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# Crane Operator Certifications & Employer Audited Programs



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# Introduction

Crane Institute of America Certification (CIC) is:

- Recognized by OSHA & Accredited by NCCA
- Accepted nationwide
- Provides auditing for employer based programs.

CIC innovations include:

- (1) Practical exam for up to 5 certifications
- Approved use of calculators
- Lower cost for equivalent certifications

Certifications for:

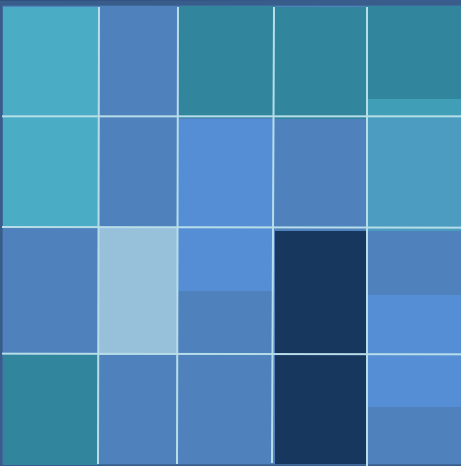
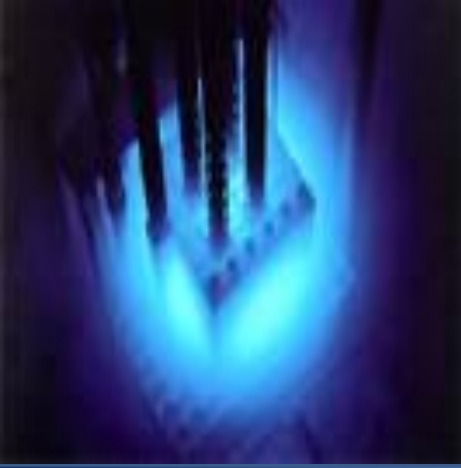
- Crane Operators
- Riggers
- Signalpersons
- Crane

Inspectors/Certifiers

# Our Purpose

Is to discuss an audited employer program's:

- Essential elements
- Up and down sides
- Comparative costs
- Options for employers



**1926.1427(c)** *Option (2): Qualification by an audited employer program.*

# Essential Elements

Employer Program basics are:

1. Developing tests with nationally recognized criteria
2. Auditor may not be employee
3. Audits at 3 months; 3 years; halted, corrected, re-audited in case of deficiency
4. Non-portable certification and recertification; Employee cost, \$0



1926.1427(c)(1) –  
(c)6ii



# Test Criteria

Tests must meet national standards for development. Trainers, supervisors and people with a vested interest in results may not develop or have access to tests.

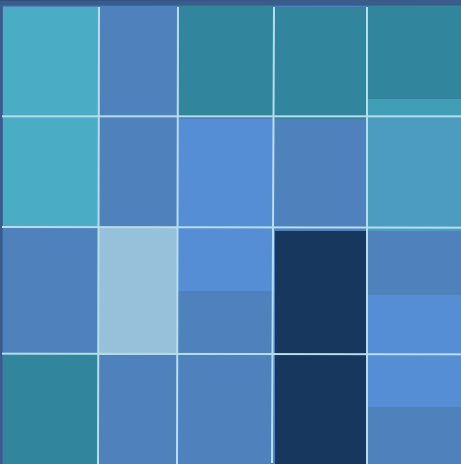
Autonomy and security are essential.

CIC accreditation includes:

- (7) 5” binders of documentation
- Proof of 21 rigorous Standards met
- 34 Appendices
- 75 to 100 sub parts per application.

# Review Process

- Test development is not a one-time check mark
- Review and substantiation is an ongoing part of the process
- One test may not be appropriate
- Skill variations must be specific



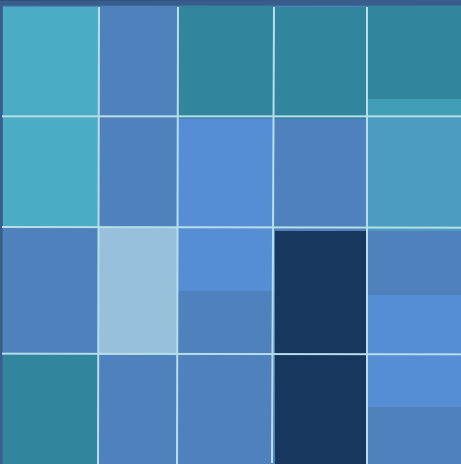
## Audit Schedule:

- 3 months after implementation
- Every 1 to 3 years
- 180 days after deficiency correction

# Portability



- Training and certifying personnel are investments; non-portable certification may increase retention
- 2014: Only certified individuals may operate a crane



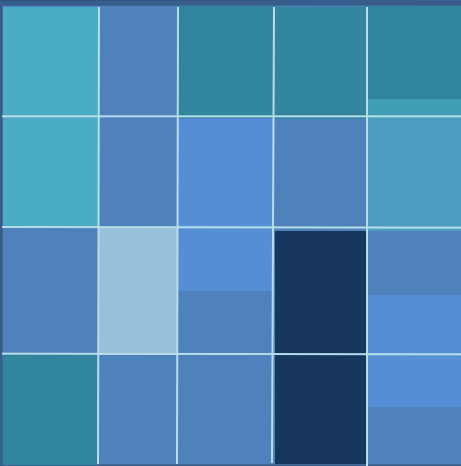
Portability restrictions may increase retention but reduce availability of qualified personnel.



