

# CDL LMI AND BEST PRACTICES

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# Regional Occupation Projections

County	2016 Jobs	2026 Jobs	Change #	Change %	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	14,714	15,364	650	4%	343
Light Truck or Delivery Services Drivers	5,907	6,365	458	8%	151
Industrial Truck and Tractor Operators	5,276	5,649	373	7%	176
Bus Drivers, School or Special Client	2,620	2,885	265	10%	65
Hazardous Materials Removal Workers	86	108	22	26%	4
Rail-Track Laying and Maintenance Equipment Operators	117	137	20	17%	5
Bus Drivers, Transit and Intercity	862	859	(3)	(0%)	14
<b>Total</b>	<b>29,583</b>	<b>31,367</b>	<b>1,784</b>	<b>6%</b>	<b>759</b>



# Typical Earnings, Education, and On-The-Job Training for CDL Occupations

Occupation	Median Hourly Earnings	Typical Entry Level Education	Typical On-The Job Training
Heavy and Tractor-Trailer Truck Drivers	\$19.93	Postsecondary non-degree award	Short-term
Light Truck or Delivery Services Drivers	\$15.90	HS diploma or equivalent	Short-term
Industrial Truck and Tractor Operators	\$13.10	No formal credential	Short-term
Bus Drivers, School or Special Client	\$11.75	HS diploma or equivalent	Short-term
Hazardous Materials Removal Workers	\$19.52	HS diploma or equivalent	Moderate-term
Rail-Track Laying and Maintenance Equipment Operators	\$13.29	HS diploma or equivalent	Moderate-term
Bus Drivers, Transit and Intercity	\$17.06	HS diploma or equivalent	Moderate-term



# Largest Industries Employing CDL Workers

Top 10 Industries					
Industry	2016 Jobs	2026 Jobs	Change #	Change %	2016 % of Industry
Couriers and Express Delivery Service	5,875	6,131	256	4%	20%
General Freight Trucking, Long-Distance, Truckload	5,191	4,590	(601)	12%	18%
General Freight Trucking, Long-Distance, Less Than Truckload	2,647	3,018	371	14%	9%
General Warehousing and Storage	2,052	2,717	665	32%	7%
Temporary Help Services	1,037	1,291	254	24%	4%
Elementary and Secondary Schools (Local Government)	1,034	987	(47)	(5%)	4%
General Freight Trucking, Local	903	1,120	217	24%	3%
Local Government, Excluding Education and Hospitals	768	758	(10)	(1%)	3%
Specialized Freight (except Used Goods) Trucking, Long Distance	736	881	145	20%	3%
School and Employee Bus Transportation	609	804	195	32%	2%

# State Requirements

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- Tennessee:
  - Drivers age 18 and older can obtain a Class B license without special endorsement if they operate a vehicle solely within the operator's state, and within 100 miles of the job
  - At age 19, drivers can obtain a Class A or Class B license without endorsement(s), although intrastate and distance restrictions still apply until the age of 21.
- Mississippi allows individuals to obtain a CDL A at age 17, but also requires them to drive intrastate and without endorsement(s) until they are 21.
- Effective July 31, 2017, Arkansas state law also requires the completion of a Human Trafficking Prevention Course for the issuance or renewal of a Class "A" CDL



# Effects of an Aging Workforce



Age	2016 Jobs	2016 Percent
14-18	38	0.1%
19-24	1,277	4.3%
25-34	4,500	15.2%
35-44	6,823	23.1%
45-54	8,839	29.9%
55-64	6,333	21.4%
65+	1,772	6.0%

- Over **one quarter (27%)** of workers are within ten years of retirement age
- With the growth of CDL, it will be important to **engage, recruit, and train** new workers to meet demand and as older CDL drivers leave the workforce



# Best Practices in CDL Training

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- Includes training in first aid and CPR, basic truck maintenance, cargo theft prevention, logbook keeping, etc.
- Short-term training offered frequently
- Low instructor to student ratios
- Connect with local Workforce Board and American Job Centers to access WIOA training funds such as Individual Training Accounts (ITA)
- Create links to other industries: oil and gas, health care, construction
- Use provisional CDL license for local driving to reach employees at a younger age



## Contact Information

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