

An aerial, high-angle photograph of a multi-lane highway. A large semi-truck with a white trailer is driving in the left lane, moving away from the viewer. The road has white dashed lane markings and a metal guardrail on the right side. The background shows a grassy area with some trees under a clear sky.

Special Report 2020

What Drivers Want Survey

Randall  Reilly®

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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 1,056 surveys were returned, including 868 company drivers, and 188 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.

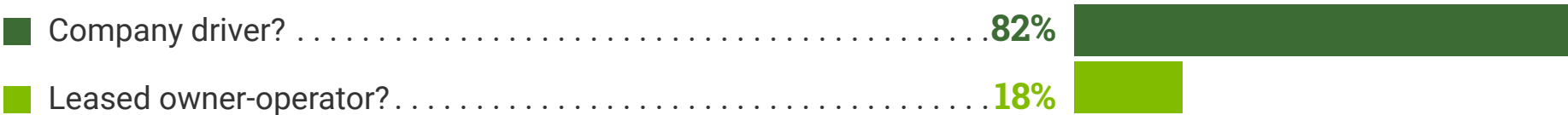
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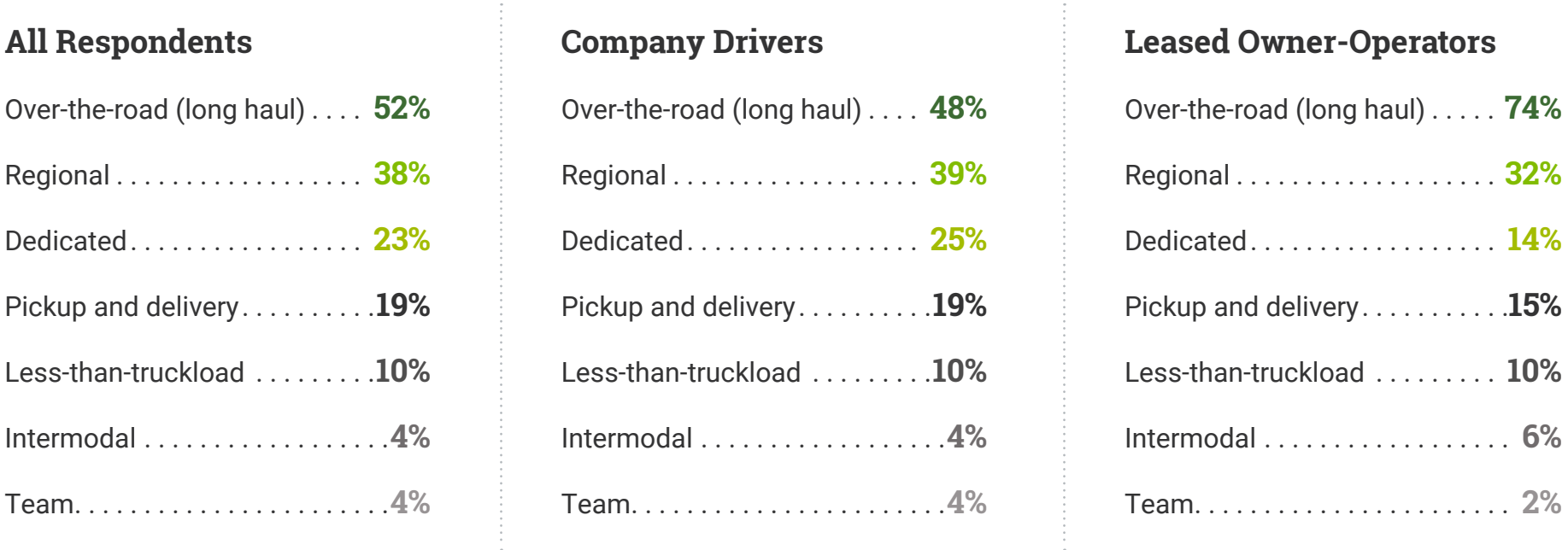
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Respondent Demographics

What type of driver are you? Check all that apply.

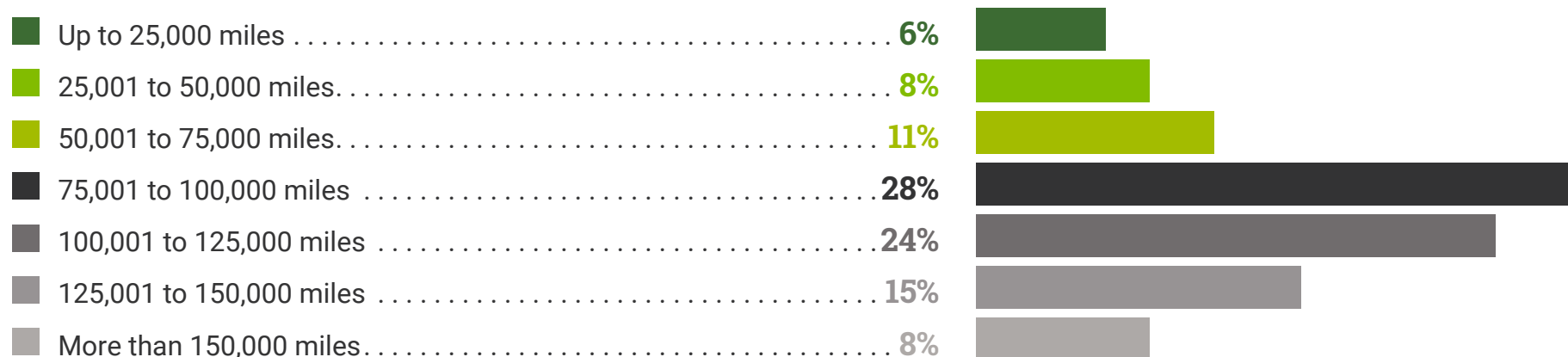


What type of trucking do you do?

