

Training Time Survey

Bleaching Committee Fall 2016

Hinton, AB

Compiled by Rick Wasson

Irving Pulp & Paper

Training Program Review

- Training Programs Overview
- Simulators
- Trainers
- Training Times
- Qualification and Controls

Overview Mill A

- Classroom safety and orientation
- Training coordinator
- Coordinator
 - Schedule
 - Update meetings and stage checks
- 60 day decision point
 - Can postpone to 90 days in special case
- Video, CBT, Classes, OJT, Written material, interactive testing

Overview Mill B

- Online Tracking system
- Team member –Tell, Show, Do
- Coordinator
 - Sign off – Tell, Show, Do
- 60 day decision point
 - Can postpone to 90 days in special case
- CBT, Classes, OJT (internal trainers), Written Materials

Overview Mill C

- Qualification checklist
 - Sketch and trace, write procedure, review lockouts...
- Manuals, OJT, Yearly Training, Classroom
- OTJ Trainer (Not designated)
 - New operators training newer operators
- Once through checklist meet:
 - Shift Supervisor, Pulp Mill Manager, Operations Manager
 - Questions
 - Sign Off

Overview Mill D

- Competency based training
- Coordinator
 - Manuals, learner guides, regulatory training
 - Schedule
 - Update meetings and stage checks
 - Written and verbal testing
- On the job training – Supervisor/Supt guidance
- 60 day decision point
- Video, CBT, Classes, OJT, Written material, interactive testing
- Panel Qualification
- Seasoning

Methods

- Videos
- Computer Based Training
- Classroom (Specialized, Vendor...)
- On the Job Training
- Written material
- Interactive Testing
- Shift swaps, called in for events
- Simulator

Training Times

- 6 months
- 1.5 years (new to industry), 9 months afterward
 - Seasoning time varies
- 6 weeks to 6 months depending on position
- 1 to 6 months depending on position
 - Can extend

Pre Qualifications

- 60 day evaluations
- Requirements to join company
 - Testing
 - Do they meet technical training requirements?
 - HR & Area work together