



# DRIVER TRAINING PROGRAM



# Distribution Solutions Inc.

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

# The Double Edged Sword

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- 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

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

# The Trainers

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- 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

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- 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)

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- 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)

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- 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?

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