



TRUCKING & SUPPLY CHAIN WORKFORCE

Employer needs & strategies, CDL programs at community & technical colleges – Your recommendations and solutions

Kristi Grassman, Construction Center of Excellence
Joseph Hauth, Project Consultant



Photo credits: New York Times, Getty Images

1



WASHINGTON'S 11 CENTERS OF EXCELLENCE

We serve as statewide liaisons to business, industry, labor, and the state's education systems for the purpose of creating a highly skilled and readily available workforce critical to the success of the industries driving the state's economy and supporting Washington families.

Centers of Excellence
Benefiting Washington's Education System

Driving Economic Recovery

- Reconnect and disseminate for industry data and resources
- Develop for best case industry use, and economic impact
- Bridge to various economic sectors and support education training and workforce development
- Increase sharing between industry and academia
- Create and implement all state initiatives to support economic recovery
- Connect across sectors
- Coordinate and align strategies and energy
- Collaborative partner
- Collaborative and partnership for leading opportunities

System Efficiencies and Innovation

- Coordinate and coordinate across
- Act as a strategic technology, processes, and best practice to system
- Increase of digital business
- Support and deliver continuous technology
- Create pathways to support and efficiency
- Increase partner and collaboration of industry
- Create an engagement strategy with education and industry

Bridge to Industry

- Increase to industry partner to increase economic growth
- Increase state development
- Increase industry and education to increase economic growth
- Support for regional apprenticeship development and expansion
- Increase to meeting industry standards

Supporting Equity and Access

- Provide Data Training
- Provide professional development
- Collaborate with state-level economic strategies
- Increase professional development
- Collaborate to the ALL System
- Industry action and support for short-term, long-term and ongoing

Washington's 11 Centers of Excellence

Washington's Centers of Excellence shall serve as a local, national, and global leader in developing models, partnerships, and programs, industry, education, labor, and government for the purpose of creating a highly skilled and readily available workforce. Washington's Centers of Excellence shall coordinate, align, and partner with the state's existing and emerging workforce development and training systems.

Your Aerospace & Aeronautics Manufacturing COE
Hosted at Everett Community College
Director Jason Patrick
jpatrick@everett.edu

Your Agriculture & Natural Resources COE
Hosted at Walla Walla Community College
Director Lindsay Williams
lindsay.williams@walla.edu

Your Allied Health COE
Hosted at Tacoma Valley College
Director Don Ferguson
dfergus@tvc.edu

Your Clean Energy COE
Hosted at Centralia College
Director Brooke Brummer
brooke.brummer@centralia.edu

Your Construction COE
Hosted at Renton Technical College
Director Brad Giamberini
bgiamber@renton.edu

Your Global Trade & Supply Chain Management COE
Hosted at Spokane College
Director Josh Hayden
jshayden@spokane.edu

Your Homeland Security/Emergency Management COE
Hosted at Pierce College
Director Linda Greer
linda@pierce.edu

Your Information & Computing Technology COE
Hosted at Bellevue College
Director Shanna Rostrom
shanna.rostrom@bellevue.edu

Your Maritime Manufacturing & Technology COE
Hosted at Strait Valley College
Director Ann Avey
ann.avey@strait.edu

Your Semiconductors & Electronics Manufacturing COE
Hosted at Clark College
Director Sam Hughes
shughes@clark.edu

Washington State
Centers of Excellence

CONTACT US
CENTERS OF EXCELLENCE
Washington State Dept. of Education
1000 4th Ave
Seattle, WA 98101
206.463.4000
www.wa.gov/centsofexcellence

2



MEETING OUTLINE



CDL shortage overview
(15 minutes)



Breakout sessions – Employers,
Educators, Stakeholders
(30 minutes)



Report outs
(30 minutes)



Next Steps
(5 minutes)

3

3

A CALL TO ACTION: COMMERCIAL DRIVER SHORTAGE

- The United States is experiencing a shortage of more than 80,000 truck drivers
- Drivers aging out and retiring in greater numbers than are coming into the industry.
- Over 70 percent of the nation's freight is carried by commercial truck.
- In Washington state, 80 percent of communities depend exclusively on trucks to move their goods.
- The industry employs 1 in 20 Washingtonians in roles including compliance experts, safety and risk management experts, fleet maintenance, dispatch, sales, administrative and support staff.

Sources: WA Trucking Association, American Trucking Association, WA Department of Commerce.

4

4

A CALL TO ACTION: COMMERCIAL DRIVER SHORTAGE

CDL Licenses

- Class A - Allows you to operate any combination of vehicles with a Gross Combination Weight Rating (GCWR) of more than 26,000 pounds, and the Gross Vehicle Weight Rating (GVWR) of the vehicle being towed is more than 10,000 pounds.
- Class B - Includes single or combination vehicles where the GVWR of the single vehicle is more than 26,000 pounds. The vehicle being pulled must not be more than 10,000 pounds.
- Class C - Any single vehicle, or combination of vehicles, that either is designed to transport 16 or more passengers including the driver, or is used in the transportation of materials found to be hazardous.

