

Appendix A

CONSTRUCTION DRIVER

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE

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WORK PROCESS SCHEDULE CONSTRUCTION DRIVER

O*NET-SOC CODE: 53-3032.00

RAPIDS CODE: 1032

This schedule is attached to and a part of these Standards for the above identified occupation.

1. QUALIFICATIONS FOR APPRENTICESHIP

Applicants accepted and registered as Apprentices shall meet the following basic qualifications:

1. **WorkKeys Assessments:** Applicant must complete the WorkKeys Assessments; Applied Math, Graphic Literacy, and Workplace Documents, and obtain a National Career Readiness Certificate (NCRC) minimum Score of 4 (Silver NCRC) or better. A copy must be included in their application packet. Tests are timed (55 min. per test) at designated DOL Job Centers or authorized facility *Career Ready 101 scores will be accepted for individuals not connected to the AK Highway System that do not have WorkKeys testing facilities in their rural community.
2. **Age:** Applicants shall be at least 18 years of age upon submission of the application. They shall be at least 19 years of age upon date of indenture.
3. **Education:** Shall possess sufficient educational knowledge to satisfactorily complete the on-the-job training and related technical instruction. A high school diploma or GED equivalency is required.
4. **Physical:** Shall be physically capable of performing the essential functions of the occupation, with or without reasonable accommodation, without endangering the health and safety of the individual or others.
 - i) Shall complete a Post Offer Health Questionnaire (POHQ) to be reviewed by the Occupational Health Medical Review Officer (**Only if selected into the apprenticeship program.** Approximate cost to applicant is \$40).
 - ii) Shall pass and obtain a medical examiners certificate in accordance with the requirements of the U.S. Department of Transportation, USDOT (**Only if selected into the apprenticeship program.** Approximate cost to applicant is \$110 depending on location).
 - iii) Shall pass a Post-offer Pre-placement Functional Fit Test performed by our affiliate clinic to determine if the person exhibits the abilities to perform the minimum functional demands of the job safely. (**Only if selected into the apprenticeship program.**)
5. **Drug & Alcohol:** Shall obtain and pass drug and alcohol screening (includes UA and Hair Follicle) test in accordance with the USDOT standards and remain in the random screening program. (**Only if selected into the apprenticeship program.** Approximate cost to applicant is \$233 depending on location).
6. **Security Threat Assessment:** Shall be able to obtain and pass a federal background check in accordance with Hazmat Endorsement (HME) Threat Assessment Program (HTAP) and Transportation Worker Identification Credential (TWIC) to obtain those credentials and

maintain them in the program.

7. **Driver License:** Shall have a minimum of one (1) year licensed driving experience, and possess a minimum class “D” Alaska driver license for at least thirty (30) days prior to application and maintain that license and any other obtained in the program.
8. **Alaska Resident:** Must be an Alaska resident for 30 days prior to the application period and intend to make Alaska your permanent home.
9. **Clean Driving Record:** Applicant must provide an Alaska Department of Motor Vehicle, Full Individual Driver Record, with application that indicates a clean driving history (Be certain to obtain the correct report from DMV. Approximate cost to applicant is \$10.). Any one of the following list of violations, from date of conviction on a driving record to date of application, will disqualify you as an applicant for the apprenticeship program.
 - A total of 10 points on your driving record in the last two years.
 - A total of three citations in the last three years.
 - A citation for driving while using a wireless phone in the last three years.
 - Two traffic citations, 10 mph over the posted speed limit in a three-year period.
 - Any citation for 15 mph over the speed limit in a five-year period.
 - A suspension or revocation within a five-year period.
 - Any driving under-the-influence conviction within the last five years.
 - Any leaving the scene of injury/property damage/accident, racing, reckless driving, failure to submit to a breath test, or using a vehicle to commit a felony within the last five years.

Note: *If accepted into the program, all violations are subject to prospective employer hiring policy discretion prior to offer of employment. Many employers require a minimum 5-year clean driver history.*

2. TYPE OF OCCUPATION

- Time-based Competency-based Hybrid

3. TERM OF APPRENTICESHIP

The term of the occupation is approximately three years with an on the job learning (OJL) attainment of 4,000 hours and supplemented by the required hours of related instruction.

