



1

---

---

---

---

---

---

---

---

### Understanding the Entry-Level Driver Training Requirements

This webcast will cover ...

- A regulatory overview
- Best practices in compliance
- A case study in implementation
- Question & Answer

- You will be muted during the event.
- Please use the Q&A feature to send in questions. We'll try to answer them during the Q&A period if they are not covered in the presentation.
- The slides and recording will be posted within 7 days at: [www.jjkeller.com/nptcinfo](http://www.jjkeller.com/nptcinfo)

Thank you for joining us!



2022 © All Rights Reserved



2

---

---

---

---

---

---

---

---

### Meet Your Presenters



**Gary Petty**  
President & CEO  
National Private Truck Council



**Tom Bray**  
Sr. Industry Business Advisor  
J. J. Keller & Associates, Inc.



**Tom Moore, CTP**  
Executive Vice President  
National Private Truck Council



**Raymond Byrd, CTP**  
Vice President, Transportation & Distribution  
Pioneer Landscape Centers



2022 © All Rights Reserved



3

---

---

---

---

---

---

---

---



## FMCSA Regulations

Tom Bray



2022 © All Rights Reserved



4

---

---

---

---

---

---

---

---

### Regulations

- Found in Subpart F of Part 380 and Appendixes A to E
- Went into effect as of Feb 7, 2022
- Require any entity that trains entry-level drivers to be on the Training Provider Registry
- An entry-level driver is a driver that is applying for their initial:
  - Class A CDL
  - Class B CDL
  - Passenger Endorsement
  - School bus Endorsement
  - Hazardous Materials Endorsement



2022 © All Rights Reserved



5

---

---

---

---

---

---

---

---

### Applicability

- Key points:
  - This applies to any entity that is training entry-level drivers, not just "schools"
  - This applies to any driver that will need to take a skills test or HME written test
  - Phase-in covers any driver issued a CLP or taking the hazardous materials endorsement test on or after Feb 7, 2022
    - Issued CLP prior to Feb 7, 2022 is covered by previous ELDT requirements
  - Eliminates previous ELDT requirements
    - No more special training for drivers hired with less than one year of experience
    - ELDT is now a function of CDL licensing process



2022 © All Rights Reserved



6

---

---

---

---

---

---

---

---

### Requirements to be in the TPR: Curriculum

- Must have and use a curriculum that matches the appropriate Appendix
  - Must cover the required:
    - Theory topics
    - Behind-the-wheel skills, both on-range and on-road
  - Must include:
    - Testing for all theory topics (80 percent to pass)
    - Evaluation of proficiency for all skills (based in instructor's judgment)

---

---

---

---

---

---

---

---

---

---



2022 © All Rights Reserved



7

### Requirements to be in the TPR: Instructors

- Must have qualified instructors
  - Two years of experience as a driver or instructor
  - Licensed in good standing previous two years (exception for theory-only instructors that are not currently licensed)
  - Meet any state licensing/certification requirements that might be applicable

---

---

---

---

---

---

---

---

---

---



2022 © All Rights Reserved



8

### TPR: Facilities and Equipment

- Must have facilities that comply with
  - Any state of local requirements
    - Building codes, fire codes, etc.
  - Not required if only doing online theory training
- Must have equipment that is representative of the type of vehicle the driver will be testing in
  - Equipment must meet the FMCSA requirements
  - Must also meet any state requirements

---

---

---

---

---

---

---

---

---

---



2022 © All Rights Reserved



9

FREE WHITEPAPER... ASK HOW J. J. KELLER CAN HELP!

**Comply with the New Entry-Level Driver Training Rule**

**J. J. Keller Makes It Easy!**

Our services include:

- **Certified Driver Training Program** delivers onsite certification of your trainers to train entry-level drivers according to the FMCSA's ELDOT rule.
- **ELDOT Training Program Assessment** reviews your entry-level driver training program to verify that it meets or exceeds the new rule.
- **ELDOT Curriculum** provides your company with our best-in-class ELDOT program.

