

CDL Talent Council

Tuesday, February 21, 2017

Tennessee College of Applied Technology

10:00am - 11:30am

Meeting Notes

Meeting Participants

Attendees

Companies

Averitt Express

- Anita Victory

Mallory Alexander

- E.J. Gonda

MATA

- Bobbie Abram

Schneider

- Wayne Elliott

Workforce Resources

Arkansas State University Mid-South

- Alex Lamm

Tennessee College of Applied Technology

- Andy Helms

- Lynn Rimes

Workforce Investment Network

- Henry Lewis

Staff

Greater Memphis Chamber

- Anita Brackin

GMACWorkforce

- John Churchill
- Laurie Mudd

Welcome and Introductions

- Anita Brackin, Workforce Development & Education, Greater Memphis Chamber welcomed council. Introduced Wayne Elliott (Schneider) as CDL Council Chair and E.J. Gonda (Mallory Alexander) as CDL Council Vice Chair.

- Wayne Elliot had some opening words that past meetings identified the problem and now it's time to solve the problem with solutions.
- E.J. Gonda (Mallory Alexander) stated a big issue was the gap with graduating high school students losing three years before they can obtain a CDL license to drive a truck. Possibly focus on Military employees. They can drive overseas and the government is going to make employees accessible for CDLs. It doesn't help the schools, but it puts drivers out there.

TCAT Diesel Program and CDL Program Tour

- Andy Helms, TCAT Project Coordinator welcomed council and guests. Gave handouts concerning Diesel Powered Equipment Technology, TCAT Truck Driving Course Syllabus and Truck Driving Program Guide. Andy preceded with TCAT Diesel and CDL Program Tour.
- Group was impressed with tour and diesel mechanic shop, have the right equipment for programs, invested in students.
- E.J. Gonda (Mallory Alexander) shared information about East High School becoming a Stem School/Transportation Stem program. Starting next year with the freshman class or 125 students and adding another 125 per year. FedEx is involved and donating simulator time. Also, heard about Southwest TNCC giving 3 degrees' full 100% paid tuition next year (Reconnect).

World Trade Club gives out a scholarship every year to a college student approximately \$1,500 to \$2,000.
- Anita Brakin requested to share our group with others so they see what we are doing in the councils.

Southwest Transportation Workforce Center Conference, Choosing Transportation: Collaboration across the Pipeline

- Dr. Stephanie Ivey had to leave and Anita Brackin introduced materials and invited all to participate and be a part of The 2017 Choosing Transportation Summit's, March 23-24, 2017. Located at the Memphis Botanic Gardens.
- Second day will have a career fair involving Memphis high school students, college students joining in and companies having interaction with them. Focus on millennials. Interest in career paths in transportation.

Open discussion with Employers

- Anita Brackin stated what can the council do in recruitment efforts and talk about retention.
- John Churchill stated is the problem a recruitment problem or a capacity problem? To solve the problem, do there need to be more schools started up and recruit for those schools or do we have 50% capacity of our current school and we need to do a better job recruiting for the schools. Suggested to help solve the problem is to bring in some of the profit schools.

- E.J. Gonda stated having problems with retention. It starts in the high schools. Soft skills are not taught.
- John Churchill (GMACW) asked the question, “Who are the right people to have in the council to help solve the problems?”
- Wayne Elliott responded, “The for profit schools could have a seat at the table, they should not be left out and the non-profits can learn for them and vice versa.” Also, each carrier has their own challenges.
- John Churchill (GMACW) wanted to know what we can do to attract others to join us?
- Wayne Elliot said, “Identify 5 or 6 major barriers and pick one of the barriers per future session and try to generate a solution.”
- E.J. Gonda recommended involving Dr. Ivey concerning the STEM program and the Women in Transportation.
- Wayne Elliot recommended bringing in subject matter experts (marketing person). Focus on the three-year gap.
- John Churchill brought up someone who had a recorded can they drive? What about a high school diploma?
- Anita Victory (Averitt Express) said, “It’s on a case by case situation.” Do not have to have a diploma.
- John Churchill (GMACW) stated that Barnhart in Memphis has a training program where they take ex-felons and are extremely successful.
- John Churchill wanted to know if they had to have a HS diploma? If not the ex-felons and the ones without diplomas are two groups to tap into.
- Anita Victory (Averitt Express) expressed how do you tap into this group. How do you make them aware?
- E.J. Gonda brought up social media being an avenue to reach the 18 year olds. Help bridge a gap for the 18 to 21 by possibly becoming a dispatcher.

Next Steps

- Invite selected for-profit school
- Pick one topic we could advertise to help attract people to come to the next council meeting.
- Henry Lewis (WIN) makes presentation at next meeting to talk about what WIN can do financially and about Jobs4TN reaching people throughout the state. More information about schools getting on TN provider list.
- Military Apprenticeship – Someone from Schneider could present information on their apprenticeship they offer. Investment in the military.

- How do we reach our target area?
- Future survey of female drivers on how to recruit other females to the transportation industry.
- **Next Council Meeting** – Tuesday, May 2nd, 2017 at ASU Mid-South, 10:00am – 11:30am

1. Will discuss agenda with Chairs before next meeting.

Side Note – Question asked, “How many drivers would you need in 4 months.” Answer was approximately 400.

- Meeting Adjourned