

LEARNING

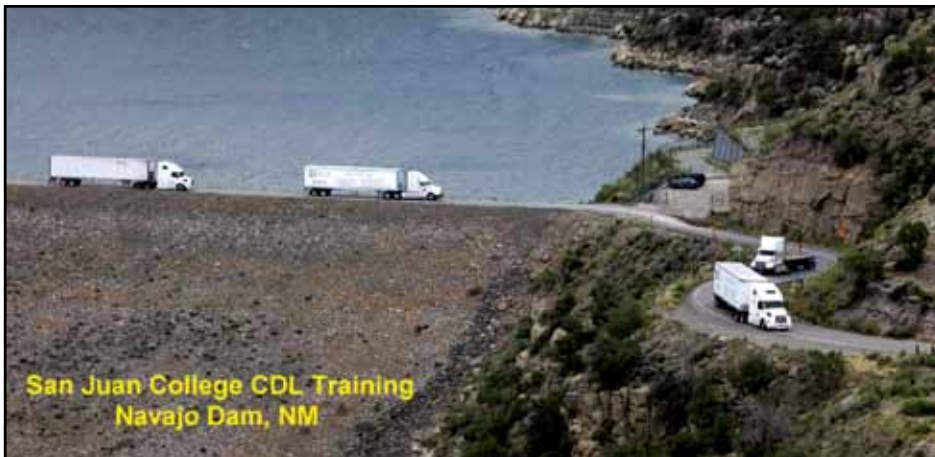
Volume 12, No. 4
Winter 2011

Curve

NETWORKING THE FINEST EDUCATIONAL RESOURCES IN THE TRUCKING INDUSTRY

Featured School

San Juan College – School of Energy
@ Farmington, New Mexico



Funding is received from the state based on credit hours generated, which makes the tuition very affordable. The Class A program tuition includes the Department of Transportation (DOT) Medical Card, Drug Screen and the CDL driving exam.

The SJC staff includes six full-time instructors, six part-time instructors and an office administrator.

San Juan College has ten Class A tractors, eight dry van and two flatbed trailers, three Class B trucks (including a five-passenger crew cab) and a Class B passenger coach. Also utilized in the program is a MPRI TransSim IV simulator, which is installed in a 38-foot self-contained trailer. In addition to training students in the CDL program, it is used for specialized training at customer's locations and taken to trade shows as well as job fairs to promote the CDL program. It is also used in the Farmington Fire Department training program. SJC also has a Diesel Technology Program, which helps with maintenance and repairs on the CDL equipment.

San Juan College is under contract with the State of New Mexico as a third-party public CDL tester. This allows the college to conduct CDL exams for the SJC students and for all other CDL applicants except school bus drivers, which are tested by the school districts. SJC has ten state certified public CDL Examiners, most of which are in New Mexico.

Some students receive FMCSA grant funds and others are sponsored by local WIA offices, nearby Native American Tribes like the Southern Ute, Jicarilla Apache and the Navajo Nation, as well

Continued _____ Page 2

Welcome New Members!

Full Member (renewed)

James Rumsey Technical Institute
Martinsburg, WV

Associate Members

Maverick Transportation LLC
North Little Rock, AR

TMC Transportation
Des Moines, IA

Layover.com
Akron, PA

San Juan College-School of Energy (SJC) in Farmington, New Mexico is located in the picturesque Four Corners region of northwest New Mexico. It is near the southern end of the Rocky Mountains about 50 miles east of the Arizona and Utah borders and about 50 miles south of Durango, Colorado.

The CDL Program at SJC first began as a contractor arrangement in 1997 but was taken over by the college a few years later. It has since grown to be one of the largest in the region.

The eight-week Class A CDL program is a 15-credit hour certificate approved by the New Mexico Department of Higher Education. Students spend three weeks in the classroom, four weeks Behind-The-Wheel (BTW) and the CDL exam is done during the eighth week. The class size is limited to 16 students and 11 classes are held each year. The college also offers shorter term Class B, Refresher, Upgrade and Passenger driving classes and individual classroom topics like Hours of Service, Air Brakes, Forklift Operation, Hazmat and NSC Truck Driver Defensive Driving (DDC).

