

Important issues for the US trucking labor market

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The New York Times

Alone on the Open Road:
Truckers Feel Like 'Throwaway
People'

FleetOwner

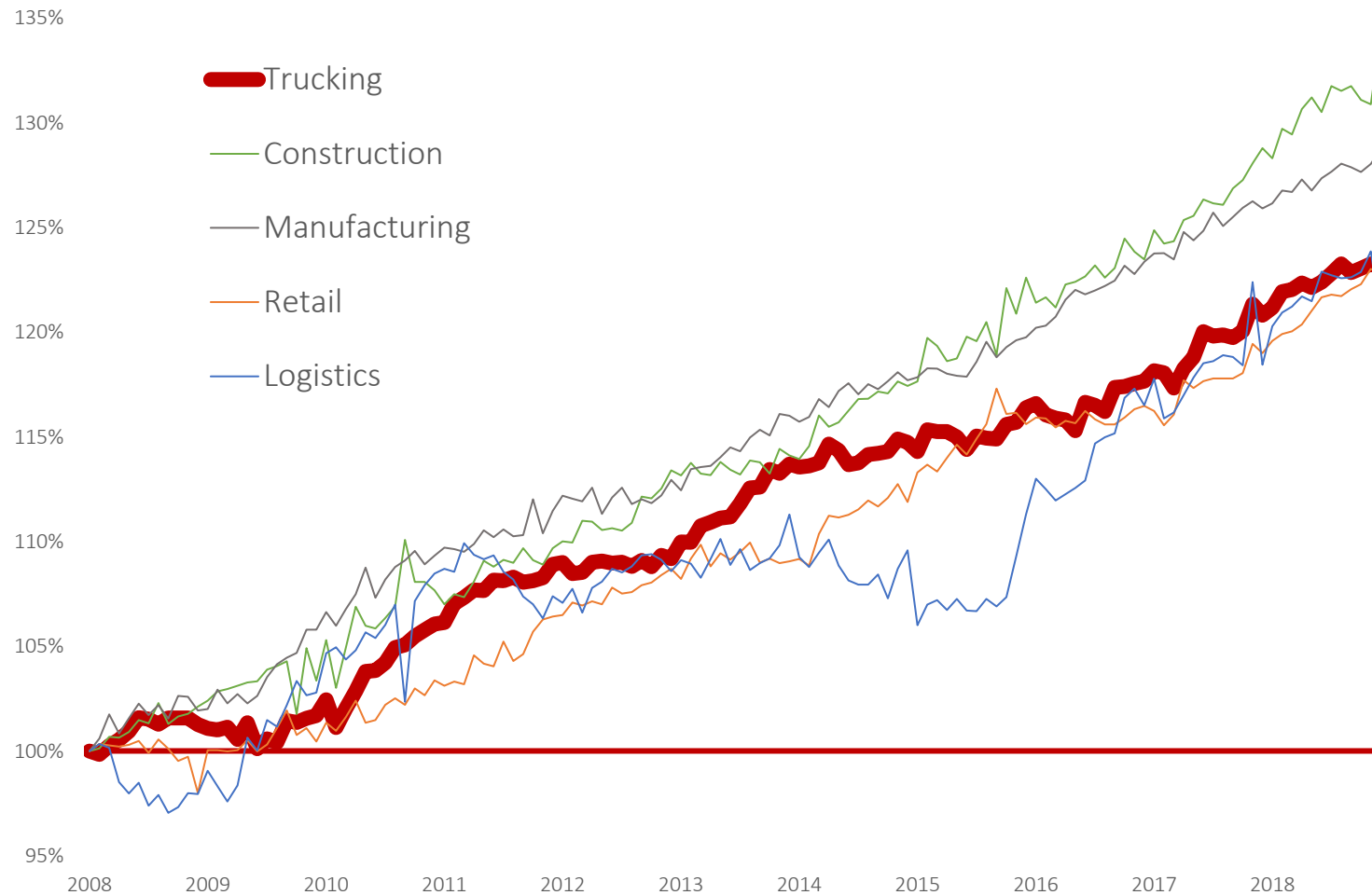
Trucking industry
faces a marijuana
dilemma

