



Bock Consulting

Comprehensive Vocational Assessment Report (CVAR)

Job Title	<u>Truck Driver – CDL-A</u>	Worker	_____
DOT Number	<u>905.663-014</u>	Claim Number	_____
School	<u>Commercial Driver Services</u>	Employer Phone #	<u>(888) 558-7120</u>
School Contact	<u>Lee Brunk, Owner</u>	Date of Analysis	<u>04/10/2008</u>

Job of Injury
 Previous Job
 New Job
 40 Hours Per Week
 5 Days Per Week

Job Description, Essential Functions, Tasks and Skills:



Commercial Driver Services (“CDS”) (located at 11000 34th Ave. S., Lakewood, WA 98499) offers the training necessary for individuals to develop the essential skills to become competent, productive and safe professional commercial truck drivers. The training is offered through a comprehensive 4-week training course,¹ after which graduates obtain their Class “A” Commercial Drivers License (“CDL-A”).² CDS also offers job placement assistance for its graduates.

This job analysis is for truck driving positions that require CDL-A licensure at over-the-road employers, and with local trucking companies where drivers do not have to load and unload their own freight.³



Essential Functions:

- Inspect truck and trailer (if applicable) to ensure the equipment is ready to drive/operate.

¹ The topics covered in the training include pre- and post-trip inspections, brake adjustment, situational awareness, shifting techniques, angle and straight backing, cornering and intersections, weight management, lane keeping during straight driving and on curves, speed and space management, starting and stopping on hills, driving up and down grades, and winter driving.

² You need a CDL to operate the following vehicles. 1) single vehicles with a manufacturer's weight rating of 26,001 pounds or more; 2) trailers with a manufacturer's weight rating of 10,001 pounds or more, if the gross weight rating of the combined vehicle(s) is 26,001 pounds or higher; 3) vehicles designed to transport 16 or more persons (including the driver); and 4) vehicles that carry placarded amounts of hazardous materials. These vehicles are divided into three classes, A, B, and C. A higher class CDL allows you to drive vehicles in the lower classes (“A” is the highest class).

³ Typically in these positions, freight/cargo is loaded and unloaded with a forklift or crane, which are typically operated by dedicated workers (generally called “Lumpers”).

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- Drive truck to transport materials to and from specified destinations using knowledge of commercial driving regulations and area roads.
- Prepare receipts for load picked up, and process other required paperwork.
- Maintain truck log according to state and federal regulations.
- Maintain telephone or radio contact with supervisor(s) to receive delivery instructions.
- Ensure loads are secure for transit.

Driving a truck has become less physically demanding over time because most trucks now have more comfortable seats, good ventilation, and ergonomically-designed cabs. Many of the newer larger trucks are equipped with refrigerators, televisions, and bunks. In addition, the Occupational Safety & Health Administration (“OSHA”) has implemented a number of rules and regulations designed to reduce the number of injuries reported in the trucking industry (approximately half of the reported injuries are strains/sprains related to driver overexertion).

Although these changes have made the work environment more attractive, driving for many hours at a stretch can take a toll on drivers. The U.S. Department of Transportation regulates work hours for all truck drivers who engage in interstate commerce. A long-distance driver can work no more than 60 hours per week, and they must rest 10 hours for every 11 hours of driving.



Despite the regulated workload, drivers on long runs may become bored, lonely or fatigued. In addition, over-the-road drivers often travel at night or on weekends to avoid heavy traffic and spend long stretches away from their families. Local truck drivers frequently work 40 or more hours a week. Local drivers may work late at night or early in the morning.

Skills and Abilities:

- Drivers must complete the training for and obtain a CDL-A from the Department of Licensing.
- While driving, workers must be alert to prevent accidents and identify varying road conditions.
- Drivers must get along well with people because they often have to deal with customers. Drivers should speak well, and have initiative, tact, and a neat appearance.
- Drivers need to be responsible, self-motivated, and able to work with little supervision.
- Drivers must be organized and have the ability to complete the required shipping and trip forms and logs (as required by the employer, shipper, or the U.S. Department of Transportation).
- On longer routes, drivers must have the ability to stay awake while driving.



