



DRIVER TRAINING PROGRAM



Distribution Solutions Inc.



- Formal Partnership with North Arkansas College, Harrison, AR
- Expand the pool of potential drivers
- Upward Mobility for Tenured drivers

The Double Edged Sword



- Accredited College with an established program
- What were the risks?
- Who would do the training?
- How much is all this going to cost?

The Trainee Dilemma



- Cant take all the graduates
- Takes time to train incoming students
- Has a CDL, but missing key component - Experience

The Trainers



- Start small
- Trainers must have 4 years OTR Experience with good safety record
- Possess good communications skills and have a positive attitude
- Complete written weekly evaluations of trainee
- Mentorship

The Trainees



- Respect for Trainers and Dispatchers
- Follow ALL directions from Trainers and Dispatchers
- Complete required paperwork, logs and be able to plan their own routes effectively.
- Demonstrate that they can obey the rules of the road and handle the equipment in a safe manner.
- Not allowed to carry passengers for 6 months.

The Results (so far)



- Hired 32 Candidates
 - 4 - from C-1 Truck Driving School
 - 18 - from North Arkansas College
 - 9 - either self taught or hired from other company with less than 1 year of experience
 - 1 – prior service (Marine Corp)

The Results (so far)



- Those who have left
 - 5 – wanted to be home or had situations that then needed local employment
 - 1 – terminated for accident(s)
 - 3 – could not perform the functions of the job
 - 1 – professional student

Questions?

