Driver Hiring, Training & Monitoring Best practices: how to empower the driver?

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HR-PROGRAM
For bus drivers

GOAL 1
Assess driver’s achievements on
- general performance
- eco-efficiency
- road safety

GOAL 2
Improve achievements via continuous & personalized learning process

GOAL 3
Become a bus driver ambassador and shine a positive light on the profession
INNOVATIVE LEARNING PROCESS

- continuous efforts
- personalized approach with gamification

TECHNIQUE TO
- Acquire competences step by step
- Stay interested and motivated
- Stear personal progress via active participation

E.G. SETTING GOALS
TOOLKIT

APP
For trainer-driver communication

DASHBOARD
For visualization of individual results
## DEFINITION OF GOALS

### PERFORMANCE DOMAINS
- Road safety
- Eco-efficiency
- General performance

### RELEVANT ACTIONS
- **STANDING STILL**
  - Stationary
- **ADJUSTING SPEED**
  - Speed too high
  - Cruise control
- **USING MOTOR & GEARS**
  - Over Economy
  - Within Economy
  - Highest gear
  - Engine load
  - Too many rpm’s
- **ANTICIPATING & BRAKING**
  - Roll-out
  - Brake/stop-ratio

### PARAMETERS

### GOALS

**GOALSET 1 FOR ROLL-OUT (100 km)**
- (goal 1.1) ≥ 80
- (goal 1.2) ≥ 85
- (goal 1.3) ≥ 90
- (goal 1.4) ≥ 95

**GOALSET 2 FOR ROLL-OUT (250 km)**
- (goal 2.1) ≥ 80
- (goal 2.2) ≥ 85
- (goal 2.3) ≥ 90
- (goal 2.4) ≥ 95
WHAT DOES THE APP LOOK LIKE?
WHAT DOES THE DASHBOARD LOOK LIKE?
CASE STUDIES

Joint 2 year project in Belgium by BAAV and IMOB

Currently several cases studies are defined

The focus will be on:

• Ecodriving
• Knowledge of documents
• Knowledge of the highway code
Q&A

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