



Implementation Scenarios Quality Standards Professional Driver Training Italy

| | | | |
|--------------------------|---|--------------|------------|
| Deliverable: | No 16 | Version: | 1 |
| WP: | 4 | Last update: | 20.10.2012 |
| Prepared by: | Caterina Boschi, Tk Formazione srl (IT) | | |
| With contributions from: | ./. | | |

Standard 1: Embedding directive 2003/59/EC into national VET systems

The implementation of directive 2003/59/EC is interconnected with and embedded into the national vocational education and training systems of the participating countries.

Low interconnection and embedding of the directive with/into national vocational and training system, as it follows:

Low interconnection and embedding

- mandatory initial training programme (directive) + periodic training
- private brief courses on demand (driving schools are sometimes asked by employers to provide training on specific themes – mainly security, law etc. Time spent: 4-5 hours). The request of training is generally quite low. It springs from the fare of fine or after some fines; it is rarely based just on employers' care or on truck drivers' needs – especially if drivers are not young even if experienced (i.e. highway code – rules, sanctions, overload, speed limits -, how to use the new digital tachograph, transport national regulation etc.). This kind of training is welcome if practical oriented and if trainers are well qualified (teachers but also members of the traffic police). Sometimes more companies, with the same training needs, agree on providing together the same course on the same themes, gathering their employees (i.e. 2 companies generally involve about 20-30 participants). This kind of training is held in classrooms, training material is provided (code, regulations, training manual), no use of pc/multimedia tools. At the end of the Course an attendance certificate is issued. Some times the Course is not "officially" organized: it results as an internal "meeting" among employees.
- Further mandatory programme (D.M. 161/2005 that implemented D. Lgs. 395/2000) for truck drivers who want to start their own business/company or already have it: new rules has been introduced. Since 2005 such drivers-entrepreneurs have to demonstrate their financial and professional capacity. About professional capacity: most of them have to attend a Course and pass the related test in order to get the professional pass certificate. Participants per Course: ~ max 20; Duration:150 hours (usually evening courses); Content (established by Ministry of Transport): economic financial management, balance, taxation law etc. ; Test: 60 written multi-choice questions; Place: premises of "Motorizzazione civile" (local government office that issues driving licenses and

Initial + periodic training

Courses on demand

Training for truck drivers who want to start their own business

registers vehicles); Cost: between 1000 € and 1300€ (some drivers used grants for unemployed people); Average age of participants: both young and older people (as also people that started up their own business years ago, since 2005 have to attend this Course and pass the exam, except some cases). Average of successful candidates: 40% - 50% (many of non successful candidates renounce after some attempts)

Proposal:

In Italy we should start truck drivers training and start promoting the profession from professional high schools.

Necessity to start training at high schools

General and specific training programs should be well standardized and defined in depth by the Ministry in order to avoid the use of different manuals by each driving school.

Standardizes training programs

As more professional competence required by the directive reflects the need of more road safety, in the frame of a complete common regulation, road safety and safety at work should be then strongly included both in the CPC training with the aim to harmonize together all these aspects.

More focus on road safety and safety at work

Standard 2: Entry requirements

Professional driving is perceived as an occupation that requires certain life abilities and affinities before entering into initial training for professional drivers and therefore before entering into the profession as such. It is therefore considered as an occupation that cannot be performed by anybody.

No special ability or affinity is required before entering into initial training.

No special ability or affinity

Proposal 1:

Drivers shouldn't show any special entry requirements: all the requirement they need will be provided by the training.

To be provided by the training

Proposal 2:

Drivers should be able at least to read and write (especially old drivers are now not able to do it in a satisfying way), be familiar with ICT tools , have a medium level of general culture, be able to well speaking and understanding the language of the country where the driver is working.

Reading, writing, ICT, general culture, language

Proposal 3:

Entry requirements should be required to drivers. We should at least be able to understand if the aspiring truck drivers would be predisposed and enough motivated to such a profession or not. It should be done through the use of psycho-aptitude test and/or individual interview. The body in charge of that should be qualified driving schools. A deep informative campaign also should be implemented inside high schools to involve young people interested in and make them aware since the beginning about obstacles and positive aspects of the profession.