# The Upsides

Audited employer program benefits:

- Having a clear set of KSAs may improve safety and efficiency
- Internalizing cost of certification
- Receiving auditor feedback
- Test schedule flexibility



KSAs are the Knowledge, Skill and Abilities required to do a job with competence.



# The Downsides

The downsides of an audited employer program include:

- Potentially more expensive
- Lacking third party credibility
- Burden of exam security
- Separation of training & testing
- Meeting validity

Requirements for Accreditation:

- Job Analysis
- Technical Reporting
- Cut Studies for Scoring
- Secure test development
- Governance & Maintenance
- Writing handbooks for candidates & administrators

# Exploring Options

Methods to meet the OSHA regulations are:

1. Full service administration by an accredited organization
2. Audited employer program, by an independent and certified auditor, competent to audit written and practical exams
3. Employer managing program provided by accredited provider

Option Three is a hybrid solution.



# Cost Considerations

CIC initial cost exceeded \$250,000

Additional expenses included:

- Item writing and review
- System to register, score and track
- Security and protocols
- Creating handbooks and practical exams
- Work of dedicated team and pilot tests

Consumer Advocates, who represent the voice of the candidates, and Audits are also part of the process for accredited organizations.



# Audited Employer Program Cost Factors

Auditors with the level of skill and expertise to conduct an audit, have rates ranging from \$1,200 to \$2,500 a day, plus expenses.

Additional costs may include:

- Conducting a job analysis
- Developing scoring protocols
- Employing testing personnel

## **1926.1427(c)(1)(ii)(C)**

The approval must be based on the auditor's determination that the written and practical tests meet nationally recognized test development criteria



# Hybrid Solution

Employer:

Provides training

- Has in house Authorized Practical Examiners
- Coordinates and schedules exams
- Supplies locations and equipment for written and practical exams

Averages \$239 a year for per certified person:

- Accredited certification ; Practical processing fee
- Independent proctors to oversee written exams

Based on CIC cost factors for hybrid solutions for 100+ candidates a year

# Preventing Mistakes & Increasing Safety

What is our primary goal?

- To ensure that operators have the knowledge, skill and ability to work safely
- Let best practices for safety be the deciding factor in selecting the option that is best for your company and crews.

Implement the option that will keep your personnel and those nearby, safe.



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# Q & A Time

## Summary:

- Employers have options
- Company resources, financial and personnel, are key factors in picking the best option

What questions do you have?

Thank you for your time and consideration. Questions and discussion are welcome.

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# Thank You!





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## *Option (2): Qualification by an audited employer program.*

The employer's qualification of its employee must meet the following requirements:**1926.1427(c)(1)** The written and practical tests must be either:**1926.1427(c)(1)(i)** Developed by an accredited crane operator testing organization (see paragraph (b) of this section); or**1926.1427(c)(1)(ii)** Approved by an auditor in accordance with the following requirements:



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## *Option (2): audited employer program.*

The employer's qualification of its employee must meet the following requirements:**1926.1427(c)(1)** The written and practical tests must be either:**1926.1427(c)(1)(i)** Developed by an accredited crane operator testing organization (see paragraph (b) of this section); or**1926.1427(c)(1)(ii)** Approved by an auditor in accordance with the following requirements:  
**1926.1427(c)(1)(ii)(A)** The auditor is certified to evaluate such tests by an accredited crane operator testing organization (see paragraph (b) of this section).  
**1926.1427(c)(1)(ii)(B)** The auditor is not an employee of the employer.



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## *Option (2): audited employer program.*

**1926.1427(c)(1)(ii)(C)** The approval must be based on the auditor's determination that the written and practical tests meet nationally recognized test development criteria and are valid and reliable in assessing the operator applicants regarding, at a minimum, the knowledge and skills listed in paragraphs (j)(1) and (2) of this section. **1926.1427(c)(1)(ii)(D)** The audit must be conducted in accordance with nationally recognized auditing standards. **1926.1427(c)(2)** *Administration of tests.*



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## *Option (2): audited employer program.*

**1926.1427(c)(2)(i)** The written and practical tests must be administered under circumstances approved by the auditor as meeting nationally recognized test administration standards.**1926.1427(c)(2)(ii)** The auditor must be certified to evaluate the administration of the written and practical tests by an accredited crane operator testing organization (see paragraph (b) of this section).**1926.1427(c)(2)(iii)** The auditor must not be an employee of the employer.**1926.1427(c)(2)(iv)** The audit must be conducted in accordance with nationally recognized auditing



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## *Option (2): audited employer program.*

**1926.1427(c)(3)** The employer program must be audited within 3 months of the beginning of the program and at least every 3 years thereafter. **1926.1427(c)(4)** The employer program must have testing procedures for re-qualification designed to ensure that the operator continues to meet the technical knowledge and skills requirements in paragraphs (j)(1) and (2) of this section. The re-qualification procedures must be audited in accordance with paragraphs (c)(1) and (2) of this section.