In This Issue

- ♦ **Rules & Rigs**
- ♦ **Key Training Points about CSA**
- ♦ **Regional Meetings**
- ♦ **President's Message**
- ♦ **2012 Conference Update!**

as oilfield service companies such as Halliburton and Baker Hughes. Many of the sponsors pay the students a salary while they attend class, in addition to the paying tuition.

The SJC training trucks are taken to places such as 11,000 ft. Wolf Creek Pass, Durango, Silverton, and Telluride in Colorado and Monument Valley in Utah. San Juan College has the ability to arrange CDL exams in Colorado (for Colorado students) as well as testing New Mexico CDL applicants.

With the trucking industry in the Southwest showing definite signs of



recovery, the future looks promising for the San Juan College-School of Energy CDL Program.

Please direct any questions regarding the San Juan College-School of Energy CDL program, contact Maury Tiehen, tiehenm@sanjuancollege.edu, or (505) 632-0619.

Special thanks to our ad sponsors in this issue of

LEARNING *Curve*

Please consider their quality products and services. For information on advertising, contact Crissie Moffet, cmoffet@napftds.org

RULES & RIGs

By Robert McClanahan
Executive Director NAPFTDS

In case you haven't noticed, *nothing* is happening in Washington! Even though there are many issues pending and many proposed regulations due to become final rules, everyone is waiting to see what rulings the Federal Motor Carrier Safety Administration (FMCSA) will impose and how they may affect our training programs.



Of course the final rule on Commercial Driver License Learner's Permit was released this past summer and became effective July 8th. States still have until 2014 to comply. However, some states have stated that they may not comply with the ruling because of various stipulations such as sharing and accepting testing results with other states. That is a battle for states and the feds.

One major issue facing many of our programs is funding for student tuition. I have talked with some schools throughout the country and have heard the same thing from all of them – not enough or in some cases *no* funding available to students. Some schools with longer programs are still eligible for the Pell money, but many others are facing funding

issues and budget cuts that have drastically diminished their programs. Some are facing the prospect of closing their programs completely due to lack of funding. Low enrollment is not due to lack of applicants – it is due to lack of funding.

So where do we go from here? We need to begin working on new ways of working with students, carriers, funding agencies, and creative funding options. The better students with good credit ratings can get financing on their own and pay for the training. Carriers can form partnerships with schools and provide equipment or even funding for students that they have qualified for employment. Funding agencies need to be better informed about the job opportunities and placement percentages from your school. Creative funding is something in which everyone needs to work on together to come up with suggestions and ideas as to what can be done for future funding sources. The newly formed Truckload Carrier Association (TCA) School Committee will be looking into funding issues later this fall to identify what current and future resources may be available to schools.

I hope that each of you were able to attend meetings in your Region this fall, checkout dates on our website www.napftds.org. Plan now to attend our National Convention in Memphis, Tennessee, as there will be lots to discuss and networking to share ideas and future challenges. Funding will no doubt be a major topic. Hope to see you there!

NAPFTDS MEMBERSHIP PRE-APPLICATION

Organization/Company: _____
Contact Person: _____
Phone: _____
FAX: _____
E-Mail: _____
Mailing Address: _____

- FULL MEMBERSHIP (\$175): Any publicly funded school or representative employee of that school engaged directly in providing truck driver training.
- ASSOCIATE MEMBERSHIP (\$350): Any industry or representative employee of that industry which indirectly supports public truck driving schools, limited to agencies such as trucking companies, insurance companies, publishers, and equipment manufacturers interested in the welfare of publicly funded truck driving schools.
- AFFILIATE MEMBERSHIP (\$250): Limited to administrators or staff at a publicly funded school interested in the trucking industry or administrators in schools that contract with proprietary organizations to provide truck driver training.