5

5

A CALL TO ACTION: COMMERCIAL DRIVER SHORTAGE

CDL Endorsements

- T - Double and triple trailers endorsement
- N - Tank Vehicle Endorsement, required for any commercial motor vehicle that is designed to transport any liquid or gaseous materials within a tank or tanks having an individual rated capacity of more than 119 gallons and an aggregate rated capacity of 1,000 gallons or more that is either permanently or temporarily attached to the vehicle or the chassis.
- H - Hazardous materials endorsement, required for drivers of any size vehicle that is used to transport any material that requires hazardous material placards or any quantity of a material listed as a select agent or toxin in 42 CFR 73.
- X - Combination of tank vehicle endorsement and hazardous materials endorsement

6

6

A CALL TO ACTION: COMMERCIAL DRIVER SHORTAGE

SOC 53-3032 Heavy and Tractor-Trailer Truck Drivers – Washington

- Employment: 37,589
- Average annual wages: \$54,300
- Online job ads (active within past 30 days): 2,335
- Projected annual growth (2018-2028): 6%
- Projected annual job openings (2018-2028): 4,840

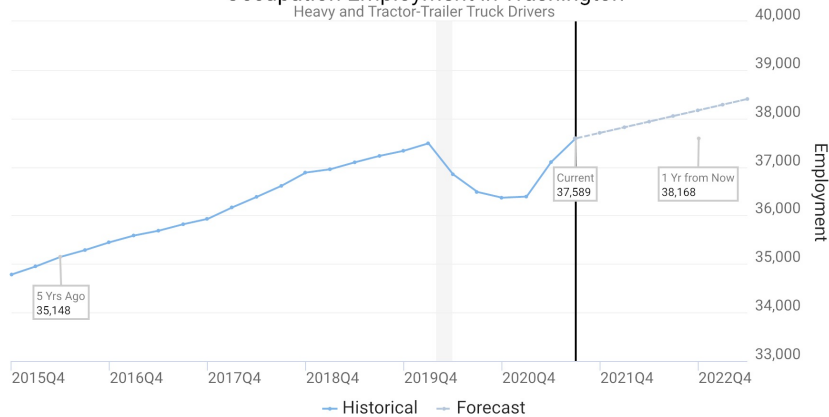
Sources: Chmura / JobsEQ; ONET Online

7

7

A CALL TO ACTION: COMMERCIAL DRIVER SHORTAGE

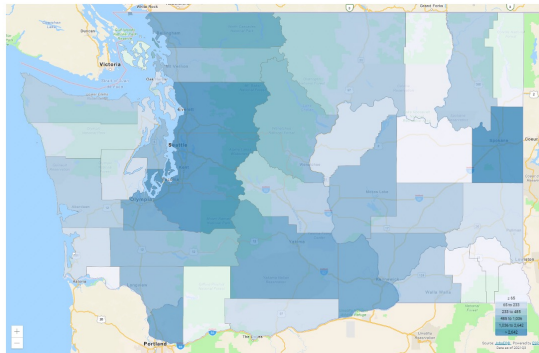
Occupation Employment in Washington
Heavy and Tractor-Trailer Truck Drivers



8

8

STATUS OF CDL PROGRAMS IN COMMUNITY & TECHNICAL COLLEGES



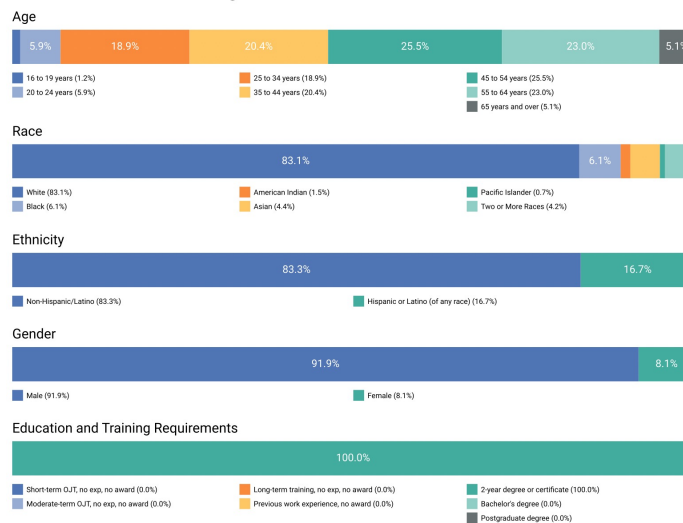
Top Counties by Place of Work for Heavy and Tractor-Trailer Truck Drivers, 2021Q3

