



Roadblock Up on the Cloverleaf: Workforce Development for the Trucking Industry

MTI Research Snaps

Presented By

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Objectives

- CSUTC Report 1941: Critical Issues in Trucking WD
- Impacts of COVID-19 on the Supply Chain and Trucking Employment
 - CA Supply Chain SUCCESS Initiative
- New Trucking Workforce Opportunities

The Challenge

- Not all trucking is the same
 - Drayage
 - Last mile
 - Less-than-Truckload
 - Dedicated Routes
 - Truckload
 - OTR
 - O/O vs Employee driver
- Not all trucking challenges are the same

Research Methodology

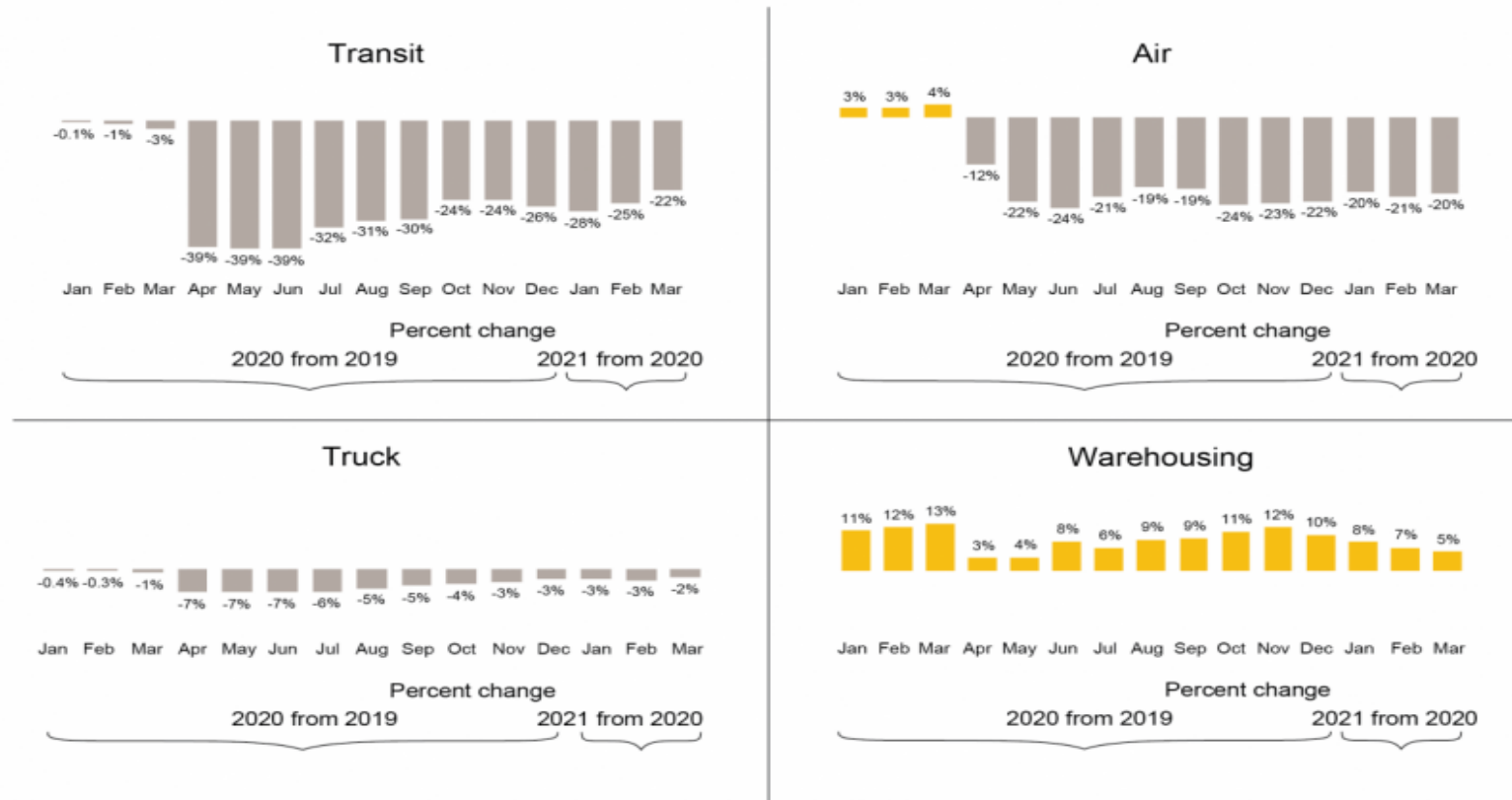
- The Quick Strike Analysis (QSA)
 - Synthesis of Literature
 - In-depth Interviews
 - Reframing Opportunities with New Messaging: The Future Outlook for Jobs in the Trucking Industry
 - Industry experts: automation and platooning will not affect the demand for truck drivers in short to medium term
 - New models for freight technology advancement for new truck drivers
 - Other In-Demand Trucking Industry Occupations: Automotive Technicians, Front/Back Office Operations Staff, Compliance Officers
 - Re-examining the Audience: Attracting, Training, and Retaining Truck Drivers
 - Introducing younger drivers (ages 18-21) to the truck driving profession, particularly for long haul drivers
 - Acknowledging barriers to employment, including drug testing, loss of drivers' licenses, low credit scores, language, and cost barriers to CDL training
 - Increasing drivers' loyalty to the company translates into better truck driver performance and retention rates