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## *Option (2): audited employer program.*

**1926.1427(c)(5) Deficiencies.** If the auditor determines that there is a significant deficiency ("deficiency") in the program, the employer must ensure that:

**1926.1427(c)(5)(i)** No operator is qualified until the auditor confirms that the deficiency has been corrected.

**1926.1427(c)(5)(ii)** The program is audited again within 180 days of the confirmation that the deficiency was corrected.

**1926.1427(c)(5)(iii)** The auditor files a documented report of the deficiency to the appropriate Regional Office of the Occupational Safety and Health Administration within 15 days



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## *Option (2): audited employer program.*

of the auditor's determination that there is a deficiency.**1926.1427(c)(5)(iv)** Records of the audits of the employer's program are maintained by the auditor for three years and are made available by the auditor to the Secretary of Labor or the Secretary's designated representative upon request.**1926.1427(c)(6)** A qualification under this paragraph is:**1926.1427(c)(6)(i)** Not portable. Such a qualification meets the requirements of paragraph (a) of this section only where the operator is employed by (and operating the equipment for) the employer that issued the qualification.**1926.1427(c)(6)(ii)** Valid for 5 years.

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# Accredited Certification 1 of 5

**1926.1427(a)(3) Exceptions:** Operator qualification or certification under this section is not required for operators of derricks (see § 1926.1436), sideboom cranes (see § 1926.1440), or equipment with a maximum manufacturer-rated hoisting/lifting capacity of 2,000 pounds or less (see § 1926.1441). **1926.1427(a)(4)** Whenever operator qualification or certification is required under § 1926.1427, the employer must provide the qualification or certification at no cost to operators who are employed by the employer on

Wow



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## Accredited Certification 2 of 5

November 8, 2010. **1926.1427(b)** *Option (1): Certification by an accredited crane operator testing organization.* **1926.1427(b)(1)** For a testing organization to be considered accredited to certify operators under this subpart, it must: **1926.1427(b)(1)(i)** Be accredited by a nationally recognized accrediting agency based on that agency's determination that industry recognized criteria for written testing materials, practical examinations, test administration, grading, facilities/equipment and personnel have been

Thank you for your time and consideration. Questions and discussion are welcome.



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# Accredited Certification 3 of 5

met. **1926.1427(b)(1)(ii)** Administer written and practical tests that: **1926.1427(b)(1)(ii)(A)** Assess the operator applicant regarding, at a minimum, the knowledge and skills listed in paragraphs (j)(1) and (2) of this section. **1926.1427(b)(1)(ii)(B)** Provide different levels of certification based on equipment capacity and type. **1926.1427(b)(1)(iii)** Have procedures for operators to re-apply and be re-tested in the event an operator applicant fails a test or is decertified.

It takes a lot of slides



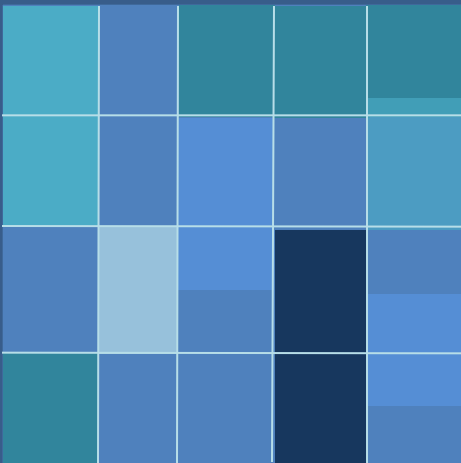
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# Accredited Certification 4 of 5

**1926.1427(b)(1)(iv)** Have testing procedures for re-certification designed to ensure that the operator continues to meet the technical knowledge and skills requirements in paragraphs (j)(1) and (2) of this section.

**1926.1427(b)(1)(v)** Have its accreditation reviewed by the nationally recognized accrediting agency at least every three years.

**1926.1427(b)(2)** An operator will be deemed qualified to operate a particular piece of equipment if the operator is certified under paragraph (b) of this section for that type and capacity of equipment or for higher-capacity equipment of that type.



To display two options from



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## *Accredited Certification 5 of 5*

If no accredited testing agency offers certification examinations for a particular type and/or capacity of equipment, an operator will be deemed qualified to operate that equipment if the operator has been certified for the type/capacity that is most similar to that equipment and for which a certification examination is available. The operator's certificate must state the type/capacity of equipment for which the operator is certified. **1926.1427(b)(3)** A certification issued under this option is portable and meets the requirements of paragraph (a)(2) of this section. **1926.1427(b)(4)** A certification issued under this paragraph is valid for 5 years.

