

TRAINEES

Who We're Targeting

Applicants MUST have graduated from a verifiable TDS within the last 12 months and do not yet have 3 months of driving experience.

Hiring Areas:

Same hiring area as their OTR positions. They'll just have to travel to Tontitown, AR for onboarding.

How the Process Will Work

You will continue using the same application process you currently follow. The application will be sent to your assigned PAM representative. They will then reassign it to another PAM team member who will work the applicant through the remainder of the process.

All updates regarding student applicants will come through a different contact (other than Barbara) and they will provide updates as consistently as possible.

Student Program Overview

Once approved, each student will attend a minimum 7-day onboarding class in Tontitown, AR. During onboarding, they will:

Be introduced to PAM and meet key department representatives

Complete a skills evaluation to ensure they meet driving expectations

Receive additional training if needed

Each receives a \$100 stipend for food.

We will make every effort to pair students with a mentor directly after onboarding.

Mentor Training

Minimum of 10 days

Paid \$75 per day

After the mentor signs off, the student will be sent to an onboarding location for:

Backing evaluation

Pre-trip inspection

Road test
We can invoice once the driver completes their first dispatch with a mentor.
Once approved by Safety, they will be upgraded to a 1st Seat position and assigned to their OTR division.