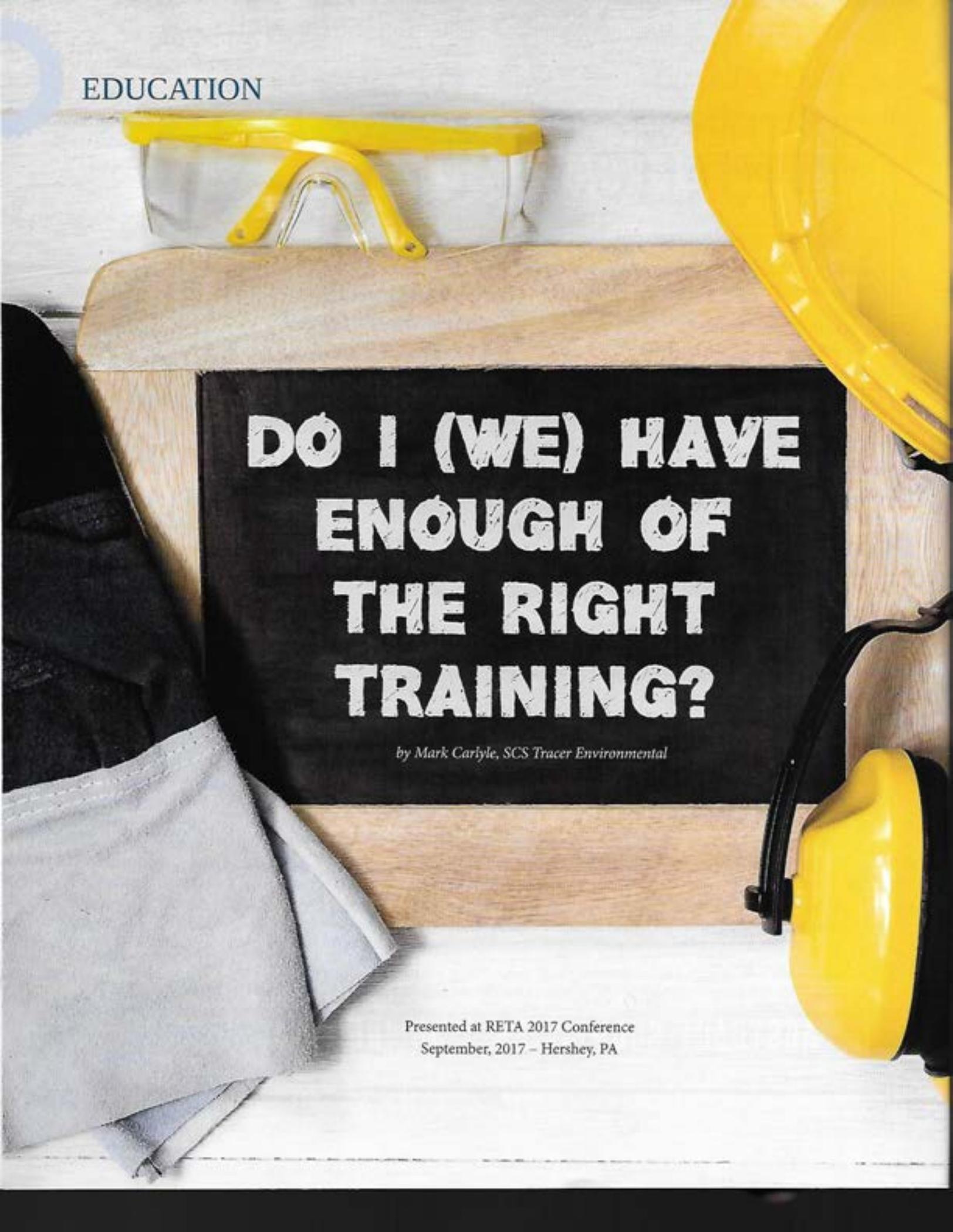


EDUCATION



**DO I (WE) HAVE
ENOUGH OF
THE RIGHT
TRAINING?**

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"Education is not the learning of facts but the training of the mind to think."

