



Australian Government

TLIM0011 Conduct heavy vehicle driver training

Release: 1

TLIM0011 Conduct heavy vehicle driver training

Modification History

Release 1. This is the first release of this unit of competency in the TLI Transport and Logistics Training Package.

Application

This unit involves the skills and knowledge required to conduct heavy vehicle driver training.

It includes preparing for heavy vehicle driver training, demonstrating and instructing required skills, techniques and monitoring and maintaining low risk heavy vehicle driving skills of driver. It also includes interpreting and applying road rules, debriefing driver, identifying hazardous situations and implementing contingency plans.

This unit applies to heavy vehicle driving trainers.

Work is performed without supervision. Heavy vehicle driver training involves the application of learning principles for different cohorts, instructional methods, training competence and experience, higher-order heavy vehicle driving expertise, navigation skills, road law expertise, routine procedures and regulatory requirements across a range of operational situations and a variety of driving contexts.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Pre-requisite Unit

Not applicable.

Competency Field

M – Training and Assessment

Unit Sector

Not applicable.

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes.

PERFORMANCE CRITERIA

Performance criteria describe the performance needed to demonstrate achievement of the element.

- 1 Prepare for heavy vehicle driver training**
 - 1.1** Work health and safety (WHS)/occupational health and safety (OHS) regulatory requirements are adhered to prior to training sessions to eliminate or control hazards relating to the training environment and equipment
 - 1.2** Driver training and appropriate route requirements are planned prior to training commencement
 - 1.3** Relevant internal and external training aids, learning resources and learning materials are selected
 - 1.4** Driver records and current skill and knowledge level are reviewed, and appropriate prerequisite training and performance is confirmed
 - 1.5** Driver is briefed on training outcomes based on prescribed performance criteria and required training plans and training methods to be used in future sessions
 - 1.6** Road rules are explained and demonstrated to heavy vehicle driver
 - 1.7** Trainer and vehicle are presented in a professional and legal manner and vehicle and equipment is in an operational state
- 2 Demonstrate and instruct required skills, techniques and low risk driving frameworks**
 - 2.1** Vehicle operation and controls are explained and demonstrated to driver in accordance with training plans
 - 2.2** Driving skills, techniques and low risk driving frameworks are demonstrated in a safe environment at normal operating speed, in a smooth and competent manner, and again at slow speed, with each step explained and questioning of demonstration to determine understanding
 - 2.3** Instructions and explanations are provided in a clear, concise, systematic and timely manner
 - 2.4** Manoeuvres are introduced in a manageable, progressive manner while being aware of driver limitations
 - 2.5** Driving tasks are broken down, demonstrated and exercises given to driver and performed to specified standards through coordinated and controlled inputs, in a smooth and controlled manner, using accepted handling techniques and appropriate instructional techniques
 - 2.6** Driver is directed through task performance using

- appropriate levels of information, explanation and feedback, and over-learning practice, consistent with driver progress
- 2.7** Driver is directed through task performance in rural and urban environments
- 3 Monitor and maintain low risk heavy vehicle driving skills, techniques and low risk driving frameworks**
- 3.1** Driver is monitored through task performance using appropriate levels of information, explanation and feedback, consistent with driver progress
- 3.2** Segmented tasks are integrated progressively in accordance with established training plan
- 3.3** Verbal and/or physical interventions are made, as required, to assist driver progress and maintain vehicle safety
- 3.4** Situational awareness is maintained while providing driving instruction
- 3.5** Driver is provided with sufficient opportunity to practise techniques through assisted and unassisted practice sequences
- 3.6** Driver limitations are assessed, monitored and managed throughout training sequences
- 3.7** Training locations are selected based on skill and technique layering
- 4 Debrief driver**
- 4.1** Driver performance is recorded for debriefing and assessment purposes
- 4.2** Driver strengths and development needs are identified through feedback, and additional instruction and demonstration are provided, as required
- 4.3** Driver is encouraged to develop self-assessment skills during debriefing session
- 4.4** Driver achievement against training outcome for lesson and associated performance criteria, is assessed
- 4.5** Effective interpersonal and communication skills are used when providing and receiving driver feedback about training performance
- 4.6** Results for driver training are recorded and post-drive administration is completed

5 Identify hazardous situations and implement contingency plans

- 5.1** Potential hazardous situations are identified and assessed, and needs are prioritised in accordance with emergency management plan and procedures
- 5.2** Contingency measures are considered in accordance with emergency management plan and procedures
- 5.3** Relevant services are consulted in an emergency or hazardous situation in accordance with emergency management plan and procedures
- 5.4** Reports and documentation are completed in accordance with required procedures

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions can be found in the TLI Transport and Logistics Training Package Companion Volume Implementation Guide.

