

## CASE STUDY:

### Piscataway Public Works Department

## Smith & Solomon Professionals Chosen to Train Employees for Commercial Drivers Licenses

Piscataway, New Jersey's decision to outsource commercial driver's license training for its public works department employees is resulting in better training, safer drivers and reduced insurance risk. Public Works Director Vincent Gulbin believes the move will help the township, which has some of the highest traffic volumes in the nation, continue its reputation as the top public works department in Middlesex County.



Until 2006, the public works department of the 19.1 square mile township had conducted its own program to train employees for their commercial driver's license (CDL). A supervisor and four other workers served as trainers, leaving their regular responsibilities to train new employees or existing workers assigned to the DPW fleet.

Recent retirements and natural attrition made it necessary to train 12 new drivers and the decision was made to engage Smith & Solomon in nearby Linden, New Jersey, to take over the training tasks. Funds were allocated from the DPW operational budget to cover the training costs. The average trainee completes the Smith & Solomon CDL training in five weeks with one week of classroom training and four weeks of training yard and on the road learning. The Piscataway program was customized to stretch over nine weeks so as not to have all employees out at once.

"The need to meet state, county and local safety regulations made it a simple decision to hire a professional training organization that makes safety a major part of its five-week classroom and vehicular training," said Gulbin. The training has also reduced the township's insurance exposures involving both public and private vehicles and property.

"We are members of the Joint Insurance Fund administered by Commerce Risk and we adhere closely to their suggestions on how to reduce our risk," he explains. "I'm sure they are taking our CDL training program into account. Smith & Solomon's training program will impact our risk ratings and account for the level of our insurance premiums," he said.

"Everything has worked out very well. We are seeing better accountability, better coordination and better drivers," he concludes, noting "We shall definitely continue this program when we need to train our people for their CDLs."

For more details, call 1-888-429-5000 to speak to a Corporate Account Executive. Or email [clientinfo@smithsolomon.com](mailto:clientinfo@smithsolomon.com)

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