

TRUCK TALK

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Training

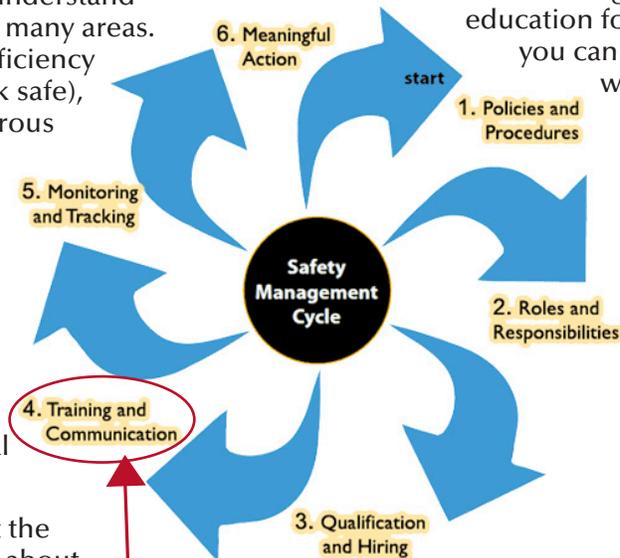
It's very easy for ALL of us to lull ourselves into complacency – after all, “I've been ‘in the business’ for (you fill in the blanks) decades, I started out driving a truck and then moved into the administrative side but honestly, I've been there, I've done that and I may or may not have the t-shirt but I've probably got the scars”. Each and every one of us is the product of our experience and we have LOTS of that – so WHY would anyone think that our experienced work force would need training?

- a. Training can keep us fresh and up to date on new regulations and changes in regulations along with changes and improvements to company policies.
- b. Training can help the BEST get BETTER! This can be accomplished in a number of different ways but when you think about it, each one of us know a lot but no one person knows it all!
- c. Training can help an employee fully understand the expectations of the company – in many areas. Examples include safety training, proficiency training (how to work smart and work safe), self-improvement training and numerous other areas depending on the nature of the work.
- d. Training can provide the communication link that should eliminate the ‘I didn't know that’ response.
- e. Training can, in many cases, provide documentation of what was covered and how that applies to the individual job.
- f. In all cases, it sends the message that the owners and management are serious about the subject matter whether it's general safety, driving habits, federal, state, or even customer regulations relative to the employees job responsibility.

A training session can be the best- or the worst- activity of the week, and those that are the best are ones where the communication of ideas between the presenter and the audience happens in a smooth, logical and interesting manner. And, in most training sessions, learning seems to happen on the part of the audience AND the person conducting the training – a positive benefit!

And of course, one last item that should be a part of any training – the sign in sheet which documents who was in attendance, what was talked about and makes a permanent record of the training session that may be viewed by any number of different people for any number of different reasons. As you are all aware, one of those who may want to review your safety meeting attendance records would be an enforcement official should your Safety Measurement System scores warrant a phone call, email or personal visit from the DOT.

While there is no specific safety regulation that mandates on-going training or education for commercial drivers, you can bet that the DOT will want to know how- and how often- communication takes place. Remember, when dealing with the DOT, if you don't write it down, it didn't happen.



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