THE WALL STREET JOURNAL
Trucking Giant Yellow
Shuts Down Operations

TIME

As the Trucking Bubble Bursts,
Independent Drivers Struggle at risk

Competing industry wages important to driver R&R



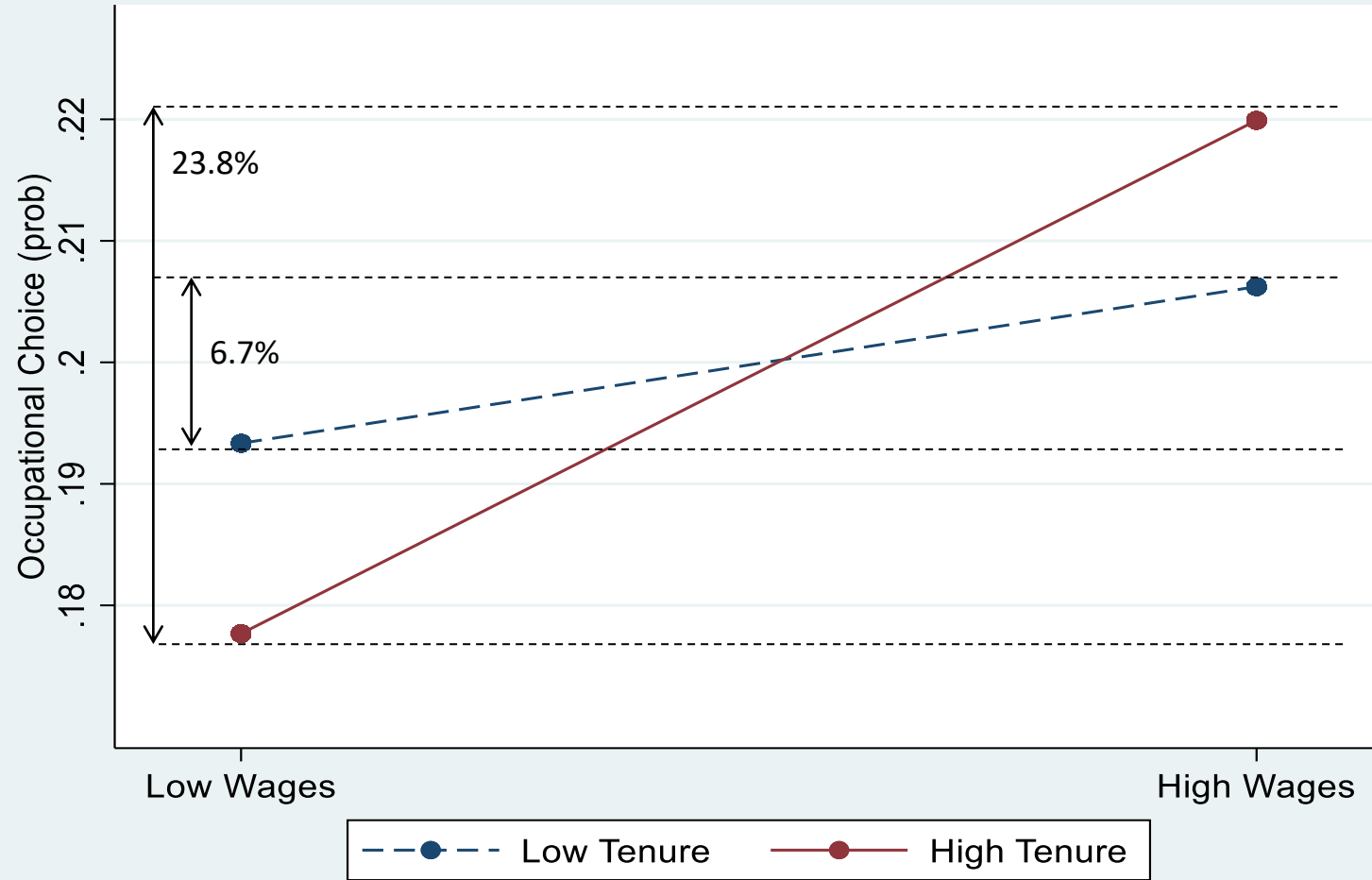
Driver wages have not kept pace with competing industries