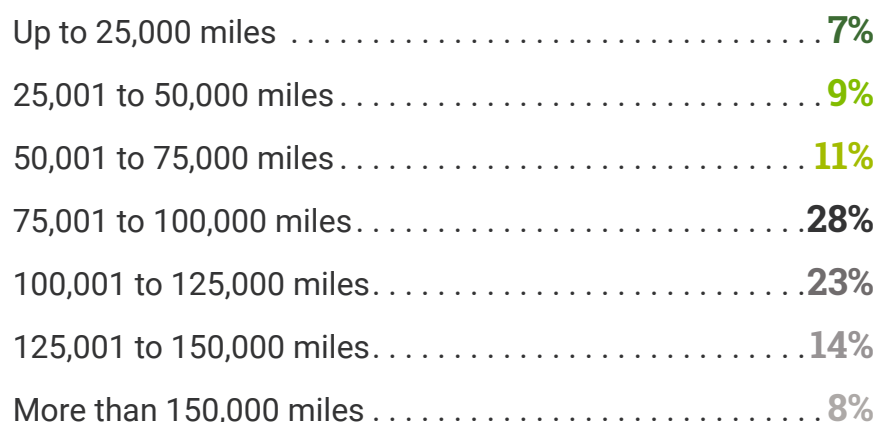


How many miles did you drive last year? An estimate is acceptable.

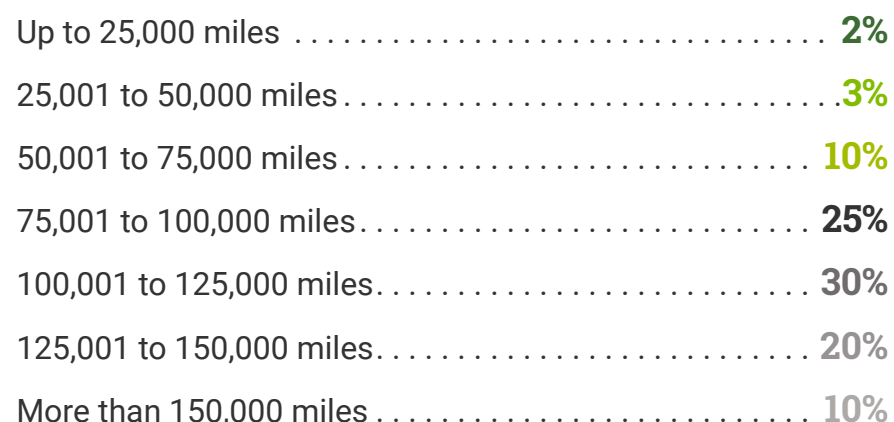
All Respondents



Company Drivers

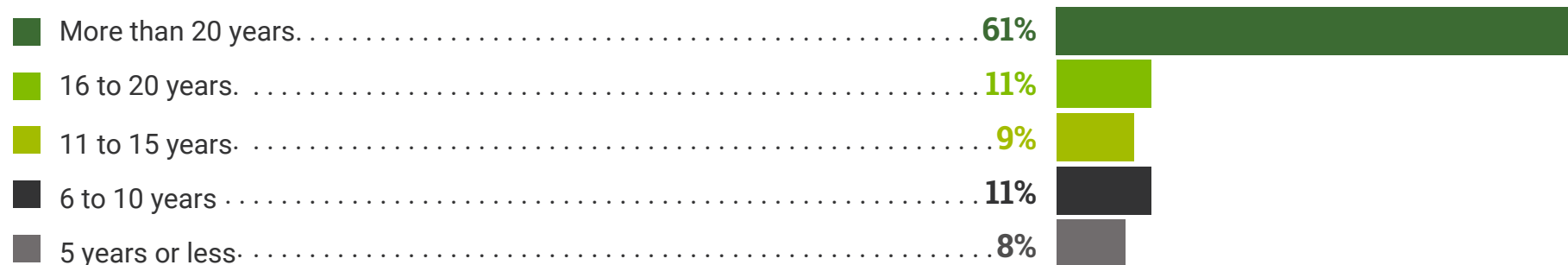


Leased Owner-Operators



How long have you been a truck driver?

All Respondents

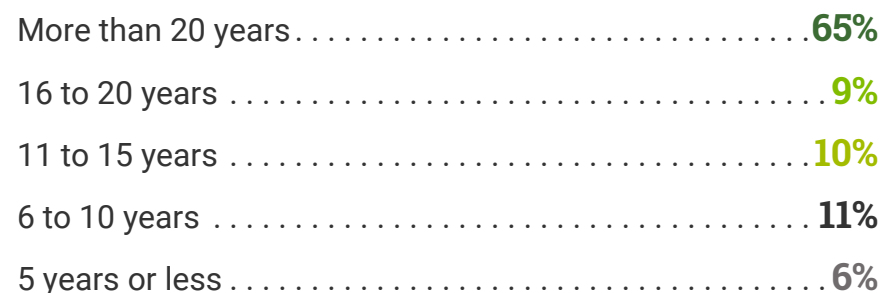


"I started as a part-time driver to supplement my income during the summer since I'm a farmer. Turned out to be the longest part time job I ever had."