4. RATIO OF APPRENTICES TO JOURNEYWORKERS

Consistent with proper supervision, training, safety, and continuity of employment throughout the apprenticeship, the ratio of apprentices to journeyworkers employed in each shop, and/or job site shall be as follows:

- 1:1 when there is one (1) Teamster Journeyworker employed
- 1:5 when there are five (5) Journeyworkers employed

- On hiring the sixth (6th) Teamster Journeyworker, the employer may hire one (1) additional Apprentice. The ratio shall not exceed 1:5 through the remainder of the job.
- When the employer reduces the force at the conclusion of the job, the employer may elect to return to the 1:1 ratio allowed at the beginning of the job.

5. APPRENTICE WAGE SCHEDULE

Apprentices are paid a progressively increasing schedule of wages during their apprenticeship based on the acquisition of increased skill and competence on the job and in related instruction courses. Before an apprentice is advanced to the next segment of training or to journeyworker completion status, the program sponsor will evaluate all progress to determine whether advancement has been earned by satisfactory performance in their on-the-job learning (OJL) and in related instruction courses. In determining whether satisfactory progress has been made, the sponsor shall be guided by the work experience and related instruction records and reports.

Period	Wage Percentage	On-the-Job Hours
1 st	60%	0 - 1000 Hours
2 nd	70%	1001 - 2000 Hours
3 rd	80%	2001 - 3000 Hours
4 th	90%	3001 - 4000 Hours

The current Construction Driver journeyworker wage rate is \$32.55* per hour.

*The current journey worker wage rates may vary and depend upon the rates contained in the collective bargaining agreement for the particular segment of the construction industry they are working in. The current journeyworker wage rate shall be modified on any prevailing wage project to comply with the applicable wage rate when the prevailing wage is higher than the journeyworker rate specified in the standards.

6. WORK PROCESS SCHEDULE (See attached Work Process Schedule)

7. RELATED INSTRUCTION OUTLINE (See attached Related Instruction Outline)

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During the term of apprenticeship, the Apprentice shall receive such instruction and experience, in all branches of the occupation, as is necessary to develop a practical and versatile worker. Major processes in which Apprentices will be trained (although not necessarily in the order listed) and approximate hours (not necessarily continuous) to be spent in each are as follows:

LEVEL 1 BASIC DRIVING

Must possess a Class “A” Commercial Driver’s License (CDL) for vehicles in excess of 26,001 lbs. with all endorsements to include Hazardous Materials and Passenger Bus. Receives on the job training in multiple trucks listed below, in on or off road conditions to include construction sites coping with steep terrain and both controlled and uncontrolled traffic.

The term of the apprenticeship shall be 4,000 hours of on-the-job learning (OJL) learning and supplemented by the required hours of related technical instruction. The apprentice will receive a minimum of 1,200 OJL hours of the Level-1 Core Equipment; 400 OJL hours on any combination of the Level-1 Non-Core Equipment areas; and 2,000 – 2,400 OJL hours on any combination of the Level-2 Advanced Equipment. Up to 400 hours of Level-3 Optional Equipment may be substituted for Level 2 Advanced Equipment hours.

WORK PROCESSES CONSTRUCTION DRIVER		APPROXIMATE HOURS
Level-1 Core Equipment		
A.	Commercial Semi-Tractor	400
B.	Articulating Truck/B-70/Water Tanker (Gator/Buffalo)	800
Level-1 Non-Core Equipment		400
A.	Crew Bus	
B.	Straight Truck	
C.	Flat Bed Truck	
D.	Snow/Tundra Groomer	
Level-2 Advanced Equipment		2,000 – 2,400
A..	Mixer/Ready Mix Truck	
B.	Stringer Truck	
C.	Side Dump Truck	
D.	Semi-Dump, Maxi-Haul	
E.	End Dump Truck/ Pup Trailer	
F.	Equipment Transport Truck or Low Boy	
G.	Water Truck/Water Maxi/Big Barrel	
H.	Fuel and Lube Truck	
I.	Truck-Mounted Crane/Boom	
J.	Roll-on/Hook Truck	
K.	Vacuum Truck	

Level-3 Optional Equipment		400
A.	Loaders	
B.	Tire Repair Truck	
C.	Fork Lifts	
D.	Rolligon/Pump Truck	
Total Hours		4,000

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RELATED INSTRUCTION OUTLINE CONSTRUCTION DRIVER

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Source: Program Sponsor
Method: Classroom Study and Practical

Alaska Teamster-Employer Service Training Trust
Cheri Lipps, Apprenticeship Coordinator
520 East 34th Avenue, Suite 201
Anchorage, AK 99503
Phone: 800-478-4233
E-mail: c.lipps@acsalaska.net
Website: www.akteamsterstraining.com

The related instruction outlines the courses that provide the technical ability that supplements the on-the-job training. It is through the combination of both the on-the-job training and the related technical instruction that the apprentice can reach the skilled level of the occupation. Under a registered apprenticeship, 144 hours of related instruction each year of the apprenticeship is recommended. The following is the suggested course curriculum during the term of apprenticeship.