Elasticity plays important role in industry turnover

Truckers more responsive to competing industry wage changes

Industry	Elasticity
Trucking	0.301
Const.	0.222
Sales	0.236
Mfg.	0.234
Log.	0.309

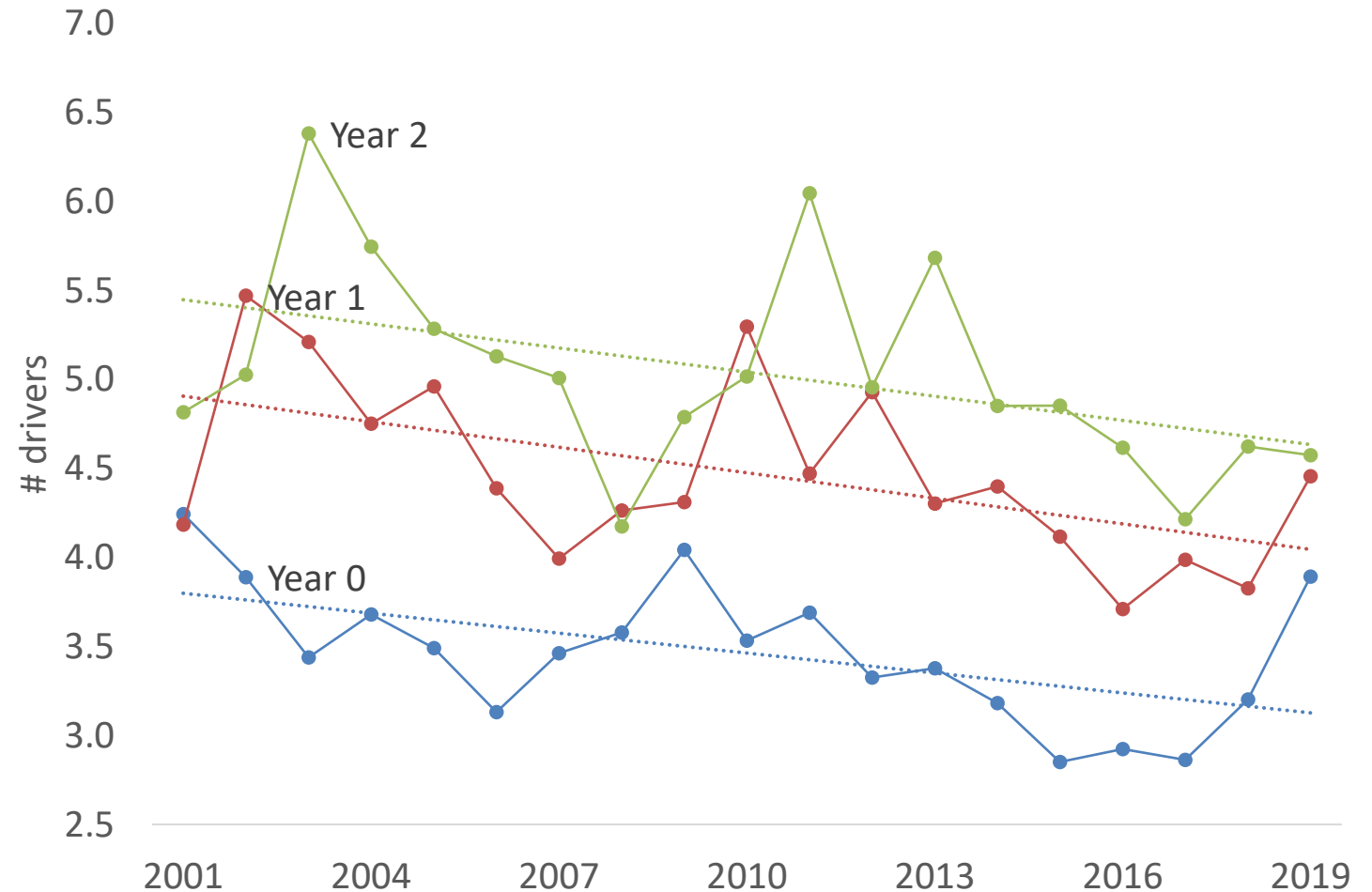
Trucker tenure key to industry retention