Company Drivers

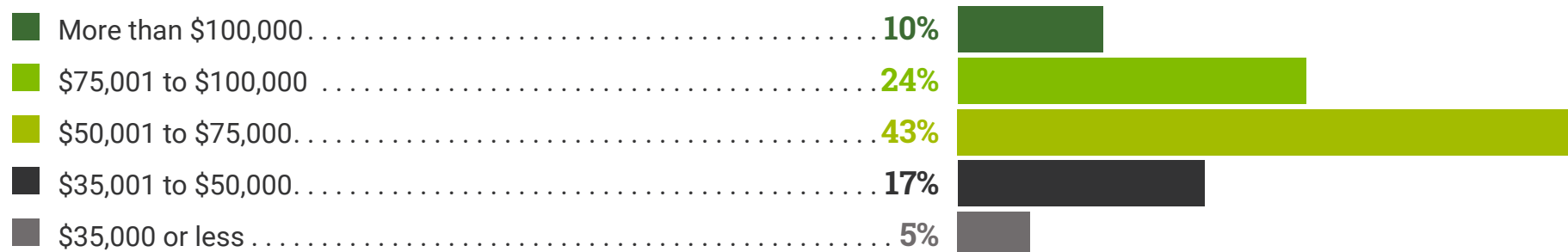


Leased Owner-Operators



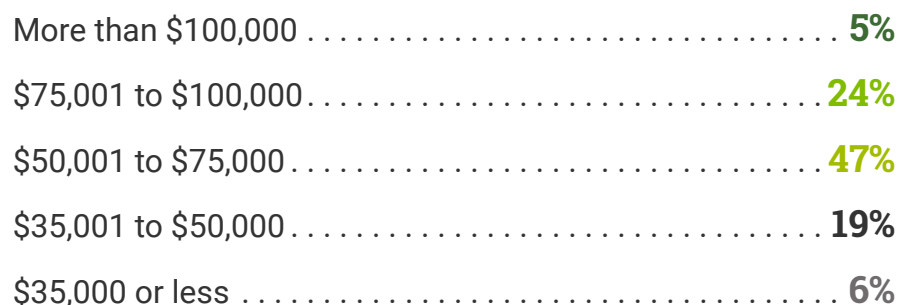
What was your net income last year?

All Respondents

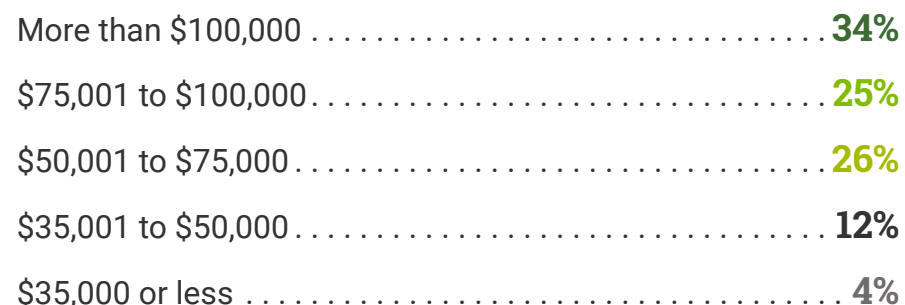


"Used to have good standard of living, but not anymore."

Company Drivers



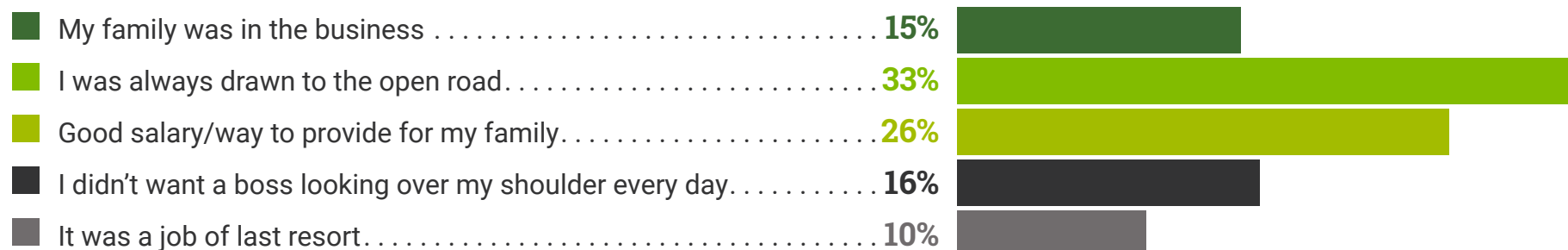
Leased Owner-Operators



Job Perceptions

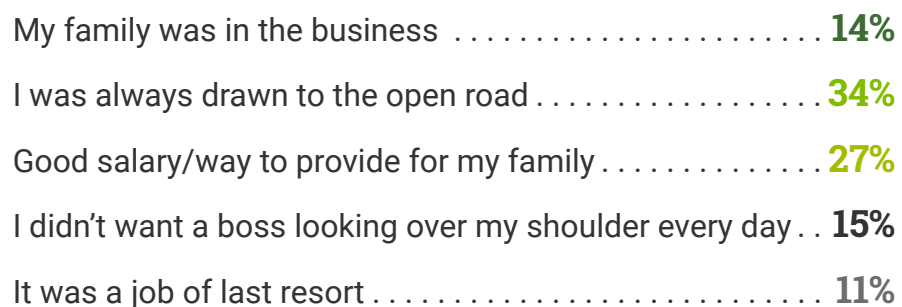
Why did you get into trucking? Check only one.

