- Develop a selection program to provide consistent employee selection
- Communicate the program with employees
- Understand the inspectors needs
 - Professional
 - Personal



3rd Party Certified Employee Retention True Keys

- Is the employee naturally curious?
- Is the employee interested in learning?
- Financial compensation
- Empower the employee
- Engage employee



Is it really any different now versus then?

- Strong leadership
- Valued employees have goals and plans too!
- We get paid for the value we bring not the time.

Key Factors

- NDT is all about continued learning. The greatest NDT professionals are thirsty for knowledge.
- Third party certifications are a measure of ones ability to connect information toward a conclusion



“If you want to be successful in this world, you have to follow your passion, not a check.”

- Jen Welter, (NFL's 1st Female Coach)

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NDTMA 2020 Annual Conference

Thank you for your participation in the
NDTMA
2020 Annual Conference

Golden Nugget Hotel, Las Vegas, NV February 11-13, 2020