

# CURRENT & PROJECTED SKILLS GAP IN CDL DRIVERS

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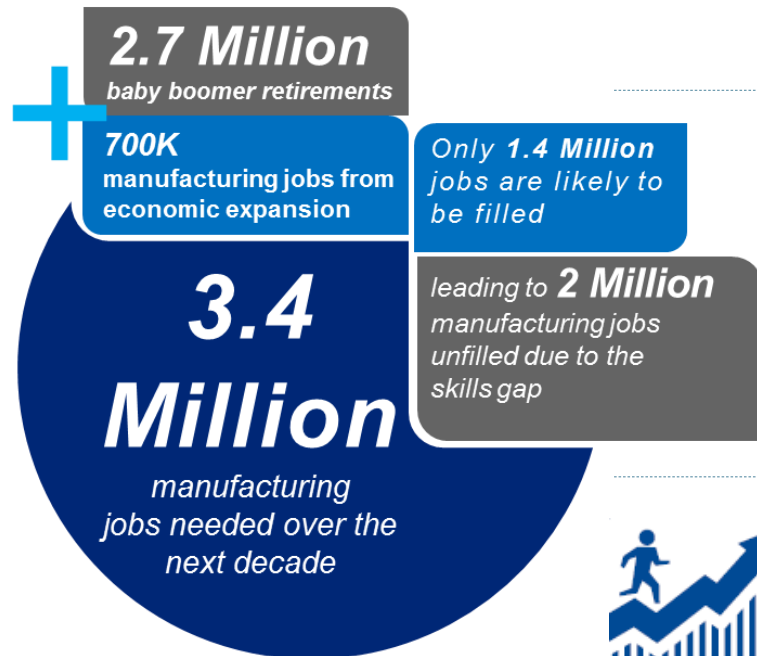
# THE GAP

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# Filling Jobs Nationally Difficult

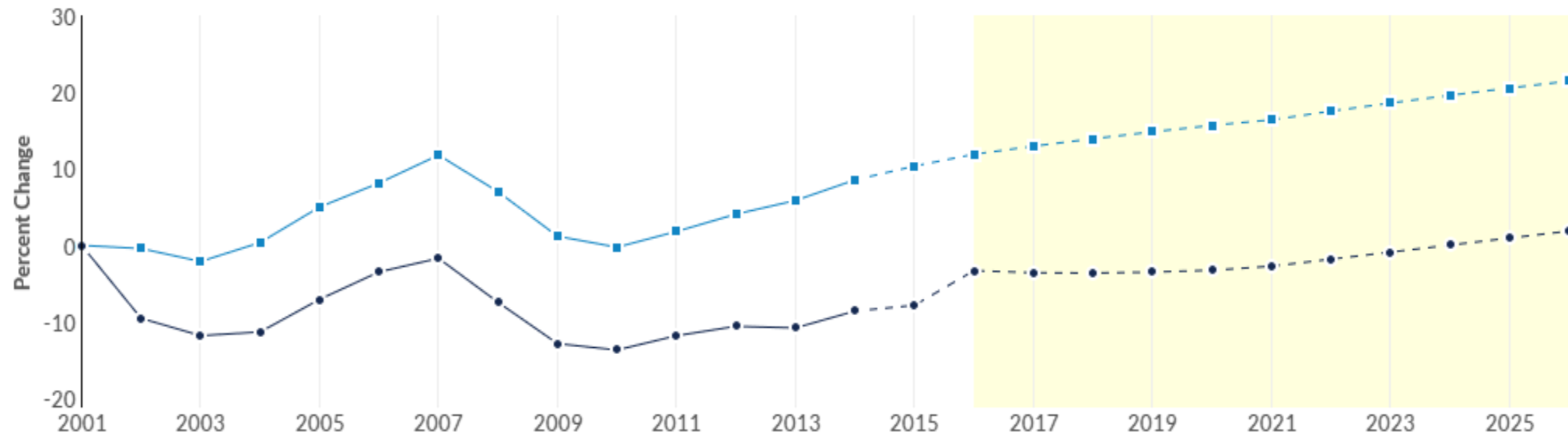
The skills gap is expected to result in **2,000,000** jobs being *unfilled*