All Respondents

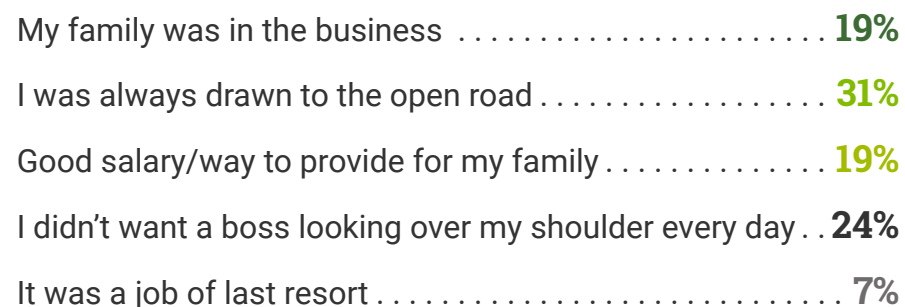


"I like to travel and get paid to do it."

Company Drivers



Leased Owner-Operators



Based on your miles/loads so far this year, will you:













	All Respondents	Company Drivers	Leased Owner-Operators
Make more money this year than I did in 2019.	25%	26%	24%
Make about the same amount of money as I did in 2019.	42%	44%	31%
Make less money than I did in 2019.	33%	30%	45%

"Due to the pandemic my company had a slight slow down."













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

	All Respondents	Company Drivers	Leased Owner-Operators
Regulations make it harder to work and make a living.	34%	31%	46%
I'm not making enough money.	11%	11%	9%
I'm not getting enough miles/loads.	2%	2%	3%
My family life is strained because I'm never home.	6%	7%	6%
It's a thankless job - nobody respects truckers or appreciates what we do.	22%	24%	17%
Driving has been bad for my health.	7%	7%	4%
Complexity that comes with using new technology. Just let me drive.	7%	7%	6%
Nothing. I like my job and have no complaints.	11%	11%	10%













What are your top three concerns right now?
Rank them in order by selecting each number only once.

All Respondents	1 TOP CONCERN	2 TOP CONCERN	3 TOP CONCERN
 Paying my bills each month	28%	13%	11%
 Digging out of bankruptcy	1%	2%	2%
 My health	19%	17%	13%
 The health of a family member	4%	5%	4%
 Paying for my child's education	1%	3%	1%
 Caring for elderly parents	2%	3%	4%
 Saving for retirement	14%	20%	17%
 Home time and my family life	13%	15%	11%
 Finding a new driving job	2%	2%	5%
 My safety on and off the job	11%	12%	14%
 Dealing with stress, anger and loneliness	4%	8%	12%
 Other	1%	1%	5%

What are your top three concerns right now?
Rank them in order by selecting each number only once.

Company Drivers	1 TOP CONCERN	2 TOP CONCERN	3 TOP CONCERN
 Paying my bills each month	27%	13%	11%
 Digging out of bankruptcy	1%	2%	3%
 My health	20%	18%	12%
 The health of a family member	5%	5%	4%
 Paying for my child's education	1%	2%	1%
 Caring for elderly parents	2%	3%	4%
 Saving for retirement	15%	21%	17%
 Home time and my family life	12%	16%	11%
 Finding a new driving job	2%	2%	5%
 My safety on and off the job	10%	11%	14%
 Dealing with stress, anger and loneliness	4%	7%	12%
 Other	2%	1%	5%

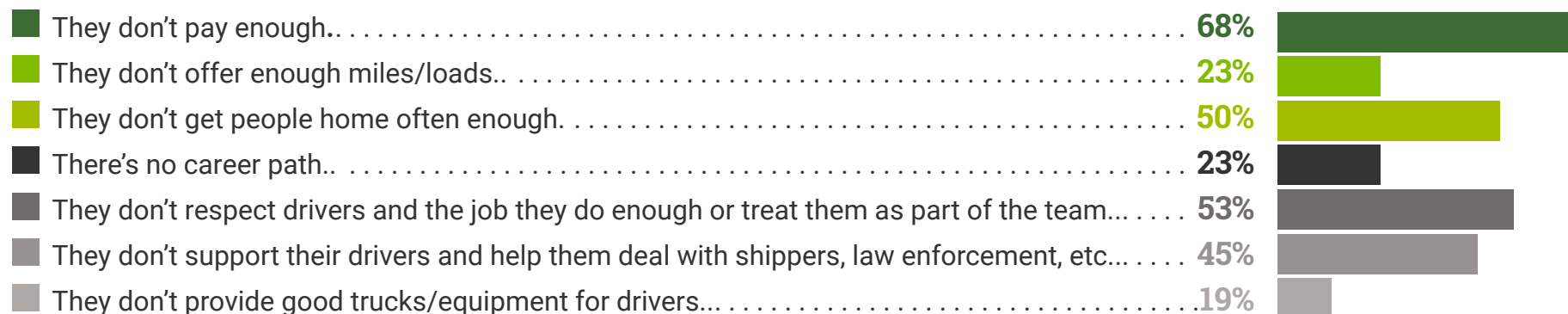
What are your top three concerns right now?
Rank them in order by selecting each number only once.

