



QUINLAN
SCHOOL of BUSINESS

Addressing the Skills Gap for a Growing Metropolitan Economy: Featuring CDL & Selected TDL Workforce Reports in the Chicagoland Area

TYLER CARROLL

MARQUE MACON

ALEXANDER STOLL

The Opportunity

SINC has identified two work force development opportunities in the transportation industry in the Chicagoland area for review and analysis:

Shortage in the TDL Workforce

- Supply Chain Value Center students conducted research and captured valuable information including an assessment of the capacity and output of academic institutions, as well as a comparative analysis of industry employment demand.

Shortage in the CDL Workforce

- Students also conducted research and captured valuable information pertaining to CDL programs in Chicagoland, specifically in the following areas:
 - Assessing the frequency of program offerings;
 - Reviewing class capacity;
 - Program completion rates;
 - Job placement data; and
 - Attempts to quantify the existence and magnitude of CDL skills in the Chicagoland region.

The Process

Conducted Surveys of different companies and institutions



Acquired contact info for companies/institutions via Loyola University Chicago



Some difficulty acquiring survey responses from academic institutions—utilized email and phone to reach appropriate parties for responses



CHICAGO COOK
WORKFORCE PARTNERSHIP

- Identified 8 TDL job classifications that are high priority for Chicago and Cook County
 - Shipping and Receiving Clerks
 - Aircraft Mechanic
 - Cargo and Freight Agents
 - Bus Driver
 - Diesel Mechanic
 - Dispatcher
 - Truck Driver
 - Auto Repair

Project Scope

TDL

- Dispatchers
- Shipping & Receiving Clerks
- Cargo and Freight Agents

CDL

- Truck Drivers

TDL Statistics

57% of respondents indicated that they recruit their TDL talent from four and two-year universities.

29% noted that they primarily used outside hiring services to fill their vacancies. Other responses included hiring via referrals or using a hybrid mix, depending on the particular role.

72% of respondents stated that incoming hires for TDL related positions had been moderately well prepared to handle the responsibilities of the new role.

Consistency amongst nearly all companies when asked about how frequent they went about recruiting talent for TDL positions. The overwhelming response was “daily” or “regularly.”

Varied responses when asked where recruitment was conducted for their vacant TDL positions.

- 50% hire from within the Chicagoland area, 50% indicated that they looked elsewhere.
- Particular areas mentioned from out of Cook County included elsewhere in the Midwest region, nationwide, & international.

TDL Findings

TDL sector is growing

- Growth rate projected to be 4% for the next five years
- **5,500** jobs have been created which is 13% of all middle class online job postings

Olive Harvey was found to be the best school for TDL accreditation

- In 2014, they had 3,795 students in a TDL program which was 32% of total enrollment at the school
- They have a career center dedicated to their TDL students which hosts a TDL expo

CDL Findings

Discrepancy based on who local companies look to hire and the big freight companies

- Local companies recruit drivers who have a minimum of 6 months of experience
- Large freight companies will hire new graduates

Most CDL schools do not actively recruit students to come to their program

- Most of the marketing is done by word of mouth or through their website

Driving Schools that have an alliance with community colleges have experienced max capacity and better job placement rates (COD)

Differences in Class Structure between schools that are paired with community college and those that are independent

- Semester or scheduled classes (Joint venture)
- Self-Study (Independent)

TDL Recommendation

Recommendation	Level of Difficulty
Expand the TDL program within and outside Olive Harvey	Most
Create greater coordination amongst local employers and city-run workforce organizations such as the Chicago Workforce Partnership	Moderate

CDL Recommendation

Recommendation	Level of Difficulty
Address the Federal Law that does not allow those under the age of 21 to drive outside state lines	Most
Community Colleges and Independent Driving Schools pair up to increase their CDL outreach and capacity	Moderate