JJKellerSafeandSmart.com/ELDOT | 833.982.1236

**ENTRY-LEVEL DRIVER TRAINING:**  
UNDERSTANDING THE IMPACT TO YOUR FLEET




*Per official Board policy and practice, NPTC does not endorse or promote products and services provided by member companies which sponsor Council programs or events.*

10

---

---

---

---

---

---

---

---

---

---

TPR: State Requirements

- Must meet any state requirements applicable to the type of training conducted
  - Employee-only
  - General public, for-hire training



2022 © All Rights Reserved



11

---

---

---

---

---

---

---

---

---

---

TPR: Communications and Application

- Must be able to communicate online with FMCSA
  - TPR is also the "filing cabinet" of drivers that have successfully completed training
- Must apply
  - General company/organization information
  - Each location must then be registered



2022 © All Rights Reserved



12

---

---

---

---

---

---

---

---

---

---

## How It All Works

- Driver attends training at entity that is on the TPR
  - Theory and behind-the-wheel can be at separate entities
- Upon satisfactory completion of the theory and behind-the-wheel, the training entity uploads completion information to the TPR
  - Not on TPR, unable to upload completion information
- Driver takes the skills or HME test
- Key point:
  - No completion information at FMCSA, no skills test or HME test

---

---

---

---

---

---

---

---

---

---



2022 © All Rights Reserved



13



## Best Practices in Driver Training

*Tom Moore, CTP*



2022 © All Rights Reserved



14

---

---

---

---

---

---

---

---

---

---

## The Case for Training

- The bottom line – properly trained drivers lead to fewer:
  - Accidents
  - Freight claims
  - Injuries
  - Customer complaints
  - Image issues
  - Fines/penalties
  - Vehicle downtime
- And...
  - Increased productivity
  - Better morale
  - Lower turnover
  - Improved customer satisfaction
  - Lower insurance costs
  - Better retention results



2022 © All Rights Reserved



15

---

---

---

---

---

---

---

---

---

---

## Elements of Effective Training

- Get buy-in from the top
- Assess current state (trainee knowledge, job responsibilities, job hazards, policies, standards)
- Set the budget
- Select skilled trainers
- Develop engaging training materials
- Determine students' learning style and adapt to the student
  - Delivery: visual, auditory, hands-on
  - Content: pure information, hands-on activities, problem solving activities
- Test for knowledge



2022 © All Rights Reserved



16

---

---

---

---

---

---

---

---

---

---

## Types of Training

- On-boarding/orientation
- Ongoing
- On the job
- Recurring
- Remedial
- Life skills



2022 © All Rights Reserved



17

---

---

---

---

---

---

---

---

---

---

## Training Delivery Options

- Classroom
- Individual
- Web-based training
- On-board computer
- Newsletter
- Safety/operational meetings
- DVD, CD, recorded message



2022 © All Rights Reserved



18

---

---

---

---

---

---

---

---

---

---



## Pioneer Landscape Centers

- Pioneer has been in business for over 54 years
- We are one of the country's leading suppliers of landscape and hardscape materials
- Pioneer manages it's supply chain by owning the production and delivery process
- Pioneer employs over 600 employees across 30 retail distribution centers and 20 quarries



2022 © All Rights Reserved



22

---

---

---

---

---

---

---

---

---

---

## Delivery Vehicles

Pioneer operates a private fleet of over 240 assets  
3 Classes of Trucks



2022 © All Rights Reserved



23

---

---

---

---

---

---

---

---

---

---

### The case for in-house training

- Driver shortage continuing to grow
- Becoming increasingly difficult to find experienced drivers in aggregate field
- Outsourced trucking cost between \$800 - \$1K per day per truck
- 33% of new applicants have an "automatic" restriction while 50% of the fleet has manual transmissions
- Builds internal capability by training drivers on multiple types of trucks



2022 © All Rights Reserved



24

---

---

---

---

---

---

---

---

---

---

### Training Considerations



- 1. Stand up our own State certified school
- 2. Sponsor tuition of students enrolled in CDL School
- 3. Create our own driver training program 

---

---

---

---

---

---

---

---



2022 © All Rights Reserved



25

### Planning

- Get stakeholder buy-in (Leadership Team/HR)
- Obtain Board of Directors approval
- Determine if training will be open to the public
- Determine location for classroom and range training
- Secure dedicated equipment




---

---

---

---

---

---

---

---



2022 © All Rights Reserved



26

### Getting things started



- Hire CDL Driver Trainer Manager
- Partner with ELDT Program Service Provider
  - Course curriculum & content provided through the service provider
- Attend 5-day certification course
- Train driver mentors on BTW instruction for driver ride-alongs
- Register location and trainer manager on FMCSA Trainer Provider Registry
- Partner with local CDL testing facility
- Promote CDL training program with internal candidates

---

---

---

---

---

---

---

---



2022 © All Rights Reserved



27

### Company Prerequisites

- Driver candidate must be a full-time employee
- Driver must be sponsored by Driver Manager
- Driver must be in good standing
- Driver eligible after 90-day probationary period
- Minimum age is 23



