fountain

The Modern Hiring Guide for Transportation

How to Drive Change and Lay the Foundation for the Future of Hiring



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The state of today's transportation workforce

By the numbers

$1.36 trillion

The approximate worth of the transportation industry as of 2022[1]

4.27 million

Number of transportation and warehousing businesses in the United States[1]

10.68 million

Number of Americans who work in the transportation and warehousing industry as of 2022[1]

38.5%

Expected CAGR of the global transportation industry through 2027[1]

The current state of the transportation industry

From long-haul truck drivers to chauffeur and ride-share services, and from garage attendants to fleet managers, transportation workers are staples of a mobile global economy. But the industry has seen its fair share of obstacles since the start of this decade, with the pandemic putting an enormous strain on labor and heightened, sometimes unmeetable demand. Now, with the pandemic (mostly) in the rearview mirror, the transportation industry is on the precipice of a transformation, especially when it comes to its people.

As the pandemic cooled down, a driver shortage began to grow. This shortage peaked in 2021 at 80,000 vacancies, a number that the American Trucking Associations predicts will double by 2031.[2]

As of May 2022, the U.S. unemployment rate in the transportation industry reached 4.5%, which was 25% higher than the national average at the time.[1]

Unpredictable and grueling schedules coupled with rising fuel, insurance, and maintenance costs are driving transportation workers to ditch their jobs for five-figure sign-on bonuses and better benefits. According to a fall 2022 survey, 40.2% of truck drivers are actively looking for a new job, an increase of three percentage points compared to spring 2022.[3]

Although trucking is the largest player in the transportation market, making up 35% of the market share[4], the greater transport industry is competing for workers to fill growing gaps in personnel.