Leased Owner-Operators	1 TOP CONCERN	2 TOP CONCERN	3 TOP CONCERN
 Paying my bills each month	33%	14%	11%
 Digging out of bankruptcy	1%	2%	1%
 My health	16%	15%	15%
 The health of a family member	2%	5%	4%
 Paying for my child's education	0%	6%	1%
 Caring for elderly parents	3%	4%	4%
 Saving for retirement	8%	18%	19%
 Home time and my family life	15%	13%	12%
 Finding a new driving job	1%	2%	2%
 My safety on and off the job	15%	13%	11%
 Dealing with stress, anger and loneliness	5%	8%	12%
 Other	1%	1%	7%

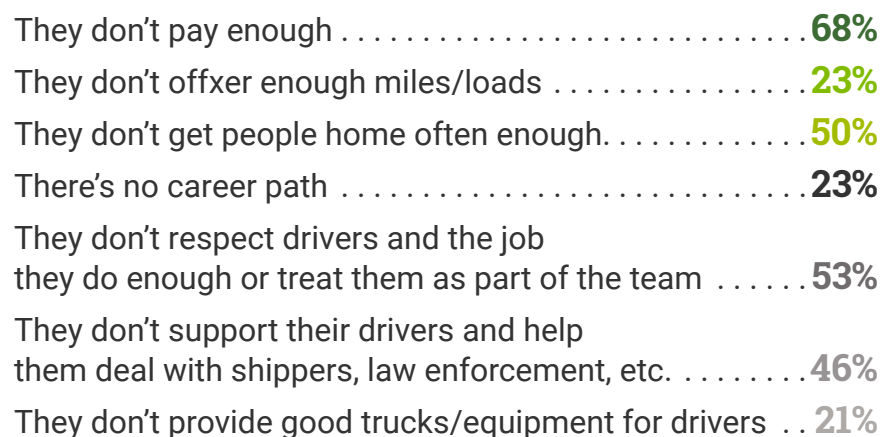
Recruiting & Retention

Why do you think fleets are having a hard time finding drivers today? Check all that apply.

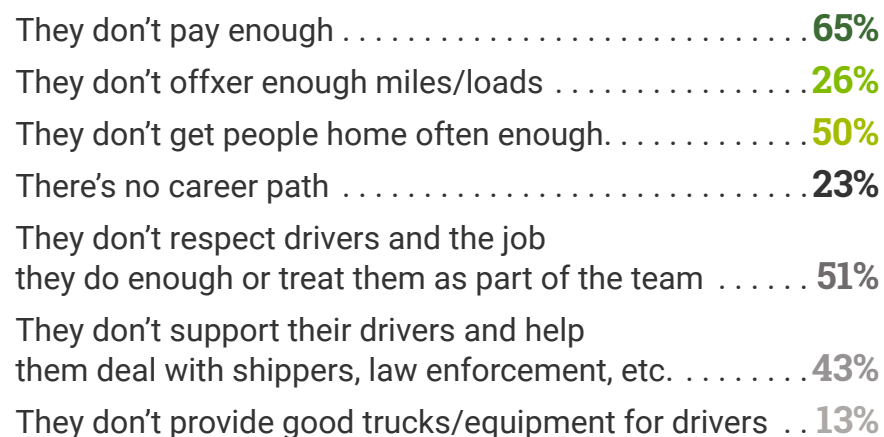
All Respondents



Company Drivers

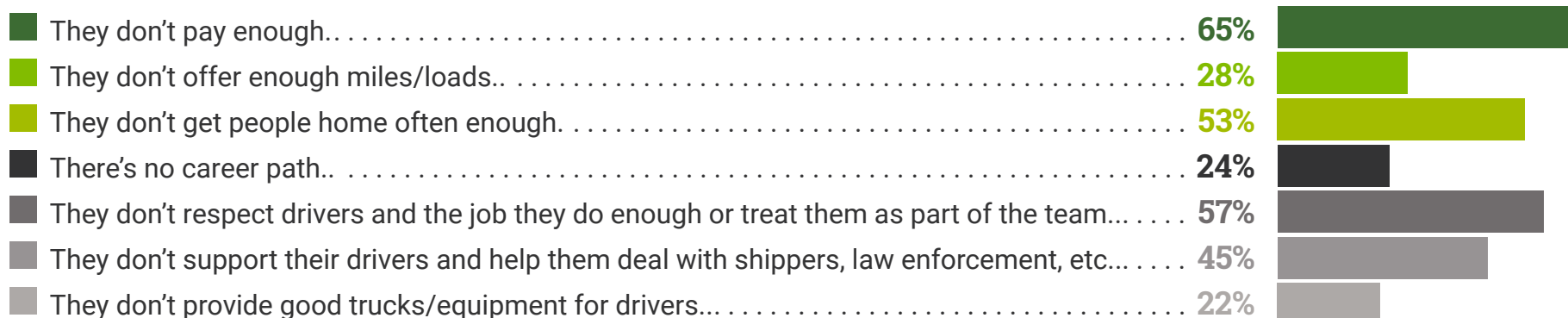


Leased Owner-Operators

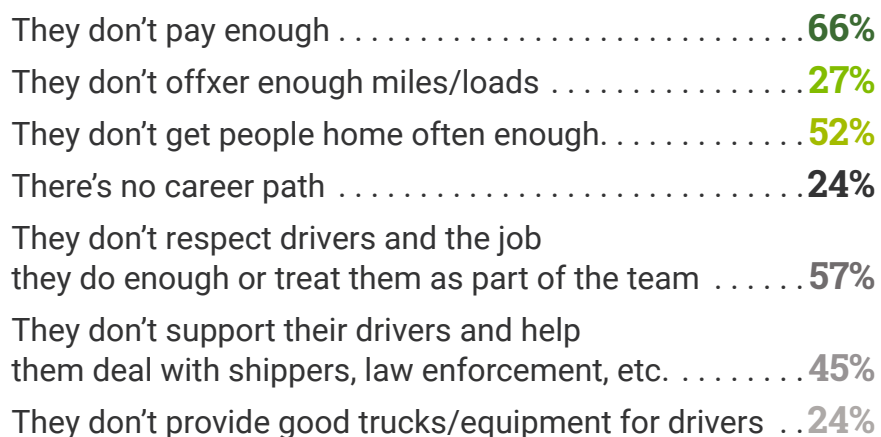


Why do you think fleets are having a hard time retaining drivers today? Check all that apply.

