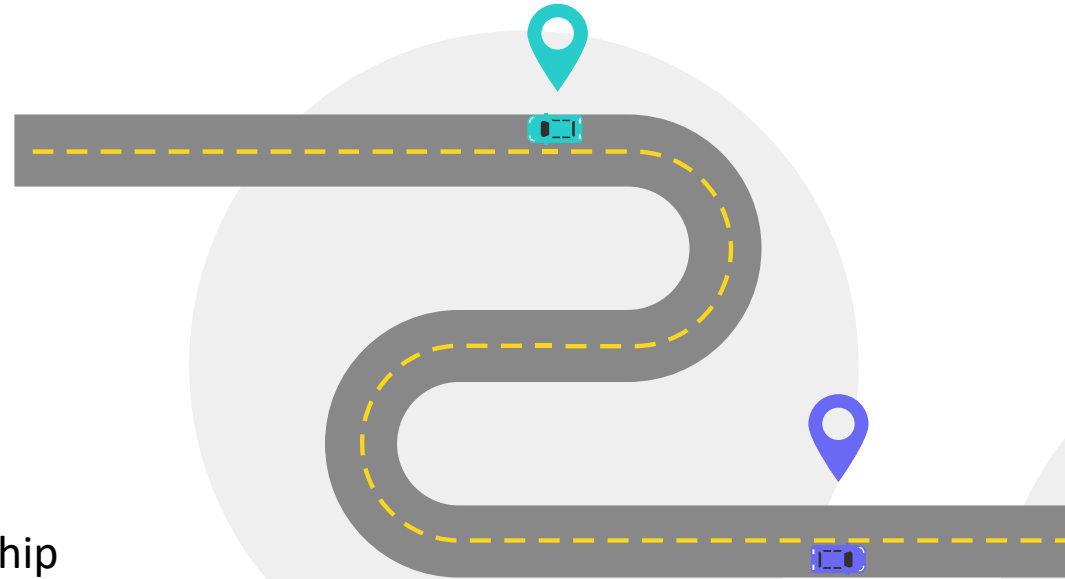


# Finding a New Way

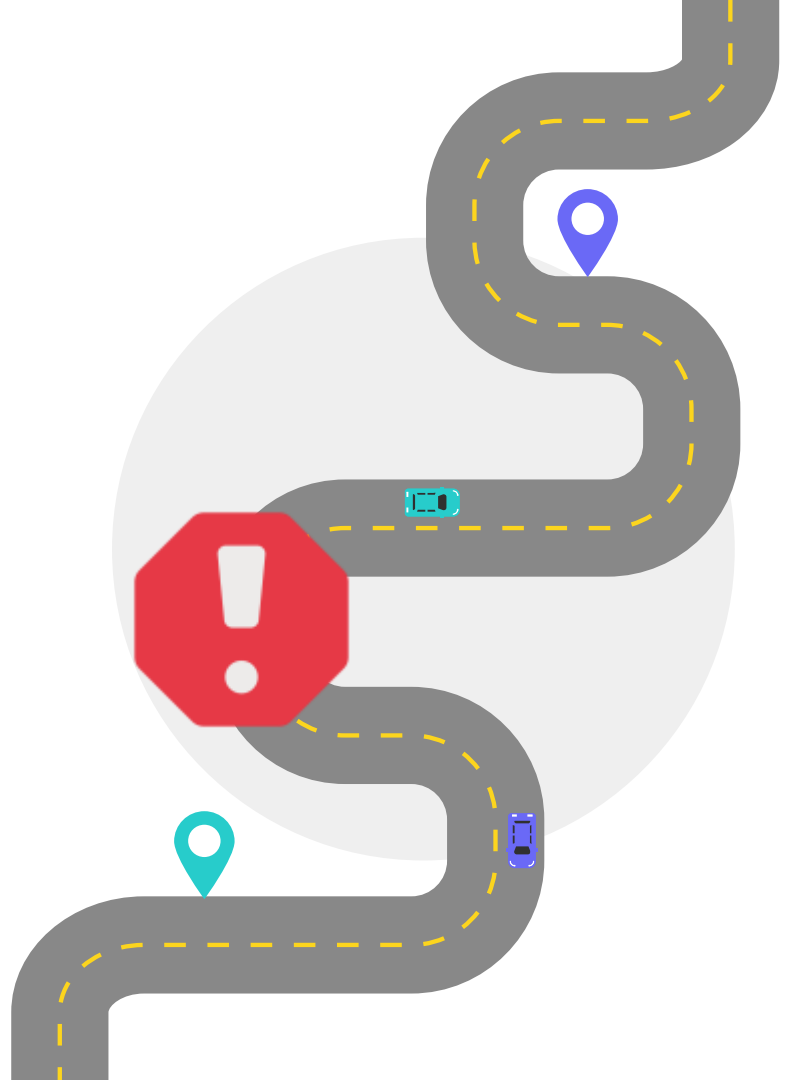
The City of Albuquerque's Partnership  
With Workforce Solutions & CNM



**ONE**  
**ALBUQUE**  
**RQUE** solid waste

# The Roadblocks

- Uneven pay structure when compared with private companies
- Difficult hiring process – high experience requirements
- Staff shortages
- Not enough money!



# The Process



01

## Application

Documentation Collection  
Student Selection  
WIOA Paperwork  
→ CNM Registration



02

## Online Theory

All CNM Modules online  
Weekly Study Groups  
→ Obtain CDL Driver Permit



03

## Driver's Training

Held at CNM  
12 – 14 Sessions  
Schedules provided to Managers  
→ Obtain Class B CDL

# The Benefits



## Cost Effective

This program has created a sustainable, cost-effective way for our department to provide CDL training for our employees.



## Morale Boost

New training opportunities bring increased employee morale. We have seen measurable increases in employee excitement.



## New Drivers

With this program we will be able to add approximately 18 new CDL drivers per year to our workforce.



## Career Path

Prior to the program, there was no internal way for our laborers or landfill attendants to move up within the department.