~ Albert Einstein

When I review my own education/training up to this point in my life, I don't believe I would change anything. Case in point, I started my secondary education by attending a local community college for what I thought would be my life's career of Electrical Engineering. However, this was not to be! I somewhat (more like procrastinated) quickly shifted to a local trade school to learn Refrigeration and Appliance Repair. Basically, I followed in my father's footsteps. I was doing so well with these classes, one of my instructors asked if I would perform paid tutoring for some of my fellow classmates. I agreed, and from that day forward a teacher was born. Over the course of my career, I have either performed informal or formal training sessions in many different job functions including, but not limited to, service engineer, instructor at the trade school I graduated from (in two different disciplines), project manager, and/or training manager. My current job position as a project/training manager allows me more potential to expand on operator and/or customized refresher training opportunities. Let's begin with exploring the question of my presentation: Do I (We) Have Enough of the Right Training?

"The whole purpose of education is to turn mirrors into windows."

~ Sydney J. Harris

Why is this important? I have seen our industry run the gamut from very good to excellent training initiatives to some that lack these initiatives. Some factors that may influence these decisions could be the company culture, management beliefs, lack of resources (i.e. money, labor, time, etc.), and/or not completely understanding the value of any operator training programs. A trained operator can increase uptime, improve the safety of the system and work place, and decrease operational cost. All too often, when an operator class is scheduled, I receive either a phone call and/or email for a better definition of what these classes entail. The first thing I typically state is that there is a commitment of time for this training!

"Education is our passport to the future, for tomorrow belongs to the people who prepare today!"

~ Malcolm X

How much time? A minimum of 32-hours is required for a good understanding of the subject matter in either Operator I or II (or whatever class designation training entities are using). Operator III requires a minimum of 40-hours due to the amount of information that needs to be covered.

"Nobody is too busy, it's just a matter of priorities."

~ Author Unknown

What is Operator I, II, or III training? Operator I follows the RETA IR-1 manual which emphasizes basic

refrigeration, industry terminology, pressure/temperature relationships & calculations, refrigeration components, and equipment. Operator II follows the RETA IR-2 manual which concentrates on more advanced refrigeration concepts including, but not limited to, P-H diagram, psychometrics, in-depth refrigeration component and equipment discussions, and system troubleshooting. Operator III follows the RETA IR-3 manual which covers some pretty intensive subject matter such as safety, operation, controls, maintenance, etc. Each chapter begins with Mechanical Integrity notes which further enhance the overall information that is reviewed and discussed.

"Good judgement comes from experience, experience comes from bad judgement."

~ Chinese proverb

Which class should I take? Typically, Operator I is recommended for managers, safety personnel, beginning operators, etc. who want to learn the basics of refrigeration and safety. Managers, safety personnel, etc. benefit from this training to better understand the role and duties of their operators. Also, the knowledge that they gain from this training is paramount because of the ever-changing environment of their facility, during a typical workday. Of course, the beginning operator benefits from what was mentioned before: "A trained operator can increase uptime, improve the safety of the system and work place, and decrease operational

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cost." Operator II is recommended for people who have successfully completed the Operator I class and desire to further their knowledge in industrial refrigeration with an emphasis on safety and reviewing several advanced techniques for decreasing operation costs. Operator III is recommended for the experienced refrigeration personnel who want to further refine their knowledge on industrial refrigeration systems and possibly gain an edge in their troubleshooting skills beyond what they are already capable of performing.

"We all know that education, more than anything else, improves our chances of building better lives!"

~ Nelson Mandela

Who can provide this training? The training can either be performed by one of several qualified industry technical schools or by the many companies that provide this training either remotely in your area or at your place of business, to minimize or eliminate travel expenses.

"Teachers open the door, but you must enter by yourself."

~ Chinese Proverb

How much does it cost? The amount varies greatly due to whether you chose to send personnel to a technical school, attend a local session or schedule the training onsite. However, if an instructor and/or company is doing a great job at providing the training, most of the time, the cost is not the driving factor because the customer knows they are getting the 'best bang for the buck!'

JAMISON: INDEPENDENT THIRD-PARTY TEST LAB RESULTS

The HCR Door results are in: **80% efficient** in blocking air infiltration



HCR pioneered the air door market 37 years ago and now has over 4000 worldwide installations. Until recently there was no authoritative, independent third-party test lab data that documented the efficiency of the unique HCR air door. A three-month evaluation was recently completed, and those results are now available to the marketplace.



The HCR atmospheric environmental test chamber at CTS Labs in Abarkuh, Iran

Creative Thermal Solutions (CTS) is a leading test lab for products in the HVAC and refrigeration industries. They test products that claim to offer increased energy efficiency, reduced energy consumption, and environmental sustainability. CTS labs recently conducted an extensive thermal performance analysis on HCR air doors. The results verified that the HCR Model AC (Single Air Door) is 80% energy efficient* when stopping air infiltration and energy transfer between rooms with different temperatures.

