

Driver Training Program

Inder Transport Inc

At Inder Transport Inc., we have experienced rapid growth over the last five years, with a increase in fleet size. As we expand, we remain committed to upholding the highest standards of safety, compliance, and operational efficiency. Our training program is designed to ensure that every New driver is well-equipped to handle the demands of our growing fleet, while continuing to meet all FMCSA regulations, industry best practices, and the unique needs of our evolving operations.

1. Orientation Process

Purpose:

The Orientation Process serves as the foundation for onboarding new drivers, ensuring they understand company policies, safety protocols, and the regulatory requirements essential to their roles. Given the significant fleet expansion, it is critical that every new driver is aligned with our core values and operational standards from day one.

- **FMCSA Compliance Overview:**
We provide new drivers with an in-depth understanding of FMCSA regulations and the requirements that govern their positions, including qualifications, vehicle inspections, maintenance standards, and necessary documentation.
- **Safety Protocols:**
Emphasizing defensive driving techniques, fatigue management strategies, and drug and alcohol awareness, we ensure that all new drivers understand the importance of operating safely and within federal guidelines.
- **Vehicle Familiarization:**
With the addition of new vehicle types to our fleet, new drivers are thoroughly familiarized with the vehicles they will operate. We ensure they understand key features, safety systems, and emergency procedures, which helps them adapt quickly to the expanding fleet.
- **Regulatory Compliance:**
New drivers are trained on Hours of Service (HOS) regulations and electronic logging devices (ELDs) to ensure they comply with accurate record-keeping and regulatory requirements.

As part of our rapid expansion, the Orientation Process is designed to provide the core skills and knowledge needed to operate within Inder Transport Inc.'s fast-growing operations.

2. Annual Training

Purpose:

To keep pace with our rapid expansion, annual training is crucial for ensuring that all drivers remain compliant with FMCSA regulations, adapt to new technologies, and continue to improve their driving skills. This training ensures that as our fleet grows, our drivers maintain top-tier safety standards and operational efficiency.

- **Regulatory Updates:**

We provide annual updates to ensure drivers are well-versed in any changes to FMCSA regulations, including any new safety technologies or best practices that emerge as the fleet grows and expands into new regions.

- **Safety and Compliance Review:**

Annual refresher courses cover critical areas like vehicle inspections, safety protocols, fatigue management, and emergency procedures, all tailored to address the challenges of our rapidly growing fleet.

- **Hours of Service and Logbook Training:**

With an increasing number of drivers and vehicles on the road, we conduct annual reviews of HOS rules and proper ELD usage, ensuring all drivers are up to date on compliant record-keeping.

- **Driving Skill Enhancement:**

We incorporate advanced driving techniques, navigating complex routes, and adapting to diverse driving conditions—skills crucial to maintaining safe and efficient operations as our fleet expands into new regions and routes.

- **Incident Analysis and Prevention:**

As the fleet expands, so does the number of variables on the road. We review common incidents and offer updated strategies for accident avoidance, managing emergencies, and mitigating risks.

Annual Training ensures that our expanding fleet of drivers are always prepared to handle the challenges that come with our company's rapid growth.

3. Remedial (Post-Event Retraining)

Purpose:

As we scale, maintaining high standards of driving behavior is crucial. Post-event retraining

allows us to address any safety incidents or violations and ensure that corrective actions are taken to improve performance and prevent reoccurrence.

- **Incident Analysis:**

After any safety-related event, we conduct a comprehensive review to determine the root cause and design solutions that will prevent future occurrences. This review considers the changing dynamics of a growing fleet and the impact of new operational demands.

- **Targeted Retraining:**

For any driver involved in an event, targeted retraining may include:

- **Defensive Driving:** A refresher on techniques to avoid accidents and manage risks, especially on unfamiliar or complex routes.
- **Vehicle Inspection Procedures:** Reinforcing the importance of pre-trip and post-trip inspections, especially as new vehicle types are added to the fleet.
- **HOS and ELD Compliance:** Ensuring all drivers remain compliant with Hours-of-Service rules and understand the importance of accurate ELD logbook management.

- **Performance Monitoring:**

After retraining, drivers are closely monitored through telematics and performance tracking systems to ensure there is an immediate improvement in behavior and adherence to safety standards.

- **Behavioral Coaching:**

We provide personalized one-on-one coaching to address specific issues or concerns. This allows drivers to ask questions, discuss challenges, and receive tailored feedback from certified instructors.

Post-Event Retraining is critical for maintaining the safety and operational integrity of our growing fleet, ensuring any lapses in performance are addressed swiftly.

4. Behind-the-Wheel Training

All new drivers at Inder Transport Inc. complete a minimum of 30 hours of hands-on training, including both private range practice and road evaluations. This training adheres to FMCSA standards and focuses on practical skills like vehicle maneuvering, parking, and handling the specific requirements of our expanding fleet.

This training is structured to ensure that new drivers are comfortable with the variety of vehicles in our fleet and can adapt quickly to the operational needs of our growing company

5. Safety Meetings and Continuous Feedback

As our fleet continues to grow, maintaining a safety-focused culture is essential. We hold regular safety meetings to review safety performance, discuss industry updates, and share best practices. These meetings foster open communication between drivers and management and encourage a culture of ongoing improvement.

Regular feedback is crucial, especially in a rapidly growing company where drivers may be adapting to new routes, vehicles, and technologies.

6. Ongoing Professional Development

As our company scales, we are committed to providing continuous learning and professional growth opportunities for our drivers. This includes:

- **Advanced Driver Training:** For drivers interested in furthering their skills, we offer advanced certifications such as **advanced defensive driving**, and **route optimization**.
- **Leadership Development Programs:** We provide opportunities for drivers with leadership potential to participate in development programs, preparing them to take on supervisory or mentorship roles as our operations grow.

This commitment to ongoing professional development ensures that our drivers not only meet regulatory standards but also have the opportunity to grow within the company as it continues to expand.

Conclusion

The rapid growth of Inder Transport Inc. has made effective and scalable training programs essential to our continued success. By focusing on compliance, safety, and continuous education, we are able to ensure that our drivers remain capable of meeting the challenges posed by our growing fleet and expanding operations. Through structured orientation, annual training, post-event retraining, and ongoing professional development, we ensure that our drivers are always prepared to uphold the highest standards of safety, professionalism, and operational efficiency.