

Special Report **2019**

What Drivers Want II

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Methodology

The following report examines the results of a survey that was emailed to *Truckers News* and *Overdrive* subscribers. The purpose of the survey was to gather information on how drivers got into trucking, their opinions about their current situation and how they see their future shaping up.

A total of 919 surveys were returned, including 589 company drivers and 330 leased owner-operators. The independent owner-operators were routed out of the survey. In addition to the general analysis, a cross-tabulation by driver type is included for each question.

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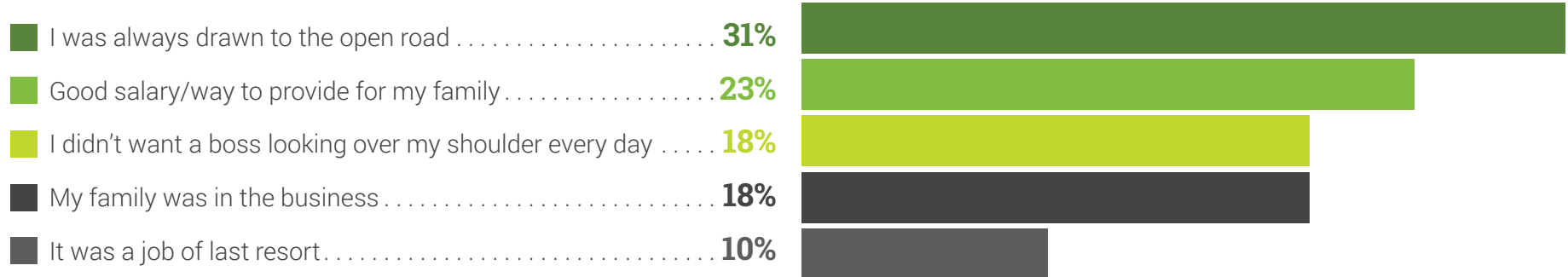
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Job Perceptions

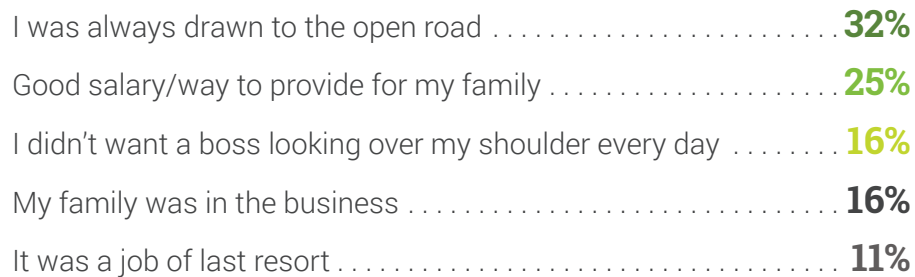
Why did you get into trucking?

All Respondents

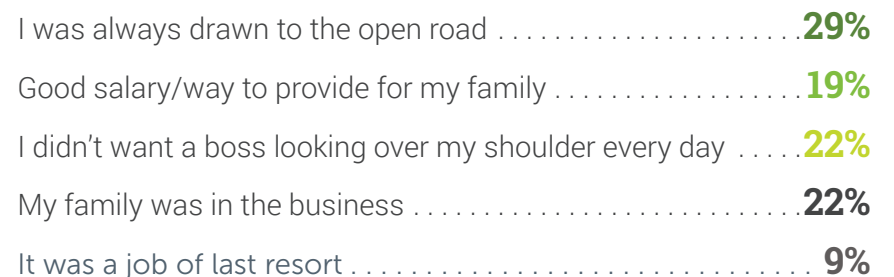


Driving appeals to those who love the open road.

Company Drivers

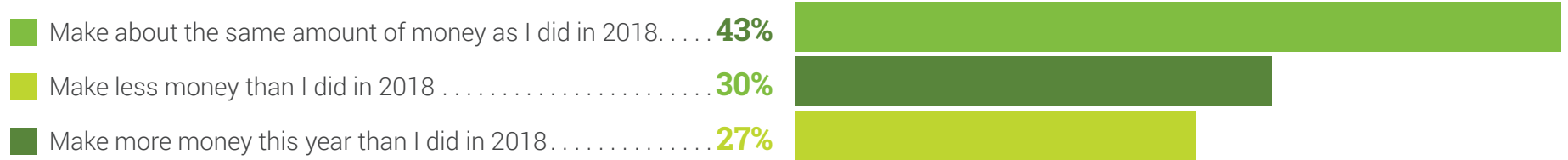


Leased Owner-Operators



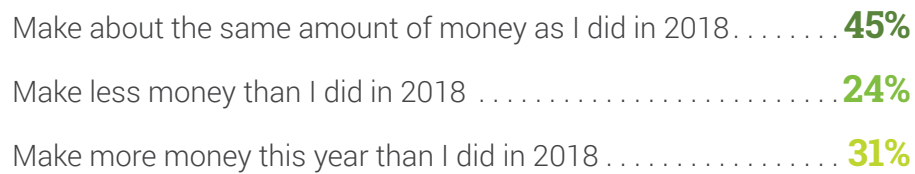
Based on your miles/loads so far this year, how will your income change?

All Respondents

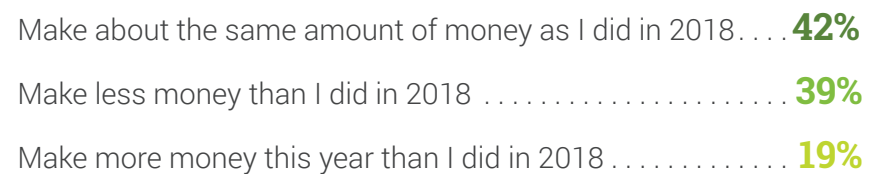


More than three-fourths of company drivers expect to make the same or more money this year than they did in 2018.

