

## Industry Sector Grant

---

Applicant	Allen Hodges
Applicant ID	APP-000567
Company Name	Idaho Trucking Association
Recipient Address	Idaho Trucking Association 3405 E Overland Rd Suite 175 Meridian, ID 83642
Email	allenh@idtrucking.org
Funding Requested	\$242,000.00
Status	Submitted
Funded	<input type="checkbox"/>

Review Notes:  
September 28, 2021 Grant Review Committee Minutes:

The grant request to fund a trucking simulator has a dual purpose: attract potential candidates to the trucking industry and give high school students exposure to a trucking simulator and industry. Arkansas and Georgia are having success with similar twofold models. Industry benefits with a partnership with ITA in its initiative to attract drivers, reduce accidents, and increase retention through the latest broad-spectrum training modules which provide training simulations ranging from entry level to hazardous conditions. ITA's initiative also includes reaching out to 6,000 students in a three-year period. Thus, the grant funding will subsidize the Director's salary up to 50% FTE over three years so they may coordinate industry membership, pay for statewide travel cost, train a new part-time Director, and introduce truck driving and its industry to high school students across Idaho.

Industry employers have immediate expansion needs alongside retention needs. The following employers are actively interested in partnering, through membership, with ITA: Doug Andrus Trucking, Lighthouse, ROG Rock Trucking, Simplot, and Idaho Logging Trucking company. ITA has already received \$103,000 in contributions.

CWI currently has a truck and simulator; the simulator software is outdated making the simulator unusable. ITA, in readiness for future upgrades, will direct fees from memberships to purchase a new vehicle and simulator. A simulator cost is approximately \$150,000 and a permanent full-time Director is \$72,000.

WDTF Request: \$242,000

Discussion:

- There is a consensus within the industry to enhance accessibility and attract and retain Idaho-based truck drivers.
- A pipeline needs to be built to facilitate outreach within the high schools. Truck drivers currently are eligible to drive intrastate at 18 years old and interstate at 21 years old.

Motion by Mr. Larson to recommend approval of the Idaho Trucking Association Industry Sector Grant in the full amount of \$242,000 to the Executive Committee. Second by Ms. Bradford. Motion carried.

## Company Information

---

**Question:** Business entity name

Idaho Motor Transport

**Question:** "Doing business as" entity name

Idaho Trucking Association

**Question:** Federal Tax ID Number

82-0130770

**Question:** Street address

---

3405 E Overland Rd Suite 175

**Question:** PO Box (If applicable)

3405 E Overland Rd S

**Question:** City

Meridian

**Question:** State

ID

**Question:** Zip code

83642

**Question:** Business website

[www.idtrucking.org](http://www.idtrucking.org)

**Question:** First name of person to be contacted about this application

Allen

**Question:** Last name

Hodges

**Question:** Job title

President/CEO

**Question:** Street address

3405 E Overland Rd Suite 175

**Question:** City

Meridian

**Question:** State

ID

**Question:** Zip Code

83642

**Question:** Email address

allenh@idtrucking.org

**Question:** Contact phone

208-342-3521

## Consortium

---

The applicant must be an employer or educational entity representing a consortium of at least three employer partners with a similar occupational training need. All members of the consortium will be required to complete a Memorandum of Understanding (MOU). A link to the grant MOU is provided below. Please upload all completed and signed MOU's by the consortium to this section of the application.

### [Employer Partner MOU](#)

**Question:** Please describe how employer partners are involved in the project and how they will engage with trainees who receive training.

Employee partners will be involved financially, also we will have at least one volunteer from a trucking company with the staff member engaging with the students at each school that participates in the truck simulator.

Some of the partners are Simplot, Doug Andrus Trucking, Litehouse, and Arlo G Lott Trucking to name a few. Some of these companies will have their own existing drivers complete further safety training, others will participate with High School Students by explaining to the students what careers are available to them and the process to pursue those careers.

