



Illinois Workforce Innovation Board

Bruce Rauner, Governor

John Rico, Co-Chair
Sean McCarthy, Co-Chair

Request to Approve

Request

The IWIB TDL Task Force is seeking the IWIB adoption of its final report and approval to move forward on creating action steps to address the findings below. Furthermore, the TDL Task Force is requesting the IWIB approve the continuation of a core group of Task Force members for monitoring Illinois and national retention rates, supply and demand data, as well as following the progress and results of the federal graduated CDL project.

Background

Under WIOA, the State Board is responsible for ensuring the development and expansion of strategies that will meet the needs of employers, workers, and jobseekers, particularly through in-demand industry or sector partnerships. Within the Unified Plan, the IWIB outlines a framework for supporting employer-driven regional sector initiatives that will inform the development of these strategies.

The Illinois Workforce Innovation Board (IWIB) reconvened the Transportation, Distribution, and Logistics (TDL) Task Force and charged them with developing recommendations and identifying best practices for addressing the shortage of truck drivers within transportation companies. Findings from the TDL Task Force will require short-term and long-term actions to increase the quantity of truck drivers and decrease turnover rates.

Findings

Task Force members collaborated over five months and outlined the following findings that require short-term and long-term actions for implementation across the industry.

1. Businesses should adopt strategies that address driver retention rates and the root causes of drivers leaving their company, followed by determining the root causes with appropriate measures, including training for driver support staff such as dispatchers.
The Task Force specifically recommends creating Incumbent Worker Training for driver regulatory requirements and management skills for dispatchers and supervisors.
2. Job fairs should transform into hiring events using the strategies described in the report.
3. The promising practice of opening and maintaining lines of communication between the military, education and training providers, career services staff and jobseekers should be continued.
4. Knowledge of how the use of WIOA funding may make training more affordable for jobseekers, students, and businesses should be expanded.
5. The private sector should be encouraged to utilize apprenticeship models.
6. CDL training capacity should be expanded by increasing the number of CDL instructors.

The Illinois workNet Center System, an American Job Center is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment by calling TTY (800) 526-0844 or 711.

7. Businesses and trainers should adopt a predictive screening process or program to improve retention in training and employment.
8. In addition to continually collecting and reviewing CDL data, a more comprehensive picture of truck driving supply trends should be captured by having program completion data collected from all applicable schools under the auspices of the ICCB and the Secretary of State.

Considerations

1. Some thoughts for consideration that the full IWIB or a smaller workgroup approved by the IWIB might make could include: How will the IWIB support industry and public programs to remain engaged and pursue implementation of the report recommendations?
2. How will the IWIB monitor and assess the impact of actions taken based on the report recommendations?
3. How can the IWIB support expansion of the systemic use of work-based learning?
4. How can the IWIB support improved access to quarterly licensure data?
5. The military reservist connection – reserve unit commanders stress the need for reservists to be gainfully employed because working civilians make generally more reliable soldiers.
6. Based on TF Chairman Jones' experience with workforce efforts across many states, Illinois does not need to dismantle current strategies, just refine and build on current efforts.
7. What strategies would support addressing the root causes of critical skill shortages and industry retention rates?

Motion

"I move that the IWIB approve: 1) adoption of the TDL Task Force Report; and 2) maintaining a core group of the TDL Task Force members to create action steps to address the findings of the TDL report and monitor data on supply and demand and retention rates.