

BC Professional (Truck) Driver Training Program

HOW TO IDENTIFY AND CHOOSE A COACH/ASSESSOR

Employers are required to choose coach/assessors from amongst their driver workforce. The role of the coach is to provide on-the-job training and professional guidance to the trainee during the four-week Supervised Work Experience and conduct an assessment of the trainee's skills and abilities upon its conclusion. The role of the assessor is to periodically measure the progress being made by the trainee during the 1000-hour Work-Based Learning component of training. The same person could be a coach and an assessor or employers can assign these roles to different individuals.

The coach/assessor should have the right temperament, attitude and skill to do a good job for your company and the trainee. Training in how to carry out coach/assessor responsibilities is required. More information on obtaining coach/assessor training is available from Sharon Hansen, coordinator for the pilot project, at the BC Trucking Association by phone at 604-888-5319, ext. 218, or by e-mail at shansen@bc trucking.com.

There are two sets of criteria for choosing coach/assessors. The first is based on their record and the second on their personal qualities. The former is quickly determined, but the latter is not as easily defined.

Coach/assessors must meet the following minimum qualifications:

- hold a Class 1 driver's licence with an air brake endorsement
- have a minimum of three years full-time professional driving experience
- have no more than two motor vehicle related violations in the past three years
- have no preventable collisions or work-related injuries in the past two years
- have no Criminal Code convictions within the previous seven years

Effective coaches have at least some of the following qualities:

- possess good communication skills
- exhibit patience, tolerance, and the ability to motivate and encourage others
- demonstrate a positive attitude
- have a genuine interest in helping others achieve success
- are reliable, trustworthy, non-judgemental and maintain confidentiality
- enjoy challenges
- share information and experiences openly
- have technical expertise
- consistently demonstrate safety consciousness

The best coaches may not be the most senior or even the best drivers. Successful coaches not only have good driving skills, but also enjoy their jobs, are respectful of others and good communicators, may have a training background and welcome the opportunity to assist others.