Problem Statement
This research focuses on the identification of skill retention influences to help improve workforce management decisions in a multi-skilled environment.

Research Question 1: Is skill retention a function of the time that has passed since a person has last accomplished the task?
Research Question 2: Is skill retention influenced by whether a person possesses one skill or is multi-skilled?
Research Question 3: Is skill retention influenced by task repetition?
Research Question 4: What personal background characteristics lead to higher retention rates in personnel?

Human Subjects Experiment
Low Observable Technician→low observable-specific tasks
Multi-Skilled Technician→low observable-specific task→sheet metal-specific tasks
Sheet Metal Technician→sheet metal-specific task

Measured task completion time and quality

Quality Measurements (0-10 Likert Scale)

Implications
This research is an effort to better understand skill retention influences and is one of the first to explore these factors using a multi-skilled populace. It will aid workforce optimization decisions for the aircraft maintenance workforce. This is an analysis at the effects certain factors personnel can have on a workplace environment that affects productivity. Industry will be able to understand how numerous skill sets affect an employee and the expected levels of productivity and efficiency.