Company Drivers



Leased Owner-Operators

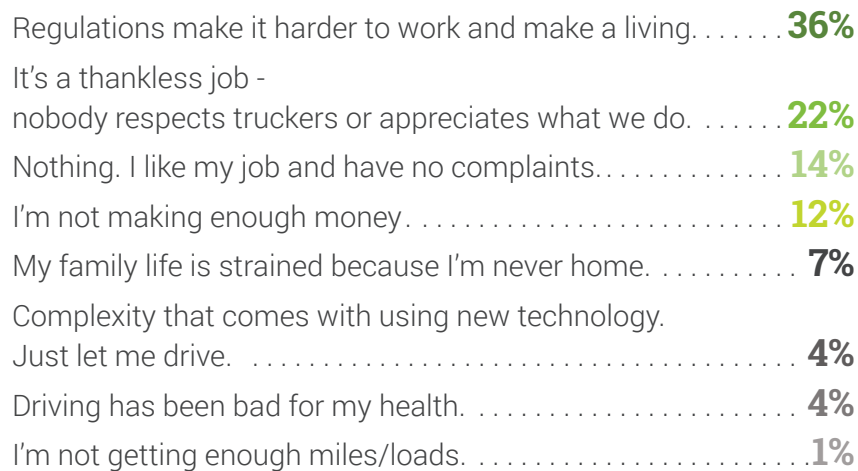


What is the one thing you dislike most about your job today?

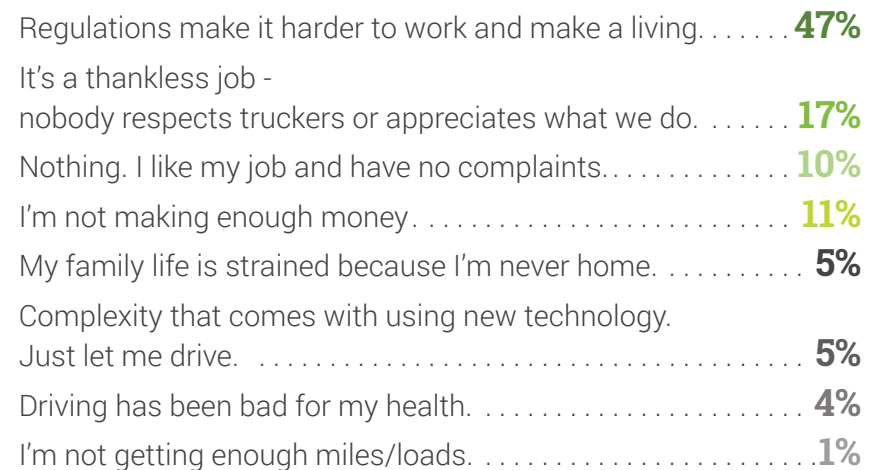
All Respondents



Company Drivers



Leased Owner-Operators



What are your top three concerns right now?
Rank them in order. (1 = Top concern)

All Respondents	1	2	3
Paying my bills each month	37%	16%	12%
Digging out of bankruptcy	1%	3%	6%
My health	17%	21%	12%
The health of a family member	6%	6%	4%
Paying for my child's education	1%	2%	3%
Caring for elderly parents	1%	3%	3%
Saving for retirement	11%	17%	16%
Home time and my family life	13%	16%	16%
Finding a new driving job	1%	2%	2%
My safety on and off the job	7%	7%	8%
Dealing with stress, anger and loneliness	4%	6%	13%
Other	1%	1%	5%

Company Drivers	1	2	3
Paying my bills each month	39%	16%	12%
Digging out of bankruptcy	1%	2%	5%
My health	16%	21%	14%
The health of a family member	6%	8%	4%
Paying for my child's education	1%	2%	3%
Caring for elderly parents	1%	4%	3%
Saving for retirement	10%	16%	18%
Home time and my family life	14%	15%	15%
Finding a new driving job	1%	3%	3%
My safety on and off the job	7%	7%	7%
Dealing with stress, anger and loneliness	3%	5%	12%
Other	1%	1%	4%

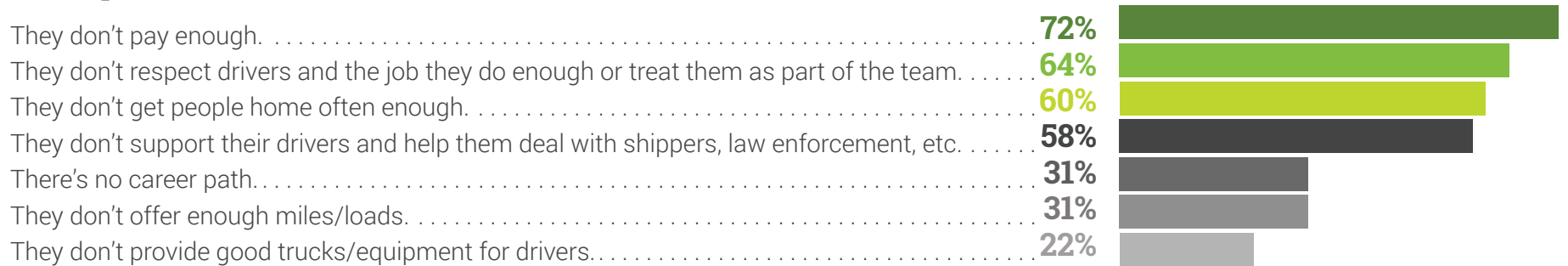
Paying bills, personal health and family life are drivers' biggest worries.

Leased Owner-Operators	1	2	3
Paying my bills each month	37%	14%	12%
Digging out of bankruptcy	1%	4%	7%
My health	18%	22%	9%
The health of a family member	6%	3%	4%
Paying for my child's education	1%	2%	2%
Caring for elderly parents	1%	2%	2%
Saving for retirement	11%	18%	15%
Home time and my family life	10%	17%	16%
Finding a new driving job	1%	1%	2%
My safety on and off the job	7%	8%	11%
Dealing with stress, anger and loneliness	5%	8%	13%
Other	2%	1%	7%

Recruiting & Retention

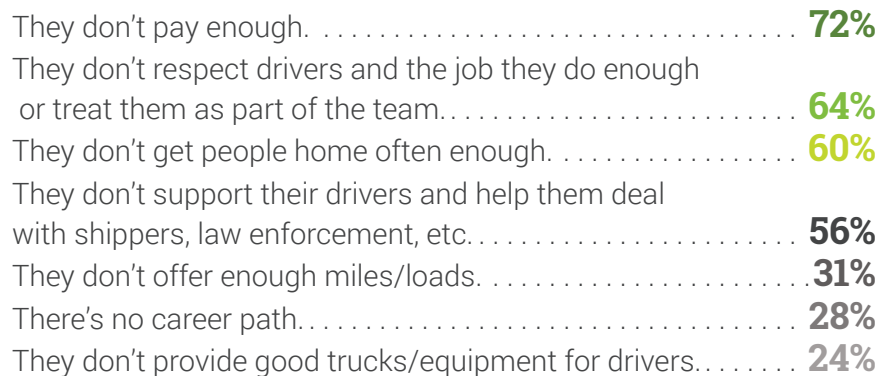
Why do you think fleets are having a hard time finding drivers today?

