

White Cap Finds Success with Innovative Driver Development Program



White Cap continues to be an industry-leading company by focusing on the growth and development of all associates. Initiatives like the **Driver Development Program** are designed to develop the most knowledgeable and experienced associates in the industry.

The program was created to teach new CDL drivers the White Cap standards for safety and service to help counter a national shortage of qualified drivers. Individuals who enter the program with less than one year of CDL driving experience receive a Mentor Driver – an Experienced White Cap CDL driver who has met established requirements. Over several weeks, Mentor Drivers evaluate and coach new drivers to become safe, experienced, and dependable.

White Cap Director of Operations **Kevin Pierce** said the program has allowed White Cap to unlock a new talent pool in a driver market that is expected to remain tight.

“In an environment with multiple headwinds, including a severe shortage of drivers and a dire need to put only the best, safest, most qualified drivers behind the wheel of White Cap trucks, the Driver Development Program is truly a win-win to benefit everyone, including our field teams and customers,” Kevin said.

To White Cap Senior Transportation Manager Cyndy James, the value of having an experienced Mentor coaching new CDL drivers cannot be understated.

“There is such an incredible opportunity to transfer knowledge, learn how to handle tricky situations, and build relationships with our customers,” said Cyndy. “Mentors help keep their trainees safe by always stopping, coaching and evaluating decisions related to their driving. The experience builds a sense of trust that speaks to our core values.”

In 2022, 34 new drivers graduated from the Driver Development Program and six new drivers are currently enrolled in the program. According to Kevin, after just one year, around five percent of White Cap’s CDL drivers are graduates of the program, and he expects even more growth in the coming years.

White Cap continues to look for innovative ways to champion the growth and development of all our associates. If you are interested in a career at White Cap, learn more [here](#)!

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