28th Annual Regional Local Road Conference

October 22-23, 2013
In-House Training

Marcus J. Hall P.E.
Burleigh County Engineer
In-House Training

- Hiring Well
- Evaluating Employee
- Individual Training Plan
- Length of time of training
- Follow up
Hiring Well

- Clear advertisement
- Review applications
- In-depth interview
- Background check
- Probation period
Evaluating Employee

- Review applications
- Review basis skill level
- Field test employee
Training Plan

- Your needs vs. Their skill set
- Equipment selection
- Time of year (Winter vs. Summer)
- Pre-operations run through
- Construction site / yard
- Ride along
Length of time

- Time of year (Winter vs. Summer)
- First time (How long?)
- Your comfort level
- Follow up reviews / ride along
Follow up

- How often?
- Probation period
- Final call
- Annual Review
Summary

- Hiring Well
- Evaluating Employee
- Individual Training Plan
- Length of time
- Follow up
Questions?