All Respondents

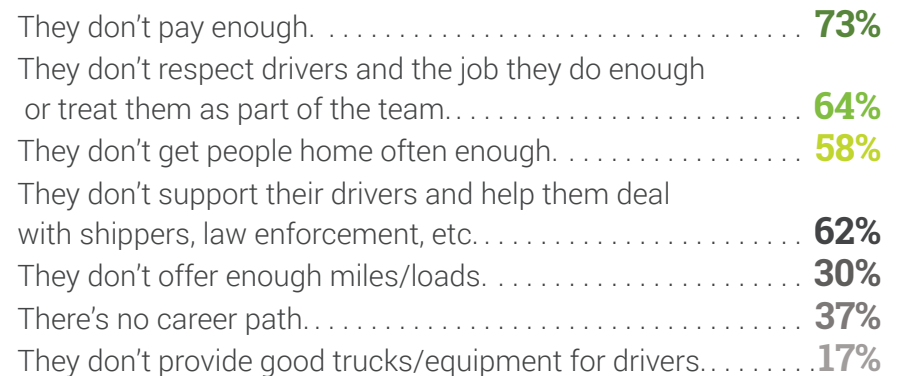


Pay is always important, but respect runs a close second.

Company Drivers

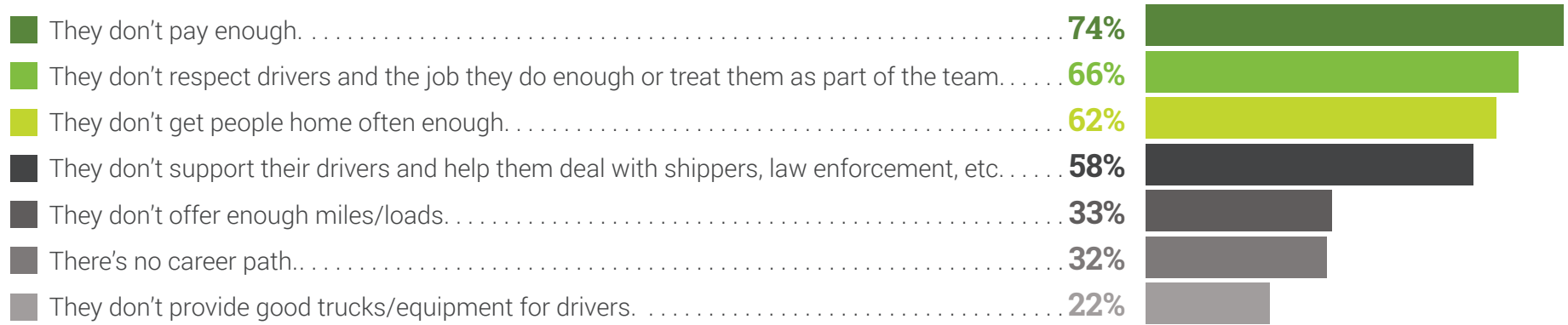


Leased Owner-Operators

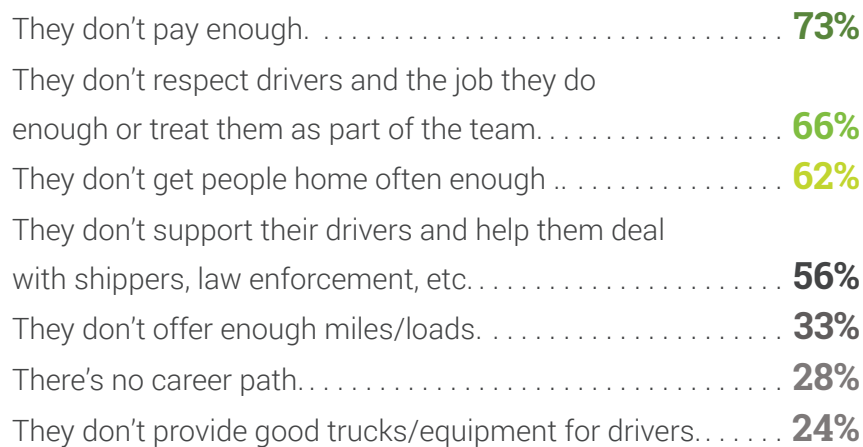


Why do you think fleets are having a hard time retaining drivers today?