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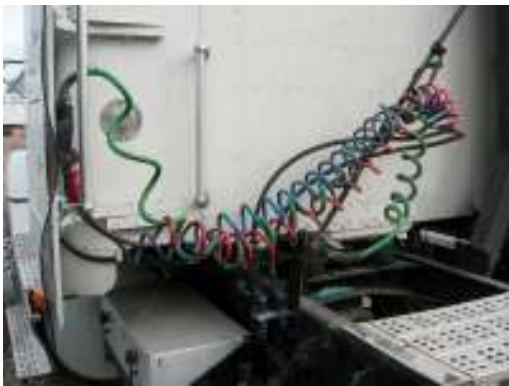
Machinery, Tools, Equipment, Personal Protective Equipment:



Regional Haul/Pick Up & Delivery Truck.



Truck interior
(trucks generally have 10 to 13 gears)



Air hoses and electrical harness (“pigtail”)



Air hose connector



Trailer



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Fifth wheel (with trailer release handle)



Tool used to “pop” the trailer release (32” long)



Trailer landing gear (approx 10 lbs. to crank once trailer is attached to truck)



Truck hood
(Fiberglass – 60 lbs of force to open)



Truck engine



Truck frame, wheels, and fifth wheel



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Education / Training:

Truck drivers must have a regular driver's license and a Social Security card. Also, most employers require a clean driving record.

Drivers of trucks designed to carry 26,000 pounds or more must obtain a commercial driver's license ("CDL") through the Washington State Department of Licensing.⁴ To qualify for a commercial driver's license, applicants must pass a written test on rules and regulations, and then demonstrate that they can operate a commercial truck safely.

Individuals who are at least 18 years old can drive trucks within the state boundaries. Once a driver crosses state lines, however, the driver is subject to regulations established by the U.S. Department of Transportation, which requires drivers to be at least 21 years old. In addition, drivers must take a written examination on the Motor Carrier Safety Regulations of the U.S. Department of Transportation.

Commercial drivers must pass a physical examination, which includes hearing tests and vision tests. Drivers cannot be colorblind. Drivers must have normal use of arms and legs, and normal blood pressure. Drivers cannot use any controlled substances, unless prescribed by a licensed physician. Persons with epilepsy or diabetes controlled by insulin are not permitted to be interstate truck drivers.

Federal regulations also require employers to test their drivers for alcohol and drug use as a condition of employment, and require periodic random tests of the drivers while they are on duty.

In addition, drivers must have no criminal records such as felonies involving the use of a motor vehicle; any crime involving drugs, including driving under the influence of drugs or alcohol; and any hit-and-run accident that resulted in injury or death.

All drivers must be able to read and speak English well enough to read road signs, prepare reports, and communicate with law enforcement officers and the public.

Employers may also provide employer-specific training once an individual is hired.

⁴ All truck drivers who operate trucks transporting hazardous materials must obtain a CDL, regardless of truck size.



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Per the Dictionary of Occupational Titles (DOT): 905.663-014 TRUCK DRIVER, HEAVY

Specific Vocational Preparation (SVP): 4 (Three to six months)

Reasoning Skills:

Apply common sense understanding, to carry out instructions furnished in written, oral, or diagrammatic form. Deal with problems involving several concrete variables in or from standardized situations.

Mathematical Skills:

Add, subtract, multiply, and divide all units of measure. Perform the four operations with like common and decimal fractions. Compute ratio, rate, and percent. Draw and interpret bar graphs. Perform arithmetic operations involving all American monetary units.

Language Skills:

Reading:

Passive vocabulary of 5,000-6,000 words. Read at a rate of 190-215 words per minute. Read adventure stories and comic books, looking up unfamiliar words in dictionary for meaning, spelling, and pronunciation. Read instructions for assembling model cars and airplanes.

Writing:

Write compound and complex sentences, using cursive style, proper end punctuation, and employing adjectives and adverbs.

Speaking:

Speak clearly and distinctly with appropriate pauses and emphasis, correct pronunciation, variations in word order, using present, perfect, and future tenses.