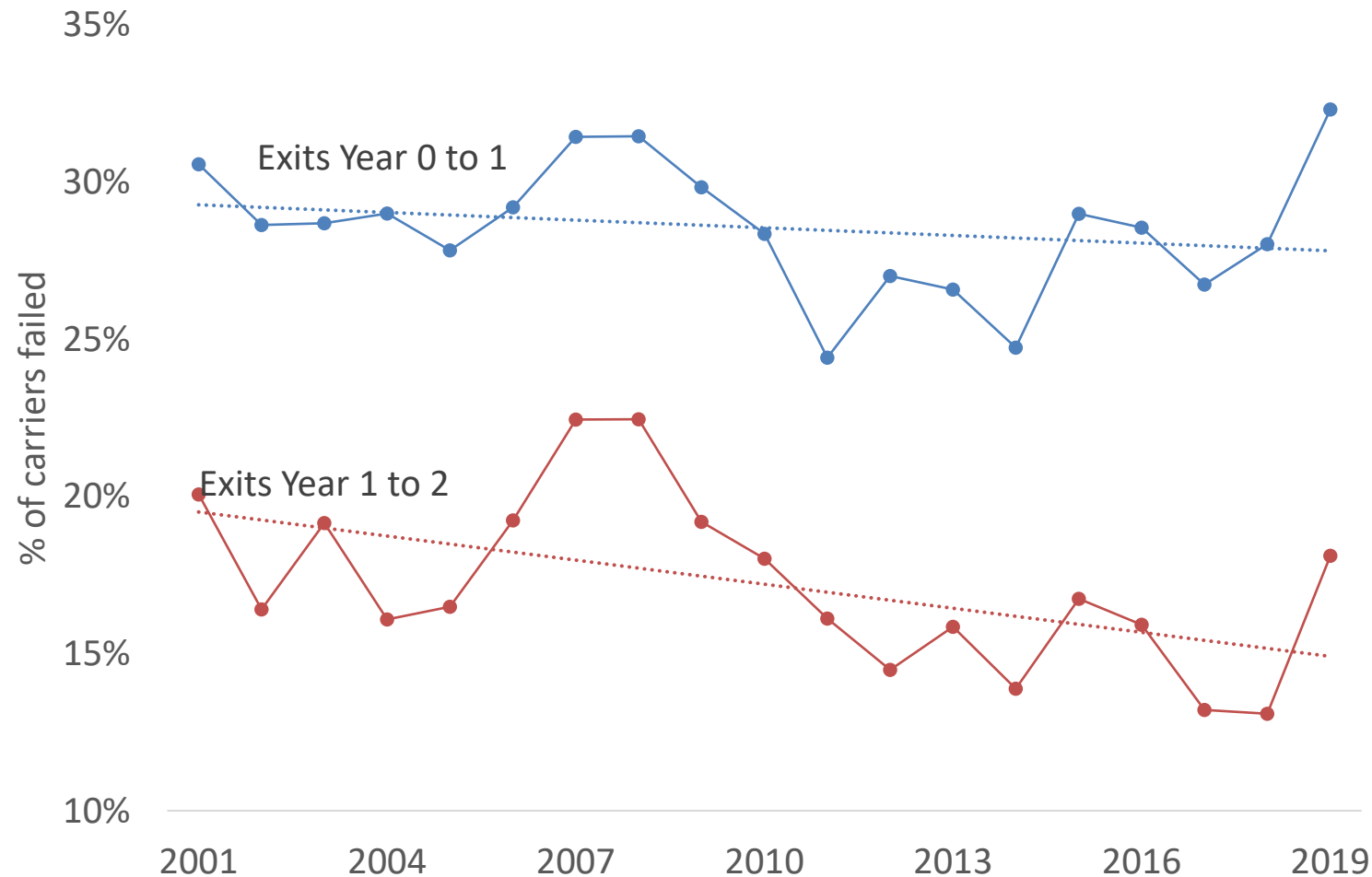
Reducing industry turnover contingent on improving non-pay-related job characteristics when pay is low

Young carriers create more jobs but destroy more, too

Young carriers grow fast in initial years, but we see a decline in size over the years