State of Trucking Workforce

- Growth of trucking positions
- Highly competitive e-commerce and supply chain trends impacting trucking
 - Growing Decentralization vs. Vertical Integration (e.g., in-house transport)
 - Shorter haul carriers as an advantage in attracting new drivers and retaining incumbents
 - Outsourcing to 3PLs: warehousing, distribution, and transportation needs
- Truck driver shortage or churn?
 - Truck drivers tend to leave their respective companies for other companies, but not the industry
 - Those entering the truck driving profession tend to be in their 30s with no previous experience in the industry
 - Average age of OTR driver is 46
 - Turnover rate of 90% for OTR and 10% for LTL
 - Need for 110k drivers per year through 2026?

Impacts of COVID-19 on Trucking Employment

Year-Over-Year Change in Employment Among Largest Three Transportation Modes and Warehousing (seasonally adjusted)



Employment in trucking fared better than passenger transportation modes, with the largest year-over-year decline (%6.6) occurring in May 2020 (Bureau of Transportation Statistics, 2021)



CALIFORNIA STATE UNIVERSITY
LONG BEACH

Broader Supply Chain Challenges



Broader Supply Chain Challenges

- **Inefficiencies of port and supply chain operations burden trucking industry but create opportunities**
 - The 24/7 supply chain
 - Digitization
 - Telematics
 - Shared platforms for freight load matching
 - Electronic Logging Devices (ELDs)
 - Front/back office automated processing
- **Regulatory pressures**
 - Hours of Service Regulations
 - Rising equipment, fuel, and operation costs
 - Regulation of the Gig Economy
 - GHG regulation