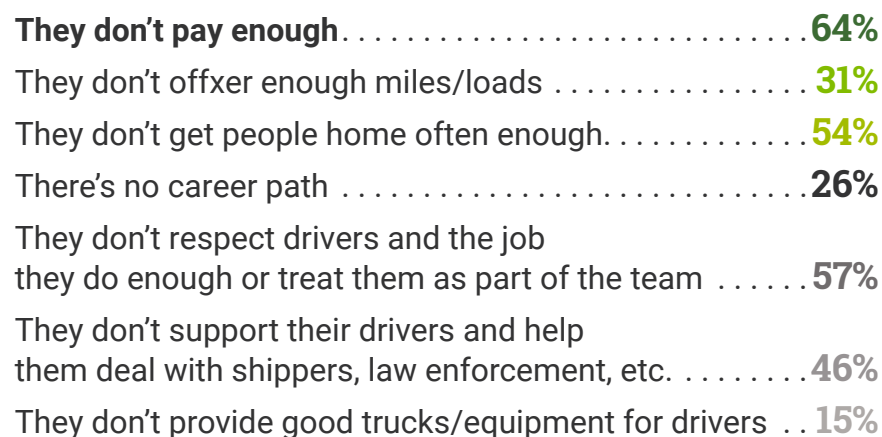
All Respondents



Company Drivers

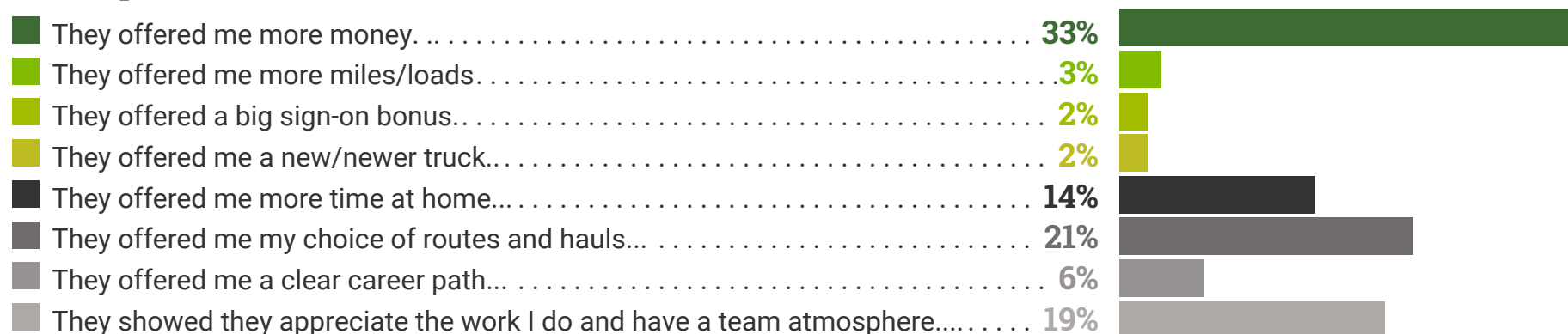


Leased Owner-Operators

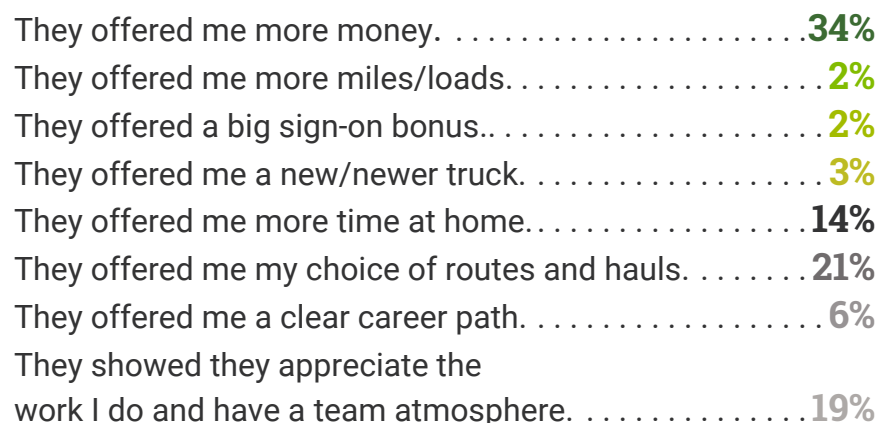


What would be the main reason you would consider changing jobs and driving for another fleet? Choose only one.

