

AFRICAN AMERICAN  
WOMEN TRUCKING  
ASSOCIATION



Edition 1:  
2025-2026



# BREAKING BARRIERS:

THE FUTURE FORWARD  
WORKFORCE PROGRAM

A Workforce Readiness & Career Launch Initiative

[www.aawta.org](http://www.aawta.org)

**Format:** Hybrid (In-Person + Virtual Option Available)

**Location:** The Power Hub – Decatur, GA

**Program Duration:** 8-12 Weeks

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# Driving Change Through Purpose



## EXECUTIVE SUMMARY:

The "**Breaking Barriers: Future Forward Workforce Program**" is an **8-week**, high-impact workforce development initiative—including **women, returning citizens, and BIPOC communities**—with *career-ready skills, certifications, and business training in transportation, logistics, and compliance-driven industries*. The program integrates mentorship, wellness support, and Trucking & logistics education, offering a guided pathway to career development and advancement. Hosted at **The Power Hub in Decatur, GA or our Virtual Classroom** this hybrid model also includes accessibility for expanded reach.



## ABOUT AAWTA:

The **African American Women Trucking Association (AAWTA)** is committed to empowering individuals from all backgrounds to succeed in the transportation, trucking, and logistics industries..

AAWTA is dedicated to ***advancing career opportunities in transportation and logistics while developing programs that serve youth, returning citizens, and second-chance individuals.*** Through mentorship, training, and reentry support, we are building pathways to ***career development and long-term industry impact.***

**"FUELING FUTURES IN TRANSPORTATION."**



## OUR MISSION:

The mission of the **African American Women Trucking Association (AAWTA)** is to empower and support **African American women, women of color, men, and our diverse membership community** through workforce development, education, and advocacy.

# Program Overview:



## PROGRAM DESCRIPTION

Program is an immersive **8-12 week training** and career advancement initiative designed to prepare underserved individuals for success in high-demand industries. The program delivers real-world skills, certifications, and holistic personal development through a hybrid learning model—combining in-person instruction at The Power Hub with flexible virtual sessions and one-on-one coaching support.



## Breaking Barriers: The Future Forward Workforce Program .

**Breaking Barriers: The Future Forward Workforce Program** is a high-impact workforce development program designed to equip individuals with **non-traditional in-demand skills industry knowledge, certifications, and holistic career support**. Over **8 to 12 weeks**, participants receive guided instruction, mentorship, and career placement assistance, preparing them to enter and thrive in high-growth industries like transportation, logistics, and supply chain.

Ideal candidates include **adult learners (18+), women, returning citizens**, and **those seeking a second chance or new direction in life**. Participants leave empowered with real-world skills, industry education, resources connections, and a plan for long-term success. Key focus are:

### A. CDL & Transportation Training

- CDL & Non CDL 101 Trucking Transportation & Equipment Identification
- DOT Compliance & Safety Protocols
- Behind-the-Wheel Expectations

### B. Dispatching & Brokerage Operations

- FMCSA Regulations & Load Board Navigation
- Rate Negotiation & Client Communication
- Back-Office Set-Up & Invoicing Tools

### C. Wellness, Compliance & Mental Health

- Industry Health & Safety Wellness
- DOT Health Standards & Drug Testing
- Stress Management & Road Wellness Practices

### D. Entrepreneurship & Business Readiness

- EIN Setup, Licensing & Business Credit
- Owner-Operator & Carrier Startup Foundations





# 8-Week Agenda At-A-Glance

## Weeks 1–8: Foundational Industry Knowledge & Skill Building

**The Breaking Barriers: Future Forward Workforce Program** provides a comprehensive foundation in transportation, trucking, and logistics. During the first eight weeks, participants will learn the essential skills needed to **pursue a career as a CDL driver, Owner Operator, dispatcher, or freight broker** — while gaining the industry knowledge necessary to make an informed decision about which career path best aligns with their goals. The training combines technical instruction with real-world preparation to ensure success, **whether students choose to pursue CDL or non-CDL driving, dispatch operations, or freight brokering**. Participants will experience a transformative learning journey that integrates technical training, career mentorship, business readiness, and wellness resources.