Broader Supply Chain Challenges

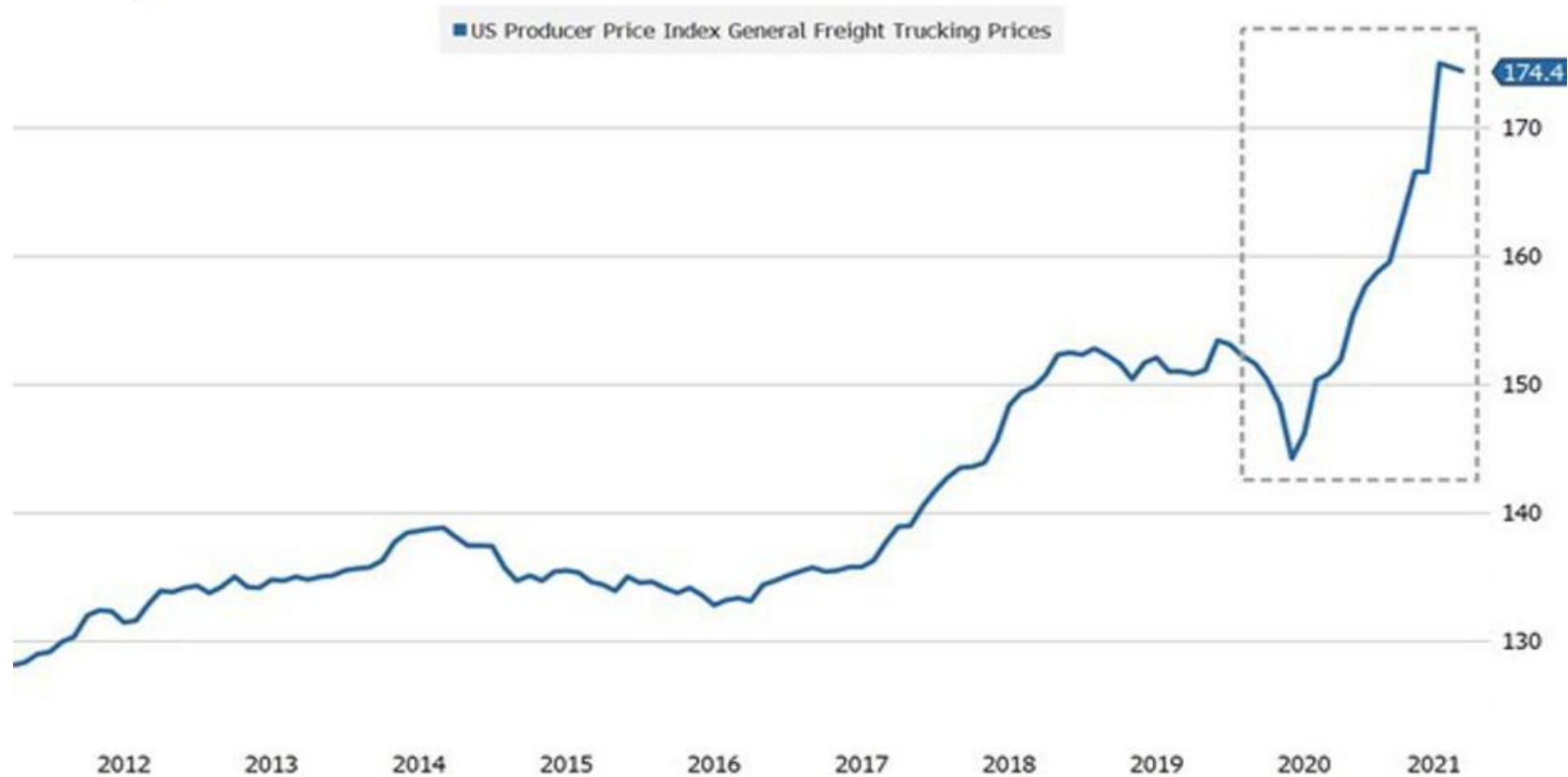
	Diesel HDT	Battery electric HDT	Hydrogen fuel cell HDT
Price	\$ 120,000	\$300,000 or more	About \$1 million
Availability	Many manufacturers and models	Selected manufacturers	In development and demonstration
Range	500+ miles	100 – 150 miles	500+ miles
Fueling time	Less than 15 min	2 – 4 hours	Less than 30 min
Fueling infrastructure	Widely available	Not available	Not available
Battery weight	N/A	About 5,000 pounds	N/A

Training Needs

- More efficient use of house of service (HOS) and use of ELDs
- **Active Driver Assist Technology and Other Disruptive Technology**
 - Active Driver Assist Devices (ADAS) (e.g., LIDAR sensors, GPS, radar, etc.)
- **Empower the Driver:**
 - Promote engagement or essential skills (formerly soft skills) to improve relations between dispatcher and driver, and supervisor and driver
- **Best practices to retain truck drivers and reduce churn:**
 - Addressing parking
 - Driver health and safety
 - Company branding
 - Truck stop amenities

State of Trucking Workforce and Industry

Trucking Prices



Job postings: Heavy and Tractor-Trailer Truck Drivers

Heavy and Tractor-Trailer Truck Drive...