THE NEXT STEP: Application for membership shall be made on an application form as may be required by the Board of Directors. A majority vote of the Board of Directors is necessary for the acceptance of an application for membership. All applicants who have been accepted into the membership of the Association must submit a fully completed and signed application form that, by doing, signifies their adherence of the Articles of Incorporation and Bylaws of said Association. Membership in the applicable class shall be complete upon application of the Association, approval of the Board, and payment of the appropriate dues.

Return form to:
Tina Frindt, Treasurer, NAPFTDS
1900 Corporate Center Drive East, Suite 100
Tobyhanna, PA 18466
Fax: 570-839-3534

Questions about membership may be directed to:
Robert McClanahan, Executive Director
Cell: 918-770-6446 robertm@centraltech.edu

Important notice to those who are not yet members of NAPFTDS

If you are not a member of the Association, and you would like to continue receiving the *Learning Curve* and other benefits of membership, please complete the **MEMBERSHIP PRE-APPLICATION FORM** in this newsletter and return with your payment of appropriate dues. While we have generous supporters, member dues are the backbone of our Association.

Key Training Points about CSA

By Thomas Bray, Sr.

Now that the Compliance, Safety, Accountability (CSA) program is fully operational, it behooves trainers to talk to drivers about how roadside inspection results can affect their employability. Why? Because all safety violations discovered during the inspection directly affect carriers' and drivers' scores in the CSA system. And carriers know that the driver, who is "front and center" during these inspections, is in the best position to influence the outcome of the inspection. The other factor is that a driver's roadside inspection performance is now available to a prospective employer through the Pre-employment Screening Program (PSP).

The Federal Motor Carrier Safety Administration (FMCSA) administers the CSA and PSP programs. Their primary purpose is to further reduce commercial motor vehicle (CMV) crashes, fatalities, and injuries on our highways.

This training will be of most benefit to new drivers, since they start out with a clear record. Once the connection between roadside violations and both CSA and PSP is understood, drivers will know why it is so important to do everything possible to come away from a roadside inspection with a good inspection report.

How are Drivers Scored in CSA?

In CSA, drivers are first "measured" using their own violations and crashes, and then those measures are compared to other drivers' measures to arrive at the "scores."

To begin the process, each safety-related violation, and crash, is assigned to one of seven BASICs (Behavioral Analysis and Safety Improvement Categories):

- ▶ Unsafe Driving;
- ▶ Fatigued Driving;
- ▶ Driver Fitness;
- ▶ Drugs and Alcohol;
- ▶ Vehicle Maintenance;
- ▶ Cargo Related; and
- ▶ Crash Indicator.

The severity weights go from 1 to 10, except in the Crash BASIC where the crash severities go from 1 to 3. The greater the violation's relationship is to crash risk, the higher the severity weight is for the violation. After a violation has been severity weighted, it is time weighted.

This process involves multiplying the violation's severity weight by a time factor, which is based on when the violation was written. The severity weight for any violation that occurred during the previous year is multiplied by three. If the violation occurred between one and two years ago, the severity weight is multiplied by two. If the violation occurred between two and three years ago, the severity weight is multiplied by one. Events older than three years are not used in the calculation of drivers' scores.

Time weighting the violations and crashes in this way rewards or punishes a driver based primarily on his/her most recent driving actions. By committing no new violations and allowing the passage of time to reduce the value of existing violations, a driver's measure and score will gradually improve.

After all violations are severity and time weighted, the violation points are totaled for each BASIC and then "normalized" in several of the BASICs. "Normalizing" takes into account the number of driver and/or vehicle inspections a driver has had in the last three years.

Once a driver's measure has been calculated (and normalized if relevant) for each BASIC, the driver is then compared to all other drivers that have a measure in the BASIC. Drivers that do not have inspections or violations in a BASIC are not measured. The driver with the best (lowest) measure in each BASIC is assigned the percentile rank of 0. The driver with the worst (highest) measure is assigned the percentile rank of 100. This percentile rank in each BASIC is the driver's score for that BASIC.

