



**Canadian Trucking
Human Resources Council**
**Conseil canadien des ressources
humaines en camionnage**

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Press Release

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ESSENTIAL SKILLS TESTING NOW INCLUDED IN ACCREDITATION

Ottawa, ON – The Canadian Trucking Human Resources Council announced today the mandatory inclusion of essential skill testing for facility accreditation.

In 2004, the CTHRC conducted a landmark study that conclusively demonstrated that there is a direct link between essential skills and safety. Working with the Canadian Petroleum Products Institute, the Council discovered that the lower the level of essential skills of the employee, the more likely they were to be involved in an accident or incident.

In light of this evidence, the CTHRC has decided to make essential skill testing a mandatory part of entry-level driver training facilities that want to be accredited to Industry Standards. Certification to National Standards includes meeting the essential skills pre-employment levels either upon entering the course or before the end of the program. Students will be required to meet this standard in order to be granted recognition by CTHRC.

The Test of Workplace Essential Skills for Professional Driver (TOWES-PD) is a customized assessment tool that enables a carrier or school to identify the knowledge gaps that an individual has and offer upgrading courses. The three essential skills that are predictors of success in learning and maintaining driving skills are:

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Canadian Trucking Human Resources Council

- Reading Text
- Document Use (reading maps, filling in bills of lading)
- Numeracy (fuel calculations, weight dimensions)

Many truck driving schools across the country already have literacy testing in place, however as Kelly Henderson, Executive Director of the (Nova Scotia) Trucking Human Resources Sector Council explains, essential skill testing is different in that it tests an individual's adaptability skills as opposed to their education level. She goes on to say that essential skill testing is a much more useful tool for the trucking industry than benchmarking a grade level.

"Essential skills are directly linked to truck driver training - if the new entrant does not have the basic essential skills required to meet industry standards, he / she will have more difficulties working within the industry and may only be employed for a short period of time, if at all," said Henderson. "Using TOWES as a screening tool allows us to assess the individual's levels and provide the upgrading necessary to new entrants either prior to, or during the truck driver training program to ensure higher potential for success upon entrance into the trucking industry."

"This will also help with driver retention," said Henderson. "The driver will be acquiring skills to do their job safely and efficiently."

The CTHRC is an incorporated non-profit organization with a volunteer board represented by stakeholders from the Canadian trucking industry. The key objectives of the CTHRC are to:

- Attract new people to the trucking industry's workforce by raising awareness of opportunities;
- Help meet the demand for skilled workers by increasing the pool of applicants; and,
- Promote better human resources management so skilled workers can reach their career potential.

For more information, visit www.cthrc.com .