

28TH ANNUAL REGIONAL LOCAL ROAD CONFERENCE

October 22-23, 2013

In-House Training

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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?