While driver CSA BASIC Scores are not available to carriers, the scores are available to FMCSA Safety Investigators when they are investigating carriers. The result is that a driver with a high CSA BASIC Score(s) will

undoubtedly receive special attention during the carrier investigation.

What Does the PSP Tell about a Driver?

To avoid future violations, and thereby protect or lower their CSA scores, carriers are becoming more careful about whom they hire. The tool that aids them in this endeavor is the Pre-employment Screening Program (PSP). The PSP reports the driver-applicant's roadside inspection history for the last three years and any DOT-recordable crashes the driver has been involved in over the last five years.

While a prospective employer *will not* "inherit" a driver's pre-existing record, most carriers now realize that they *will* inherit the "risk." What is the risk? If the driver has a history of violations and crashes, the risk is that the driver will continue on this path after he/she is hired.

What is the net effect of a pattern of roadside violations and crashes on a driver? First, the driver is more likely to have a poor BASIC Score that will bring him/her to the attention of the FMCSA if the driver's carrier is investigated. Second, the harder it is going to be for the driver to get steady employment in the industry.

How Training Institutions can Help

Two keys for new drivers to remain employable are: 1) understanding the importance of good results from every roadside inspection, and 2) knowing how to avoid the most common violations found during roadside inspections. What can a training institution do to help new drivers stay employable?

- ▶ Instill driving habits that will prevent common violations; and
- ▶ Teach them how to put themselves and their carrier in the best possible light during a roadside inspection.

Thomas Bray, Sr. is the Editor - Transportation Management for J. J. Keller & Associates, Inc. Tom can be reached at transporteditors@jjkeller.com. For more info about J. J. Keller, go to www.jjkeller.com.

Regional Meetings:

Region 7 Conference was hosted by the College of Southern Maryland, LaPlata, Maryland on September 29 & 30, 2011.

The College of Southern Maryland hosted the Region 7 conference September 29-30, 2011. The conference was well received by all. Interactive and informative presentations were conducted on industry regulations and state of the industry including Boyd Stephenson from American Trucking Association, Craig Talbott from Maryland Motor Truck Association and Rich Clemente from Federal Motor Carrier Safety Administration. Arlene Kirby, Past NAPFTDS President, spoke on industry training needs and opportunities for local companies. In addition, Nellie Pharr Maletta, College of Southern Maryland, gave a dynamic presentation on Teaching the Adult Learner. Topic: Multi-Generational Training / The Big Shift, of which a training certificate was given to each participant.

Welcome and Introductions

Susan Ross – College of Southern Maryland – Executive Director of Workforce Development.

Mary Beth McCollum – College of Southern Maryland Transportation Programs Coordinator, Center for Transportation Training.

Speakers/ Presenters:

- Arlene Kirby – Director of Training Chaney Enterprises former NAPFTDS President – Spoke about Local Companies Training Needs
- Rich Clemente – Transportation Specialist – Federal Motor Carrier Regulations
- Nellie Pharr-Maletta – College of Southern Maryland – Teaching the Adult Learner – Multi-Generational Training
- Craig Talbott – Vice President – Maryland Motor Truck
- Boyd Stephenson – American Truck Association, Safety and Security Operations
- Kreigh Spahr – NAPFTDS Board Member Closing Remarks

What was discussed:

- Local companies training needs
- FMCSA – Regulatory Issues
- Teaching the Adult Learner – Multigenerational training
- State of the Industry - Where we are and where we are going. (MMTA & ATA)

Conference was well attended (25 total), representing 12 schools, 1 vendor, 1 carrier and 3 industry/government organizations and a good time had by all!

Submitted by: Mary Beth McCollum, College of Southern Maryland – Transportation Programs Coordinator; Center for Transportation Training, NAPFTDS Board Member.

Region 6 Conference was hosted by the Chattanooga State Community College, Chattanooga, Tennessee and sponsored by U.S. Xpress, October 5-7, 2011.