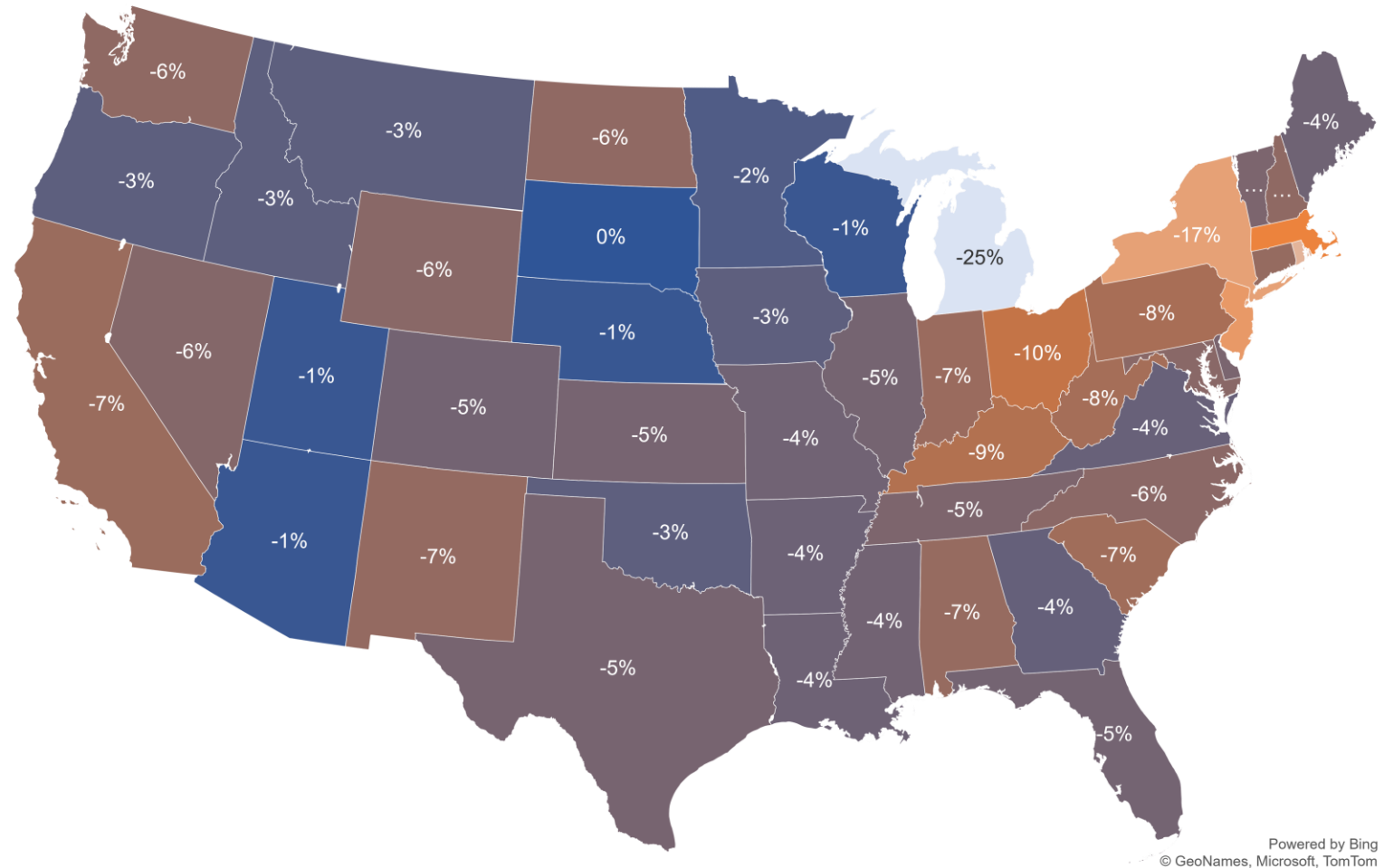
Carrier exit highest in year 1, then survival improves