Psycho-aptitude test or individual interview

Standard 3: Training design and choice of methods within initial qualification and periodic training

Choice of training design and methods within professional driver training reflect all kind of learning outcomes related to the training, the specific needs of the target group and the needs of heterogeneous groups. They incorporate a high level of practical relevance and reflect the state of the art of training possibilities for professional drivers.

- 1) From May 2012 the CPC test is not oral any more but a multiple-choice driving test. It means that didactic methods have been mainly adapted to such aim: more practical exercises/test simulations are implemented and the use of pc has been increased. Nevertheless, trainers actively involve trainees during the lessons and are often at their disposal during and after the end of the course.

Multiple choice test influence didactic methods

Proposal:

The regulation should increase practical training hours (driving) instead of theoretical ones. Independently of the kind of final test, the use of simulators should be encouraged as long as simulators allow interactions between more real drivers: by this way my mistakes will have an influence on the other drivers performance.

Necessity of more practical training hours (driving)

- 2) Multiple-choice driving test are very difficult both in terms of content and formulation, drivers often complain about the fact they have to learn things they should be not supposed to know when they drive. The lack of interest and perceiving course and qualification just as constraint are the main obstacles to be overcome:

Complains on training topics

Proposal:

trainers should explain and transmit to trainees/drivers the importance of training/qualification for road safety/professional development etc. and strongly focus on such topics.

Key role of the trainer

- 3) Training methods change depending on new incoming regulations. Some trainers are already well prepared on incoming new rules, they have to explain them in their course but in fact these rules are sometimes not yet used in the course final test, so trainers have to make a distinction between the new rule people should already learn and the old one people will find in the final test. It creates confusion.

New and old rules

Proposal:

All trainers should be informed in advance on incoming regulations and the system should guarantee an effective informative action in that sense. Moreover, new rules have to be immediately applied in the course final test, in order to avoid confusion.

New rules should predominate

- 4) To provide high standards, professional qualification should cover since the beginning both general training and specialization level (i.e. transport of live animals or foodstuffs). It means that a few hours in addition should be targeted to specialized transport needs.

Specialized training for specialized transport needs

Standard 4: Requirements on trainers

Training for professional drivers is implemented by well qualified and accredited trainers that possess the necessary professional abilities in terms of expert knowledge, skills and competences within the subject they teach and the necessary pedagogical knowledge, skills and competences in order to implement high quality training for professional drivers.

January 2011 a National Decree (Decreto 26 gennaio 2011, n. 17) has further regulated training courses and procedures for trainer and instructor qualification. It guarantees a higher quality level of courses provided and professionalism required from those working in the frame of transport and road safety. It has to be highlighted that part of the Course focuses on pedagogical and communicative techniques:

National Decree 2011

Trainers: 145 hours (theory) – 15 hours of them are on pedagogy and communication.

Instructors: 80 hours (theory) – 10 hours of them are on pedagogy and communication

Aspiring trainers/instructors have to do a final test that includes written proofs, an oral proof and a practical one (i.e. trainers simulate a training lesson).

They both have to attend then a periodic training every 2 years.

Proposal 1:

Trainers should always be trained by other well qualified trainers (not by an executive inside the Ministry, traffic police etc.) and should be trained *continuously*.

To be trained continuously

Proposal 2:

Trainers should be people already involved in/very familiar with the transport area. Ideally ex - truck drivers should be able to provide training as they know how is the work and the target group they should train. At the present time it is unfortunately not possible as truck drivers have expertise only, not enough culture to provide training. Moreover, being a trainer is not part of their carrier. It should change in the future. Lawyers, engineers, doctors etc. are also already involved to better explain very specific topic (like regulations, health issues etc.) but they often aren't able to adapt their methodology to the target group (truck drivers) they have to speak to. Nevertheless, in order to guarantee quality of its trainers the "Central Committee of Transport Companies' Register"¹ already provides training for trainers.

Familiarity with the transport area/Ex-truck drivers as trainers

Standard 5: Assessment & validation in initial qualification and periodic training

Assessment & validation of initial qualification and periodic training are oriented on learning outcomes, and allow the assessment of learning outcomes achieved within initial training / qualification or elsewhere.

- 1) A key role in the quality of the training is played by the "Motorizzazione" (the body in charge of the initial qualification test and that issues the CPC): often executives of the mentioned body (in accordance with driving schools) enable cheatings and CPC are issued without any real test/check.