Unit Mapping Information

This unit replaces and is equivalent to TLIM0002 Conduct learner driver training.

Links

Companion Volume Implementation Guides are found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=df441c6e-213d-43e3-874c-0b3f7036d851>

Assessment Requirements for TLIM0011 Conduct heavy vehicle driver training

Modification History

Release 1. This is the first release of this unit of competency in the TLI Transport and Logistics Training Package.

Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all the requirements of the elements and performance criteria on at least one occasion and include:

- anticipating and avoiding collisions or incidents
- anticipating traffic hazards
- applying precautions and required actions to minimise, control or eliminate hazards that may exist
- applying techniques, engaging and motivating learner drivers to drive in a low risk manner
- assisting heavy vehicle drivers to develop low risk driving behaviours
- completing and maintaining training records and documentation, based on individual, organisational or government bodies requirements
- complying with road rules for relevant state/territory
- communicating effectively with learner drivers, using appropriate verbal and non-verbal communication techniques
- dealing with and adjusting to diverse driving environments
- delivering training to individuals or multiple trainees in vehicle or classrooms, using group training techniques and models
- demonstrating and instructing heavy vehicle drivers in vehicle operation and control
- demonstrating and training heavy vehicle driving psychology that applies causal attribution and optimism bias principles of behaviour that lower risk levels when driving
- conducting diagnostic, formative and summative assessments in vehicle and classroom
- demonstrating and training heavy vehicle driving skills, techniques or low risk framework using normal, slow and question methods
- providing positive and constructive feedback on driving assessment results, using verbal and demonstration, sub-model corrective techniques
- using principles of contiguity, active participation and over-learning practice models
- developing and following training plan
- developing and using an emergency management plan
- evaluating post-training and assessment on how the session planning, delivery improvements
- identifying through assessment, when the trainee skills and techniques are at the cognitive, fixation and autonomous phase of competence
- implementing work health and safety (WHS)/occupational health and safety (OHS) requirements and practices including:

- applying advanced observation (external and internal), low risk vehicle strategies and occupant safety, while communicating teaching information when driving
- applying fatigue management strategies
- completing work diaries in accordance with legal requirements
- conducting pre- and post-vehicle/trailer inspections in accordance with safety and legal requirements
- conducting pre-start checks
- directing a reversing vehicle in a safe and legal manner
- entering, exiting and moving around the vehicle in a safe manner
- identifying and applying low risk protection strategies, both verbally and physically, creating a low-risk protection of all occupants and vehicles when approaching hazards
- identifying, minimising, controlling or eliminating hazards in workplaces, training locations and equipment operations
- observing and interpreting heavy vehicle driver behaviour that may put people at risk
- placing and securing loads in accordance with National Transport Commission's (NTC) Load Restraint Guidelines and associated legal requirements
- reading and interpreting relevant legislation for heavy vehicle operation and training
- selecting a location to park the vehicle that maximises safety, when providing training feedback, storing the vehicle, completing paperwork or changing seats with the trainee driver
- listening, observing and asking relevant and appropriate questions to obtain understanding, feedback and communication clarification
- maintaining a calm demeanour, establishing trust, displaying tolerance, using appropriate body language and maintaining appropriate professional relationships
- maintaining personal skill development
- making low risk judgements
- managing time effectively to:
 - ensure all learning objectives are covered
 - pace learning
- monitoring heavy vehicle driver progress by:
 - assessing driver interaction with others
 - identifying driver concerns/areas for improvement
 - monitoring driver acquisition of new skills, knowledge and competency requirements
 - recognising driver readiness to take on new skills and tasks
- obeying road rules, making safe decisions in stressful situations and instructing drivers to take appropriate action
- providing clear tangible information, using Neuro-linguistic programming (NLP) and/or other communication delivery models (visual, auditory and kinaesthetic) based on the trainees preferred communication style
- providing feedback that is both positive and constructive for learning needs
- reading and analysing heavy vehicle driver information
- reading and following learning programs, session plans, training aids and training support