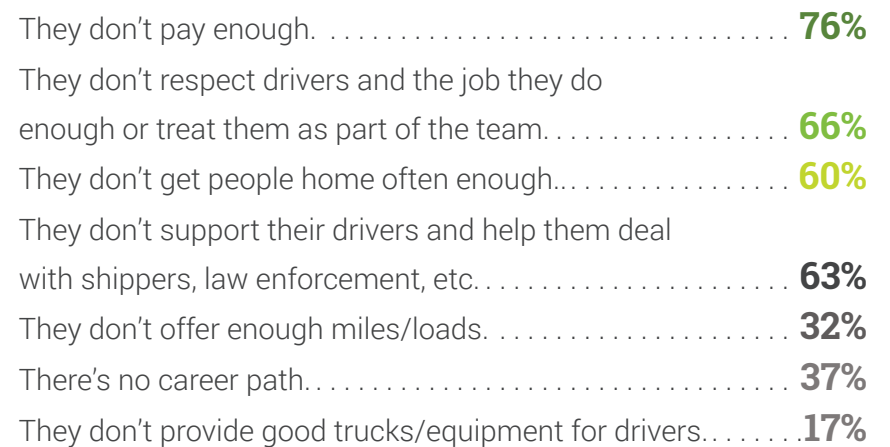
All Respondents



Company Drivers

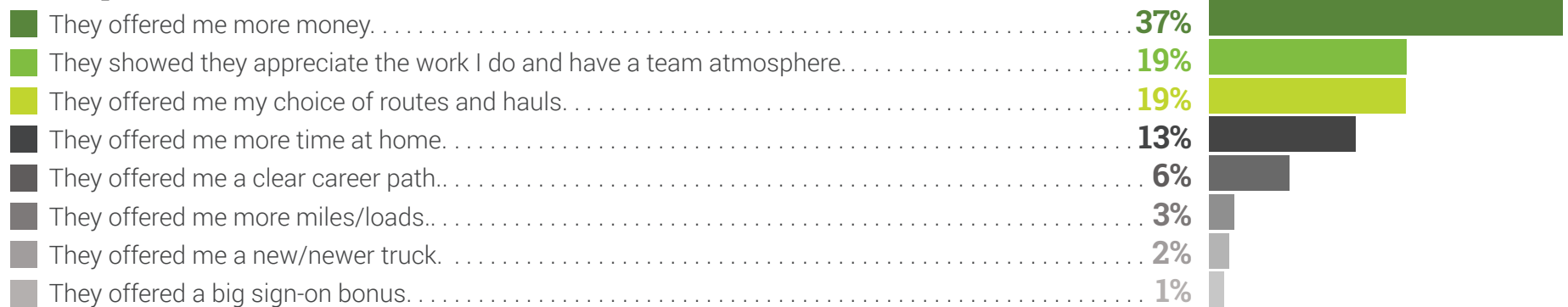


Leased Owner-Operators



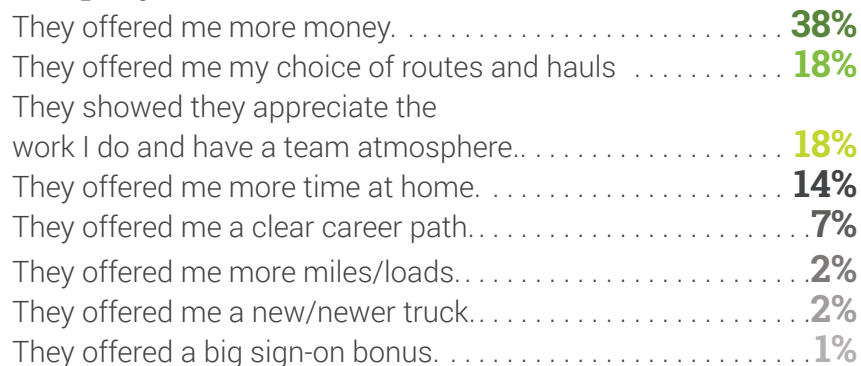
What would be the main reason you would consider changing jobs and driving for another fleet?

All Respondents

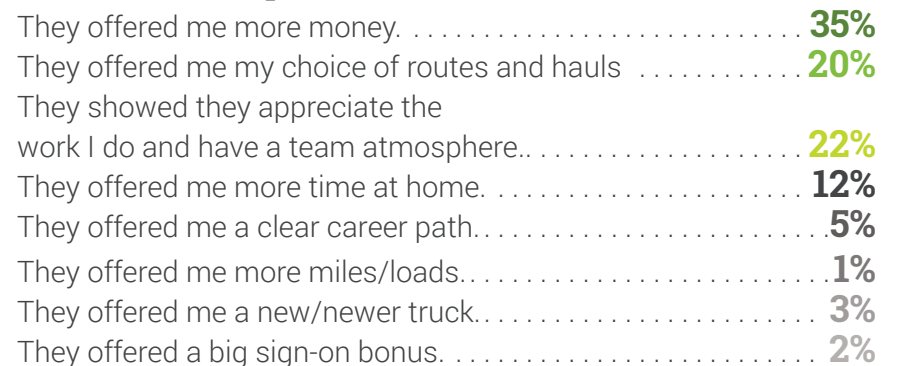


Pay, respect and route options lead drivers to jump jobs.

Company Drivers

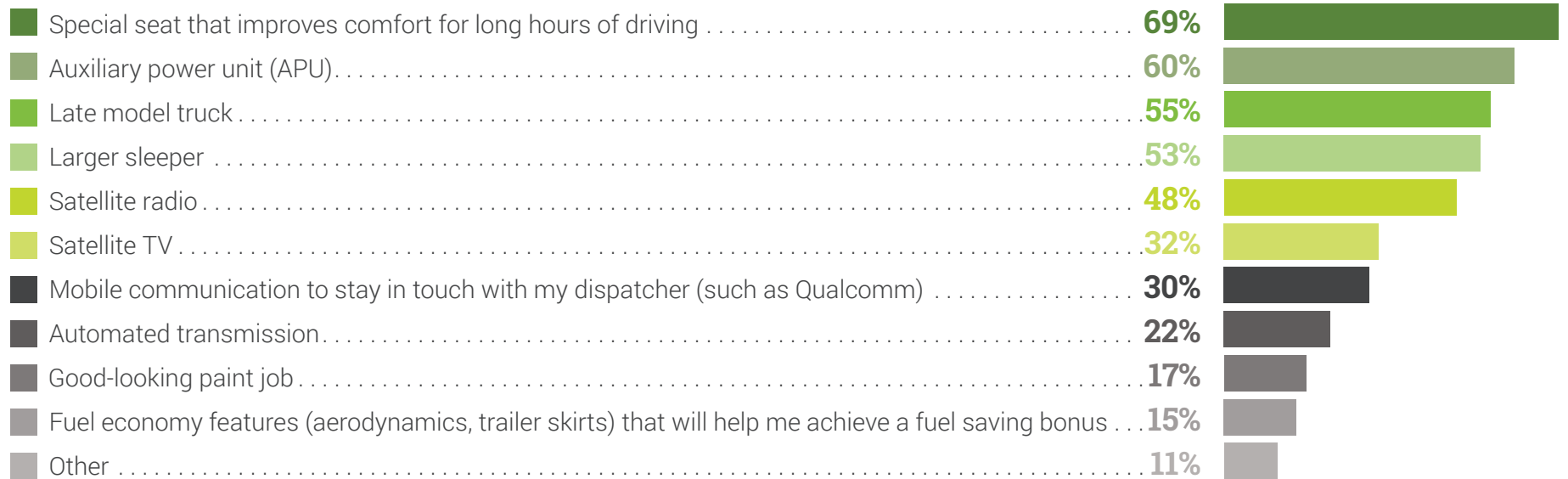


Leased Owner-Operators



Which of the following truck/equipment features are important to you? Check all that apply.