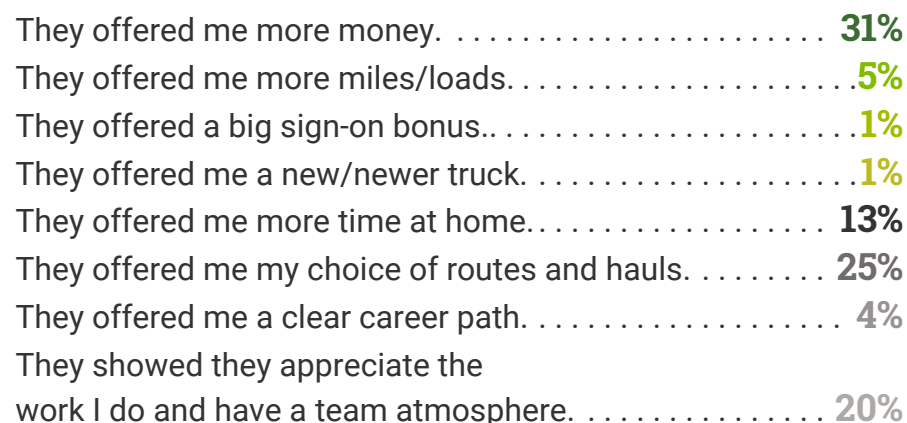
All Respondents



Company Drivers



Leased Owner-Operators



How would you rate your company's response to the COVID-19 pandemic during its peak, early spring through early summer 2020?

	All Respondents	Company Drivers	Leased Owner-Operators
GOOD: The company did everything they reasonably could to keep drivers making money on the road and safe from the virus	59%	58%	64%
FAIR: The company shared basic information, updates and/or personal protective equipment (PPE), but otherwise little changed day-to-day	24%	24%	21%
POOR: Drivers were on their own	17%	17%	15%

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

	All Respondents	Company Drivers	Leased Owner-Operators
Raise pay	27%	27%	28%
Offer more miles/loads	2%	2%	3%
Change to a more regional haul model to get people home more often	11%	10%	14%
Guarantee a certain amount of home time for drivers each month	10%	10%	10%
Offer fuel economy, safety and other bonuses to boost driver pay	3%	3%	3%
Update to new trucks and equipment to make drivers more comfortable when driving and at rest	6%	7%	3%
Reward senior drivers with new trucks and route preferences	9%	10%	7%
Offer excellent health benefits and 401k	14%	15%	11%
Guarantee a minimum pay, or mileage/loads	18%	18%	21%

The Future of Driving

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

All Respondents



Good31%

I'll keep making more money each year.

Fair53%

It's a job and I pay the bills.

Bad16%

I need to find another job.

Company Drivers



Good 42%

I'll keep making more money each year.

Fair50%

It's a job and I pay the bills.

Bad8%

I need to find another job.

Leased Owner-Operators



Good50%

I'll keep making more money each year.

Fair 45%






It's a job and I pay the bills.

Bad5%

I need to find another job.

"My income has improved consistently three years running.
I've had an increase in pay of at least \$10,000 per year."

What do you see for the future of your trucking career? Check only one.

	All Respondents	Company Drivers	Leased Owner-Operators
 I'd like to move into a non-driving job with a fleet.	14%	13%	17%
 I'd like to buy my own truck and become an owner-operator.	14%	12%	22%
 I'm happy driving for a fleet - as long as my pay increases every year.	40%	44%	21%
 I don't think I have a long-term career. This is just a job.	10%	10%	10%
 I'd like to get out of trucking.	22%	20%	31%

"If I'd have known what was going to happen to the trucking industry when I started, I'd have chosen a different career."

When do you plan to retire from truck driving?

	All Respondents	Company Drivers	Leased Owner-Operators
Within the next year	7%	7%	7%
When I turn 65	15%	15%	13%
When I turn 67	13%	13%	10%
When I turn 70	10%	10%	10%
I haven't decided yet	29%	29%	32%
I'll drive as long as I am healthy	26%	25%	28%

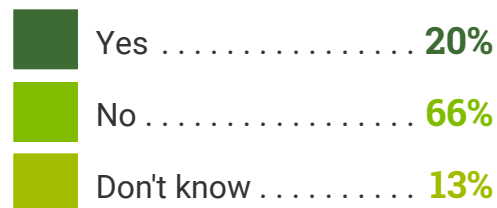
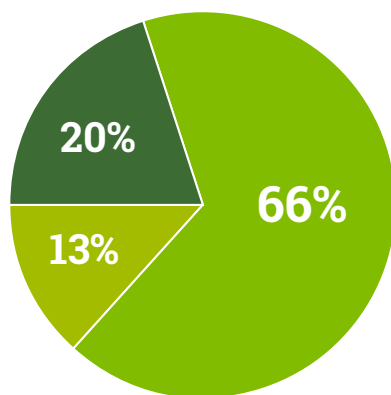
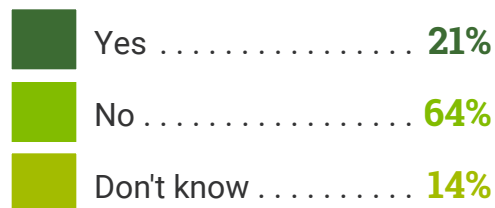
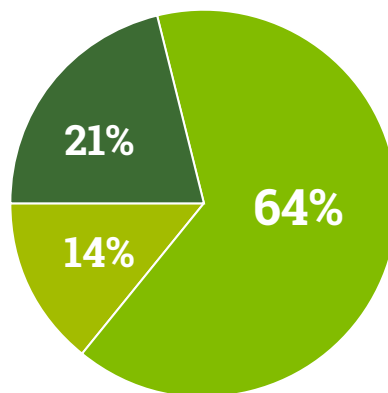
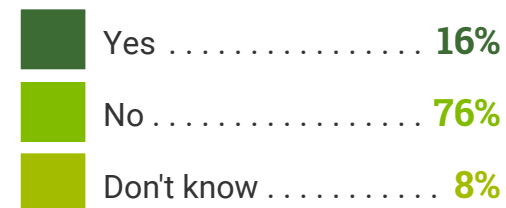
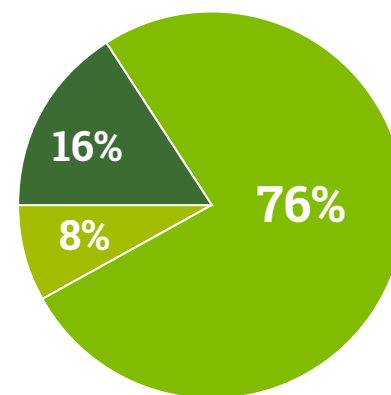
"I am 71 and still enjoying driving. I run about 1,500 to 1,800 miles a week and don't do it for the money, but because I still like it."