The curriculum is structured around **four core tracks** — CDL & Transportation Training, Dispatching & Brokerage, Health and Wellness and Business Readiness, Risk Management and — all designed to meet immediate workforce needs while laying the foundation for sustainable, long-term success.

## Weeks 9–12: Certification Preparation & Career Launch

In the final four weeks, participants will focus on earning certifications and securing placement assistance in their chosen career field.

**Format:** Hybrid (In-Person + Virtual Option Available)

**Location:** The Power Hub – Decatur, GA

**(1)** Class Session per week | Weekly Coaching & Planning session

This balances content delivery, practical learning, and availability for those with other commitments.

**Class Times** (Flexible Based on Delivery Format):

- Evenings (6:00 PM – 8:00 PM) — Ideal for working adults | Virtual | Hybrid

**Total Hours: 48-68 hrs**

Approx. 4–6 hours per week, including coaching and self-paced assignments.

\*Select your career route at the end of (8) weeks.

\*\*Additional fees Apply



## 8-WEEK AGENDA AT-A-GLANCE

**Week 1:** Orientation & Goal Setting | Industry Terms and vocabulary

**Week 2:** **CDL & Non CDL 101** Trucking & Transportation & Equipment Readiness and Driver Expectations

**Week 3:** Driver retention and recruitment

**Week 4:** DOT Safety, FMCSA Compliance, Risk Management & Insurance Compliance and regulations

**Week 5:** DOT Health regulations and Wellness over the road or behind the desk

**Week 6:** **Dispatching** Fundamentals, of Load Management and Operational Tools

**Week 7:** **Broker** operation, bonds, and Relationships.

**Week 8:** Career Launch | Entrepreneurship & Business Readiness | Capstone Presentations

**\*Week 9-12:** Broker Prep & Certification | Dispatch Certification | **\*\*CDL** Registration

## OUTCOMES & IMPACT

Participants **exit the program career-ready** and positioned for upward mobility. Whether stepping into a *company driver role*, *launching a dispatch business*, or *Brokering Freight*, graduates are equipped with the **technical knowledge, communication, and mentorship support to thrive**.

## WHAT PARTICIPANTS RECEIVE:

- Complete Onboarding & Course Material Binder
  - Student Progress Checklist and Handouts
- Certificate of Completion
  - Industry Certification + Dispatching or Logistics Broker
- Weekly Coaching & Mentorship
- Mental Health & Wellness Resources
- Discount on CDL School
- Career Roadmap Support + Alumni Network Access
- **12 month** AAWTA membership/Renewal +AAWTA Marketplace
- 🎓 Graduation Ceremony + Class Photo Opportunity

## TARGET OUTCOMES:

- Certification within **8-12 Weeks**
- Employment within **90 Days**
- Expanded Community Economic Impact through **“AAWTA” & The Power Hub**

# Registration is open Now!



## < Join Now >

# 2025

**Jumpstart Your Career!**  
Enroll Now for our upcoming  
Sessions.

**Buy Now Pay later options  
available.**



[www.aawta.org](http://www.aawta.org)

### REGISTRATION, PAYMENT PLANS & FINANCING

We're excited to announce that registration is officially open for the **Breaking Barriers: The Future Forward Workforce Program!**

◆ **Sessions Available Now!**

◆ **How to Register:**

Getting started with the Breaking Barriers: The Future Forward Workforce Program is simple and convenient.

**You can register in one of two ways:**

1. Online: Visit our website at [www.aawta.org/programs](http://www.aawta.org/programs) and complete the registration form.

2. By Phone: Call us directly at ☎ **770.756.6768 | 844.884.9663** to speak with a team member who can walk you through the process.

Once you register, you'll receive a confirmation email with next steps, including orientation information, program materials, and how to choose your training track.

◆ **Payment Plans & Financing Options: Now Available!**

If you need more time or support to cover tuition costs, we offer financing options through trusted third-party partners. Contact us directly to request financing options.

Take the first step toward your future in transportation, logistics, or business ownership. Flexible payment plans make it easier than ever to invest in your success.

