



EXPERIENCED ASSOCIATES
MITIGATING SKILLS SCARCITY

Mitigating the Professional Truck Driver Shortage

Program Objectives



EXPERIENCED ASSOCIATES

- Compile a global register of skilled, experienced, exceptional, and thoroughly screened professionals who want long-term jobs in the USA.
- Compile a register of US companies who require such expertise and who are willing to act as visa sponsors and future employers.
- Construct an information pipeline that links these professionals and US companies so they can engage with each other.
- Formulate, agree and jointly manage the talent flow and on-boarding process, to every stakeholder's benefit and delight.



EB-3 ("*Green Card*") Program



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- The EB-3 is an employment/merit-based immigrant visa category for permanent residency.
- DoL has issued over 400 Tractor-Trailer Driver PERMs since first one issued in September 2010.
- Initial Green Card is valid for 10 years, & is renewable.
- Three principal application phases to be completed:
 - Apply for Permanent Labor Certificate from US DoL
 - File Immigrant Visa Petition with USCIS
 - Apply for Immigrant Visa from US Dept. of State via foreign consulate
- Application process is 14 to 16 months if no delays encountered.



Driver Associate Profile

- Comprehensively verified experience, generally in excess of 10 years
- Screened according to FMCSA requirements, including:
 - Verified conversational English language proficiency
 - Driver license verification
 - Driving history report
 - Criminal record check
 - Occupational medical and pre-employment physical function screening
 - Hair follicle 5-panel plus extended opiates drug testing (17 panel optional)
 - Employment verification reports
- Highly motivated as focused on future opportunities
- Committed to success as many aspire to be owner-operators



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Professional Truckers Are Like Diamonds



- Top quality diamonds are scarce and require investment, time and tireless search to find
- Can't be judged by first appearances
- Come in many shapes, sizes, colours and flaws
- Require close examination to determine actual quality and value
- Each and every diamond has its own unique character
- Top quality specimens are highly prized and protected
- Are a long-term investment
- Are created under intense heat & pressure over a long time
- Usually found in diamond pipes that lead to the Earth's surface
- South Africa is a world leader in the supply of gem-quality diamonds
- Industrially-produced Cubic Zirconia may have similar properties but are nowhere near as valuable or sought-after
- Geologists are forecasting a shortfall of supply in the coming years



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Driver Associate Self-Portraits

Click icons for YouTube video
introductions



NEL, Vickus



GERTSE, Colin



MABELANE, Paulus



DAVIDS, Ashley



KEMP, Gerhard



MNGADI, Ronald



UYS, Pieter



JOSHUA, Mark



SOUTHGATE, Sydney



HENN, Etienne



OOSTHUIZEN, Andre



OOSTHUIZEN, Riaan



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Schneider National Testimonials



"Tremendous asset to help move freight. Their safety record and work ethic was phenomenal..."

Josh: Operating Center Manager

"An overwhelmingly successful program..."

Greg: Driver Services Manager

"A lot of fun and great attitude. Taught me a lot about trucking."

Karen: Driving Instructor

"Did a phenomenal job: safe driving, understanding risk mitigation, and embraced our curriculum."