Region	Employment
King County, Washington	11,568
Pierce County, Washington	5,077
Spokane County, Washington	2,946
Snohomish County, Washington	2,642
Clark County, Washington	2,267
Yakima County, Washington	1,797
Whatcom County, Washington	1,143
Benton County, Washington	1,125
Thurston County, Washington	1,037
Franklin County, Washington	907

Source: Chmura / JobsEQ

STATUS OF CDL PROGRAMS IN COMMUNITY & TECHNICAL COLLEGES

Occupation Demographics



Source: Chmura / DataEQ



STATUS OF CDL PROGRAMS IN COMMUNITY & TECHNICAL COLLEGES

- 8 Commercial Drivers License (CDL) programs on inventory:
 - These are credit-bearing, ranging from less than 1 quarter to 3 quarters in duration.
 - At least 2 are currently not registering students due to faculty shortage, and 1 is offered only once per year due to faculty availability and costs.
 - Aside from those 8 active programs, another 4 moved to longer-term inactive status, and 1 permanently closed in recent years.
 - Deans from colleges with inactive programs are interested in restarting programs
 - Non-credit offerings vary, and are minimal in availability at this time



11

11

A CALL TO ACTION: COMMERCIAL DRIVER SHORTAGE

Plus 47 registered private CDL training schools

Public Schools	Training type
Bates Technical College	Class A
Big Bend Community College	Class A
Centralia College	Class A
Grays Harbor College	Class A
Lower Columbia College	Class A and B
North Idaho College	Class A
Spokane Community College	Class A and B
Walla Walla Community College	Class A, B, and C

Sources: [Washington State Department of Licensing](#)

12

12

STATUS OF CDL PROGRAMS IN COMMUNITY & TECHNICAL COLLEGES

Schools	Certs & 2yr Awards ¹
Big Bend Community College	34
Bates Technical College	26
Walla Walla Community College	26
Centralia College	14
Grays Harbor College	10
Spokane Community College	5
Columbia Basin College	4
Total	119

¹ Data as of the 2019-20 academic year.
CIP 49.0205. Source: Chmura / DataEQ

13

13



Washington State
Centers of Excellence

In order to successfully produce more commercial drivers, it's essential to address both the cost of **attendance** (students) and **cost to operate training programs (colleges)**.

Cost of attendance:

- CDL programs are typically short (≤ 1 quarter) and not eligible for federal financial aid.
- Student cost to attend ranges from \$3,500-7,500, median \$5,500
 - This includes tuition and fees; fees for CDL programs can include fuel, physicals, drug tests, permit tests, and course materials.
 - Some grant-based aid is available to eligible students through workforce student support programs but such aid covers a fraction of total student costs.

14

14

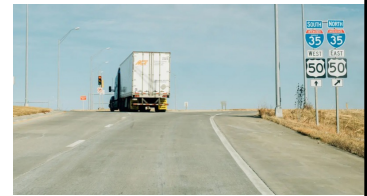


Washington State
Centers of Excellence

In order to successfully produce more commercial drivers, it's essential to address both the cost of **attendance** (students) and **cost to operate training programs** (colleges).

Cost to operate training programs:

- CDL programs are among the most expensive programs that colleges operate:
 - Purchase, maintenance, insurance, repair, and fuel for tractor-trailers
 - Space requirements for parking & driving (not on public roadways)
- Instructor recruitment and retention is a challenge in any good labor market
 - Part-time or adjunct nature of employment (some, but not all programs)
 - Big incentives to return to industry



15



Washington State
Centers of Excellence

OPERATIONAL REALITIES

- Physical limitation on student to instructor ratios per truck/tractor-trailer:
 - *This is usually 4 students to one instructor.*
- Program start-up costs are very high due to the cost of semi trucks and vehicle maintenance.
 - *Purchases for a single tractor-trailer fit for CDL Class A training can range from \$65K - \$125K per vehicle. Most programs need a minimum of three tractor-trailers to be viable.*
- Leasing tractor-trailers from a large company is potentially a cost-effective strategy;
 - *However, state insurance rules will not allow colleges to cover leased vehicles under self-insured policies.*
- Talent is extremely hard to find right now due to the high demand for CDL Class A drivers.
 - *This means before a program starts a college is looking at hiring two to three full-time benefited instructors and technicians at roughly \$65 - \$75K each to teach CDL.*