Salary ⁱ



Job Postings
Last 12 Months

Very High Demand
1,057,095

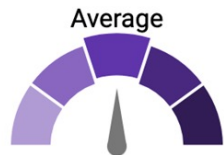
Projected Growth
10 Years



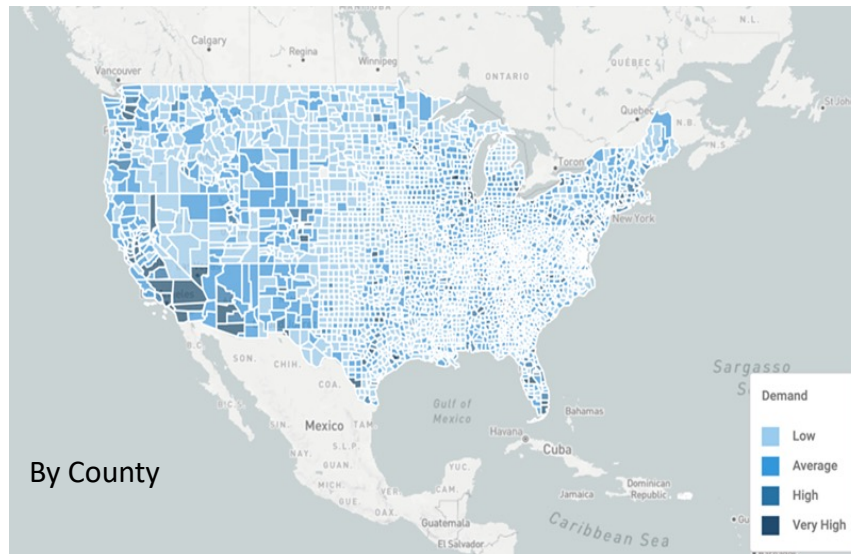
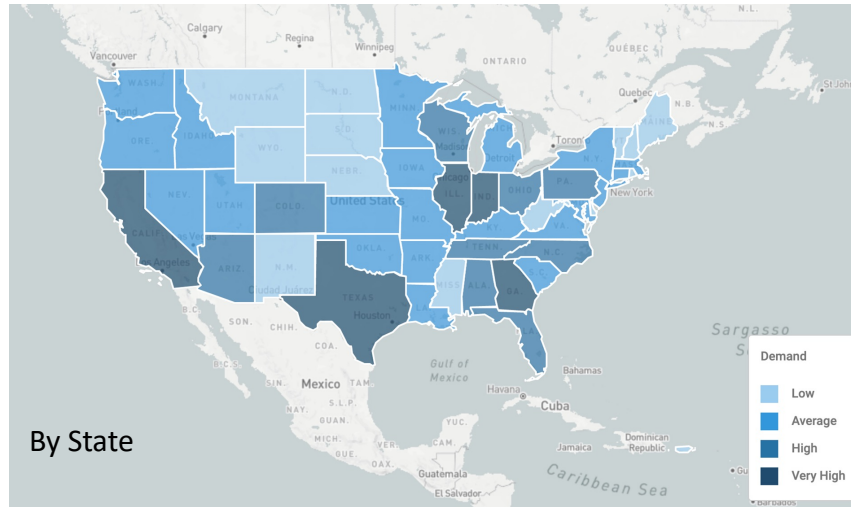
Time to Fill

Similar to Fill
44 days

Location Quotient



Source: Bureau of Labor Statistics SOC projection



- SOC Code: 53-3032.00
- Drive a tractor-trailer combination, such as a truck
- Capacity: $\geq 26,000$ lbs GVW
- May be required to unload truck
- Commercial Driver's License Required

Job postings: Light Truck or Delivery Services Drivers

Light Truck or Delivery Services Driver...