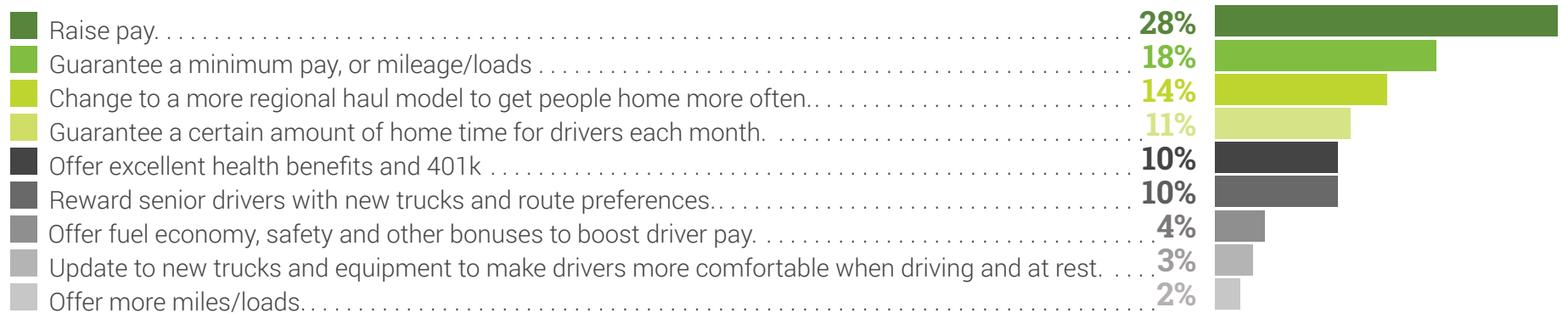
Company Drivers



Drivers appreciate the comfort that upgraded seats and APUs bring to a tough job.

If you were in charge of a fleet and could do ONE thing to attract and retain drivers, you would:

All Respondents



Company Drivers

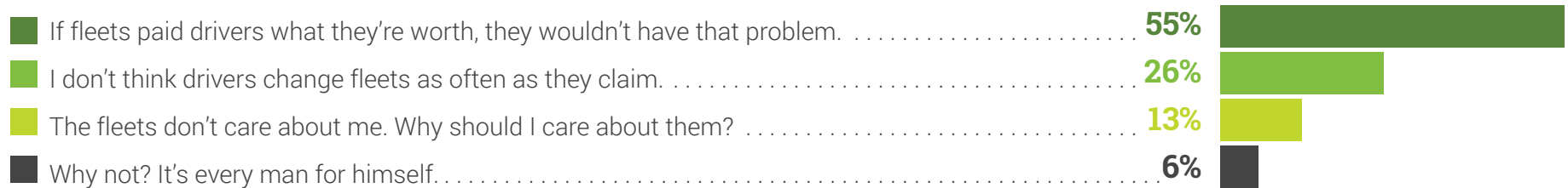
Raise pay.	29%
Guarantee a minimum pay, or mileage/loads	16%
Change to a more regional haul model to get people home more often.	13%
Guarantee a certain amount of home time for drivers each month.	13%
Offer excellent health benefits and 401k.	11%
Reward senior drivers with new trucks and route preferences.....	9%
Update to new trucks and equipment to make drivers more comfortable when driving and at rest.	5%
Offer fuel economy, safety and other bonuses to boost driver pay.....	3%
Offer more miles/loads.	1%

Leased Owner-Operators

Raise pay.	25%
Guarantee a minimum pay, or mileage/loads	19%
Change to a more regional haul model to get people home more often.	16%
Guarantee a certain amount of home time for drivers each month.	9%
Offer excellent health benefits and 401k.	10%
Reward senior drivers with new trucks and route preferences.....	11%
Update to new trucks and equipment to make drivers more comfortable when driving and at rest.	1%
Offer fuel economy, safety and other bonuses to boost driver pay.....	6%
Offer more miles/loads.	3%

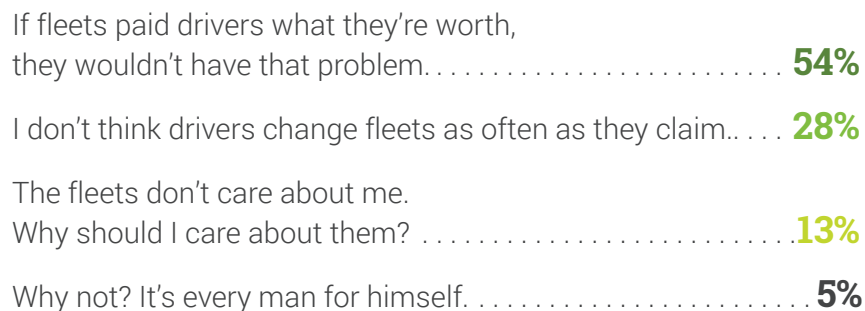
What do you think when you hear someone say, "Drivers will change jobs/fleets at the drop of a hat!"?

All Respondents

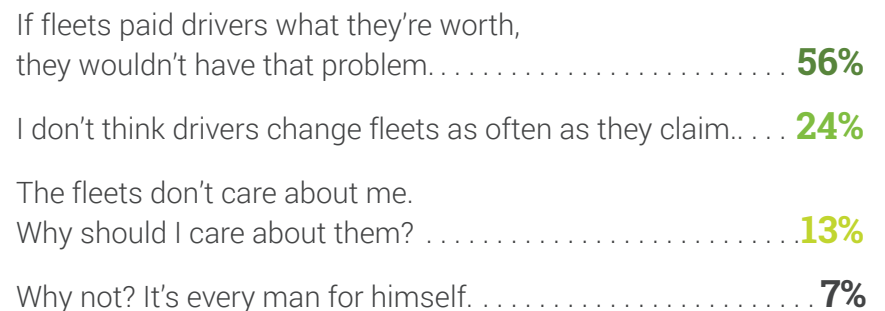


Drivers feel higher wages would calm turnover.