documents

- reading and interpreting relevant legislation
- reading, analysing and interpreting learner performance levels and what is required in delivering the appropriate training session
- recording and security of training records, pre-, during and post-training delivery
- training advanced heavy vehicle observation, mind and eye techniques for hazard identification and risk reduction
- training coupling and uncoupling using a heavy or multi-combination (HC and MC licensed trainer) vehicle
- training eco and drive train protection techniques
- training Freeway entry, travel and exit in a low risk manner
- training hazard approach and negotiation low risk techniques
- training hazard identification and risk reduction techniques on the approach
- training heavy vehicle acceleration, braking and gear changes up and down with maximum vehicle, load and passenger stability, efficiency and economy, smoothness and control, on any gradient road, including gear changing re-correction if required
- training heavy vehicle manoeuvring in any direction, turns or corners that maximises safety for the vehicle, load and passengers with safety space cushion, stability and control
- training heavy vehicle negotiating roundabouts, laned or un-laned with maximum safety and vehicle stability
- training heavy vehicle speed selection, based on hazard risk levels and legal requirements
- training heavy vehicle drivers on the removal of the blind spots in the eyes as well as removing vision block-out both internally and externally, at all intersections before proceeding
- training in vehicle cabin drill requirements
- training low risk and legal road and lane position selection, including laned and un-laned
- training proactive and not reactive brake use pressure on hazards approach and negotiation
- training reversing that maximises observation and safety in any direction
- training system of decision making and system of vehicle control
- training the creation and maintenance of a 360-degree low risk safety space cushion
- training on rural roads:
 - negotiating hills both inclines and declines, selecting correct gears and speed, in a controlled and low-risk manner
 - overtaking other vehicles on multi-laned highways in a safe, legal and low risk manner
 - training the negotiation of left and right bends (laned and un-laned), positive, negative and crown cambers, maximizing vehicle stability and safety
- working effectively with heavy vehicle drivers by:
 - establishing trust
 - maintaining a calm demeanour
 - maintaining appropriate relationships
 - maintaining tolerance
 - providing constructive feedback
 - recognising and being sensitive to individual difference and diversity

- using appropriate body language.

Knowledge Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all the requirements of the elements and performance criteria and include knowledge of:

- content and requirements of relevant learning program and/or training plan
- content of learning resources and learning materials
- driver trainer advanced skills including:
 - all traffic conditions
 - collision and incident avoidance space
 - controlled intersections
 - decision making
 - gap selection
 - lane change
 - lateral position
 - low risk driving
 - observation and scanning techniques
 - parking
 - road law understanding
 - safety margin
 - speed choice for conditions
 - system of heavy vehicle control
 - uncontrolled intersections
- driver trainer basic skills including:
 - cabin controls
 - lateral position
 - logbook (if required)
 - mirror adjustment
 - observation techniques
 - reversing
 - seat and seatbelt adjustment
 - starting and stopping for moving the vehicle
 - steering techniques
- driver trainer intermediate skills including:
 - lateral position
 - observation techniques
 - reverse manoeuvres and parking
 - road law understanding
 - speed choice

- stop position
- system of heavy vehicle control
- turning at all types of intersections
- emergency management plans and procedures
- heavy vehicle operation and control including:
 - bus stop procedures
 - cabin drill
 - coupling/uncoupling
 - hill stop/start
 - load securing
 - managing accelerator
 - managing brakes
 - managing engine power
 - managing gear changing
 - managing steering
 - reversing
 - starting, moving off, shutting down and securing
- learner characteristics and needs
- learning principles and learning styles for different cohorts
- low risk driving behaviours including:
 - creating and maintaining collision and incident avoidance space
 - obeying road rules and directions
 - protecting collision and incident avoidance space
- relevant road rules and traffic safety legislation including:
 - alcohol and drugs
 - driver licensing
 - heavy vehicle registration
 - heavy vehicle standards
- relevant state/territory heavy vehicle driver licensing authority licensing and testing standards
- relevant WHS/OHS issues in the learning environment including:
 - relevant policies and procedures for hazard identification, risk assessment, reporting requirements, safe use of equipment and emergency management
 - responsibilities of heavy vehicle drivers
 - risk controls for specific learning environments
 - roles and responsibilities of key personnel
- sources and availability of relevant learning resources and learning materials
- training plan development techniques
- training techniques that enhance learning and when to use them.

Assessment Conditions

Assessors must hold credentials specified within the Standards for Registered Training Organisations current at the time of assessment.

Assessment must satisfy the Principles of Assessment and Rules of Evidence and all regulatory requirements included within the Standards for Registered Training Organisations current at the time of assessment.

Final assessment must occur in a heavy vehicle typical of the class that is used in industry and on a variety of road conditions.

Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.

Resources for assessment must include access to:

- a range of relevant exercises, case studies and/or simulations
- applicable documentation, including legislation, regulations, codes of practice, workplace procedures and operation manuals
- relevant and appropriate materials, tools, equipment and personal protective equipment (PPE) currently used in industry
- suitable vehicle that meets state/territory requirements.

Links

Companion Volume Implementation Guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=df441c6e-213d-43e3-874c-0b3f7036d851>