In 2011, **600K** jobs were unfilled due to the skills gap

By 2025 the skills gap is expected to grow to **2 million**

# Regional vs. National Trends



	Region	2016 Jobs	2026 Jobs	Change	% Change
•	Region	16,819	17,717	898	5.3%
•	Nation	2,371,725	2,574,496	202,771	8.5%

# CDL Mid-South Industry Demand Forecast

County	2016 Jobs	2026 Jobs	2016 - 2026 Change	2016 - 2026 Percent Change
Shelby County, TN	11,783	12,605	822	7%
DeSoto County, MS	2,368	2,709	341	14%
Crittenden County, AR	1,329	1,059	(270)	(20%)
Fayette County, TN	474	469	(5)	(1%)
Marshall County, MS	309	316	7	2%
Tipton County, TN	225	240	15	7%
Benton County, MS	158	151	(7)	(4%)
Tate County, MS	123	107	(16)	(13%)
Tunica County, MS	49	61	12	24%
	16,819	17,717	898	5%

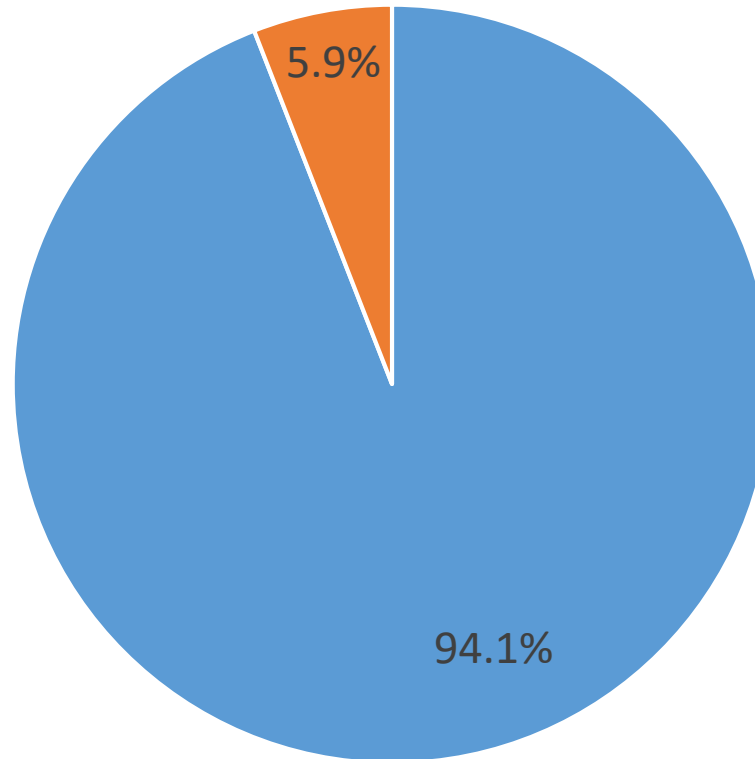
# Occupations/Wages in Truck Transportation

Top 10 Occupations					
Occupation	2015 Jobs	2025 Jobs	Change 2015-2025	% Change 2015-2025	Median Hourly Earnings
Heavy and Tractor-Trailer Truck Drivers	9,353	10,192	839	9%	\$19.83
Laborers and Freight, Stock, and Materials Movers, Hand	1,744	1,924	180	10%	\$12.32
Industrial Truck Tractor Operators	491	483	-8	-2%	\$12.32
Bus and Truck Mechanics and Diesel Engine Specialists	380	428	48	13%	\$20.39
Light Truck or Delivery Services Drivers	353	382	29	8%	\$16.41
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicles	346	380	34	10%	\$26.66
Dispatchers, Except Police, Fire, and Ambulance	331	371	40	12%	\$17.99
Office Clerks, General	269	291	22	8%	\$13.90
Transportation, Storage, and Distribution Manager	245	260	15	6%	\$37.47
General and Operations Managers	213	238	25	12%	\$41.04

(Crittenden County, AR; Benton County, MS; DeSoto County, MS; Marshall County, MS; Tate County, MS; Tunica County, MS; Fayette County, TN; Shelby County, TN; Tipton, TN)