Company Drivers



Leased Owner-Operators



The Future of Driving

How do you feel about your long-term prospects of driving a truck?

All Respondents



Company Drivers



Leased Owner-Operators



More than half describe trucking as “just a job.”

What do you see for the future of your trucking career?

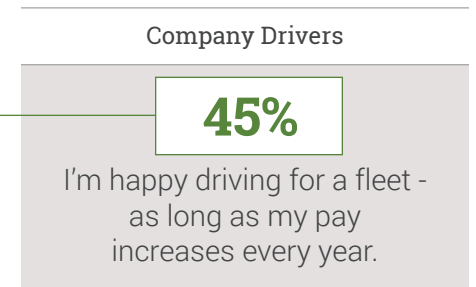
All Respondents

I'm happy driving for a fleet - as long as my pay increases every year.	34%
I'd like to get out of trucking.	32%
I'd like to move into a non-driving job with a fleet.	12%
I'd like to buy my own truck and become an owner-operator.	12%
I don't think I have a long-term career. This is just a job.	10%



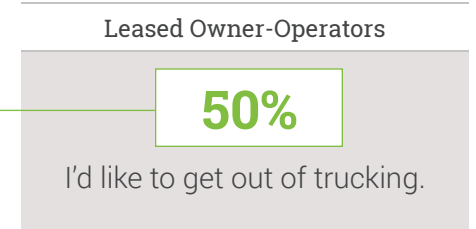
Company Drivers

I'm happy driving for a fleet - as long as my pay increases every year.	45%
I'd like to get out of trucking.	24%
I'd like to move into a non-driving job with a fleet.	12%
I don't think I have a long-term career. This is just a job.	10%
I'd like to buy my own truck and become an owner-operator.	9%



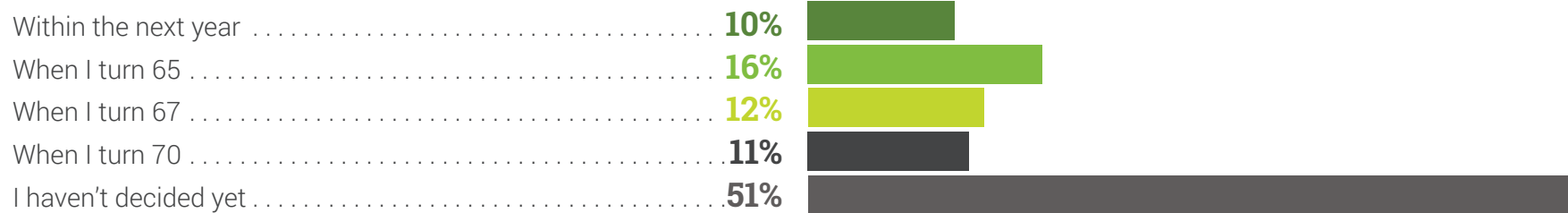
Leased Owner-Operators

I'm happy driving for a fleet - as long as my pay increases every year.	14%
I'd like to get out of trucking.	50%
I'd like to buy my own truck and become an owner-operator.	11%
I'd like to move into a non-driving job with a fleet.	10%
I don't think I have a long-term career. This is just a job.	15%

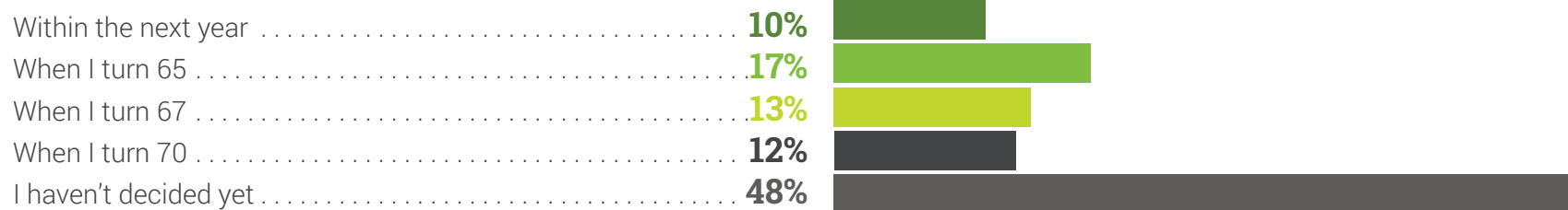


When do you plan to retire from truck driving?

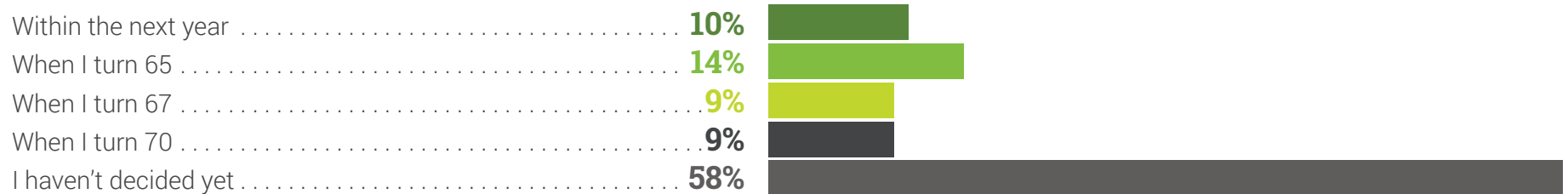
All Respondents



Company Drivers



Leased Owner-Operators

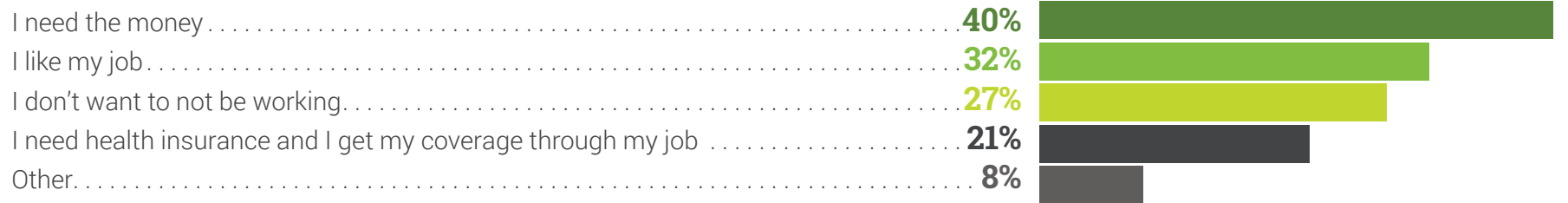


If you don't plan on retiring, why will you keep driving?

