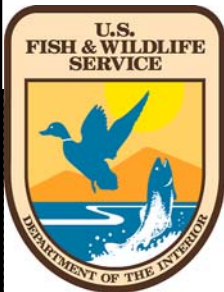


VISTA Training, Inc.
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TRAINING SOLUTIONS FOR CONSTRUCTION AND MINING



THE COMPANY

VISTA Training, Inc. collaborated with the US Fish & Wildlife Service, (USFWS) a division of the Department of Interior, to develop a Heavy Equipment Safety Training program for 11 categories of heavy equipment.

THE SITUATION

The USFWS manages 96.4 million acres of land on 547 National Wildlife Refuges, 37 wetland management districts, 50 coordination areas and 96 National Fish Hatcheries across the 50 states and US territories. Facilities contain 32,165 miles of public access roadways and dikes in addition to 45.7 million acres of wetlands, lakes, ponds, viewing areas and nature trails. Each location requires maintenance and repair as well as upgrading and development for improved wildlife management and public use.

USFWS employees, partners, seasonal help and volunteers perform tasks requiring operating knowledge and skills for all types of heavy equipment. Safe operating skills are required for all types and brands of rubber-tired or crawler tracked machines including specialty amphibious equipment for wetlands work. Units may employ special attachments requiring additional operating skills.

THE CHALLENGE

USFWS has been conducting in-house training for over twenty years. It had been difficult to provide uniform, consistent and verifiable training for all equipment operators. USFWS needed to assure safe equipment operation for employees, local volunteers, regional partners and visitors to sanctuaries and preserves. A verifiable standard of competence and accurate training records was paramount.

Budget restrictions encouraged use of local volunteers and seasonal help for routine site maintenance work. Using non-professional labor prioritized the need for easy-to-use and understand, consistent, verifiable safe operation training.

THE VISTA / USFWS SOLUTION

Following a training effectiveness analysis USFWS chose VISTA to organize, upgrade and develop a uniform heavy equipment operator training system for use at all USFWS facilities.

CASE STUDY

US Fish & Wildlife Service



DEVELOPMENT REQUIREMENTS

In addition to effective, verifiable training VISTA was charged with the responsibility to create instructor friendly systems. Specifications included flexibility to meet varying student levels, ease of updating and modification. USFWS had used various manuals involving manufacturer provided materials along with topics developed internally by USFWS instructors.

THE DEVELOPMENT APPROACH

VISTA evaluated, adopted, modified and created new formats. Some existing materials helped the transition process for instructors familiar with older training information. VISTA created a standard for all types of heavy equipment and worked with equipment manufacturers to assure technical accuracy and "Best- Practice" approaches. Use of proven instructional design principles achieved comprehension and lesson retention goals. Materials were developed to provide ease of duplication and delivery by instructors or web-based, self-taught.

THE RESULTS

In 2006 USFWS used the training system developed with VISTA to conduct web-based pre-class study and field delivered instructor-led courses to train 1460 students. A total of eleven (11) categories of heavy equipment safety training programs are in use. Each category requires eight (8) hours of training, which includes the pre-class study and the instructor-led courses. The categories of heavy equipment include:

Agricultural tractors/implements	Four-wheel drive rubber-tired loader		
Crawler dozer	Crawler loader	Skid steer loader	Rubber-tired backhoe/loader
Hydraulic excavator	Motor Grader	Scraper pan	
Powered industrial forklifts (vertical and extending boom)			
Specialty tracked equipment (Marsh-Master, Geo-Boy, Roligon, Gyro-Trac, etc.)			

THE ECONOMICS

Pre-class study was accomplished by either; the use of a CD (for locations with poor internet connectivity) or delivered on-line via the internet. USFWS has calculated their average cost of providing the heavy equipment safety training course per student was \$185. This includes instructor travel, per-diem, resource supplies, equipment support and transportation averaged over a ten year period.

Another federal agency conducting a similar program for their employees calculated their internal costs at \$400 per student. Some heavy equipment manufacturers have a direct charge of \$400 - \$600 per student, which does not include travel and per-diem.

POSITIVE RESULTS

The net result is a greatly improved, more efficient training program with reliable records. Operating safety and efficiency are significantly improved. Repair down-time due to improper operation has been reduced. Management views improvements in employee morale as a valuable fringe benefit.

**LET VISTA HELP YOU IMPROVE YOUR OPERATION,
CALL 1-800-942-2886**