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PHYSICAL DEMANDS

N/A: Not Applicable
S: Seldom (1-10% of the time)
O: Occasional (10-30% of the time)
STRENGTH: Sedentary Light Medium Heavy Very Heavy
F: Frequent (30%-70% of the time)
C: Constant (Over 70% of the time)
WNL: Within Normal Limits (talking, hearing, etc.)

	Frequency	Comments
Sitting	F-C	While driving. Frequency range depends on the type of driving position.
Standing	S-O	Supervising cargo loading, connecting air hoses and electrical cords between truck and trailer.
Walking	S-O	Performing the pre- and post-trip inspections, walking to an office to pick up required paperwork. In addition, it is suggested a driver stop the vehicle every 2-1/2 hours to do a walk around inspection (tires, axels, checking the security of the load, cargo, temperature, doors, etc.), which also allows the driver to rest and stretch.
Lifting (up to 10 pounds)	O	Lifting a hammer and screwdriver used to adjust brakes, lifting paperwork/clipboard, lifting straps used to secure loads, and carrying the tool used to “pop” the trailer release when a trailer is connected to a fifth wheel (tool is a 32” thin metal rod with a hook on one end and a T-handle on the other).
Lifting (10 to 75 pounds) ⁵	S	Lifting fuel nozzle and hose to refuel truck (est. 15-25 lbs.), lifting chains used for driving in snow (est. 40-45 lbs.). NOTE: Some companies do not let their trucks drive in snow, therefore snow chains are not an issue for the drivers of these companies. Up to 75 pounds to secure load that has dropped off of trailer. Most employers require pre-employment testing to show that the prospective employees can carry 75 pounds 50 feet 3 times.
Carrying (up to 10 pounds)	O	Carrying a hammer and screwdriver to adjust brakes, carrying paperwork/clipboard, carrying straps used to secure loads, and carrying the tool used to “pop” the trailer release when a trailer is connected to a fifth wheel.
Carrying (10 to 25 pounds)	S	Carrying fuel nozzle and hose to refuel truck (est. 15-25 lbs.).
Bending at Waist	F	Performing the pre- and post-trip inspections, entering the truck, steering, checking mirrors, and climbing into or onto a trailer to ensure the load is secure or placed correctly.
Bending Neck	C	While performing the pre- and post-trip inspections, entering the truck, driving, checking mirrors, and supervising loading.
Twisting at Waist	F	While performing the pre- and post-trip inspections, entering the truck, driving, and checking mirrors.

⁵ Drivers do not have to change tires or perform other equipment repairs as many of the truck components are too heavy/large to physically lift/move without specialized hydraulic lifts (e.g., large truck tires and wheels weigh between 350 and 400 lbs.) or fix without air tools (e.g., air wrenches are needed to remove the lug nuts holding the wheels on the truck).