**Question:** Do each of the industry partners pay at least \$12 per hour

Yes

No

**Question:** Please upload completed MOU here.

[ITA MOU for grant.pdf](#) (8/25/2021 9:16 AM)

## Project Overview

---

**Question:** Please provide a brief overview/executive summary of the training need(s), current/projected skills gaps, and what you're trying to accomplish with this project. (You are limited to 2000 characters for this section so please be concise.)

Currently there is a 60,000 drivers nationwide shortage in commercial truck drivers, it is predicted to double in the next 5 years. If we don't address this issue, farmers are already

having a hard time finding a driver at harvest, shelves in stores will not always be fully stocked, online orders will take longer to receive, and society will pay the price, we are already this year having a jet fuel shortage not because of the lack of fuel, but the lack of drivers is the problem. Governor Little had to issue an executive order on jet fuel recently just to fight forest fires.

This project is twofold, we will go to at least 20 schools each year throughout Idaho, career events and introduce students to trucking careers, in the 3 years of this project, our goal is to reach approximately 6000 students. There is a large disconnect with schools and good paying blue-collar jobs in the transportation industry. The simulator will also teach these students truck safety on the road and will also be used by members to retrain existing with defensive driving skills and driving issues which Idaho has an above average rating with fatalities involving commercial trucks. The projected number of drivers having their skills updated over the course of 3 years is 2000.

We have already tested this with the Idaho FFA students at one of their events with a loaned truck simulator and it was a huge success. Other students in other schools heard about it thru FFA students and couldn't wait until they were able to try it out, but we paused because we didn't want to keep asking to borrow a truck simulator and their staff.

The FFA with our relationship allows us access to teachers across the state in schools and their conventions. Another group that is supportive is the ALC Idaho, we would do events with them also. ITD is also encouraging this do to safety.

The simulator grant money would be used for the cost of the simulator, travel and wages for the person running the simulator.

**Question:** How will the project change and/or enhance the current landscape of Idaho's talent pipeline/development efforts.

There is nobody going out to these schools and showing these students that these careers are waiting for them, so this project would give them a sample of what it is like driving a real truck and other opportunities in transportation. Most first time drivers the average age is 35, because they were not aware of these opportunities, if you show them at the school level, they will be better informed of jobs that are waiting for them if they are interested in them.

**Question:** What specific skills training will be provided? Include any planned enhancements that will be made to current training.

Existing Drivers that use the simulator, they will learn defensive driving skills, they will learn other skills that affect driving like brake usage, speed usage in all different kinds of settings from cities to rural highways, they could be tested for snow, rain and other kinds of weather. This will improve the safety on Idaho roads for everyone.

Students by participating with the simulator will learn what it is like to drive a truck, this is as real as it can get without using a real truck. It will also test their skill set and give them confidence. Some of the students it creates an excitement also which leads them to seriously consider this as a career for them after being exposed to it. These students will have the opportunity for example to pick auto transmission or 18 speed manual, type of truck, could be a dump truck or a fuel truck to complete their turn on it.

**Question:** How will the project accelerate the pathway to a career for individuals being trained.

When a student completes participating with the truck simulator, we will give the student information on what is required to drive a truck including companies that will train, and truck driving schools in Idaho.

We will explain to them how long is the CDL training, any financial assistance available to them for training and what are the average wages to expect and what the first step for them would be to move forward depending on the type of trucking they are interested in. Other states have been doing this like Arkansas, Georgia to name a few with success.

**Question:** If training exists in the marketplace, describe why this project better meets employer and/or workforce needs.

Currently there are some companies that train, and truck driving schools, but the real issue is nobody is introducing these students to these careers, a large disconnect. This project will fill that void by giving them an opportunity to experience what it is like driving a truck, sitting in a real truck seat along with real truck instrumentation including a gear shift lever, then they will also be given direction on how to become a driver if they so choose to.

This project will also help out with training existing drivers annually to become safer drivers, this in turn lowers carriers insurance premiums which right now the insurance rates are crippling the trucking industry because of nuclear judgments in other states. Also in Idaho are fatality average is on the high side that involves commercial vehicles and that it would help to lower that fatality rate.

**Question:** Who will receive training from this project (examples – general public or current employees) and how will they be recruited?

