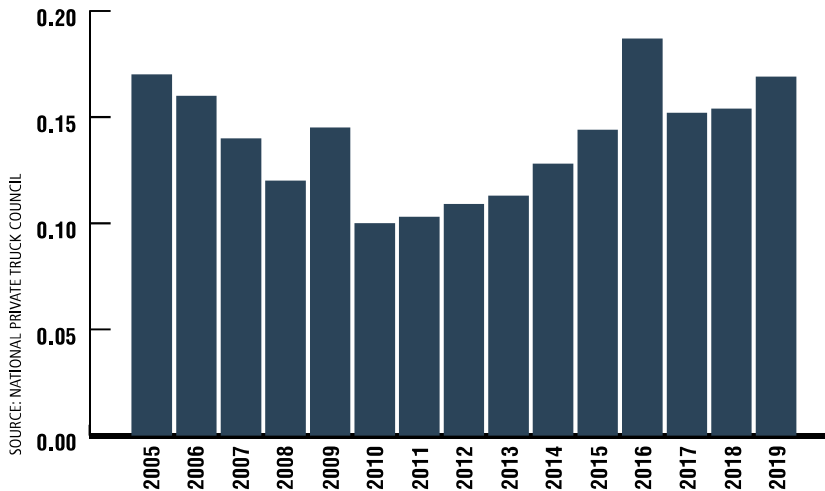


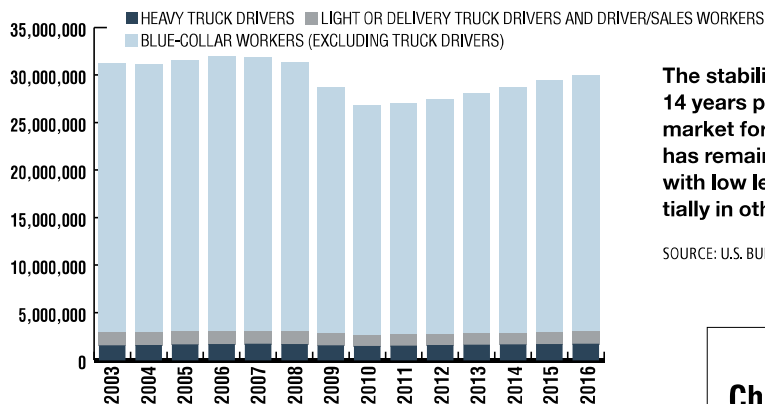
Driver Turnover Remains Low for Private Fleets



SOURCE: NATIONAL PRIVATE TRUCK COUNCIL

Although labor issues remain a significant challenge for respondents to the National Private Truck Council's annual survey, they continue to report retention and turnover performance far better than their for-hire colleagues. This year, private fleets reported turnover at 16.9%, up a point and a half over last year's 15.4% average turnover. Just three years ago, turnover surpassed the 18% barrier for the first time in the history of the survey. This level of turnover is not inconsistent with the aging workforce and the increased number of drivers opting for retirement. The escalating turnover rate, while not in the neighborhood of the triple-digit rate traditionally associated with the for-hire truckload segment, should be of concern, especially in the face of the projected shortfall of new drivers which many fleets are experiencing and which could reach 175,000 by 2024, according to industry projections.

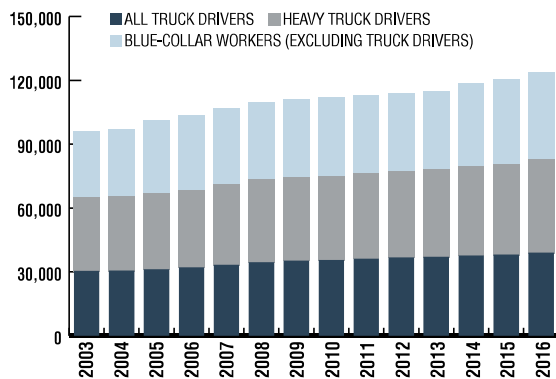
Employment of Truck Drivers vs. Blue-Collar Workers, 2003–2016



The stability of trucking employment over the past 14 years provides some evidence of a tight labor market for truck drivers—the demand for drivers has remained strong while the demand for workers with low levels of education has declined substantially in other sectors.

SOURCE: U.S. BUREAU OF LABOR STATISTICS

Nominal Earnings of Truck Drivers and Blue-Collar Workers, 2003–2016



While it appears that truck drivers are at an earnings disadvantage relative to nondriving blue-collar workers, this disadvantage is only evidence of an earnings gap between light or delivery truck drivers and driver/sales workers, on the one hand, and blue-collar workers, on the other; point estimates of the earnings of heavy truck drivers exceed those of other blue-collar workers throughout the period.

Characteristics of Workers Who Report Full-Time Employment as a Truck Driver

CHARACTERISTIC	FOR-HIRE DRIVERS	PRIVATE-CARRIAGE DRIVERS
Real hourly wage	\$20.50	\$18.70
Usual hours	48.8	45.5
Union (percent)	18.80	16.90
White, non-Hispanic (percent)	64.30	65.60
Black, non-Hispanic (percent)	14.80	11.50
Other race, non-Hispanic (percent)	3.10	2.70
Hispanic (percent)	17.80	20.20
Less than high school diploma (percent)	12.70	15.40
High school diploma (percent)	56.40	56.90
Some college, associate or vocational degree (percent)	25.80	23.20
College degree or higher (percent)	5.10	4.40

SOURCE: U.S. BUREAU OF LABOR STATISTICS