HCR Air Doors - Remove All Obstacles

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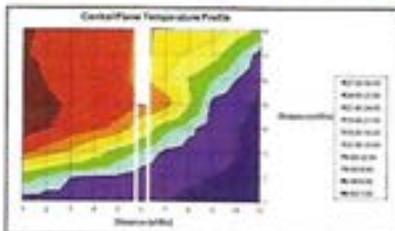
For more details about the CTS test results, visit www.hcrairdoors.com

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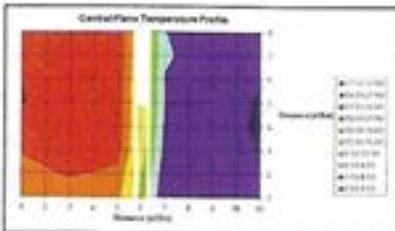
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*The details and the lab performance report visit www.hcrairdoors.com, contact your local HCR representative, or call 800-326-7700. Prepared by White Paper on the Evaluation of Thermal Recirculation Air Curtains (TRACUR) - Cooler in Conditioned Space, © Physics, HCR, Inc.



Temp profile: air door off



Temp profile: air door on

"An investment in knowledge pays the best interest!"

~ Benjamin Franklin

Are there any regulatory entities I need to be aware of for any training initiatives? Yes! OSHA 29 CFR 1910.119(g) and EPA 40 CFR 68.71(g) (1)(i) or 68.71(a)(1) regarding initial training states: Each employee presently involved in operating a process, and each employee before being involved

in operating a newly assigned process, shall be trained in an overview of the process and in the operating procedures as specified in paragraph (f) / 68.69 of this section. The training shall include emphasis on the specific safety and health hazards, emergency operations including shutdown, and safe work practices applicable to the employee's job tasks.

(g)(2) or 68.71(b) regarding refresher training states: Refresher training shall

be provided at least every three years, and more often if necessary, to each employee involved in operating a process to assure that the employee understands and adheres to the current operating procedures of the process. The employer, in consultation with the employees involved in operating the process, shall determine the appropriate frequency of refresher training.

(g)(3) or 68.71(c) regarding documentation states: The employer shall ascertain that each employee involved in operating a process has received and understood the training required by this paragraph. The employer shall prepare a record which contains the identity of the employee, the date of training, and the means used to verify that the employee understood the training.

Education is the kindling of a flame, not the filling of a vessel."

~ Socrates

In conclusion, hopefully I have addressed the question of: Do I (We) Have Enough of the Right Training? Any training initiatives should not be looked at as a 'burden' but more as a 'benefit' to keep personnel knowledgeable on industrial refrigeration systems and safety. Of course, the safety aspect of the training should never be overlooked because we all want to go home at the end of the day. I will finish this presentation with one more excellent quote:

"The reason we do what we do is to save lives!"

~ Jim Barron,
Executive Director of RETA

MEMBERSHIP

DO YOU HAVE A SPECIAL DEAL, DISCOUNT OR PROMOTION TO OFFER OTHER RETA MEMBERS?

All RETA Members are invited to advertise for FREE their "business deals & discounts" on our website to bring more clients to you! So, if you have a discount, promo, or any special to offer for RETA members let us know and we will help you spread the word!

WHAT TYPES OF DISCOUNTS CAN BE OFFERED?

Any discount you wish to offer is acceptable, as long as it is exclusive to RETA members. This can mean an additional discount added to one for the general public, or a completely different offer.

The discounts you offer are at your discretion and can last for a certain time period, or indefinitely. You may change the offer as well. Offers will be posted and must last for at least 30 days at a time.

RETA will promote this program and your discount at every opportunity, including in new member packets and on our website.

WHAT ARE THE GUIDELINES?

- The participant must offer an exclusive discount/promotion to RETA members, over and above what nonmembers would receive.
- The participant can review and revise the offer for the RETA

Member Discount Program up to once a month. The participant agrees to abide by the discount/promotion and fully understands that it is the participant's responsibility to notify RETA of any and all changes immediately.

- The participant agrees to educate employees about the RETA Member Discount Program.
- The participant agrees to contact RETA in writing if the participant wishes to terminate participation in the RETA Member Discount Program.



To print out the application or to apply online visit reta.com/?page=memberdiscount or email sara@reta.com for further information.