Tom: Safety & Training Manager

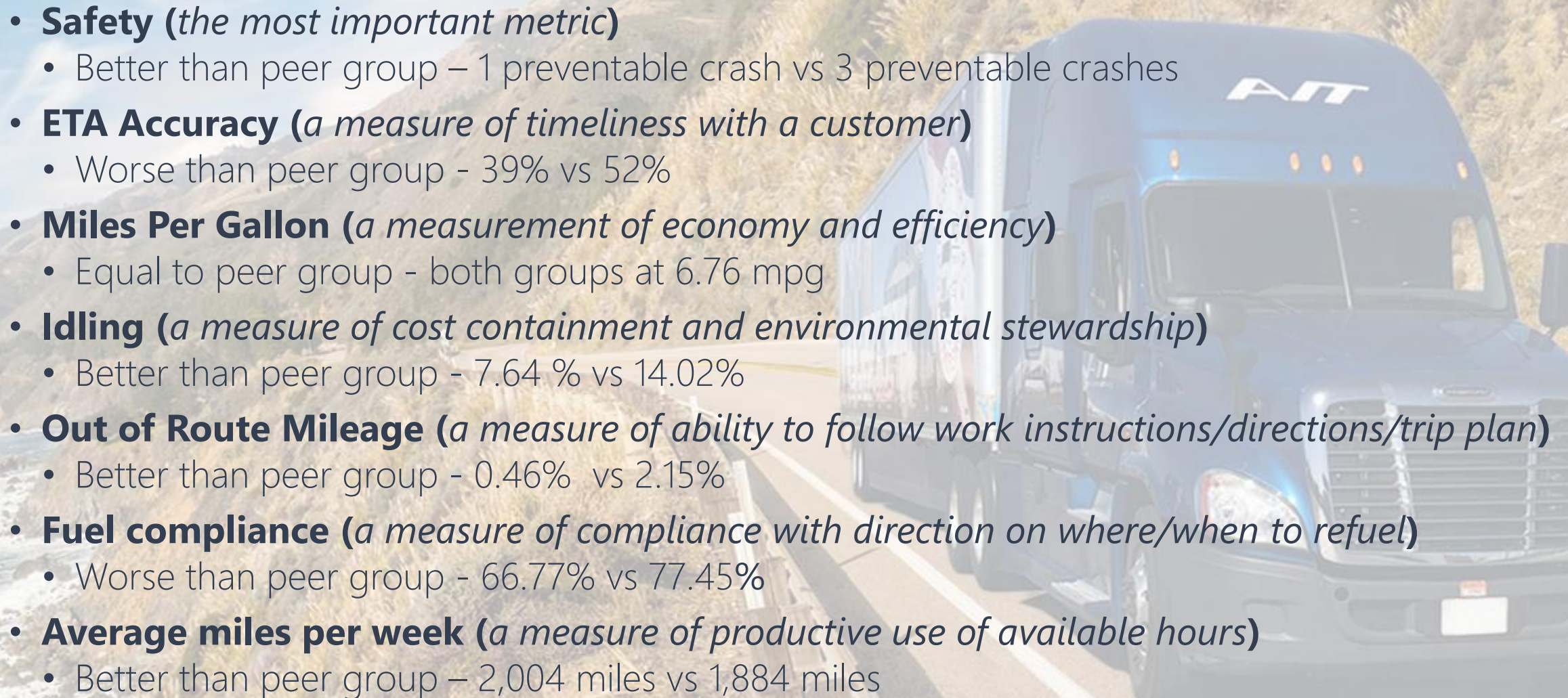


Click on icon to watch YouTube video testimonials

Key Performance Metrics vs Schneider Graduate Peers (*Within 90 days of hire*)



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- **Safety** (*the most important metric*)
 - Better than peer group – 1 preventable crash vs 3 preventable crashes
 - **ETA Accuracy** (*a measure of timeliness with a customer*)
 - Worse than peer group - 39% vs 52%
 - **Miles Per Gallon** (*a measurement of economy and efficiency*)
 - Equal to peer group - both groups at 6.76 mpg
 - **Idling** (*a measure of cost containment and environmental stewardship*)
 - Better than peer group - 7.64 % vs 14.02%
 - **Out of Route Mileage** (*a measure of ability to follow work instructions/directions/trip plan*)
 - Better than peer group - 0.46% vs 2.15%
 - **Fuel compliance** (*a measure of compliance with direction on where/when to refuel*)
 - Worse than peer group - 66.77% vs 77.45%
 - **Average miles per week** (*a measure of productive use of available hours*)
 - Better than peer group – 2,004 miles vs 1,884 miles
- 

Benefits to U.S. Sponsors



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- **Driver Retention is a Growing Competitive Advantage**
 - Employment stability builds reliability, reputation and internal systems familiarity, leading to improved customer service levels.
- **The USA Truck Driver Workforce is Not Adding New Drivers**
 - This program provides access to global pools of experienced driver associates
- **Demand for Drivers Will Continue to Grow**
 - Longer term participation will build Sponsor carrier's reputation & increase appeal of working for the company in minds of foreign drivers



Benefits to U.S. Sponsors



EXPERIENCED ASSOCIATES



- Recruiting New Drivers Costs More Than Retaining Them
 - American Trucking Associations' June 2018 report puts driver turnover at 94%
 - Driver iQ 2018 survey reports average cost of turnover per driver is more than \$11,500
 - Stability from 24-month contract has overt, tangible cost reduction opportunities
 - Foreign driver associates willing to consider 36-month contracts under certain circumstances

Freightliner Cascadia Opportunities

(What can be done with \$150,000)



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	Weekly	Monthly (4 wks)	Annually (50 wks)	Biennially (100 wks)	Triennially (150 wks)
Revenue per Freightliner Truck	\$4 000	\$16 000	\$200 000	\$400 000	\$600 000
Operating profit per Freightliner	\$500	\$2 000	\$25 000	\$50 000	\$75 000
Revenue from Foreign CDL-holders	\$56 000	\$224 000	\$2 800 000	\$5 600 000	\$8 400 000
Operating profit from Foreign CDL-holders	\$7 000	\$28 000	\$350 000	\$700 000	\$1 050 000

What Experienced Associates Will Do



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- Jointly define driver associate requirements & sign recruitment agreement
- Jointly develop, implement & manage the foreign recruitment campaign
- Conduct preliminary screening of *Candidates* to identify *Qualified Individuals*.
- Co-ordinate Skype or telephonic interview between *Qualified Individuals* & US Sponsor's recruiters. Obtain signed contracts upon mutual agreement
- Apply for Permanent Labor Certificate from Department of Labor
- Submit Immigration Visa Petition to USCIS
- Coordinate the documentation and preparation required for an interview at US consulate
- Jointly with US Sponsor, coordinate relocation to US. Key priorities include travel bookings, temporary accommodation, SSA registration, bank accounts & CDL qualification.

What the Program does not do

- Does not provide an “overnight” increase in Sponsor’s workforce
 - Timeframe to have in mind is 14 to 16 months
- Does not provide skilled professionals at below market rate
 - DoL issues a Prevailing Wage Determination stipulating the minimum wage
- Neither legalises nor condones employment of undocumented professionals
- Delegation of duties to Experienced Associates does not absolve US Sponsors from participation



THANK YOU FOR LISTENING



ANY QUESTION???



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Thank you for your time and attention! To learn more, contact me,
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