

CMP Equipment Technician 2 First Year Retention – Fault Tree Analysis

A structured analysis of why a new hire may not last 1 year as a CMP Equipment Technician 2, and how to prevent it.

TOP EVENT

New Hire Does Not Last 1 Year as CMP Equipment Technician 2

Leaves the company, fails performance expectations, transfers out, or otherwise does not remain employed through the first 12 months.

CMP EQUIPMENT TECHNICIAN 2

KEY FOCUS AREAS



Key AND-Gate Scenarios (Combinations That Lead to Early Attrition)



30/60/90-Day Retention Dashboard				
Metric	Day 30	Day 60	Day 90	Target
Safety / cleanroom qualification	✓	✓	✓	No gaps
Training plan completion	≥80%	≥80%	≥90%	On track
Technical competency assessment	Baseline	Improving	Meets target	Progressive
PM task proficiency	Observe	Supervised	Execute	Safe & repeatable
Troubleshooting proficiency	Fundamentals	Guided	Demonstrated	Evidence-based
Mentor check-ins	Weekly	Weekly	Weekly	Consistent
Attendance reliability	Baseline	Stable	Stable	Meets expectations
Employee confidence	Baseline	Improving	Positive	Can ask for help
Manager feedback	Initial	Midpoint	Formal review	Clear & actionable
Career-path understanding	Discussed	Reviewed	Confirmed	Sees next step