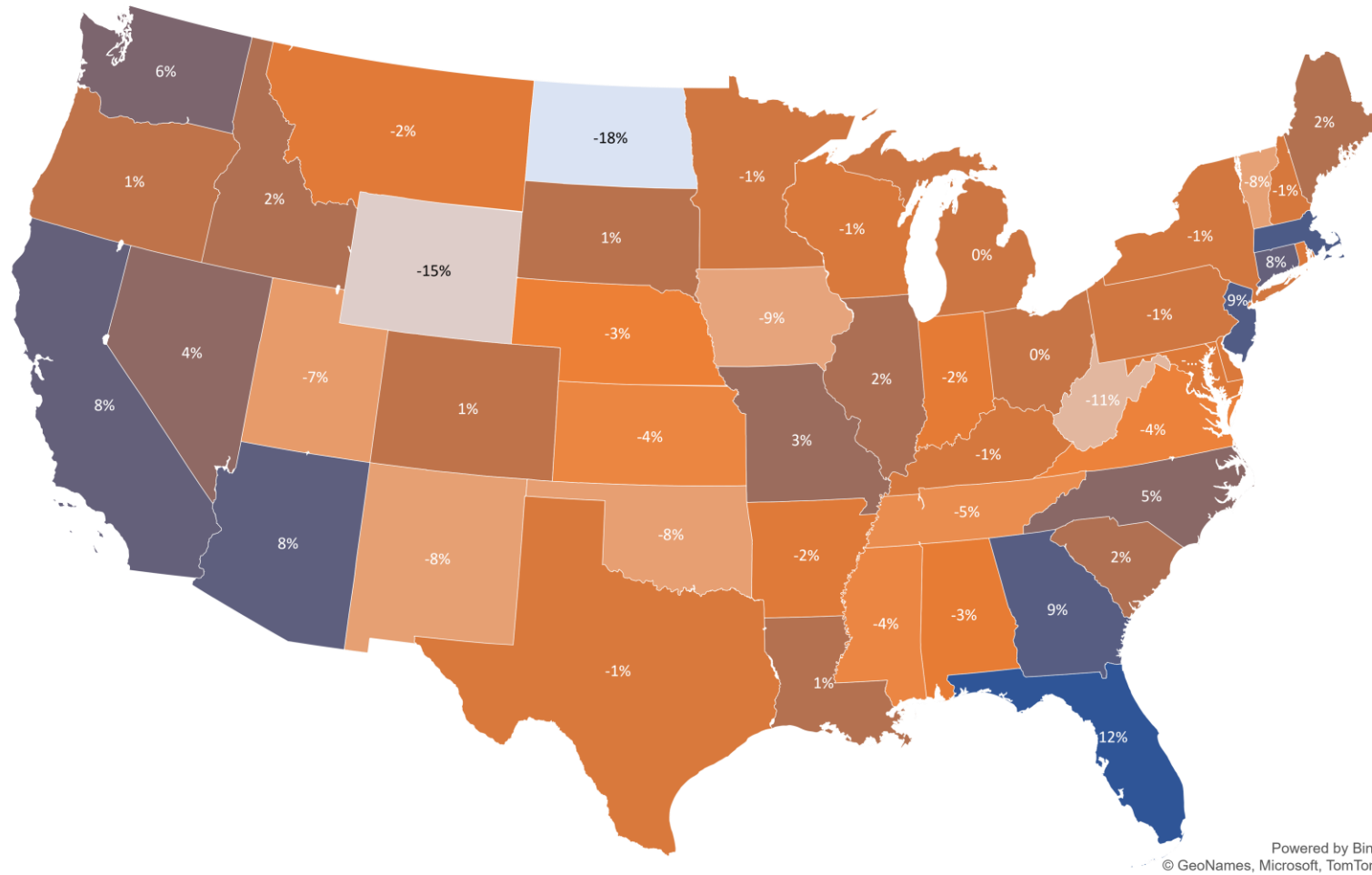
Carriers survive by understanding cost structure & contingency planning