The ITA is a member of the Idaho FFA, with that we have access to teachers at every school in the state to participate in education with students. So the students will be the primary goal. Trucking employers will know that we have the simulator available thru marketing and our website for current drivers to expand on their driving skills.

**Question:** Please describe any credentials that participants will obtain.

Students will receive info on the next steps to become a driver after completion of the simulator. Existing drivers will receive a certificate for completion that recognizes the training that they did on the simulator.

By having this certificate for existing drivers, it can be used in numerous ways, in case of an accident, they can show the court what they have done and their professional skills, it can be used to lower insurance premiums and it can lead to higher driver pay also.

**Question:** Who will provide the training? (Identify the entity that will provide training, the qualifications of the trainer(s), and location of training site.)

The manufacture of the simulator upon purchase will train a few individuals on the use of the simulator. We will have a dedicated safety staff member to run the simulator and do outreach, myself will be the back up individual for this project also.

**Question:** Where will the training be provided?

This truck simulator will be installed in a trailer, so it will travel throughout Idaho to schools, FFA events, and career events. The trucking industry for expanding drivers skills will be at our office in Meridian or at their facility. Employers not in the Treasure Valley can rent the simulator for training existing workers at their place of business. Employers will be charged a fee for the use of the simulator.

**Question:** Please provide a detailed description of why funding is needed for this project?

We are a nonprofit that relies upon member dues. Currently we cannot fund the entire project ourselves, we have stable funding and have served the trucking industry in Idaho since 1937. This project will include expanding our staff and outreach in a very large positive way. This simulator has all of the programs that we need to recruit new and train existing drivers. We wanted a simulator that would do a small truck all the way up to a class 8 truck with different configurations of trucks and trailers including all different kinds of driving scenarios from driving in Metro areas, Mountain Ranges, to Rural areas. We have the capitol for the trailer and a truck, but we lack the capitol for the simulator and a simulator is considered specialty equipment which is harder to receive bank financing for compared to hard assets like a trailer or a truck.

**Question:** Will tuition be charged? If yes, please explain.

The simulator will be free of charge for students attending events where ITA is performing outreach and career awareness. Employer will have access to the simulator for training existing drivers. Employers will be charged a fee that will go towards offsetting the cost of fuel, travel, and driver/trainer expenses. The fee will also go towards a future simulator. Simulators have a 5-7 year lifespan. Fees for training will be set aside by ITA over the next 5 years to assist with the purchasing of a new simulator. This is part of program sustainability.

## Training Schedule

---

Provide a quarterly training break-out for year one and year two. For year three show the number of planned NEW participants entering training and number of individuals exiting training for each course of training, for each quarter. Any example is provided on the provided training schedule.

### [Training Schedule](#)

**Question:** Please provide an anticipated project start date?

2/1/2022

**Question:** How many training sessions will be held during the 36 months of the grant?

School outreach and student conventions a minimum of 60, employer rented sessions are an estimate because this is new territory, but from other states that do this we estimate at least 36 sessions.

Other states like Arkansas Trucking Association have two simulators in a trailer that they use for outreach with students. They send industry representatives out with it to events and schools. Using a simulator is the best choice to connect with students for the following reasons, it is life like, it reaches more students in a timed setting versus a real truck and the other important benefit of a simulator is any student can participate, they could be 15, a freshman, but if it was a real truck we couldn't let them participate unless they were 18 and also an insurance issue, so that would disfranchise most students from participating in the outreach.

**Question:** Please upload Training Schedule form here. A link to the form is provided at the top of this section.

## Sustainability

---

The industry consortium will need to show if and how the project will be sustained past the grant period.

**Question:** Please describe if and how the project will be sustained past the grant period?

The industry rental, approximately \$250 an hr. will be put back into the project. We will set rental income aside for the future replacement of the simulator which has a life span of 5-7 years. We are also looking at an industry self imposed fee to support the student outreach after the 36 month grant period. We have already begun talks with Associated Idaho Loggers and Idaho Farm Bureau. The proposal that is in discussion with these two groups would be some type of safety fee imposed on trucking like they have in other states. If these groups and the ITA come to agreement we would lobby the legislators for this fee. Everyone is excited for this project and that it is needed and in turn our industry will support it. We are also looking into the future of selling sponsorships from manufactures and other parties involved in the industry.

