

## **RAILWAY ASSOCIATION OF CANADA (RAC) - SAFETY AWARD NOMINATION**

### **CANADIAN PACIFIC – TECHNICAL TRAINING**

With regard to the RAC Safety Award nominations recently advertised, I would like to put forward the leaders of our Simulation Design Team - Messrs. Chad Riddell & Nathan Blunt, for this prestigious award due to their exceptional performance in developing both our Locomotive Engineer Training Simulation Program and the classroom version of our Simulation Training for Conductors.

Both candidates have a solid background with T&E, qualifying as Conductors/Locomotive Engineers, and are exceptional leaders within our Technical Training Team.

From the appended you will note that at all five of our CP Foundations have been observed and fostered, through the phenomenal work of these gentlemen, although our fourth foundation (Operate Safely) stands out specifically.

Our Locomotive Simulators have been developed to the point in which trainees can experience real life locomotive operations, with live scenarios and associated consequences. Our Laggan, Mountain, Red Deer, White River, Mactier, Galt, Ottumwa & Paynesville Subdivision runs, present various operating scenarios in both OCS and CTC (train control systems) and our system scores trainees accordingly on their train handling performance. Our Locomotive Simulators are known to have reduced OJT time for both Unionized and Management trainees, as these real life scenarios are repeated to the point of excellence, before ever entering the field.

This exceptional simulation product has now been extended to the classroom and developed into an incredible training tool for Conductors, as well.

The classroom Simulation Program has been designed to qualify Manager Conductors (over the road) without the need for formal On-The-Job Training (OJT). The former OJT process would take new Conductors months or even years to complete the qualification process, due to field training challenges and limited exposure to critical training scenarios. Now, a two week classroom simulation program provides all that is needed for a Conductor to receive their "over the road" Conductor qualification. For example, our Conductor training program has been cut from six months to three months and has resulted in a far better trained & qualified employee. Clearly, the savings and productivity gains associated with this work are astronomical.

Further, the Classroom Simulation course that was designed by this group of exceptional performers, eliminated virtually all the issues that new Conductors were facing in attempting to become qualified. Through Simulation, we are now able to increase students' knowledge, reduce training time and provides a perfect learning environment, all conducted in a classroom setting.

The development of this training tool is their brainchild, continues to be championed by them, and is having a significant impact in the workplace. Further, we are cutting edge as no other Railway is using this classroom simulation application.

Our Foundations at Canadian Pacific are reflected below and as noted previously, the Safety of our Operation is paramount. Clearly, these simulation products provide exemplary contributions to the Safety of our Railway which remains unmatched in our Industry.

## **PROVIDE SERVICE – CONTROL COSTS – OPTIMIZE ASSETS – OPERATE SAFELY – DEVELOP PEOPLE**

### **Locomotive and Classroom Simulation provides:**

- Training 100% of the time managers are away from their current jobs
- Contributes to timely education and qualification of both Managers and Unionized personnel
- Reduces OJT time (and associated costs) from approximately six months to two weeks
- Consistent coaching by a qualified/professional Instructor
- Multiple students trained at one time, in one location, rather than one on each train
- Ensuring every applicable rule and operating scenario is covered
- Repetition of all rules to solidify learning, ensuring a safe operation
- Proper and consistent testing of knowledge
- Eliminates a hostile environment, promoting a learning environment
- Our simulation classes and locomotive simulators were fully subscribed from early 2016 - to date, and this will continue into the future

### **Logistical examples:**

A round trip in the field might take 20 hrs on a train and perhaps only 3 hrs of that trip is educational. In the classroom, we provide education and training 100% of the time, in a repetitive manner.

Through 8 hours of Simulations the students receive an equivalent to 80 hrs of OJT in the field, all relating directly to proper applications of our Safety protocols.

This program enables us to better control T&E qualifications and we are able to accurately project when trainees will qualify.

### **Testimonials:**

Feedback from the students and from the field has been excellent. I have included a few examples, appended.

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I just finished my second week on the Locomotive Simulators and have now completed multiple runs over the Red Deer and Laggan Subs. I can honestly say that these training experiences have been second to none and I have developed more in two weeks than the previous six months in the program. My Coach was tremendous and his development of the simulation scenarios is nothing short of remarkable.

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At the end of last week I completed the Simulator training portion of the Conductor Training program, and it was a great experience.

Previous to my tenure in the IT world I was a conductor running out of Winnipeg and Moose Jaw divisions, and aside from the shake a rattle and boom of riding in the cab, I found the Simulations to be an incredibly realistic representation of what it's like to perform road trips.

In some ways, with the opportunity for the trainers to create varying scenarios where specific rules and procedures would have to be applied, it's above and beyond what could be offered from the cab - certainly with the time-line involved. A conductor could run for months or years without exercising the rulebook in the way the simulator challenged us to.

In short, it was a safe, supportive, intensely genuine educational experience that will certainly help prepare people for the duties of the road.

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The real reason I am writing is to thank you for the work you and your team did to prepare me. I didn't realize just how prepared I was for the job until I did the actual job solo – and I was successful. This is one of those things that you don't know until you know – so to speak, and I appreciate both the classroom training time as well as the extra time you and some of your team took to sometimes explain the “why” behind some of the things that didn't make sense to me.

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In sum, these new resources and our Simulation programs in general, have been extremely successful and we firmly believe that through these efforts, we have made a positive Safety impact on our Trainees and the Safe Operation of our Railway, in general

Respectfully submitted,

*Dave Freeborn*

Dave Freeborn  
Director, Technical Training