

BUILDING A NEW TOMORROW



BUILDING COMPONENT
MANUFACTURERS CONFERENCE

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BUILDING A NEW TOMORROW

Retaining Technicians Through Training

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Introduction

- Apex Technology
- Our Structure
- Our Services
- Our Relationship with True Truss

Underlying premises of entire discussion

- Employer must have the loyalty of employees
- Employer must genuinely be interested in the success of the employee
- Despite typical self-centered motives, a truly selfless relationship of mutual benefit must be achieved.

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Two Types of Training

- Career Training
- Technical Training

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Career Training

- Usually overlooked by most employers
- Technicians usually are quasi-professionals
- Career training begins in the recruiting process
 - Hire inexperienced people only
 - Interview several times
 - Offer the most you are willing to pay right away



Career Training

1. Bring new employees into a professional atmosphere and expect compliance
 - Current employees should read "the reading list" at the earliest opportunity
 - The Reading List
 - How to Win Friends and Influence People
 - Seven Habits of Highly Effective People
 - University of Success



Career Training

- Continued
 - Current employees should attend time management seminar and be provided with planning software or paper planner. We recommend Franklin-Covey.
 - New employees undergo above training in first 30 days of employment.



Career Training

2. Set the proper example for your employees:
 - Maintain a positive, professional atmosphere
 - Be familiar with material in the reading list
 - Practice what you preach



Technical Training

- Technical Library
 - Metal Plate Connected Wood Truss Handbook
 - ANSI/TPI 1-1995 and new ANSI/TPI 1-2002
 - ANSI/TPI 1 Truss Design Standard
 - Truss Connector Catalog
 - AF&PA-NDS and associated supplements
 - Wood Frame Construction Manual
 - Building Codes
 - ASCE 7
 - Timber Construction Manual
 - Span Charts for Dimensional Lumber



The Wood Truss Council of America Presents:

Online TTT



Online "Just in Time Training"

Consider WTCA's new way:

T-Brace
Brace consisting of stress-graded lumber nailed lengthwise directly to the member requiring a brace, and with the width of the member perpendicular to the width of the brace.

Hot C - 57. Load Development:
The following load distribution for R1 and R2

Span	R1	R2
1.	1475.0	4322.5
2.	3175.5	5219.5
3.	3474.1	5419.5
4.	2745.5	5329.5



Mentoring

- Assign new employee a mentor
- Have a training program that includes reading/self study as well as practice designs



Industry Association Seminars

- WTCA Engineering & Technology Committee Meetings
- BCMC
- SBCCI (Now ICC)
- AF&PA



Manufacturer Training

- Plate Manufacturers
- Hardware Manufacturers
- I-Joist Manufacturers



Outsourcing

- WTCA - TTT
- Local Structural Engineers

Discussion Forum

Goal

- No question is a bad question
- Discussion to maximize everyone's learning
- Let's begin — First Question or Comment



Thank You for Your Participation

Further questions and or comments can be directed to the presenter and BCMC Staff at:

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