Job Task Analysis (JTA) Documentation for Mobile Crane Operator Certification

1. Convening Meetings

1.1 Subject Matter Experts (SMEs)

A meeting was convened with selected SMEs in accordance with the established criteria.

1.2 Goals

The meetings aimed to initiate the JTA process and review the mobile crane operator certification program. The key objectives were:

1. Reaffirm the characteristics of the target certificant.

2. Determine the required level of competence for certification.

3. Define task and knowledge domains essential for certification.

4. Identify gaps between existing candidate knowledge and certification requirements.

5. Establish necessary examinations, experience, and eligibility requirements.

6. Evaluate the adequacy of existing crane-type certifications.

1.3 Target Audience

Discussion reaffirmed the definition of the "minimally competent candidate," ensuring alignment with prior JTAs. This candidate is defined as possessing the minimum knowledge, skills, and abilities to safely and effectively operate a mobile crane in a professional capacity.

1.4 Tasks & Knowledge

Introduced key terminologies:

- **Work Behavior:** Actions performed to achieve job objectives identified in the JTA. These include observable and cognitive components but exclude knowledge, skills, and abilities (KSAs) as standalone elements.

- **Behavior Objective:** Statements defining the competencies candidates must demonstrate during assessments.

The finalized work behaviors were converted into measurable behavior objectives and categorized into three primary domains:

1. **Standards:** Regulations, laws, and guidelines for mobile crane operation.

2. **Operations:** Crane operation processes, including setup, assembly, load movement, emergency response, and disassembly.

3. **Load Charts:** Understanding and application of crane load charts and related diagrams.

Domain weightings were determined using SME expertise and validated through a structured weighting process.

1.5 Certification Competence Requirements

The certification program aims to certify a minimally competent candidate, assessing only industry-standard KSAs.

1.6 Gaps Between Candidate Knowledge and Certification Requirements

The OECP assesses candidate qualifications but does not provide training. The certification focuses on industry-accepted KSAs required for safe and effective mobile crane operations.

1.7 Examination and Eligibility Requirements

Consensus was reached on maintaining both written and practical examinations to comprehensively assess candidates.

Eligibility Criteria:

- Membership in good standing with the International Union of Operating Engineers.

- Possession of a valid DOT or state-issued DMV medical certification.

- Successful completion of a substance abuse test within 90 days of application.

- Minimum of 1,000 hours of documented crane-related experience and/or training within the last five years.

- Passing both written and practical examinations.

1.8 Review of Crane-Type Certifications

The group reviewed the validity of separate certifications for different crane types. The group agreed that ultimate responsibility for ensuring competency beyond certification rests with employers and operators. The certification establishes a baseline level of competence necessary for general industry operations.

2. Survey Validation Process

2.1 Survey Distribution

To validate the developed behavior objectives, a survey was electronically distributed. The survey aimed to assess the importance and frequency of use of identified behavior objectives in mobile crane operations.

2.2 Survey Results

The data was analyzed by Prometric, an independent third-party statistical consulting firm.

3. SME Review Meeting

3.1 Subject Matter Experts (SMEs)

A meeting was convened with selected SMEs in accordance with the established criteria.

3.2 Meeting Goals

The objective was to finalize domain classifications and weightings based on survey results.

3.3 Domain Weightings

Survey results were compared to prior SME weightings and current program data.

3.4 Finalization of Behavior Objectives

The SMEs finalized wording for work behaviors and behavior objectives.

3.5 Adjournment