Trucking employment tied to demand-generating industry

Trucking declines
steepest in states
with steepest post-
COVID-19 mfg.
declines



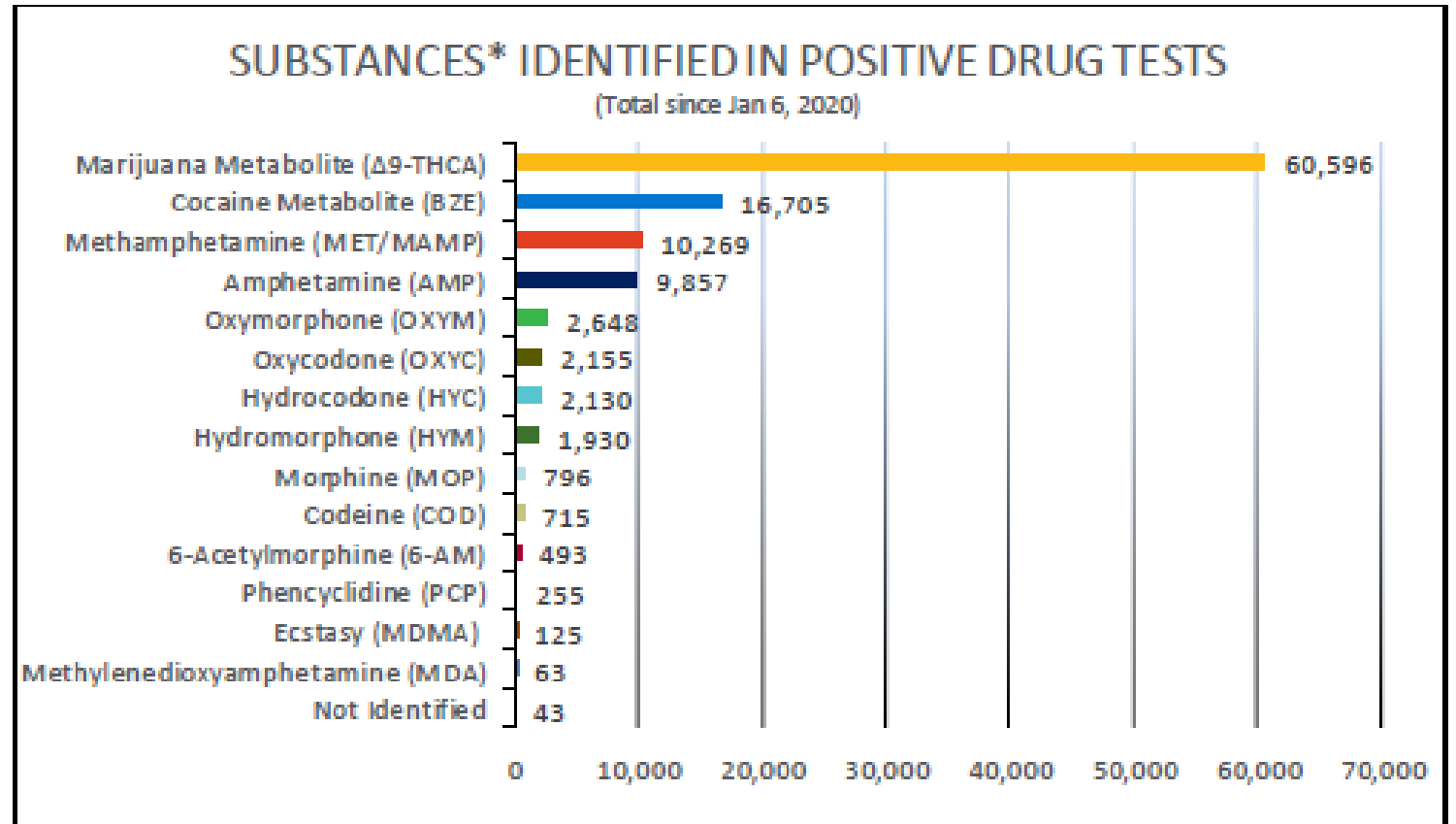
Trucking job growth linked to state-level characteristics



Trucking rebounds strongest in states with ports & mfg. recovery to pre-COVID-19 levels

