



**Productivity First-Round Winner**  
Innovations Challenge

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Prepared by Transportation Planning  
Missouri Department of Transportation

## Maintenance Training Academy



### Description

The Maintenance Training Academy is a new approach to getting new employees to the point they are working safely and productively. MoDOT workers are exposed to hazards such as traffic moving at high speeds, use of heavy equipment, tools, machinery and driving large vehicles. The job is dangerous. Therefore, training is important in order for workers to carry out assignments safely. The time to figure it out is not during a dangerous condition. It is important for employees to enter into their jobs prepared and aware of what it takes to complete the job safely. The best way to be prepared is to conduct hands-on training to complete tasks under realistic, true conditions that are relevant to tasks being performed by the employee. The Maintenance Training Academy is a one-week training academy developed for new employees where they receive hands-on opportunities to learn a solid foundation of the basics for tasks relevant to their job. The first two days consist of new employee orientation and the Gear-Up Basic Safety training. For the last three days, the class is split into three groups and rotates through three modules: dump truck, loader and work zone and flagging operations. The three modules begin with a morning classroom portion then transitions into hands-on training where the participants have an opportunity to learn how to safely work with maintenance equipment. The dump truck module also includes lessons in preventative maintenance on the equipment taught by General Service's staff.

### Benefit

The intent of the academy is to provide consistent training by experienced instructors so employees are able to enter into their work group well prepared and aware of their strengths and weaknesses. This is a great starting point for supervisors as they can quickly move forward knowing exactly where the new employee stands with her/his ability to carry out certain tasks. The academy is not to replace continued on-the-job-training. The Maintenance Training Academy combined with the on-the-job-training will dramatically reduce accidents and injuries. In pursuit of MoDOT's mission and values the Maintenance Training Academy will deliver successful outcomes so we all go home safe.

### Materials and Labor

Approximately 24 hours per trainer with no costs for materials.

### For More Information Contact:

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Additional information, photos or videos can be seen by accessing the Innovations Challenge SharePoint page at:

<http://sharepoint/systemdelivery/TP/Documents/InnovationsChallenge.aspx>