



Job Title: Truck Driving Trainer

Reports To: Director / Program Coordinator, Training Institute

Department: Training Institute

Location: State Center Community College District – Herndon Campus or designated driving site

Employment Type: Part-Time / Hourly (Not to Exceed)

Wage Rate: \$55.86–\$81.80 per hour (Trainer Level VI–X, depending on experience and qualifications)

POSITION SUMMARY:

The State Center Community College District's **Training Institute** is seeking skilled and safety-focused **Truck Driving Trainers** to deliver high-quality classroom and hands-on instruction in its **Class A Commercial Driver License (CDL) training program**. Trainers are responsible for teaching both **Entry-Level Driver Training (ELDT) Theory** and **Behind-the-Wheel (BTW)** instruction to prepare students for the California CDL Class A licensing exam.

This position emphasizes **safety, compliance, and job readiness**, combining classroom lessons on FMCSA/DOT regulations with practical instruction in pre-trip inspection, basic control skills, public road driving, and simulator exercises. The ideal candidate will have extensive industry experience, a valid Class A CDL, and a strong commitment to student success and workforce development.

The **Training Institute** accepts applications continuously to build a pool of qualified CDL trainers for future cohorts. **Trainer Level (VI–X)** placement is based on driving experience, instructional skill, and program leadership contributions.

KEY RESPONSIBILITIES:

Instruction & Student Training

- Deliver classroom instruction covering vehicle systems, hours-of-service, trip planning, defensive driving, and California CDL testing standards.
- Provide hands-on training in all phases of the CDL curriculum, including pre-trip inspections, basic control skills, coupling/uncoupling, and on-road driving.
- Adapt teaching methods to accommodate diverse learning styles and experience levels.
- Conduct simulator training and skills reinforcement as needed to prepare students for real-world conditions.

Test Preparation

- Prepare students for the **California Class A CDL skills and knowledge exams**, ensuring they understand state and federal regulatory requirements.
- Instruct students on proper **truck and trailer inspection procedures**, basic control skills, coupling/uncoupling, and real-world driving scenarios.

Safety & Compliance

- Maintain strict adherence to **FMCSA, DOT, and California DMV** safety and testing regulations.
- Enforce all safety protocols during yard and road training sessions, ensuring student and equipment safety.
- Evaluate student readiness before transitioning to advanced maneuvers or on-road driving.
- Maintain up-to-date knowledge of regulatory requirements and industry standards.

Equipment & Yard Management

- Inspect and prepare training vehicles daily to ensure they are clean, fueled, and compliant with DOT inspection standards.
- Report any mechanical or safety issues promptly.
- Assist with equipment scheduling, simulator use, and coordination of training sessions and DMV testing appointments.

Student Mentorship & Evaluation

- Track and document student attendance, progress, and skill development.
- Provide consistent, constructive feedback to help students strengthen driving skills and professional habits.
- Support students in CDL test preparation and job readiness, including industry expectations and safety culture.

Program Collaboration & Quality

- Collaborate with fellow trainers and program staff to maintain consistency and quality in course delivery.
- Participate in instructional meetings, refresher sessions, or professional development as scheduled.
- Mentor new trainers or assistants when assigned and contribute to continuous program improvement.

MINIMUM QUALIFICATIONS:

- **License:** Valid **California Class A Commercial Driver License (CDL)** with a clean driving record and a current DOT medical card.
- **Experience:** Minimum of 5 years of recent Class A driving experience; prior instructional or training experience preferred.
- **Certifications:**
 - Must meet California DMV qualifications to instruct CDL students.
 - Completion of a Driver Trainer or Instructor Certification Program preferred (e.g., PTDI, CVTA, or DMV-approved).
- **Education:** High school diploma or GED required; completion of a CDL or commercial driving training program preferred.
- **Knowledge:** Familiarity with **FMCSA, DOT**, and California DMV regulations and testing procedures.

REQUIRED SKILLS AND ABILITIES:

- Proficient in both classroom theory and hands-on CDL training for manual and automatic transmissions.
- Knowledge of current **trucking industry trends, logbook/HOS rules, and defensive driving techniques.**
- Strong communication and interpersonal skills; able to motivate and support adult learners.
- Deep understanding of safety, compliance, and industry best practices.
- Ability to assess and adapt to student performance and learning needs.
- Physical ability to climb into truck cabs, conduct inspections, and work outdoors for extended periods.

OTHER REQUIREMENTS:

- Must be available for flexible scheduling, including early mornings, evenings, and weekends as needed.
- Must pass a background check and drug screening in accordance with DOT and SCCCDC policy.
- Must maintain a valid CDL, medical card, and any required certifications while employed.
- Must be able to travel to designated training and DMV testing sites.

TRAINER LEVEL PLACEMENT (VI-X):

Trainer level and hourly rate will be determined based on:

- Total years of commercial driving and/or instructional experience
- Demonstrated teaching effectiveness and professionalism
- Instructor certifications or endorsements
- Leadership contributions to program delivery and safety standards

TO APPLY (Continuous Pool):

The **Training Institute** accepts applications on a continuous basis to build a pool of qualified Truck Driving Trainers. Candidates who meet the minimum qualifications, based on their submitted resume and cover letter, will be **selected for an interview** and may be asked to deliver a **sample teaching demonstration or driving evaluation**.

Submit the following to:

- frank.nunez@sccd.edu
- daniel.griffith@sccd.edu

Required application materials:

- **Resume**
- **Cover letter** describing relevant Class A driving, training experience, and instructional qualifications
- **Copies of current licenses, certifications, and medical card**