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

	All Respondents	Company Drivers	Leased Owner-Operators
I like my job	40%	39%	42%
I need the money	37%	36%	41%
I don't want to not be working	26%	26%	27%
I need health insurance and I get my coverage through my job	17%	19%	5%
Other	7%	6%	9%

"I would like to have my own rig,
slow down, travel/vacation, and visit family."

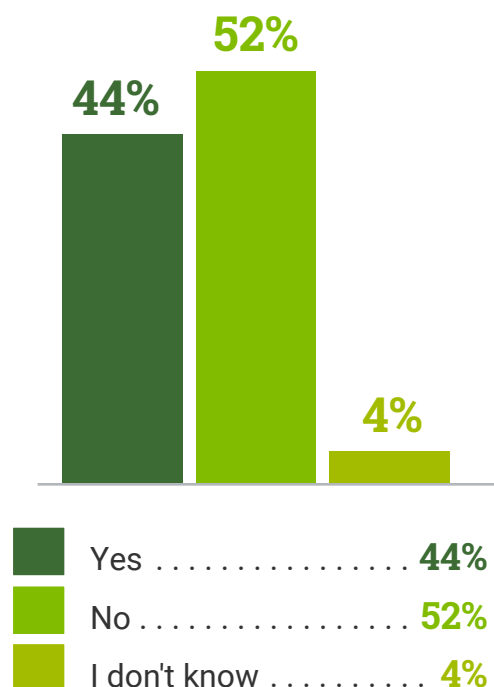
Have you saved enough money so you can retire?

All Respondents**Company Drivers****Leased Owner-Operators**

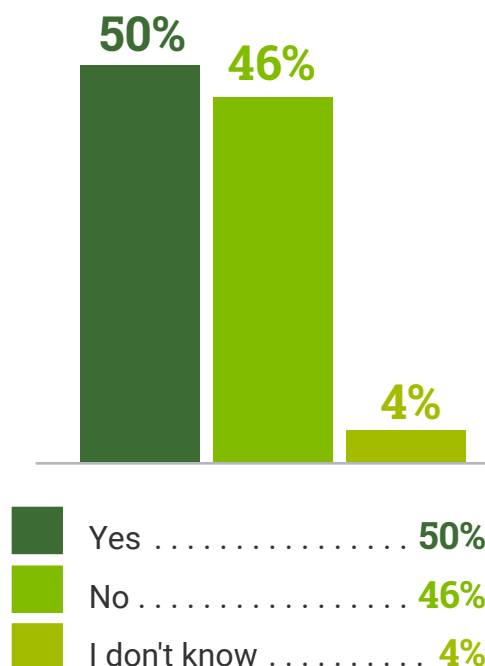
"Not yet, but it's a work in progress."

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

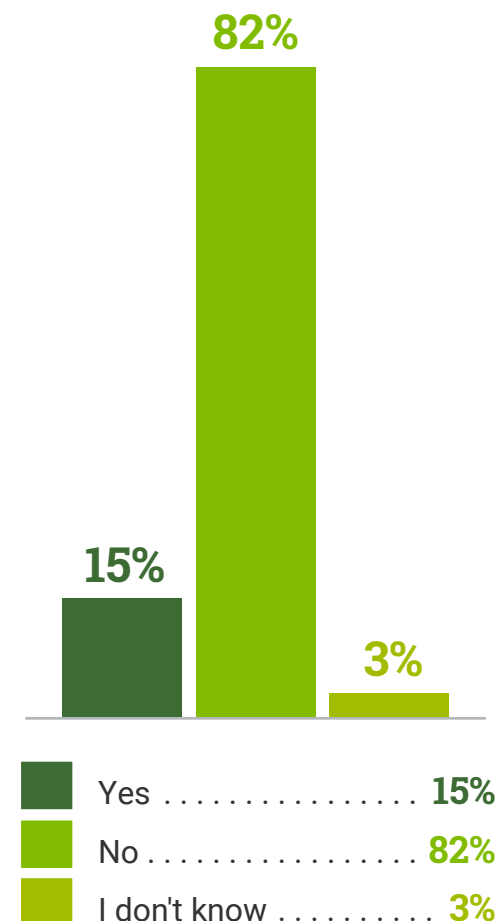
All Respondents



Company Drivers



Leased Owner-Operators



What do you think about the future of truck driving?

	All Respondents	Company Drivers	Leased Owner-Operators
I think new technology will make the job easier and safer for drivers.	20%	21%	14%
I think new technology will make it easier for fleets to monitor and control drivers.	53%	53%	54%
I think new technology will make trucks easier to drive and driver pay will go down as a result.	28%	27%	33%
I think new technology will make trucks more expensive and more valuable assets and driver pay will go up as a result.	13%	12%	14%

"I think technology will take over the trucking industry and drivers will be less needed."

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Agriculture



Construction



Driver Recruiting



Diesel Tech Recruiting



Lift Trucks



Logging



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