

FMCSA TPR Crackdown: Audit Triggers, Requirements & Proven Practices



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Gary Petty
President & CEO
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Thank You for Joining Us!

- This webcast will cover ...
 - A regulatory overview
 - Best practices in compliance
 - A case study in implementation
 - Question & Answer session
- 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



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Meet Your Speakers



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Eric Cook, CTP
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Training Providers in the News

- In November 2025, FMCSA announced they were stepping up enforcement of CDL mills
 - Formal audits of training providers was minimal since 2022
 - Providers needed time to create documents to audit
 - The result was 3000 providers being removed from the TPR
 - 4000 more placed on notice for potential non-compliance
 - These providers have been referred to as "bad actors"
- The primary purpose of TPR audits is to strengthen training quality and ensure compliance- not punish providers.

49 CFR Subpart F- 380.600

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Who is Selected for an Audit

- TPR audits can be triggered by:
 - Random FMCSA selection
 - Complaints from the public
 - Prior non-compliance
- Important note: carriers providing in-house training are subject to the same requirements as any other training entity

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What is a TPR Audit

- FMCSA conducts TPR audits to verify:
 - Training provided meets the requirements of 49CFR part 380
 - Training records are accurate, complete, and verifiable
- Providers are delivering training as registered
 - Theory, BTW, and proper class
 - Facilities meet the criteria
- The requirements for registration on the TPR are found in 380.703
- Submitting to an audit or investigation is required as part of 380.719

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Facilities and Equipment

- Auditors expect facilities and equipment to be safe, appropriate, and controlled.
 - Dedicated space for theory training and evaluation.
 - Environment conducive to learning.
 - Facilities must meet Federal, State and/or local regulations.
 - Vehicles must be of the same class and type that will be used in the CDL skills test.
 - Must comply with all federal and State safety requirements.



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Instructor Qualifications

- Instructor qualifications are found in 380.605
 - Common audit violations
 - Instructor lacks 2 years of experience
 - Does not meet CDL class or endorsement requirements
 - Includes disqualification due to suspension or revocation
 - Required state instructor requirements are not met
 - Provider cannot produce supporting documents for instructor qualifications
 - Think of it like a DQ file
 - Instructors who no longer hold a valid CDL can deliver theory-only training



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Training Documentation

- TPR audits are documentation driven. The focus is on the provider can prove they are meeting the minimum requirements.
 - Self certification that driver candidates will comply with State and Federal laws including drug & alcohol and medical requirements.
 - Copy of the candidates CLP
 - Lesson plan (theory and behind-the-wheel)
 - Records of theory training
 - Records of BTW training (must include time)



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Accurate Submissions to the TPR

- The auditor will confirm :
 - Proper training certifications
 - Driver candidate completion dates
 - Instructor assignments
 - Training location address



Record Retention

- Auditors enforce strict retention and response timelines
 - Training records must be retained for at least 3 years
 - This includes all who begin the training
 - Records must be stored securely
 - Requested documents submitted within 48 hours
- Failure to produce records is treated as non-compliance




FREE ELDT Audit Checklist... Ask How J. J. Keller Can Help!



J. J. Keller® Safe & Smart® ELDT Certification Program

- ✓ Online Course Review
- ✓ Classroom Instruction
- ✓ Range and Road Experience
- ✓ Evaluation & Certification



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Training Statistics
Tom Moore, CTP
National Private Truck Council



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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



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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



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Types of Training

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

Identifying the Need

- Government regulations (FMCSA, OSHA, EPA, IRS, Homeland Security, USDA, FDA, etc.)
- Company policies
- Metrics
 - Safety
 - Fuel economy
 - Customer service
- Employee surveys, exit interviews, discipline and social media
- New employee orientation

Training Delivery Options

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

Driver Trainers

- Use driver trainers that exceed the criteria
 - They should be corporate ambassadors
 - They should respect and have empathy for the trainee
- Establish competencies for driver trainers
- Having the knowledge and experience and a proven way to present it is crucial to the trainee's success.

Barriers to Effective Training

- No support from top management
- Trying to do too many things
- Poor execution
- No tracking of results
- Lack of training resources
 - Capital and Time
 - Staffing
 - Facilities



Eric Cook, CTP
Sr. Area Manager


HC Transport / Home City Ice – ELDT Program Overview

- Active ELDT Training Provider for CDL driver training
- Internal training program for fleet drivers
- Includes Theory, Range, and Public Road training
- 6 State Level Audits Since 2023
- 4 Federal Level Audits In 2025

Purpose of This Training

- Explain the ELDT audit process
- Describe what happens when FMCSA notifies a provider of an audit
- Outline what documentation auditors request
- Provide preparation strategies
- Ensure HC Transport remains audit ready year-round

What Triggers an ELDT Audit

- Random compliance oversight
- Student or whistleblower complaints
- Irregular data in Training Provider Registry
- State licensing verification
- Large volume or unusually fast training completions

Audit Notification – What Happens First

- FMCSA sends audit notification
- Document request list provided
- Audit type identified (remote or on-site)
- Timeline provided for response
- Typically 48-hour response for initial documentation



Immediate Response Plan

- Notify compliance leadership immediately
- Activate audit response team
- Secure training documentation
- Confirm instructor qualification files
- Verify TPR submission records



Audit Preparation – Documents Requested

- Instructor qualification files
- Student training records
- Curriculum materials
- Vehicle documentation
- Training Provider Registry submission records



Curriculum Review

- Theory instruction topics
- Range training requirements
- Public road training requirements
- Appendix A curriculum alignment
- Proficiency-based training documentation

Instructor Qualification Review

- Valid CDL and endorsements
- Minimum 2 years CDL driving experience
- Driving history verification
- Instructor qualification records
- Employment documentation

Vehicle Documentation Review

- Correct CDL class vehicle used
- Vehicle registration records
- VIN verification
- Insurance documentation
- Inspection and maintenance records

Student Training Record Review

- Student self-certification forms
- CLP/CDL copy
- Theory training assessments
- Behind-the-wheel proficiency documentation
- Completion certification records

ELDT Audit Timeline (Typical Process)

- Audit notification received
- Document request list issued
- Initial records submitted within 48 hours
- Auditor reviews documentation
- Follow-up questions or additional requests
- Final audit determination issued

Best Practices for Audit Readiness

- Maintain organized digital records
- Conduct quarterly compliance reviews
- Verify instructor qualification files annually
- Reconcile TPR submissions regularly
- Keep curriculum documentation updated

Common ELDT Audit Failure Points

- Missing instructor qualification documentation
- Incomplete curriculum mapping
- Incomplete student training records
- Late TPR submissions
- Missing state authorization documentation

Consequences of Non-Compliance

- Removal from Training Provider Registry
- Inability to certify ELDT completions
- Students unable to test for CDL
- Operational disruption
- Financial and reputational impact

Key Takeaways

- Understand the ELDT audit process
- Maintain documentation at all times
- Respond quickly to audit requests
- Conduct internal compliance checks
- Stay audit-ready year-round

Questions and Answers



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More Questions?



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Non-Domiciled Drivers and ELP

April 29th – 10:00 AM Central

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