Risk of cheatings

¹ This Committee is in charge of the Transport Companies' National Register. It has various tasks, one of them is providing training activities to the registered companies.

Proposal:

The Ministry should reform the system in order to avoid such situations. At the same time, it should be forbidden to Italian would be truck drivers to get CPC in some East Europe Countries (i.e. Romania) where often CPC is issued only after a couple of days Course.

Ministry intervention required

- 2) most difficulties have to be faced with regard to "old" drivers that automatically received the CPC and that are going to do periodic training: they are often contacted by driving schools without success and they still don't appreciate – more than others – to be forced to "learn" by a European regulation after having worked for years without learning anything.

Difficulty in assessing old drivers

Proposal:

An information campaign on road safety should be strongly encouraged by the Government in order to foster a change in old mind-set.

Promotional campaign

Standard 6: Recognition of non-/informal learning

In- and non-formal learning is equally accepted and recognised as form of learning within initial and continuous/ periodic training for professional drivers that lead to the same certificates/ proofs as those acquired within formal learning environments.

Non- and in-formal learning is not integrated. Moreover, some topics are sometimes learnt twice as the same topic is provided in different training courses (i.e. course provided by the own company and CPC periodic training).

No integration

Proposal 1:

An electronic system at European level should be created. National Electronic Registers already exist for transport companies (management of transport) in each Country and they should be interconnected each other at EU level from January 2013. Each company should also specify in the Register the n. of vehicles and the n. of drivers they have at disposal. Moreover, each driver should be provided with a personal electronic card: from one side the card should act as tachigraph card, recording driving activities done for that company (each tachigraph is already connected to a specific company). From the other side, it should record all the training done (CPC and apprenticeship included) in terms of training credits. All these cards should be collected and published on an electronic system/platform at National/EU level connected to the mentioned National Electronic Registers (going to be interconnected at EU level). It will show the training done by each driver², his/her level of competence/experience and also if the driver is at the present time working or not.

Interconnected European electronic system

² It should integration between formal and in-/non formal learning

Proposal 2:

Apart from periodic training (every 5 years), other training should regularly be provided to up to date drivers: to avoid to be considered as pure compulsory administrative task, the training should be certified for instance in term of learning credits. Further training

Moreover, any part of training done outside initial/periodic qualification (i.e. provided by employers etc.), - especially if coinciding with some parts of the CPC training - should be recognized and considered as "already done", and drivers should not be required to replicate it for instance during periodic training. "already done" training

Standard 7: Adapting content and training approaches to changing skills needs

Vocational education and training for professional drivers is responsive to changing skill needs and can be adapted without losing relevance, transparency and comparability of the driver CPC in Europe.

Content and training approaches implemented change partially depending from Regions, training schools, books used, trainers involved, availability of tools, without being in fact properly responsive to changing skill needs. VET not responsive

Proposal:

Ministry intervention combined with high qualified trainers and high level training schools should support VET receptiveness towards changing skill needs putting in place measures allowing to continuously adjust learning material and assessment tools/ procedures.. Ministry and training high levels

Standard 8: Quality assurance (in periodic and initial training)

Quality assurance systems and measures are put in place for the implementation of professional driver training in the framework of directive 2003/59/EC. Quality assurance is primarily based on pedagogical considerations in order to ensure a high pedagogical quality within professional driver training.

Apart from authorization driving training schools need to have to start/further implement their activity and apart from some accreditations of trainers (see Standard 4 of the present document), no specific tool exists to define and evaluate quality of professional driver training. No specific assurance measures

Proposal:

- 1) Specific authorized bodies should be created by Ministries to certificate the training and should be able to regularly provide and demonstrate their high level of qualification and services (i.e. by updating trainers knowledge). Authorized bodies
- 2) The quality of drivers training could be also assured for instance providing trainees with questionnaires at the beginning and at the end of the Course to evaluate quality of the training content, trainer's performance, satisfied expectations etc. These questionnaires should be then used to improve the training itself. Questionnaires

List of references:

Legislation implementing directive in Italy; Interviews with experts in the field of professional truck driving, VET training, EQF experts (see other ProfDRV deliverables provided)

For further information on the project please consult:

www.project-profdrv.eu

For further information on the paper please contact:

c.boschi@tkformazione.it