

Training Truck Drivers

Presented by Craig Faucette



HR SOLUTIONS

We deliver the workforce that delivers the goods



Trucking HR Canada's most recent Labour Market Information projects that **40,400 available jobs will be vacant in 2030**, leaving employers with a mere **0.74 applicants for every unfilled position.**

Trucking HR Canada, Driving Progress – The New Road Ahead, 2024

Driver Training Resources

A suite of NEW tools for employers to support the training and development of Commercial Transport Truck Operators.



National Working Group

AIG Insurance Company of Canada

Alberta Motor Transport Association

Armour Transportation

Arrow Transportation Systems Inc.

Association du Camionnage du Québec

Bison Transport Inc.

C.A.T Inc

Centre de Formation du Transport Routier de

Saint-Jérôme Challenger

CIFFA

Eassons Transport LTD

Infrastructure Health and Safety Association

(IHSA)

Laidlaw Carriers Van

KAG (Kenan Advantage Group, INC)

Kriska Holdings Ltd.

KRTS Transportation Specialists Inc.

KRTS Transportation Specialists Inc.

Manitoba Trucking Association

Northbridge Insurance

Northern Resource Trucking

Old Republic Insurance Canada

Private Motor Truck Council of Canada

Saskatchewan Trucking Association

South Country Co-op Limited

Steve's Livestock Transport

Tandet

Knowledge Exam

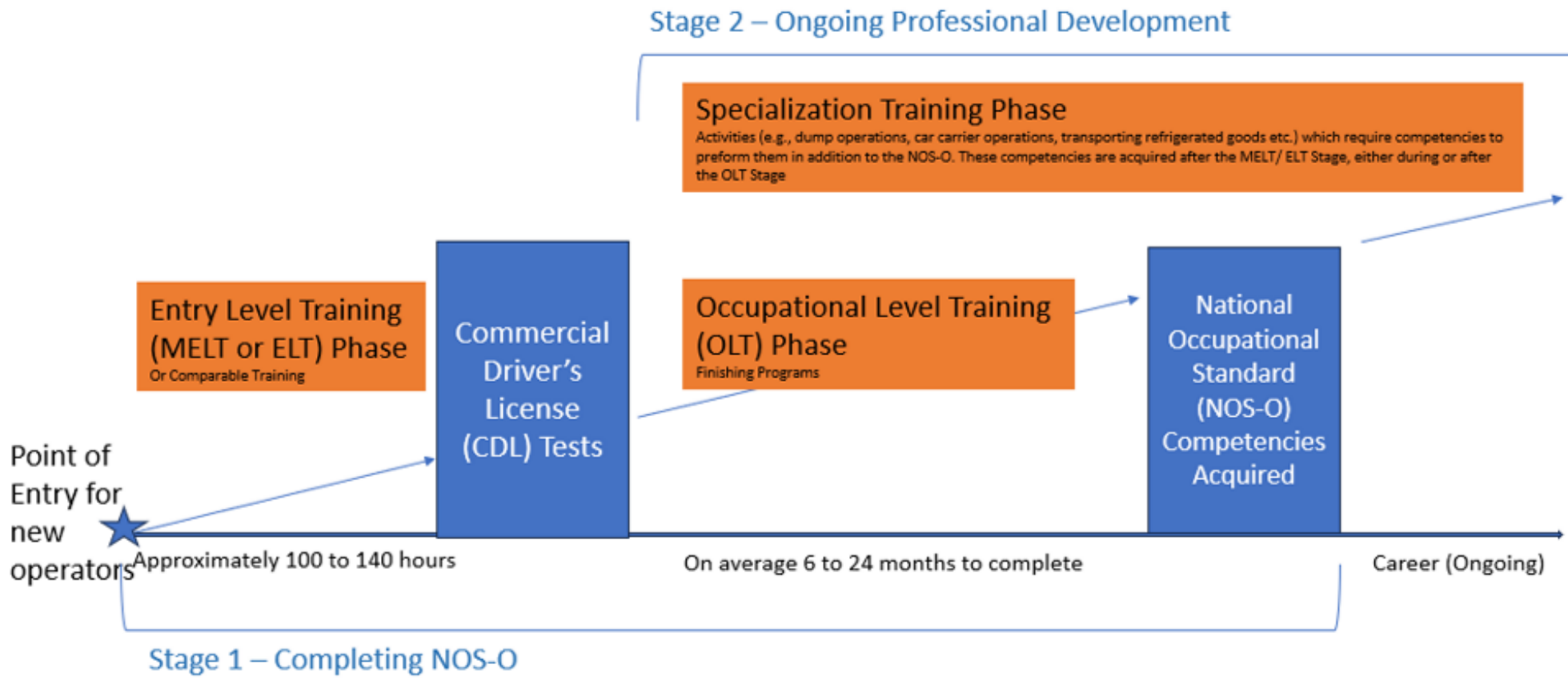
Bison Transport Inc.

KnowledgeSurge Institute

KRTS Transportation Specialists Inc.

Laidlaw Carriers Van

Northern Resource Trucking



Commercial Transport Truck Operator – Training Stages

Importance of this work



- 1) Bridge the gap between entry-level training and employment readiness.
- 2) Build an employer's ability to offer occupational level training.
- 3) Provide the foundation for a more consistent approach to occupational level training:
 - Supporting labour mobility
 - Improving safety
 - Helping companies work with insurance to insure new drivers

Occupational Level Training for Drivers

Finishing Programs

1. Most OLT programs are delivered through companies.
2. Most programs were developed completely in-house. 40% indicated that they had support and input from others (e.g. insurance, consultant, compliance expert, THRC's NOS Tools etc.).
3. 62% would be interested in increasing their program's enrollment.

Categories of Tools

Occupational Level Training Program

Training Guides

Assessment Options

Instructors Guides

Foundation Documents



Accreditation Options

The major components involved in the delivery of OLT include:

- Curriculum (*i.e., topics, duration and learning verification*)
- Instructor qualification
- Company (*Training Facility*) qualification
- Participant (*new driver*) qualification
- Progress and graduation tracking

Trade Recognition Considerations

- Supports Continuous learning
- Accreditation cost/ benefit
- Industry Support for trade recognition
- Red Seal trade recognition



Next Steps

- Exploring an accreditation structure
- Promoting the work
- Standardizing OLT delivery
- Recognizing best practices
- Keeping resources relevant

TIME FOR QUESTIONS





Thank you

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