Operator Training

- Municipalities have a requirement to train staff
  - Corporate Training Requirements
    - General employment conditions
    - All staff requirements
  - Specific Job Requirements
    - Depending on actual positions
    - Health and Safety
    - Competency in specific roles (winter operations?)
Need for Operator Training

- Emphasize today on Winter Operations Staff (Why Train??)
  - Competency of Operators
    - Provide service efficiently
    - Provide service following all regulations
    - Provide service following all policies
    - Provide service safely
    - Large Equipment
    - Multiple duties at same time
    - Traffic conflicts
    - Worst weather to treat roads (visibility, traction)
    - Public expectations
History of Snowfighter

- Mid 90's tasked with developing training program for Operators and Wingpersons due to use of various staff for these roles
- Visited MTO training program in Stratford
- Utilized their concept to develop training programs for Region staff
  - Classroom time explaining responsibilities and overall winter operations, speeds, equipment, materials, etc
  - Large part of training was practical component......in trucks to learn hands on
  - Obstacle course set up at Yard including various turns, emergency operation (narrowing and raising of wing), railways, intersections, high winging sight lines, proper and safe operation of equipment, use of electronic spreader controls, etc
  - Very simplistic but well received by staff and management, confirmation

Snowfighter History, cont'd

- Late 90's
  - New Tech continued developing program
  - New Trainer hired by Region
  - We visited Ottawa to view their winter training program
  - Ontario Road Salt Management Group developing training programs
  - Single Person Operation introduced at Region
    - More emphasis on salt management practices
    - Single person operation (all facets)
Snowfighter History Continued

- Mid 2000's we developed Division support group comprised of
  - Supervisor
  - 2 Technologists
  - 1 Salt Management Specialist
- Technical Support for Transportation Operations
- Snowfighter was named at some point, group continued to improve program
- Evolution with more emphasis on new technologies
- Moved into new WRESTRC facility (large track)

Snowfighter Evolution

- Training requirements recognized by local municipalities
  - Invited to join the training sessions, Management/Lead Hand required to attend for support
  - Program recently adopted/modified by one municipality for own staff
Snowfighter

- Mandatory requirements for all staff to attend...full-time staff refresher every 5 years but on-site observations or if issues arise with performance.
- Still offered to Local Municipalities, but some branched off into developing their own product as the Region does not perform all activities.
- Still very well received.

- Includes classroom instruction followed by practical implementation in the field...one day class, 2 days practical.
- Testing at end, confirmation of ability or continue training.
- In-house can tailor as required every year.
- If challenged for legal matters can show all details.
- Handbook for reference material which covers all winter maintenance.
- Attendance tracked.
In class includes
- Salt Management
- Air Brake
- Controllers
- Plow controls and procedures
- Hours of service
- Fatigue Management
- Hydraulic safety
- Weather
- Winter standards (MMS)
- Winter Operational procedures
- Winter Maintenance Materials
- Equipment details and inspections ......... use actual equipment
- Preventative Maintenance
- Other Operational procedures (towing, breakdowns)
- DEF
- Risk management
**Snowfighter**

Practical Session Includes

- Obstacle Course
  - Roundabout Procedures (roundabout painted)
  - High Winging
  - Railway crossing procedures (actual crossing constructed)
  - Signalized intersections (actual)
  - Various turn movements (right and left)
  - Backing
  - Manholes/Obstacles
  - Emergency wing raise/Narrowing road
  - Mailboxes
  - Cul de sacs procedures
  - Controller Operation

**Snowfighter**

- Break out stations
  - Air Brakes
  - Controllers
  - Loader (full use with actual movements)
  - Plow movements (collapsing wing) (reduced damage incidents in one year from 20 to 0)
  - Equipment
  - Preventative maintenance
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Questions?