Salary ⁱ



Job Postings
Last 12 Months

High Demand
175,717

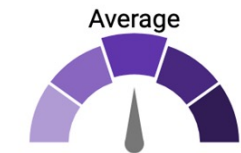
Projected Growth
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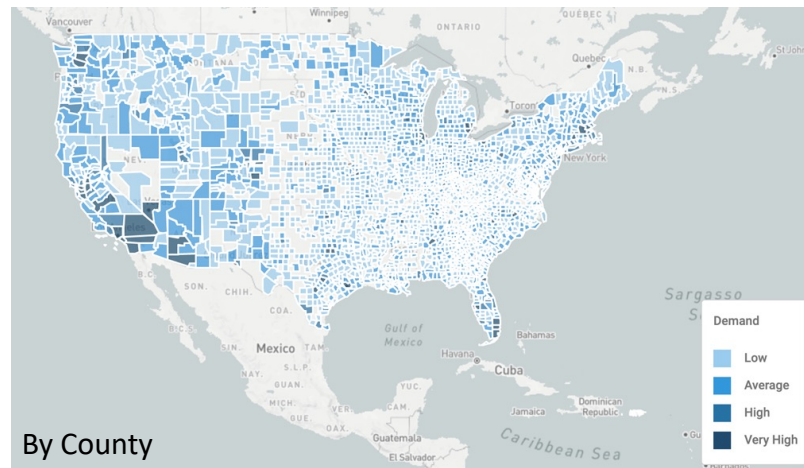
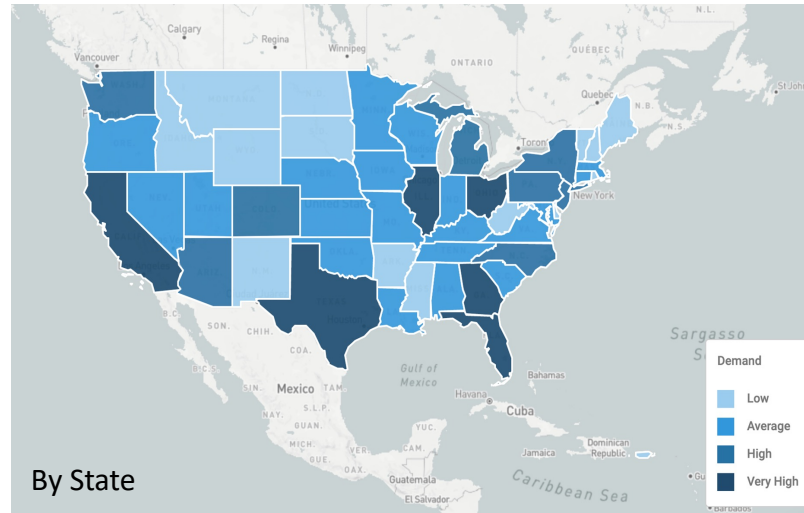
Time to Fill

Similar to Fill
35 days

Location Quotient



Source: Bureau of Labor Statistics SOC projection



- SOC Code: 53-3033.00
- Drive a light vehicle, such as a truck or a van
- Capacity: < 26,000lbs GVW
- Deliver or pick up merchandise or to deliver packages

A Truck Driver Job Posting from YRC Freight

Linehaul/Road Driver - Chicago Heights - Virtual Hiring Event Now till Sept 16th

 Chicago Heights, Illinois, United States

NEW

 Driver

 1 day ago

 42 Total Views

Apply for Job

Recommend to a Friend

Sign Up for Job Alerts

At YRC Freight everything we do revolves around a simple product: moving freight from point A to point B, on time and in one piece. As the original LTL carrier, we have almost 100 years of experience consistently delivering for our customers while placing the highest value on the success of our 20,000+ employees.

We are currently looking for full-time Class A CDL truck drivers to drive tractor/trailers to and from long-distance destinations, terminal to terminal.

Join the YRC Freight team and receive competitive pay, scheduled increases, and 100% paid health insurance for you and your family - the BEST benefits package in the industry.