All Respondents



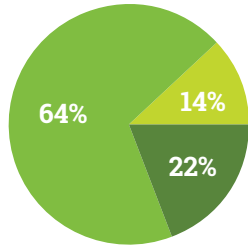
Company Drivers



Leased Owner-Operators

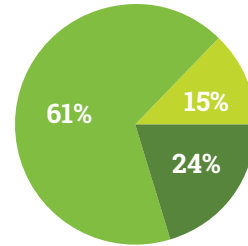


Have you saved enough money so you can retire?



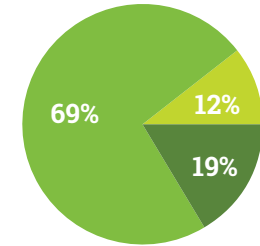
All Respondents

Yes	22%
No	64%
I don't know	14%



Company Drivers

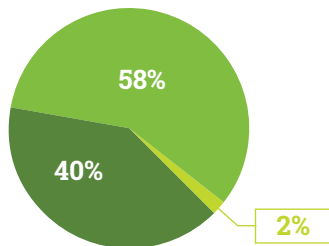
Yes	24%
No	61%
I don't know	15%



Leased Owner-Operators

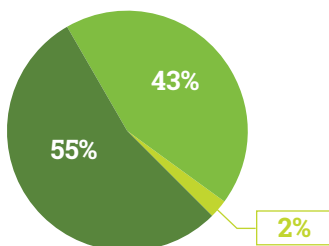
Yes	19%
No	69%
I don't know	12%

Do you have a retirement program through your truck driving job?



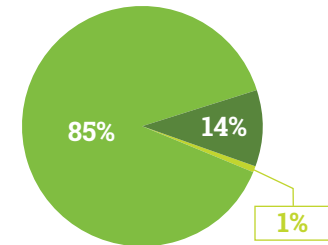
All Respondents

Yes	40%
No	58%
I don't know	2%



Company Drivers

Yes	55%
No	43%
I don't know	2%

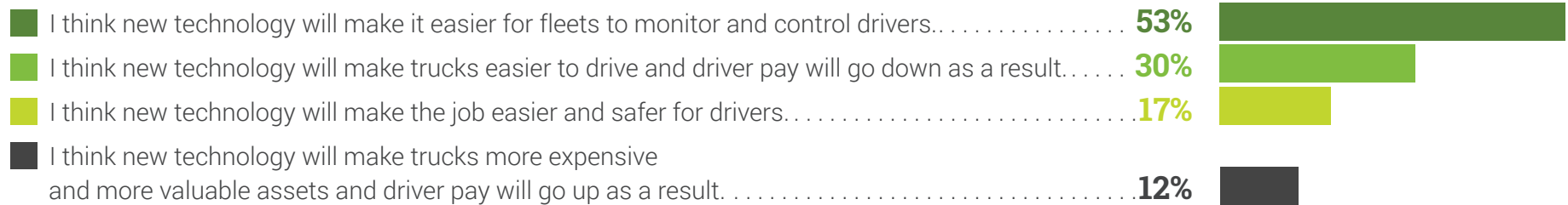


Leased Owner-Operators

Yes	14%
No	85%
I don't know	1%

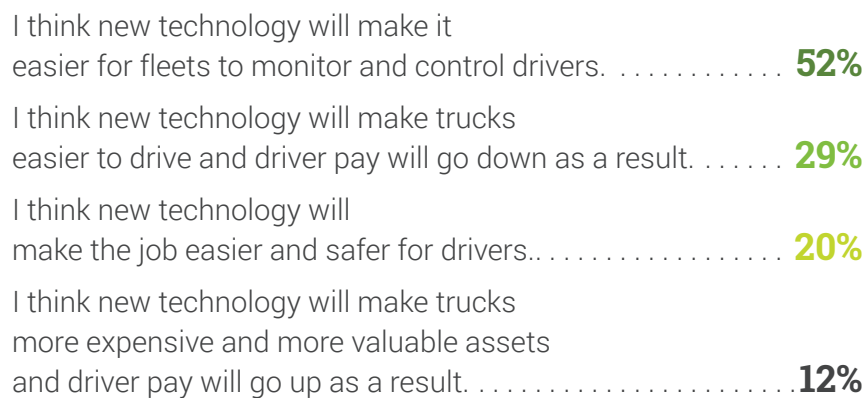
What do you think about the future of truck driving?

All Respondents

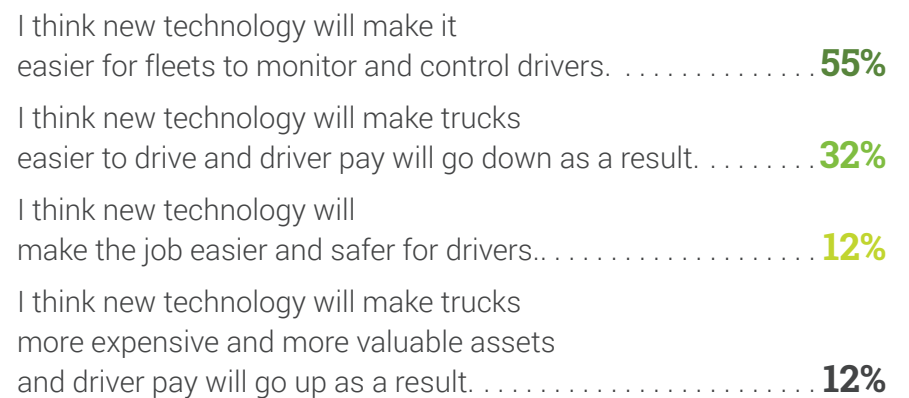


Big Brother? More than half think fleets will use technology to exert greater control.