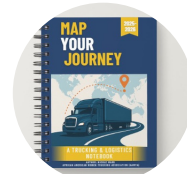
**BONUS:** All registered participants will receive a **FREE Copy** of **Mapping Your Journey: A Trucking & Logistics Success Notebook** + Register at least **30 days** before the course start date and receive an exclusive **Welcome Package with bonus materials and program essentials.**



**Contact us today to register and reserve your spot!**

✉ [Registration@aawta.org](mailto:Registration@aawta.org)

☎ 770.756.6768 | 844.884.9663





# Partnership & Support Opportunities



At AAWTA, we believe in ***the power of collaboration to drive meaningful change***. We actively welcome partnerships with universities, *workforce development boards, reentry programs, corporate sponsors, and career services departments* to expand the reach and impact of the **Breaking Barriers: The Future Forward Workforce Program**. Through strategic partnerships, we can build stronger pathways for underserved individuals to access ***career training, certifications, mentorship, and sustainable employment opportunities*** within the *transportation, logistics, and supply chain sectors*.

## WAYS TO PARTNER WITH US:

### ◆ Sponsor a Student or Equipment:

Invest directly in the future workforce by sponsoring tuition costs, training materials, or providing industry-specific equipment to support hands-on learning experiences.

### ◆ Co-Host Workshops or Job Fairs:

Collaborate with AAWTA to organize specialized events, employer panels, or career fairs that connect program graduates to trucking industry professional networks.

### ◆ Promote the Program to Eligible Candidates:

Help extend the program's reach by promoting enrollment opportunities to students, clients, community members, or through your organization's communications channels.

### ◆ Offer Mentorship Opportunities:

Become a mentor to program participants by providing guidance, encouragement, and career advice throughout their training journey. Mentorship helps students build confidence, set goals, and navigate their new career paths.

### ◆ Support Internship & Apprenticeship Placement:

Partner with AAWTA to create internships and apprenticeships specifically for students and graduates of the Breaking Barriers program. These hands-on opportunities give participants real-world experience, making them stronger candidates for full-time employment.

### ◆ Participate in the Employment Pipeline:

Be an active part of AAWTA's employment initiative by offering direct job opportunities to program graduates. Employers can recruit from a pool of certified, career-ready individuals who have completed rigorous training and mentorship, helping to strengthen and diversify their workforce.

**Ready to join us in breaking barriers and driving change?  
Contact us today to explore partnership opportunities!**

✉ Registration@aawta.org | ☎ 770.756.6768 | 844.884.9663

# For More About AAWTA



The **African American Women Trucking Association** (AAWTA) is committed to *creating pathways to success through **education, workforce development, mentorship, and advocacy.*** We proudly support individuals at every stage of their career journey — from training to business ownership and beyond. If you are **interested in learning more about our programs, partnership opportunities, or how to get involved**, we invite you to reach out. Together, we are building a stronger, more inclusive future in transportation and logistics.

## PHONE :

☎ 770.756.6768 | 844.884.9663

## ADDRESS :

3300 Memorial Dr  
suite D4  
Decatur GA 30032



## MESSAGE FROM NICOLE WARD PRESIDENT & CO-FOUNDER, AAWTA

*At AAWTA, we believe opportunity should have no limits. When we invest in people's skills, dreams, and futures, we create lasting change across industries and communities.*

**The Breaking Barriers: Future Forward Workforce Program** opens doors in transportation, logistics, and supply chain industries. Through education, mentorship, and partnerships, we're helping individuals build careers, legacies, and a stronger economy.

~ Nicole Ward

## WEBSITE :

[www.aawta.org](http://www.aawta.org)

## EMAIL:

**Program Inquiry:**  
[Programs@aawta.org](mailto:Programs@aawta.org)

**Membership Services**  
[membership@aawta.org](mailto:membership@aawta.org)

**Education Department:**  
**VP| CEC**  
[Ladda@aawta.org](mailto:Ladda@aawta.org)

**Mental Health and Wellness**  
**VP| Natasha Jones**  
[Wellness@aawta.org](mailto:Wellness@aawta.org)

**General Question**  
[Contact@aawta.org](mailto:Contact@aawta.org)

**Program Director:** TBA

**President & Cofounder**  
[Nicole@aawta.org](mailto:Nicole@aawta.org)

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