



# On-The-Job Training In California

The on-the-job training program of the California Division of Highways is in full operation, providing training on a state-wide basis for as many employees of the equipment and maintenance departments as practical. The present training course is concerned with lubrication. It is planned to extend the subjects offered to include simplified courses in mechanics, shop methods, equipment operation and care, and any other subjects deemed advisable.

A trailer, which seats 18 employees at a time, is used for the instruction courses. The trailer is air-conditioned, and is equipped with many modern audio-visual training aids, including a slide projector, motion-picture projector, a tape-recording device and charts and graphs.

Classes were started in August, 1953. To date, 1,122 employees have attended. The program will be continued, bring-

ing the trailer to each district and establishing the classes in various maintenance stations and equipment-department shops, where employee gatherings can be arranged easily. Approximately 1,800 employees will benefit by attending the courses. On the basis of districts already covered, it will take the trailer a year to make a circuit of the state. When that trip is completed, another will be started with a different subject of instruction.

Examinations have been given to the men who have completed the short course on lubrication. Most of the men obtained grades of 70 per cent or better.

It is expected that the on-the-job training courses will result in a reduction of repair costs and in an increased efficiency and production on the part of the operating forces, because of better understanding of equipment capacities and preventive maintenance.

(Reprinted from Better Roads)

---

A Visual Aids Workshop for Training Directors in Business and Industry, sponsored by the Illinois Training Directors' Association will be held in conjunction with the National Audio-Visual Convention at the Sherman Hotel in Chi-

cago, the morning of Tuesday, July 26, 1955.

ASTD Members are invited to attend. A registration fee of \$2.00 is payable at the Registration Desk the morning of the workshop.