This year's Region 6 conference brought together trucking schools from across the country to examine several key issues for the trucking industry. During the conference, attendees heard presentations from a host of industry authorities on a variety of topics.

U.S. Xpress Co-Chairman & CEO, Max Fuller, served as a keynote presenter, and discussed the dynamics in place within the industry that will significantly increase trucking's need for more drivers well into the future. Mr. Fuller's presentation led perfectly into the conference's next speech by Claude Ramsey, the Deputy Governor of Tennessee, who explained that Tennessee Governor Bill Haslam has made job training and opening up new opportunities for industries a priority for his administration. The Haslam administration has held meetings with trucking and logistics leaders, and they believe that community colleges and technical training schools – like the ones represented at the conference – will play an important role in helping to fill the current and future needs for drivers in the trucking industry.

Mr. Ramsey cited the collaboration that U.S. Xpress has established with Chattanooga State as one example of how business and education is opening the door on job opportunities. In his presentation, Mr. Fuller discussed the driver training program that Chattanooga State developed and its positive impact for U.S. Xpress. Mr. Fuller noted that U.S. Xpress has hired and trained many Chattanooga State CDL graduates to become first-seat drivers for the company.

After hearing about some of the regulatory issues that have contributed to the driver shortage on the first day of the conference, the attendees were able to get a fleet perspective from Mr. Fuller and U.S., citing a 2010 study of the commercial



From left to right Don Hunt, Claude Ramsey Deputy Governor and Chief of Staff for Bill Haslam the current Governor of Tennessee, Homer E. Paul and Martin Garsee.

driver population that pointed out, while the average age of drivers in the U.S. is 48, one in five drivers is now 55 years of age or older. The same study noted that the industry will need more than one million new drivers over the next 15 years, due in large part to the number of drivers reaching retirement age.

According to the most recent survey by analysts with Freight Transportation Research, the driver shortage currently stands at 150,000 across the entire industry. As Mr. Fuller pointed out to the conference, that shortage could rise by as much as 400,000 in the short term – if the economy were to see an increase of two to three percent in the gross domestic product index. Mr. Fuller told the audience that the focus on recruiting and retaining drivers has never been more important to the industry.

The presentations by Mr. Fuller and Mr. Ramsey received considerable media coverage in Chattanooga. The Chattanooga Times Free Press and Nooga.com wrote stories on the event, while local NBC and CBS affiliate stations aired stories on their respective newscasts.

Among the Day One highlights from the conference was a presentation by Dave Osiecki, the Senior Vice President of Policy & Regulatory Affairs for the American Trucking Associations, offering the latest update on the pending changes to the Hours of Service regulations, the impact of the CSA regulations, and an update on electronic on-board recorders.

The U.S. Xpress sponsorship efforts were led by the company's recruiting department, and the event drew praise from officials with NAPFTDS. Martin Garsee, President of the NAPFTDS, said: "We want to applaud everything that U.S. Xpress and Chattanooga State Community College did in putting together this conference. You brought together a great group of speakers, and I know that all members benefitted from the information shared at the conference."

Check out the website <http://napftds.org/member-resources/downloads/region-6-10-11-meeting.html> for Region 6 downloads and other region information and dates!

As I write this, the Association is in the middle of our regional meetings. Regions 6 and 7 have already taken place – having been fortunate to attend Region 6 meeting in Chattanooga TN hosted by Chattanooga State and sponsored by US Xpress and Regions 3 & 5, October 25-26 in Green Bay hosted by Fox Valley Technical College and Cuyahoga Community College and sponsored by Schneider National. Check out the website – www.napftds.org for all dates and times for regional meetings and the annual conference.

I spoke with several people who attended Region 7 that was hosted by Mary Beth at College of Southern Maryland, La Plata, Maryland. This regional was well attended, representing 12 schools and 5 vendors/carriers. Arlene Kirby, past president, participated and presented on local company training; also Federal Motor Carrier Safety Administration (FMCSA) and Maryland Motor Truck Association (MMTA) presenting timely information on what is happening nationwide and in Maryland.

