INTRODUCTION AND TRAINING OF STPA AT L3HARRIS TECHNOLOGIES

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Background – Positive Results…Slow Adoption

- First contract results: The systematic approach of the STPA method identified hazards at a rate ~6x faster

- Despite positive results, adoption of STPA within L3Harris SAS is slow
- Reasons include:
  - Few employees have direct experience with it
  - Only one program has used it to date
  - It is a different method than we are used to using
  - Inertia (“We have ALWAYS done it like this before”)
  - Top level management is not driving the use of STPA…yet

STPA is more efficient, but management still needs some convincing.
Training Implementation

How did L3Harris present its first STPA training course?

• Video Recording (Pre COVID-19 Social Distancing!)
  – Presentation material was loosely scripted
  – Questions were not allowed during the presentation, but at the end
This method allowed for:
  – Video recording continuity
  – Content fluidity
  – Completion within apportioned time

Training Length
  – Training content was split between two hour-long sessions
  – Length of each session was designed to fit within a typical lunch break
Training Assessment - Conclusions

• Video training has been seen by ~10 individuals

• Confusion around STPA remains high (based on post training assessments)
  Possible Causes:
  – **Presentation method - Video**
    – Questions cannot be asked
    – Hands-on experience is limited
    – Presenter cannot assess audience’s comprehension of the subject

  – **Lack of practical STPA experience**
    – Only one program has used it
    – More programs in the pipeline to use STPA

Paradigm shifts are hard!
Training Assessment - Conclusions

• General feedback from students was excitement with a desire to get more hands-on experience with STPA

• Top 5 Advantages of using Video Training (no particular order)
  – Easy to disburse to countless remote employees
  – Allows for on-demand access
  – Viewers can learn at their own pace and review material
  – Accommodates visual/audio learning styles
  – Cost Effective in terms of reduced travel and training course fees

Excitement for STPA is increasing within L3Harris!