



What Training is Best for Your Agency

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Getting Started

- What staff need to be involved?
- What format will work best?
- Costs?
- What training do we need?

There's more?

- Who will conduct the training?
- Should we be inclusive?
- How do we assess the value?
- Where do we hold the sessions?

The Need for Training

- New Technology
- Safety
- Equipment Upgrades
- Levels of Service
- Continual Improvement



WE HAVE COME A LONG WAY QUICKLY




Needs Assessment

- What are others are doing?
- Where are our "gaps"?
- Survey employees about needs
- Review past data

Exploring Others Programs

- Survey other agencies
- Web Searches
- On site visits
- Ask for help – list serves?



In-House Training

- Classroom Setting
- Hands-On
- Combination
- Bring in Professional Trainer?
- Computer Based Options

Professional Trainer

- Can save money
- Invite others to share the cost
- Get to use your equipment
- Can utilize your facilities
- Customize to your needs

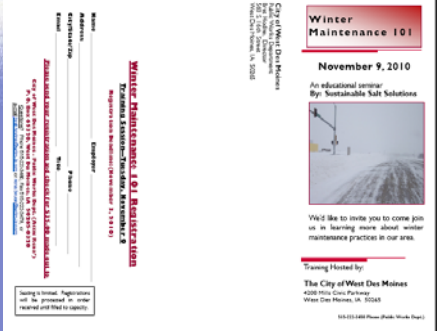


Other Options

- Regional Opportunities
- State-wide Training
- Rodeos
- Snow Plow Operator Training


Regional Opportunities

- Share the cost
- Networking benefit
- Establish better relationships
- Greater consistency in programs



State-wide Training


- Can work with LTAP/others
- Expands the reach
- Great examples out there already
- Advantages/Disadvantages




Minnesota Spring Maintenance Training Expo

Focuses on spring and summer roadwork maintenance topics, including the latest practices, training, and technologies in Minnesota maintenance operations.

April 12-13, 2011
St. Cloud Civic Center
St. Cloud, Minnesota



Sponsored by:
Minnesota State Center for Transportation Studies,
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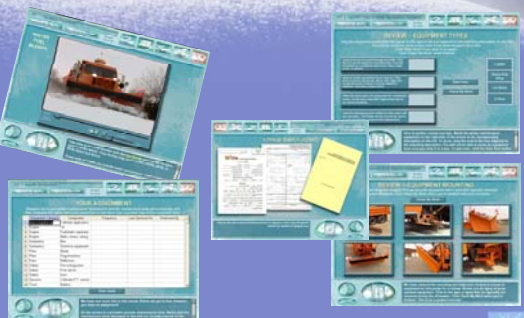
Facilitated by: College of Continuing Education, University of Minnesota



Computer Based Training

- Interactive DVD's
- Webinars
- Self paced programs (IA)

COMPUTER BASED TRAINING



Equipment Rodeos

- Hands-On Training
- Networking Opportunities
- Operators seem to enjoy
- Good public relations event



"SPOT"

- Snow Plow Operator Training
- Help from MNDOT
- Developed by Operators
- Excellent training tool



Getting Staff Involved

- Benefits
- Buy-In
- Delegation
- Ownership in training

What are your experiences or thoughts with getting operator level staff more involved with training?

New Hire Snow Plow Training

Overview
Intro, Hand out Snow Manuals
Pre-trip DVD
Shop tour, Pre-trip Inspections
Raccoon River Park, Road Trip
Fueling
Loading Salt



Common Problems

- Sessions scheduling
- Lack of visual aids
- No opportunity for participation
- “Talking down” to attendees
- Repetitive material





Recognize the adult learner

- All day class room not the best
- Visual is critical to understanding
- Hands-on experience reinforces verbal deliveries
- Adults learn through experience (repeat 3 – 4 times)




Popular Ideas


- Hands-on Opportunities
- Getting out in the field
- Seeing what others are doing
- Self paced web training
- Operator involvement



What training seems to be working in your agency?



What do you see as some of the most significant training challenges for you?




Resources



Who Can Help!

- State LTAP
- APWA Chapter
- State County Engineers Association
- Local Colleges
- FHWA
- Vendor Sponsors



THANK YOU!



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