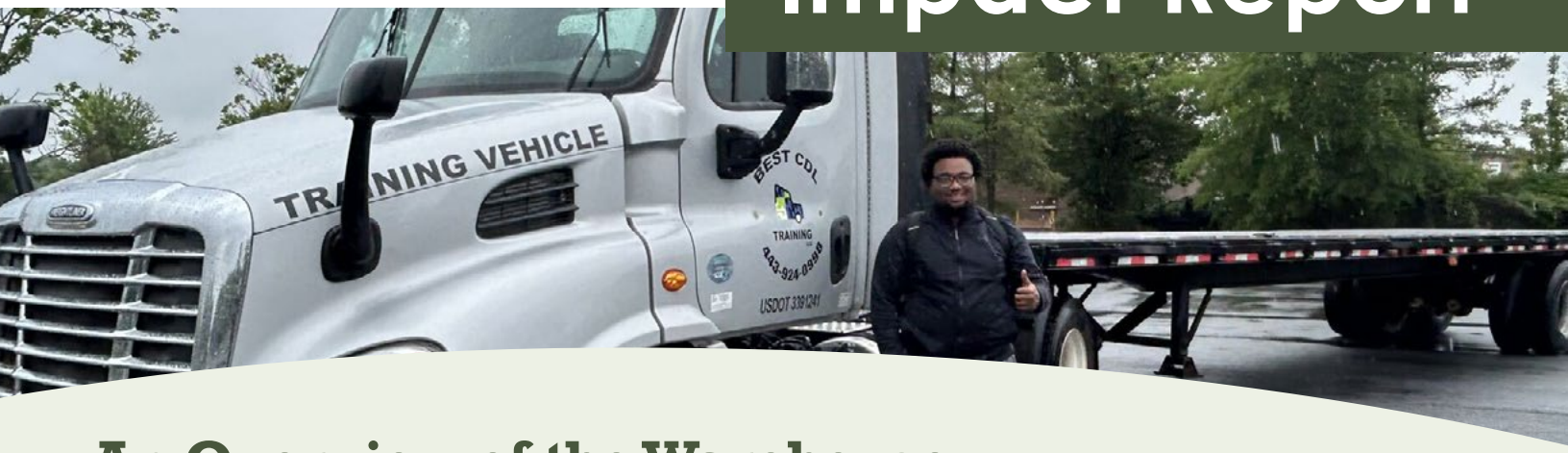
JUNE 2025 - MAY 2026

ANNE ARUNDEL COUNTY
LOCAL WORKFORCE DEVELOPMENT BOARD

Transportation Collaborative
Impact Report



An Overview of the Warehouse & Logistics Collaborative

The Warehouse & Logistics Collaborative brings together businesses from across the region in warehousing, distribution, transportation, supply chain operations, fulfillment, and related industries, along with workforce, education, and economic development partners.

Through quarterly roundtables and ongoing collaboration, members identify workforce challenges and develop practical, employer-driven solutions to:

- **Strengthen the regional talent pipeline**
- **Address recruitment, retention, turnover, and advancement**
- **Identify in-demand skills, credentials, and training**
- **Develop customized training, work-and-learn opportunities, internships, and apprenticeship pathways**
- **Prepare for worker retirement and the loss of institutional knowledge**
- **Promote career pathways, advancement opportunities, and competitive wages**
- **Connect businesses with workforce initiatives, education, funding, and other resources**

With thousands of regional job openings and experienced workers approaching retirement, the Collaborative provides a forum for businesses to work together on solutions that support business growth and strengthen the regional economy.

1 CONNECT — 2 COLLABORATE — 3 ADVANCE

Addressing Workforce Challenges

At its January roundtable, the Warehouse & Logistics Collaborative identified several common workforce challenges, including:

Transportation & Access

- Difficulty finding candidates with valid driver's licenses, clean driving records, and reliable transportation
- Limited public transportation, cross-county commuting, and nontraditional work schedules

Technical Skills

- Gaps in computer literacy, warehouse systems, scanners, inventory software, documentation, and equipment operation
- Limited capacity among small and mid-sized businesses to provide extensive in-house training

Workplace Readiness

- Employers emphasized reliability, attendance, adaptability, critical thinking, communication, and willingness to learn
- Frequent absences, particularly during the first 90 days and peak workdays, create operational challenges
- Resistance to new technology may reflect limited exposure or confidence rather than unwillingness

Employers expressed strong interest in industry-specific training, apprenticeships, on-the-job training, and shared training models with flexible scheduling and funding.

Showcasing Business Services



At the April roundtable, Anne Arundel Workforce Development Corporation (AAWDC) highlighted business services available through the local system, including customized training, recruiting assistance, hiring events, labor-market information, career mapping, layoff assistance, veteran services, and connections to resources. Members also explored Registered Apprenticeship as a strategy to build talent pipelines, reduce turnover, increase productivity and safety, and support succession planning.

Recruiting

15	381	168	19	15
POSITIONS POSTED	APPLICANTS	REFERRED TO BUSINESSES	INTERVIEWS	OPEN POSITIONS FILLED

Training (by Occupation)

21	21	21
TRAINED	COMPLETED TRAINING	CREDENTIALS OBTAINED

15 TOTAL EMPLOYED



3 PARTICIPANTS CDL - B

$27.95 AVERAGE STARTING WAGE PER HOUR

DATA FROM: 06/01/2025-05/31/2026

FEATURED COLLABORATIVE PROJECT





Driving Careers Forward

CDL Training Creates Pathways to Opportunity

AAWDC's EARN Transportation CDL initiative is helping local residents gain the skills, credentials, and industry connections needed to pursue careers in commercial driving. The initiative combines training, career coaching, supportive services, and employment connections to help participants overcome barriers to entering the industry.

From July 2021 through May 2026, 104 participants entered the program. 85 completed CDL training, and 83 earned their CDL - a 98% credential attainment rate among training completers. Of those participants, 70 secured employment, with more than 87% working in transportation-related positions and earning an average starting wage of $28.16 per hour (approximately $58,600 annually for full-time work).

A key partner in this work is Best CDL Training, which provides technical instruction and behind-the-wheel preparation while AAWDC provides recruitment, funding, supportive services, and employment connections. Together, AAWDC and Best CDL are helping residents build sustainable careers while strengthening the pipeline of qualified commercial drivers for local businesses.

Shifting Gears: A Brighter Future as a Local Truck Driver

After eight years as a driver, Anne Arundel County resident and veteran D. Bottiger was ready for a change. His most recent role involved approximately 180 deliveries per day - a physically demanding job that was taking a toll on his health.

Through AAWDC's EARN Transportation Program, Bottiger worked with a Career Coach to explore career options, develop a resume, and pursue his CDL-A - an opportunity which offered better wages and less physical strain. With training funded through the EARN Transportation Grant, he successfully completed CDL-A training at Best CDL.

After earning his license, Bottiger continued working with his Career Coach to target local driving opportunities. His persistence paid off when he was hired by LGX Services as a full-time local truck driver.

ARE YOU INTERESTED IN JOINING THE WAREHOUSE & LOGISTICS COLLABORATIVE?

Please reach out to us at *transportation@aawdc.org*.

AAAWDC's Services are funded in part by federal funds. Please visit www.aawdc.org/fundingsource for the current program year funding levels. AAWDC is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities, call the Career Center or Maryland Relay 711, 72 hours in advance or email CareerCenter@aawdc.org to request reasonable accommodations. Translation Services are available upon request.