2022 © All Rights Reserved



28

---

---

---

---

---

---

---

---

---

---

### Program Scope Who will we train?



- Drivers seeking Class A Commercial Drivers License
- Drivers moving from a class "B" to a class "A" license
- Drivers with restricted "Automatic Only" license



2022 © All Rights Reserved



29

---

---

---

---

---

---

---

---

---

---

### So How Does it Work?

- We only train to obtain Class A license
- Limited to 4 students to a class
- Course is a 5-week program consisting of Theory, Behind the wheel, and Range Training
- Driver receives CDL license in 5 weeks, however training program extends over a 12-month period
- Driver must sign our in-house tuition reimbursement agreement
  - Driver only pays 40% of full tuition rate
  - Driver makes tuition payments for 36 weeks through payroll deductions
  - Driver must pay balance of tuition if he/she leaves prior to 12-month commitment



2022 © All Rights Reserved



30

---

---

---

---

---

---

---

---

---

---

## Program Details (continued)

- Driver must obtain permit within first 3 weeks of program
- Driver will train on all equipment types throughout the program
- Driver receives pay increases every 3 months achieving full class "A" pay rate at end of program
  - This is a 39% pay increase over current starting rate
- Disclaimers
  - Trainees who not successfully obtained their CDL permit or license within two attempts will be disqualified from the program and eligible to reapply within 6 weeks
  - Tuition is not refundable
  - Trainee must remain in good standing throughout duration of the program



2022 © All Rights Reserved



31

---

---

---

---

---

---

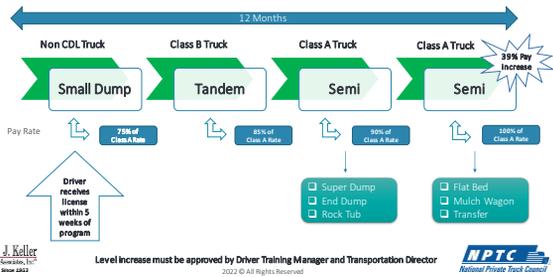
---

---

---

---

## Training Schedule



2022 © All Rights Reserved



32

---

---

---

---

---

---

---

---

---

---

## Benefits

- Driver
  - Continues to earn while they learn
  - Receives 4 pay increases throughout the year
  - Gains practical driving experience
  - Will receive class "A" pay regardless of which type of vehicle they drive
- Company
  - Builds driver bench strength
  - Adds capability fleet
  - Driver will be able drive manual & automatic transmission
  - Builds company loyalty
  - Encourages driver retention



2022 © All Rights Reserved



33

---

---

---

---

---

---

---

---

---

---

### Question and Answer Session



**Gary Petty**

President & CEO  
National Private Truck Council



**Tom Bray**

Sr. Industry Business Advisor  
J. J. Keller & Associates, Inc.



**Tom Moore, CTP**

Executive Vice President  
National Private Truck Council



**Raymond Byrd, CTP**

Vice President; Transportation & Distribution  
Pioneer Landscape Centers



2022 © All Rights Reserved



34

---

---

---

---

---

---

---

---

---

---

### More Questions?



**Tom Bray**

Sr. Industry Business Advisor  
J. J. Keller & Associates, Inc.  
[tbray@jkkeller.com](mailto:tbray@jkkeller.com)



**Tom Moore, CTP**

Executive Vice President  
National Private Truck Council  
[tmoore@nptc.org](mailto:tmoore@nptc.org)



2022 © All Rights Reserved



35

---

---

---

---

---

---

---

---

---

---

Thank You for Participating in Today's Webcast!

Visit: [www.jkkeller.com/nptcinfo](http://www.jkkeller.com/nptcinfo)  
for today's presentation and to learn more about  
future NPTC and J. J. Keller webcasts



2022 © All Rights Reserved



36

---

---

---

---

---

---

---

---

---

---

**Content Disclaimer**

Due to the constantly changing nature of government regulations, it is impossible to guarantee the total and absolute accuracy of the material contained herein or presented.

J. J. Keller & Associates, Inc. and National Private Truck Council cannot and does not assume any responsibility for omissions, errors, misprinting or ambiguity contained. J. J. Keller and NPTC shall not be held liable in any degree for any loss, damage or injury caused by any such omission, error, misprinting or ambiguity present. It is made available with the understanding that J. J. Keller and NPTC are not engaged in rendering legal, accounting or other professional service. If legal advice or other expert service is required, the services of such a professional should be sought.

---

---

---

---

---

---

---

---



2022 © All Rights Reserved

