

Introduction to INDOT's Maintenance Training Program

Daniel A. Norris
Maintenance Training Committee Chairman
INDOT

An independent organization performed a study of the concerns, needs and/or desires of the average INDOT employees/workers. Its findings were that the employee/worker wanted the obvious (larger salary) but what ranked higher on the list was additional training in his or her career field. With findings like this, INDOT decided to invest time and resources in developing a Maintenance Training Committee.

INDOT has done many different types of training and our findings were that the train as you go or the On the Job Training was effective but left the employee/worker with a big question. Why am I doing the job this way? I could get twice the accomplishment in half the time if I just cut out a few steps. Operation Manuals or Activity Manuals were good but you have to assume that the employee reads them. The video is by far the best vehicle for training. Videos coupled with On the Job Training and on specific activities manuals instruct the employee not only how to do the job but why as well.

The worst situation can be experienced through viewing instead of experiencing it through actual conditions in videos. The progressive wear and deterioration of the road surface can be shown in a video. Grass can even grow in a video in a matter of minutes. The why then is the motivation to correct operational task completion.

INDOT took around a 10 year layoff from producing videos and now finds itself far behind the need. In the past three years INDOT has produced four in-house videos and has contracted two with an additional two to be completed this fiscal year. INDOT's training committee has identified 8 additional videos to be completed in-house. INDOT will continue to work with other states to increase the training video library.

The attached handout showing all the current videos that INDOT has produced will be provided at the briefing.

If you or your organization would like to obtain a copy of any of these videos please contact me at

Indiana Dept of Transportation
Maintenance Management Section
100 N. Senate, Room N925
Indianapolis, IN 46204-2219
Or email me at dnorris@indot.state.in.us

There will be no fee for county and city municipalities of the great state of Indiana.

MOVIE LISTING

<u>NAME</u>	<u>DATE</u>
"Snowfighting from A to Z"	198?
A Methodology for Inspection of Edge Drains	1993
Activity 232 - Inspect Minor Drainage Structure	198?
Asphalt Distributor - Part 1	198?
Asphalt Distributor - Part 2	198?
Basic Sign 1	1975
Bridge Cleaning	Working
Chip Sealing	1998
Cleaning & Reshaping Ditches	1999
Cleaning and Inspection of Underdrains	198?
Commercial Driver's License	198?
Crack Sealing With Hot Pour	1998
Deep and Shallow Pot Hole Patching	Working
Ditch Maintenance	198?
Dump Truck Preventative Maintenance	1999
Flagging in Maintenance Work Area	198?
Flagging in Maintenance Work Area, Part 2	198?
IDOH - Backhoe Operation - Part 1	1975
IDOH - Backhoe Operation - Part 2	1975
IDOH - Excavator Operation, Part 1	1975
IDOH - Excavator Operation, Part 2	1975
Loader Operation, Part 1	198?

<u>NAME</u>	<u>DATE</u>
Loader Operation, Part 2	198?
Loop Installation - US 52 and Greenbush	198?
Maintaining Indiana's Rest Areas	198?
Mechanical Cleaning of Unlined Ditches	198?
MOOG MBI 60	198?
Mower Operations	1998
Pipe Replacement & Pipe Liners	Working
Pothole Patching	1975
Snow & Ice Removal	1998
Straight Blade Snow Plow - Part 1& 2	198?