# Demographics: Gender

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■ Males ■ Females

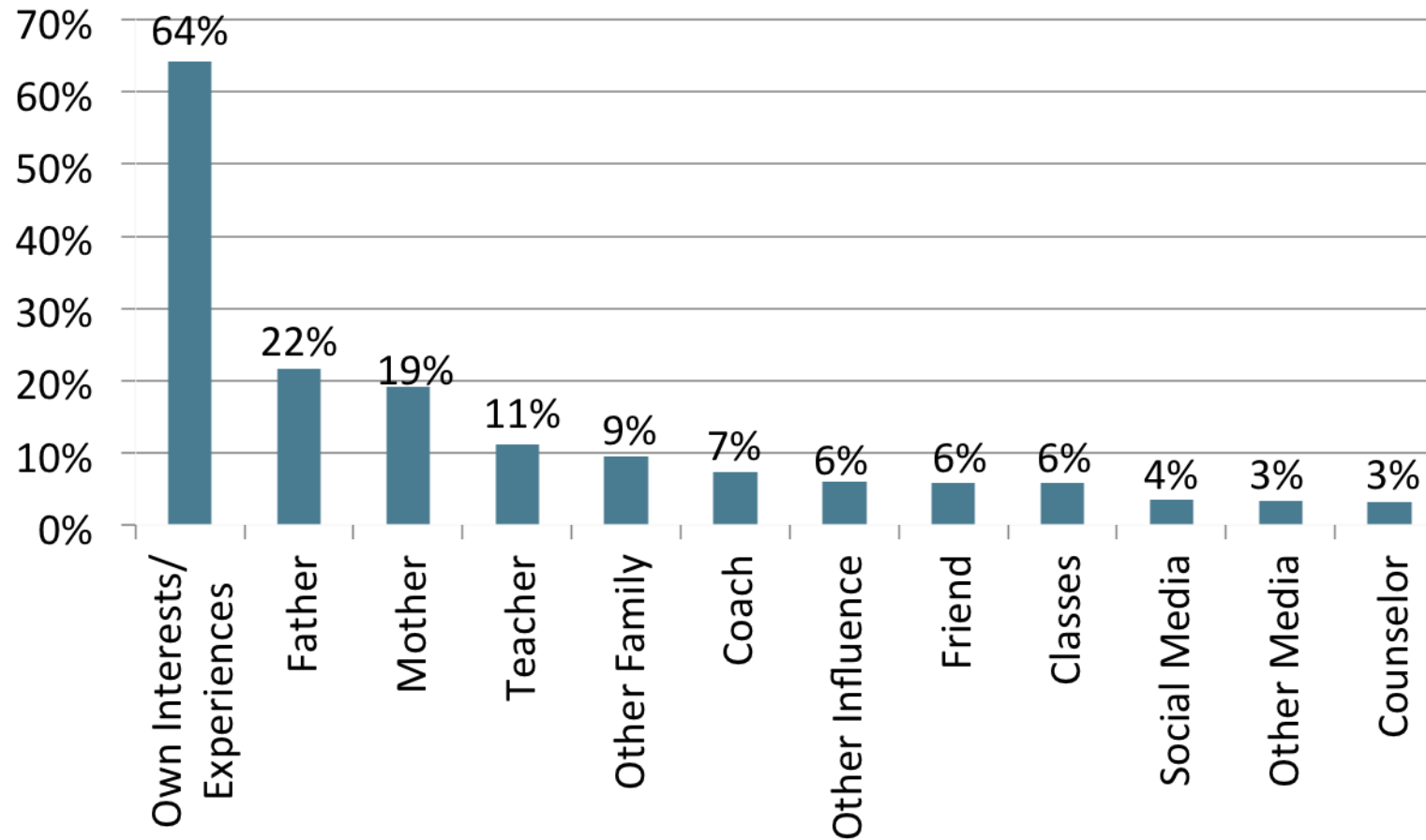
# STEPS TO CLOSE THE GAP

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# What Influences Careers?



# Knowledge is Power

## Return on Investment Calculator



**Cost-Hire**      **Business Impact**      **Possible Savings**      **Cost to Implement**      **ROI**

### Cost of an Open Position

**DIRECTIONS:** Fill in the blanks below and on the following pages for your company or business unit.

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#### Your Company/Business Unit

Number of Technical Employees ⓘ

Number of Hires Per 12 Month Period

Average Wage of Open Positions (Fully Loaded) ⓘ

Estimated ROI  
**1143%**  
▼

**Average cost of a bad hire:  
1.5x base salary**

# GMACW TARGET OCCUPATIONS

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Getting to Action



# 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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