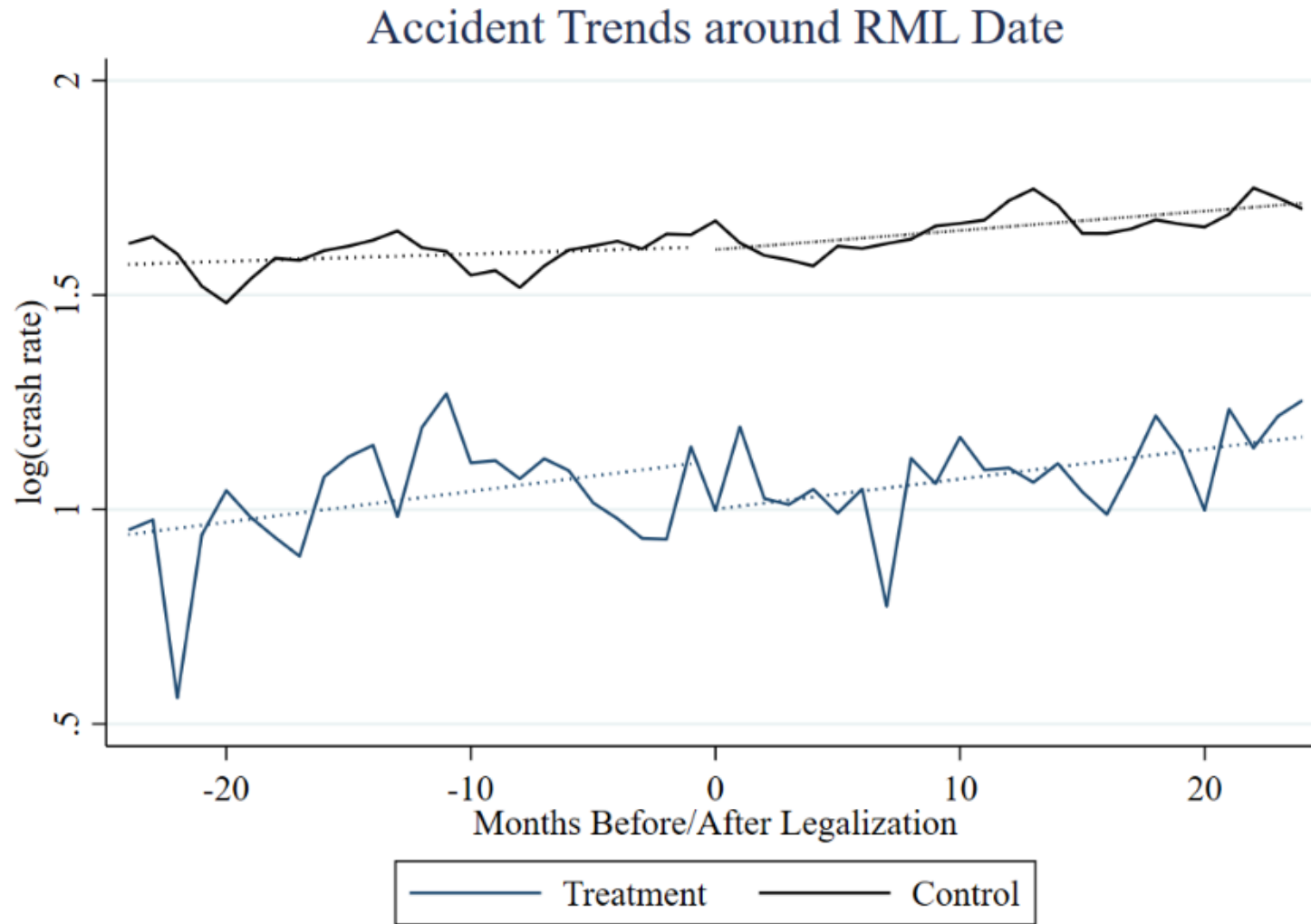
Recreational marijuana a problem for trucking hiring

Drug & Alcohol
Clearinghouse may
reduce driver pool
though drivers may not
be high



Positive drug tests reported through December 2021, as of 1/1/22

But not a problem for trucking safety



States that legalize saw reductions in heavy truck crashes

Implications for carriers & policymakers

- Conventional wisdom about trucking labor may not provide best strategic & operational guidance
- Capacity growth may be more of a demand-side issue
- Recruiting & retaining drivers requires new tactics
- Safety rules may reduce labor pool without improving safety

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For more information or to discuss research opportunities:

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