16

16



OPPORTUNITIES & INNOVATIVE IDEAS

- Regulatory improvements:
 - *Example: Updates to the DES rules around self-insured policies for CDL programs, allowing a college to cover vehicles it does not directly own, easing restrictions for college instructors to conduct licensing examinations*
- Shared program resources across multiple colleges in strategic regions (equipment, instructors):
 - *Example: Funding support for colleges to hire two to three full-time CDL Class A certified instructors for a regional collaboration, in-state and interstate*
- Incorporate non-FAFSA student aid and instructional support into program funding:
 - *This is an idea borrowed from the worker retraining program and is different from how colleges are currently funded for professional-technical programs*
- Expand equipment and facility support for colleges to offset extraordinary program expenses
- Expand employer-sponsored customized training – mentor drivers for students with CDL Commercial Learners Permit (CLP)
- Youth and adult high school CTE programs: e.g., [Patterson High School, California](#), Arizona

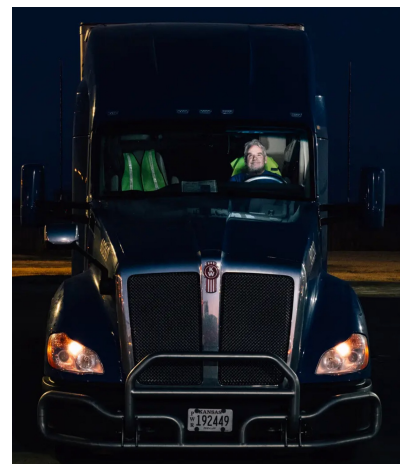
17

17



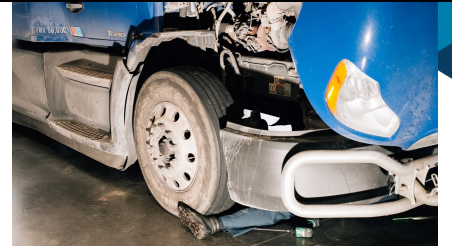
BREAKOUT SESSION (30 MINUTES)

- **Employers**
- **Training Providers (public and private)**
- **Stakeholders**



18

18



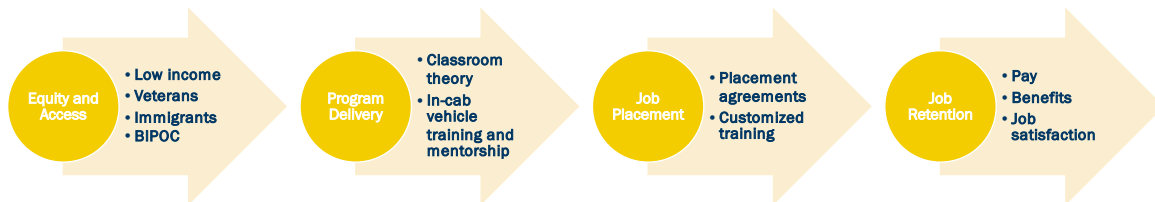
BREAKOUT SESSION QUESTIONS

- 1) **FUNDING OPPORTUNITIES?**
Example: Current state and federal grants, New grants, public-private partnerships, legislative opportunities
- 2) **HOW TO BUILD CAPACITY AT THE COMMUNITY AND TECHNICAL COLLEGES?**
Example: CDL Class A certified instructors, examiners, partnerships between colleges
- 3) **HOW SHOULD EDUCATIONAL PROVIDERS PARTNER WITH INDUSTRY?**
Example: Apprenticeships, internships, mentor drivers and equipment provided by employer
- 4) **HOW TO INCREASE ACCESS & OPPORTUNITY?**
Example: Financial aid targeted at veterans, diverse, low income, immigrants
- 5) **LIGHT BULB MOMENTS / NEW IDEAS?**
... 
- 6) **FLAT TIRES (challenges that have to be addressed)**
Example: Equipment costs, maintenance, instructor shortages, examiner shortages



BREAKOUT SESSION

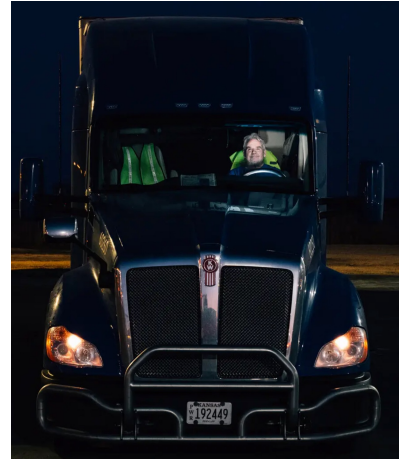
Career pathway considerations





BREAKOUT SESSION (30 MINUTES)

- Employers
- Training Providers (public and private)
- Stakeholders



21

21



BREAKOUT SESSION REPORT OUT (25 MINUTES)

- Employers
- Educators
- Stakeholders



22

22



NEXT STEPS

- 2nd Employer Roundtable
- Recommendations and updates to be provided at the [Construction Center of Excellence](#)
- Additional comments, resources, funding opportunities? Contact Kristi Grassman at the Construction Center of Excellence: kgrassman@rtc.edu



23