At the Region 6 meeting in Chattanooga, attendees learned from industry experts that the driver shortage is real and reaching a critical point. This presents training opportunity for each of our educational institutions. Attendees also learned that funding for student training is limited in most areas, some sources that have been around a long time have been depleted, and still others have been reduced.

It is important that all aspects of our industry recognize that funding for our new students is *critical*. No one segment has the answer to the funding challenges felt by all. Tight state budgets and training dollars are not adequate for the number of students needing to be trained – this must be a collaborative effort for carriers, industry, and educational institutions. This is one more reason to attend a regional meeting or annual conference whenever possible. The Association tries to meet challenges by bringing you the best information, as well as experts from the educational, industry and government arena to bring you current and viable information.

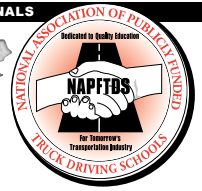
With Compliance, Safety, Accountability (CSA); driver shortage; new regulations at various stages – safer and better equipped drivers are produced; however, the pool of qualified candidates will become smaller, the competition for new entry-level students and funding from other careers will be a challenge for all of us. As educational professionals, the challenge of working hard to achieve these goals is to produce skilled and competent entry-level drivers with a professional attitude who will succeed as a professional driver.

Regional meetings are happening now and the annual conference in Memphis, Tennessee is right around the corner ... make plans today!



LEARNING Curve

NEWSLETTER FOR PROFESSIONALS



BOARD OF DIRECTORS

Martin Garsee PRESIDENT

Houston Community College
Houston, TX

Rob Behnke VICE PRESIDENT

Fox Valley Technical College
Appleton, WI

Tina Frindt TREASURER

Northampton Community College
Tobytanna, PA

Roy Williams SECRETARY

Oconee Fall Line Technical College
Dublin, GA

Joanne Ivory

Olive-Harvey College
Chicago, IL

Keith Keller, VENDOR REP.

J.J. Keller & Associates, Inc.
Neehan, WI

Laura Kingsland

Pinellas Technical Education Ctr
St Petersburg, FL

Bruce Lane

North Georgia Technical College
Clarksville, GA

Mary Beth Poole McCollum

College of Southern Maryland
La Plata, MD

Homer Paul, CARRIER REP.

U.S. Xpress Enterprises, Inc.
Chattanooga, TN

Vincent Picciarelli, VENDOR REP.

Foley Carrier Services, LLC
Glastonbury, CT

Irven Skinner

Meridian Community College
Meridian, MS

Ken Smith, CARRIER REP.

Schneider National
Chicago, IL

Kreigh Spahr

Cuyahoga Community College
Cleveland, OH

Wesley Smith

Midland College
Midland, TX

Maury Tiehen

San Juan College/School of Energy
Farmington, NM

Michael O'Connell, CVTA REP.

Commercial Vehicle Training Association

PAST PRESIDENTS

Phil Steinkamp

Dave Terry

Arlene Kirby

Bill Fath

Robert McClanahan

Wade Westphal

Don Hess

Van O'Neal

John Theroux

John Hale

Barry Cope

Chuck Collins

Robert McClanahan EXECUTIVE DIRECTOR
Crissie Moffet BOARD TECHNICAL ASSISTANT

2012 Conference Update!

This year's 2012 Annual Conference will be held on March 26-27-28 in Memphis, Tennessee. Yes, the Association has moved the conference to a Monday, Tuesday and Wednesday this year as the Doubletree made an offer *we couldn't refuse*. Registration will begin at noon on Monday, March 26. Each attendee will receive a "certificate of participation" for a training that will last from 1-5 p.m. The agenda will be packed and full of information and breakout sessions may be offered ... more to come on this. As soon as presenters are finalized, an agenda will be emailed to all members, as well as placed on the Association's website, www.napftds.org. For those of you who are planning for your budgets, the room rate will be \$119/night plus tax.

Memphis – ready or not ... here we come!