## Project Outcomes

---

Grant objectives must have measurable results on an individual participant level. Employees or job candidates should learn new skills that were not previously available and gain enhanced skills that allow them to achieve to a higher earning level.

**Question:** Number of participants/incumbent workers who will receive classroom training?

6000.00

**Question:** Number of participants/incumbent workers who will complete classroom training?

2000.00

**Question:** Number of participants/incumbent workers who will receive structured on-the-job training?

2000.00

**Question:** Number of participants/incumbent workers who will complete structured on-the-job training?

0.00

**Question:** Number of individuals attaining some type of recognized credential, including

degrees, occupational licenses, industry certifications and/or Idaho SkillStack Badges.

2000.00

**Question:** Average wage for incumbent workers prior to training?

\$60,000.00

**Question:** Average wage for incumbent workers after training?

\$60,000.00

**Question:** Number of open enrollment individuals entering training-related employment within 30 days of training completion?

0.00

## Budget

---

The application must provide a detailed budget identifying the direct personnel costs, fringe benefits, equipment cost, facility costs and other identified costs to deliver this training. For each line item on the budget, provide the budget amount, a detailed narrative describing how the line item amount was determined, the necessity of the item to develop/deliver training, and whether the cost is supported by grant funds or partner match (cash or in-kind).

### [Budget Sheet](#)

**Question:** How else have you sought to fund this project?

We have not looked at other funding sources at this time

**Question:** Why do you think WDTF is a good source of funding for this project?

We believe this is the proper source of funding for this project because we are going to the students at schools, and we will introduce them to trucking careers and we will train existing drivers new skills which currently in Idaho is unhaveable to the trucking industry unless a company buys its own simulator.

**Question:** Please download the attached budget. Once completed, upload budget here. A link to the budget is provided above.

[Industry Sector Grant Budget Narrative and Expenditures - updated 3-20 \(3\).xlsx](#) (8/25/2021 12:24 PM)

## Tracking and Reporting

---

WDTF grant funds must be expended within a 36-month period. Award of funds will require the lead applicant/grant recipient to provide “skill training plans” for each job classification, identification of vendor training, training descriptions, skill attainments and costs. If the consortium provides internal training, the training must be a structured on-the-job training with a specific outline of the training curriculum, skills gained, expected outcomes and details on the effectiveness of the training.

**Question:** Entity responsible for tracking and reporting.

Idaho Trucking Association

**Question:** Contact Person First Name

Allen

**Question:** Contact Person Last Name

Hodges

**Question:** Job Title

Presidnet/CEO

**Question:** Contact Phone

12083423521

**Question:** Email Address

allenh@idtrucking.org

**Question:** Street Address

3405 E Overland Rd Suite 175

**Question:** City

Meridian

**Question:** State

ID

**Question:** Zip Code

83642

## Organizational and Fiscal Capacity

---

The grant recipient – either the lead applicant or the training provider identified above – must have the organizational and fiscal capacity to track funds and safeguard spending.

**Question:** Please provide a short summary outlining your organizational capacity to complete this project?

The ITA has already been doing this outreach with a loaned simulator, it is a proven success, we have back up staff and volunteers in place for the outreach and training of drivers.

**Question:** Please describe the grant recipient’s accounting structure, job titles, and qualifications of staff responsible for fiscal actions.

The ITA has a board of directors including an executive board. The executive board consist of a chairman, Vice Chairman, and Secretary/Treasure, The President/CEO is responsible for managing the association which includes financial reports to Treasure along with Epic Accounting who reconciles accounts for the ITA monthly.

**Question:** Please provide a statement from the entity’s independent auditing firm regarding the entity’s most recent fiscal audit to include a statement of any audit findings. The application may be rejected if audit findings exist. Attach signed statement here.

[ITA Grant Letter Epic.pdf](#) (9/1/2021 10:58 AM)

## Terms and Conditions

---

### [Terms and Conditions](#)

**Question:** I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No