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Crawling	S	Necessary when performing the pre- and post-trip inspections, and adjusting the brakes.			
Pushing/Pulling (up to 10 lbs. of force)	F	Shifting the gears on the truck (est. up to 10 lbs. of force), and steering the truck (estimated up to 10 lbs. of force - trucks have power steering), and cranking the landing gear on the trailer once the trailer is connected to the truck (est. 10 lbs. of force).			
Pushing/Pulling (10 to 60 lbs. of force)	S	Pulling the hood of the truck open to inspect the engine (hood is fiberglass – approx. 50-60 lbs. of force to open). Pulling oneself into the truck (while using the stairs – up to an est. 25 lbs. of force). Pulling fuel hoses to the truck (est. up to 20-25 lbs. of force). Pulling ratchet straps tight to secure load on trailer (est. 20-30 lbs. of force). Dragging snow chains to and around wheels (est. 25 lbs.).			
Climbing Stairs/Ladders	S-O	Climbing into the truck (stairs are 14” and 32” from the ground). Frequency range depends on the type of driving position.			
Working at Heights/Balancing	S	Entering and exiting truck cab, drivers use stairs that are 6” wide, and 14” and 32” from the ground (cab floor is 48” from the ground). Drivers may also climb into or onto a trailer to ensure the load is secure or placed correctly.			
Crouching/Kneeling	S	Necessary when performing the pre- and post-trip inspections, adjusting the brakes, and checking alignment of tractor and trailer when connecting the two units.			
Stooping	S	Performing the pre- and post-trip inspections, entering truck, moving inside the cab/sleeper area of the truck (if so equipped).			
Using Foot Controls	C	Left leg is used to operate the clutch on the truck (trucks generally have 10 to 13 gears); the right leg is used to apply the brakes and the throttle.			
Driving	C	Primary work task and responsibility.			
Reaching	F	Opening truck door (door handle 54” from ground), steering the truck, shifting the gears while driving the truck, connecting hoses (trailer connections are typically 48” to 60” above the ground), and grasping straps used to secure loads.			
Repetitive Motion	N/A				
Handling/Grasping	C	30	% Pinch Grasp	70	% Whole Hand Grasp
Fine Finger Manipulation	F	While shifting and using the switch located on the stick shift to change between the low and high gear ranges, operating radio, switches, and toggles in cab, using hammer and screwdriver to adjust brakes, and writing.			
Talking	O	Communicating with supervisors, dispatchers, and customers.			
Hearing	C	Listening while driving to identify emergency vehicles in the vicinity, issues with equipment, and issues in traffic. Communicating with supervisors, dispatchers, and customers.			
Seeing	C	Accurate vision would be considered important for drivers while driving and inspecting equipment.			



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Writing	S	Documenting loads picked up and delivered, taking notes about directions, and documenting items from radio/phone conversations.
Normal Job Site Hazards	-	Equipment failures, other moving vehicles, traffic, adverse weather conditions (rain, snow), nighttime driving, shifting cargo, and fatigue.
Expected Environmental Conditions	-	Drivers primarily perform their duties seated inside a temperature controlled vehicle. Drivers can expect, however, to encounter every type of weather condition while driving.

PERSONAL ATTRIBUTES

Description	Rating (Highest=1)	Typical Attributes For People In This Position
General Learning Ability	3	Average
Verbal	4	Below Average
Numerical	4	Below Average
Spatial Perception	3	Average
Form Perception	4	Below Average
Clerical Perception	4	Below Average
Motor Coordination	3	Average
Finger Dexterity	4	Below Average
Manual Dexterity	3	Average
Eye/Hand/Foot Coordination	3	Average
Color Discrimination	4	Below Average

TEMPERAMENTS - (Personal Adaptability)

- | |
|---|
| <ul style="list-style-type: none"> Performing repetitive work, or performing continuously the same work, according to set procedures, sequence, or pace. |
|---|



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The above job analysis represents the requirements of a specific job based on personal observations, discussions with employer representatives, and/or workers. On occasion, practicality and feasibility prevent the direct observation and/or gathering of objective quantifiable data. For this reason, a "best estimate" may have been used when reporting physical demand frequencies.

Analysis was done on the job site? Yes No

Job Analysis Reviewed By: Sharon Wood, Placement Specialist (10/12/2005)
Laurie Brunk, Placement Specialist (04/10/2008)
Lee Brunk, Owner CDS (04/10/08)

Completed by Vocational Providers Brice York, B.A., VRC & Craig Bock, M.A., CRC

Date October 12, 2005 Signature of Vocational Provider 

Date April 14, 2008 Signature of Vocational Provider 



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FOR PHYSICIAN'S USE ONLY

- The injured worker can perform the physical activities described in the job analysis and can return to work on _____
- The injured worker can perform the physical activities described in the job analysis on a part-time basis for _____ hours per day. The worker can be expected to progress to regular duties in _____ weeks/months.
- The injured worker can perform the described job, but only with the modifications/restrictions in the attached report and/or listed below. These modifications/restrictions are (check one):
 - Temporary for _____ weeks _____ months
 - Permanent
- The injured worker cannot perform the physical activities described in the job analysis based on the physical limitations in the attached report and/or listed below. These limitations are (check one):
 - Temporary for _____ weeks _____ months
 - Permanent

COMMENTS:

Date _____ Physician's Signature _____

Physician's Name Printed _____