Company Drivers



Leased Owner-Operators



Respondent Demographics

What type of driver are you?



What type of trucking do you do?

All Respondents

Over-the-road (long haul)	56%
Regional.....	39%
Dedicated	20%
Pickup and delivery	18%
Less-than-truckload	11%
Team	5%
Intermodal.....	4%

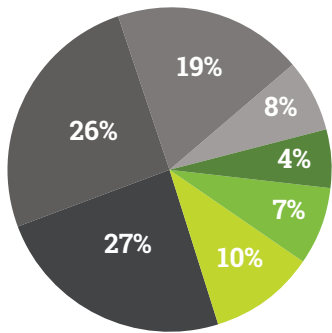
Company Drivers

Over-the-road (long haul)	46%
Regional.....	41%
Dedicated	25%
Pickup and delivery	22%
Less-than-truckload	11%
Team	4%
Intermodal.....	3%

Leased Owner-Operators

Over-the-road (long haul)	74%
Regional.....	34%
Dedicated	11%
Pickup and delivery	11%
Less-than-truckload	11%
Team	6%
Intermodal.....	6%

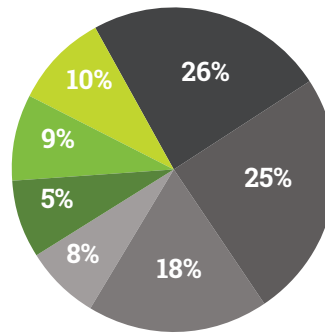
How many miles did you drive last year? An estimate is acceptable.



All Respondents

Up to 25,000 miles	4%
25,001 to 50,000 miles	7%
50,001 to 75,000 miles	10%
75,001 to 100,000 miles	26%
100,001 to 125,000 miles	26%
125,001 to 150,000 miles	19%
More than 150,000 miles	8%

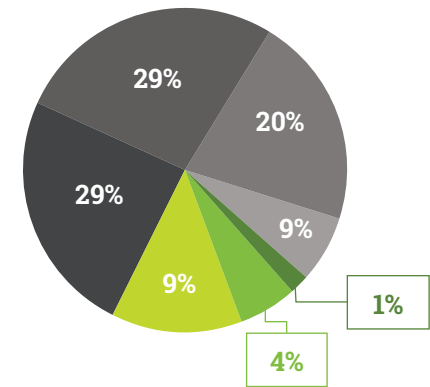
Average miles driven . . . **108,730**



Company Drivers

Up to 25,000 miles	5%
25,001 to 50,000 miles	9%
50,001 to 75,000 miles	10%
75,001 to 100,000 miles	25%
100,001 to 125,000 miles	25%
125,001 to 150,000 miles	18%
More than 150,000 miles	8%

Average miles driven . . . **106,305**

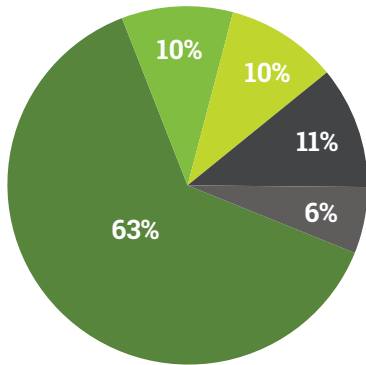


Leased Owner-Operators

Up to 25,000 miles	1%
25,001 to 50,000 miles	4%
50,001 to 75,000 miles	9%
75,001 to 100,000 miles	28%
100,001 to 125,000 miles	29%
125,001 to 150,000 miles	20%
More than 150,000 miles	9%

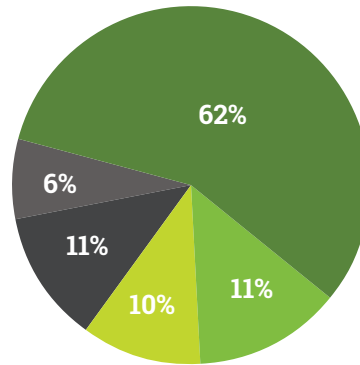
Average miles driven . . . **113,040**

How long have you been a truck driver?



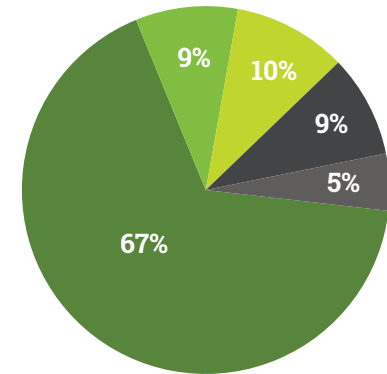
All Respondents

More than 20 years	63%
16 to 20 years.....	10%
11 to 15 years.....	10%
6 to 10 years.....	11%
5 years or less	6%



Company Drivers

More than 20 years	62%
16 to 20 years.....	11%
11 to 15 years.....	10%
6 to 10 years.....	11%
5 years or less	6%

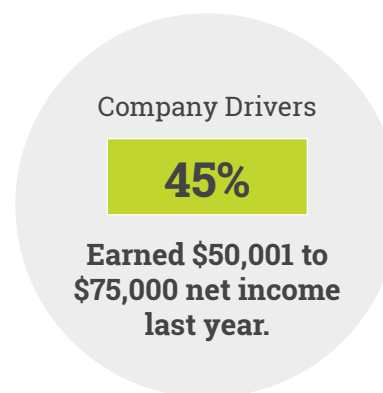


Leased Owner-Operators

More than 20 years	67%
16 to 20 years.....	9%
11 to 15 years.....	10%
6 to 10 years.....	9%
5 years or less	5%

What was your net income last year?

	All Respondents	Company Drivers	Leased Owner-Operators
More than \$100,000	12%	4%	27%
\$75,001 to \$100,000	25%	25%	25%
\$50,001 to \$75,000	38%	45%	24%
\$35,001 to \$50,000	18%	20%	14%
\$35,000 or less	7%	6%	9%





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