As a YRC Freight Road Driver you'll also enjoy great home time and 100% no-touch freight. YRC Freight is a terminal-to-terminal operation so you'll never drop off at a customer site and for non-sleeper teams, you'll sleep in a company-paid hotel for overnights. Experience the YRC Freight difference and apply now!

BENEFITS

- Competitive pay based on union scale and over the road mileage rates
- 100% Paid Premiums for Medical, Dental, and Vision coverage for you and your family (most locations)
- 100% No-Touch Freight

Search Jobs



Similar Listings

Linehaul Driver CDL Academy

 Chicago Heights, Illinois, Unit...
 Driver
 4 DAYS AGO

Road Driver

 Chicago Heights, Illinois, Unit...
 Driver
 JUL 14, 2021

Pick Up and Delivery Driver - Now at TOP PAY/FULL SCALE

 Chicago Heights, Illinois, Unit...
 Driver
 JUL 14, 2021

[View More Listings](#)

Activity Feed

6755

Job shares through YRC Freight



Someone applied to the [Local P&D Driver](#) position.

4 MINUTES AGO



Someone applied to the [Dock to Driver](#) position.

18 MINUTES AGO



Someone applied to the [Linehaul Manager](#) position.

48 MINUTES AGO



Someone applied to the [Marketing Coord I](#) position.

48 MINUTES AGO 

A Truck Driver Job Posting from YRC Freight

- Competitive pay based on union scale and over the road mileage rates
- 100% Paid Premiums for Medical, Dental, and Vision coverage for you and your family (most locations)
- 100% No-Touch Freight
- Paid Delay/Breakdown Time
- Paid Vacation, Holidays, and Sick Time
- Terminal to Terminal Operation
- 401k Retirement Plan

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Operate a tractor-trailer (single, double, or triple trailer combination) in various driving environments and weather conditions between company facilities
- Drive for extended periods of time
- Maintain truck electronic logging device (ELD) logs according to state and federal regulations
- Pre-trip and post-trip inspections of tractor/trailer(s) and when stopped en route
- Drop and hook trailer(s) and change equipment configurations as necessary

MINIMUM REQUIREMENTS

- 21 years of age or older
- Possess a valid Class A Commercial Driver License (CDL) with Double/Triples, Tanker and Hazardous Material endorsements
- Class A CDL Driving Experience Preferred
- A safe driving record per MVR
- Read, write and speak English sufficiently to converse with the general public, understand highway and traffic signs and signals, respond to official inquiries, read a bill of lading
- Work various shifts and days of the week

For other opportunities visit drive4yrc.com or call 1-877-249-2271 to speak to a recruiter now.

Yellow Corporation, along with all subsidiary companies, are an Equal Opportunity/Affirmative Action Employer

48 MINUTES AGO



Someone applied to the [Marketing Coord I position.](#)

48 MINUTES AGO 



Someone applied to the [Road Driver position.](#)

48 MINUTES AGO

New Trucking Workforce Opportunities

- How to make trucking occupations more interesting?
 - Technology incorporation (e.g., AV)
 - Train tech-savvy drivers, and those who understand how to use apps in the cab and who can communicate and manage data quickly and efficiently
 - Integrate geospatial information system (GIS) technology in training
- Sustainable fleet management
- Intentional pathways
- Graduated CDL
- Entrepreneurial approach



Image campaign trailer wrap focused on the workforce

Source: Trucking Moves America (http://truckingmovesamerica.com/wp-content/uploads/2018TMAF_2017AR_FINAL_SINGLES_OPT-2.pdf)

Social License to Operate

- Trucking has always been important to the national landscape
- Aligning training with driver health and wellness recommendations
- Human trafficking concerns
- Immigrant communities
- Truck Driver Training program at Pima College
 - Women
 - Veterans
 - Nonnative English speakers
 - Tribal populations (i.e., the Pascua Yaqui and Tohono O'odham)
 - Online trainings
 - Work-based learning aspects
 - Stackable modules and courses in GIS and other aspects of logistics



Girl scout transportation badge. Source: *The Women In Trucking Association (WIT)*



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empowering the trade
and transportation
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