

BC Professional (Truck) Driver Training Program

INFORMATION FOR EMPLOYERS

A New Way to Train Professional Drivers

The BC Professional (Truck) Driver Training Program was developed by the trucking industry for the trucking industry

Motor carriers are the best judges of the kind of training professional truck drivers need.

BC industry experts have provided guidance on the Professional Driver Training Program curriculum from the first planning stages. Not only does the trucking industry support this training program, it actively takes part in monitoring and updating the different components so that they remain relevant and the program continues to graduate motor vehicle operators who are safe, knowledgeable, professional and employable according to industry standards.

Program Description

The program consists of a three-stage training and work placement process for new drivers

The Professional Driver Training Program prepares new drivers for entry-level jobs in the trucking industry and helps to meet the growing demand for skilled, competent and professional drivers qualified to the British Columbia Professional Driver Occupational Standard. This employability standard, established by the industry, defines the proficiencies necessary to be a skilled truck driver. The program's training model combines formal classroom and practical training with Supervised Work Experience and Work-Based Learning.

The Professional Driver Training Program consists of:

- eight weeks of classroom and practical training by an ITA-authorized training provider
- four weeks of (unpaid) Supervised Work Experience with a motor carrier
- 1000 hours of (paid) Work-Based Learning with a trucking company employer

Eight week classroom and practical training term: includes 60 hours in the classroom and 180 hours behind the wheel.

The classroom component includes learning how to drive for fuel efficiency, trip planning, handling cargo, customer service, compliance with laws and regulations, communication and interpersonal skills as well as development of personal skills such as professionalism and time-management techniques.

Practical instruction covers operating tractor/trailer combinations, bobtailing, and executing a variety of vehicle manoeuvres. Trainees will also learn how to conduct vehicle inspections and perform routine vehicle maintenance.

During this term, trainees take the ICBC road test and examination to obtain their Class 1 licence.

Supervised Work Experience term: trainees are placed with a trucking company to gain experience under the continual direct supervision and guidance of the sponsor's trained coach. Trainees receive their first opportunity to apply their newly acquired driving and personal skills in the workplace with the support of an experienced company driver who also understands how to work with a novice.

Work-Based Learning term: an additional 1000 hours of training focusing on the application of the practical and theoretical knowledge gained during the in-classroom and Supervised Work Experience terms. During Work-Based Learning, the trainee carries out regular duties as a productive member of the trucking company's driving team. A company assessor provides supervision, periodically testing the trainee's skills and delivering refresher training as necessary. The assessor is also available to the trainee for advice and guidance and documents the trainee's progress through a workplace evaluation checklist.

(For more information on coach/assessors, see [How to Identify and Choose a Coach/Assessor.](#))

Employer Involvement

Coaching, monitoring and evaluation carried out by employers are key to the program's success and you could potentially gain a new, highly qualified employee

Employer involvement in the training process begins early in the program. Participating employers begin their partnership with the trainee before his or her training even begins. The program's Project Coordinator will work to match qualified and screened trainees with prospective employers that are prepared to sponsor the trainee for Supervised Work Experience and Work-Based Learning and possible permanent employment. Employers will have the opportunity to interview and choose trainees according to their own hiring criteria and can provide an offer of employment subject to successful completion of the program.

Employer sponsors have a unique and extended opportunity to ensure that trainees have obtained the necessary skills to meet their own company requirements.

Employer Benefits

Access to a highly qualified entry-level driver with superior training

All of the trainees accepted into the Professional Driver Training Program must meet prerequisites. Together with companies' own hiring guidelines, these prerequisites will assure employers that the trainee knows the job requirements for a professional truck driver, has a good level of knowledge about the trucking industry, and has the attitude and desire to be a successful long-term professional driver.

Trainees will also receive professional driver training that meets industry standards from qualified training providers using an industry-supported curriculum.

And, to offset the cost of the paid, Work-Based Learning term, employers receive tax credits of up to \$4000 per trainee per year.

Employers Needed

This is a great opportunity for trucking companies to take part in improving the professional driver training standard and to access a new source for well-trained, committed and motivated truck drivers

If your company is interested in acting as a sponsor for the training program, please review the [Employer FAQs](#) and [Employer Application Check List](#). There are instructions in the *Employer Application Check List* for submitting your application to the BC Trucking Association.

Questions?

If you have questions about the BC Professional (Truck) Driver Training Program, please contact Sharon Hansen, coordinator for the pilot project, at the BC Trucking Association by phone at 604-888-5319, ext. 218, or by e-mail to shansen@bctrucking.com.

Accreditation: The initial delivery of the BC Professional (Truck) Driver Training Program is a pilot test being jointly delivered by the Transportation Career Development Association of BC (transCDA) and the BC Trucking Association. The program has received provisional approval from the [BC Industry Training Authority](#) (ITA), which is responsible for overseeing and developing the industry training system in BC. Upon successful completion of the Professional Driver Training Program, including the pilot test, graduates earn a government-recognized ITA credential, called a Certificate of Qualification. With certification, employers are assured that graduates have the required skills to meet their needs.

transCDA oversees training standards for the road, rail, marine and aerospace sectors of BC's transportation industry, to better ensure mobility for trained workers.

The [BC Trucking Association](#) (BCTA) is the recognised voice of the provincial motor carrier industry, representing over 800 truck and bus fleets and over 250 suppliers to the industry. BCTA members operate more than 13,000 vehicles and employ 26,000 people in communities throughout BC. BCTA was instrumental in establishing the training program and helping to develop its curriculum.