

Competency Based Training & Development

Dedicated to providing you with
solutions to meet your needs.



Who We Are

Ground Engaging Training (GET) Solutions Inc. is a training and development company that focuses on delivering and developing competency-based training. With hands on, safe, practical production training provided by experienced personnel. In addition, a library of creative, efficient and scalable solutions supports the training provided.

Our core values (**honesty, integrity and transparency**) guide and align everything that we do.



Key Differentiation

- ▶ Scalable solutions to suite your business needs
- ▶ Greater employee engagement
- ▶ Reduced maintenance costs
- ▶ Increased productivity
- ▶ Improved Health & Safety practices
- ▶ Improved equipment availability and life span
- ▶ Reduced fuel usage

What We Do

We provide a comprehensive library of competency-based training solutions that are creative, efficient and scalable to meet your business needs.

Our services include, but are not limited to the following:

- ▶ Training Materials Development
- ▶ Heavy Equipment Operator Training
- ▶ Ground Engaging Tools Training
- ▶ Simulation Training
- ▶ Light Duty Vehicle Training
- ▶ Train the Trainer
- ▶ On Site Support / Field Training
- ▶ Consulting Services
- ▶ Learning Needs Analysis (Site Study)

Industries Served



Mining



Highway



Construction



Forestry



Heavy Civil



Telecommunications



Pipeline



Infrastructure

Training Materials Development



We offer materials development services to help:

- Trainers to consistently deliver their training
- Operators to learn from industry experiences and be productive
- Management to be able to track performances and be compliant

Our development services include, but are not limited to the following:

Competency Assessment Forms and Guides

The Competency Assessment Forms and Guides works in conjunction with each other to provide a standard framework for trainers to perform consistent practical assessments.

The Competency Assessment Forms provide a step by step process to allow candidates to be assessed in a consistent manner. Each form follows the same consistent guidelines for a specific machine and is supported by its own Trainer Guide.

The Competency Assessment Guides help provide detailed criteria for each task listed in the competency assessment. Each guide is designed to provide consistent objective measures that are fact based, measurable and observable.

Standard Operating Procedures

Through collaboration with stakeholders and review of governing regulatory board, customized Standard Operating Procedures are created to meet business objectives. Standard Operating Procedure documentation is created to address the various types of learning styles and improve retention of information.

Equipment & Best Practices Training Manuals

Each equipment training manual follows the Trainers Guide and Competency Assessment Form in greater detail, adding photos, points of interest and diagrams to improve understanding of the machine and its applications.

The best practices manuals are created to provide a clear understanding and consistent applications of equipment to daily tasks. Maintenance best practices provide written and visual opportunities to identify maintenance or abuse issues to equipment components (e.g. Ground Engaging Tools, hydraulics, body parts, tires and track components).

Instructor-Led Training (ILT) Presentations

These presentations, whether delivered virtually or in a classroom, allow students to engage with instructors and peers in a safe environment away from the noise and pressures of the work area. These presentations are developed using the ADDIE Model – analysis, design, development, implementation and evaluation. By working with your subject matter experts, we ensure that all standard and legislative operating procedures are captured accurately.

eLearning Courses

Each course is designed to be self paced courses that can be taken online, 24/7, with the use of a learning management system (LMS). Once again, the ADDIE Model is used in the development of these courses. By implementing eLearning courses into your organization, the fundamental theories are being covered while your trainer's time is freed to conduct practical, hands-on training.

Job Aids / Quick Reference Guides (QRG)

Job aids and QRG are created to help employees do their jobs and avoid making mistakes. These tools are like cheat sheets to help employees get the job done without reading an entire operator manual.

Heavy Equipment Operator Training



Each Heavy Equipment Training Program is designed to provide on the job skill development. Participants will be introduced to the equipment and its functions, pre-trip inspections, and operating tasks. Instructor-led training will cover Trainer Guides, Competency Assessment Forms, Standard Operating Procedures, Best Practices, and machine specific in class PowerPoint Presentations, eLearning and Training Manuals.

Participants will be trained on equipment specific tasks as per stakeholder business objectives. Lean methods will be introduced to operators to refine tasks to eliminate waste such as machine movement, fuel consumption and reduced maintenance costs.

Heavy equipment training programs offered:

- Articulated Truck
- Rigid Frame Truck
- Excavator
- Loader
- Grader
- Hydraulic Shovel
- Packer
- Dozer
- Backhoe Loader
- Crushers
- Piperlayer
- and more



Ground Engaging Tools Training

In this instructor-led training, manufacturer representatives, sales team and front-line users are educated in the correct installation and use of ground engaging tools (G.E.T.) to get the most performance out of their investment. Learners will learn how to reduce their maintenance cost, reduce their fuel cost, improve equipment availability, and increase operator skill levels.



Light Duty Vehicle Training

Mine Drive LDV

The Mine Drive LDV Training Program was developed to address issues such as blind side rules, right of priority and safe approach to heavy equipment.

Towing and Load Securement

Towing and Load Securement Training Program covers competent hook up methods for hitch/ball, safety chains, and brake testing. Load securement awareness training covers storage, responsibilities, and load placement. Spotting and reversing techniques are addressed as well.

Simulation Training



Simulation training is offered as a complete package for all mining equipment such as excavator, grader, loader, backhoe loader, articulated truck, dozer, shovel, etc.

The simulators replicate real world applications and effectively teach and demonstrate concepts to students without damaging the organization, its equipment or personnel. With immediate feedback capabilities, students can learn from their mistakes and correct them before going out in the real world.

Simulators are beneficial at:

- Developing safe well-trained operators to produce at the same standard
- Enabling workforce flexibility by cross training operators on multiple equipment and job tasks
- Improving production efficiencies
- Reducing bad habits by experienced operators



On Site Support / Field Training

Our trainer(s) will work the project teams to conduct training specific to the business/site needs. Training topics range from productivity, competency, performance, compliance, health & safety, supervisory, and much more.

All our trainers have the train the trainer certification, are skilled in public speaking and classroom presentations, subject matter experts, coaching, assessing, educating, and protecting workers and job sites. Each trainer has over 20 years of heavy equipment and training experience.



Train the Trainer

Our trainer(s) will work with candidates and assess them on their equipment competency. Using the Training Guides, candidates will assess operators, as per company standards, under direct supervision of the site trainer. The site trainer will coach and mentor the candidate on the guide applications, processes, and expectations. Once candidates complete their assessment(s) of operators, they will be deemed competent by the site trainer.

Consulting Services



We offer knowledge to help your company be efficient and compliant so that your employees are safe in their work environment. We provide support to companies that do not have the available internal resources, want to bring in an outside firm or just want an industry experienced opinion. Topics range from productivity, competency, performance, compliance, health & safety, supervisory, culture change, and much more.

Learning Needs Analysis (Site Study)



A learning needs analysis is undertaken to determine the gap between the current knowledge, skills and abilities of the organization or individual to what is the desired in order to close the gap.

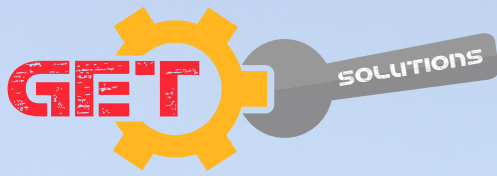
The process is:

1. Identify the business needs
2. Perform a gap analysis
3. Assess training options
4. Report training needs and recommend training plans

Don't see what you're looking for?

Contact us at training@get-solutions.ca
for more information on additional and/or
customizable programs to meet your needs.





Ground Engaging Training Solutions Inc.

www.GET-Solutions.ca