YEAR ONE - TOTAL 431 HOURS

CONSTRUCTION DRIVER RELATED INSTRUCTION

This program is based upon a related instruction curriculum of approximately 431 hours of technical instruction during the first year. This includes 265 hours of basic CDL driver training which meets the Professional Truck Driving Institutes Tractor-Trailer Driver curriculum standards. The apprentice would be assigned approximately 82 hours of additional related instruction in industry specific construction hazard and safety technical instruction. The apprentice will complete approximately 84 hours of additional related instruction during the term of apprenticeship on other specific construction equipment as shown below.

BASIC DRIVER TRAINING

265 HOURS

Related instruction would conform to the Professional Truck Driving Institute's Tractor Trailer Driver curriculum standards. Program would include 126 hours of classroom/lab and 139 hours of vehicle training.

BASIC OPERATIONS

- Orientation to Trucking
- Read and Interpret Control Systems
- Perform Vehicle Inspections
- Exercise Basic Control
- Execute Shifting
- Backing and Docking Tractor-Trailer
- Coupling and Uncoupling Tractor-Trailer

SAFE OPERATING PRACTICES FOR BASIC OPERATION

- Visual Search
- Vehicle Communication
- Speed Management
- Space Management

ADVANCED OPERATING PROCEDURES

- Night Operations
- Extreme Driving Conditions
- Hazard Perception
- Emergency Maneuvers/Skid Avoidance
- Skid Control and Recovery
- Railroad Crossing

VEHICLE SYSTEMS AND REPORTING PROBLEMS

- Vehicle Systems - Identification and Maintenance
- Diagnosing and Reporting Malfunctions

NON-VEHICLE ACTIVITIES

- Handle and Document Cargo
- Environmental Issues
- Hours of Service Requirements
- Accident Reporting Procedures/Scene of an Accident
- Manage Life on the Road/Personal Resources
- Trip Planning
- Public and Employer Relations

GENERAL, HEALTH, AND SAFETY

- Defensive Driving for the Professional Truck Driver
- DOT 49 CFR 172.704 Transportation Awareness for HazMat
- First Aid/CPR
- Forklift
- Entry Level Driver Training

OTHER SPECIFIC INDUSTRY SPECIALIZED TRAINING

Introduction to the Construction/Pipeline Industry	82 HOURS (10 hours)
OSHA Safety, Construction/General Industry	(30 hours)
Mine Safety and Health Administration (MSHA)	(10 hours)
North Slope Training Cooperative (NSTC)	(8 hours)
North Slope Training Cooperative (NSTC) Driving Alaska	(8 hours)
ATSSA Flagger/Pilot Car Program	(4 hours)
Load Securement: Tie Down, Chains and Binders	(8 hours)

OTHER SPECIFIC CONSTRUCTION EQUIPMENT

84 HOURS

Side Dump Trailer	(8 hours)
Mixer/Ready Mix Basic	(8 hours)
B-70	(8 hours)
Water Truck	(8 hours)
Articulating Truck	(8 hours)
Qualified Rigger/Signalperson	(16 hours)
Crew Bus	(8 hours)
Truck, Stringer Trailer	(12 hours)
Truck, Low-Boy Trailer	(8 hours)

YEAR TWO - TOTAL 92 HOURS

This year will provide required refresher or recertification courses.

Hazardous Waste Operations and Emergency Response (HAZWOPER)		(40 hours)
Mine Safety and Health Administration (MSHA)	Refresher	(8 hours)
Tractor-Trailer Driver Refresher		(20 hours)
Truck Mounted Crane/Boom		(24 hours)

YEAR THREE - TOTAL 56 HOURS

This year will provide required refresher or recertification courses.

Hazardous Waste Operations and Emergency Response (HAZWOPER) (Annual Refresher)		(8 hours)
Mine Safety and Health Administration (MSHA)	Refresher	(8 hours)
DOT 49 CFR 172.704 Transportation Awareness for HazMat		(4 hours)
First Aid/CPR		(8 hours)
Forklift		(8 hours)
Tractor-Trailer Driver Refresher		(20 hours)