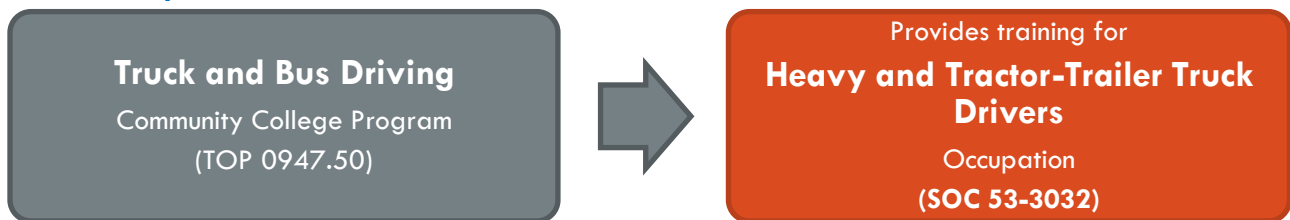


# Heavy and Tractor-Trailer Truck Drivers

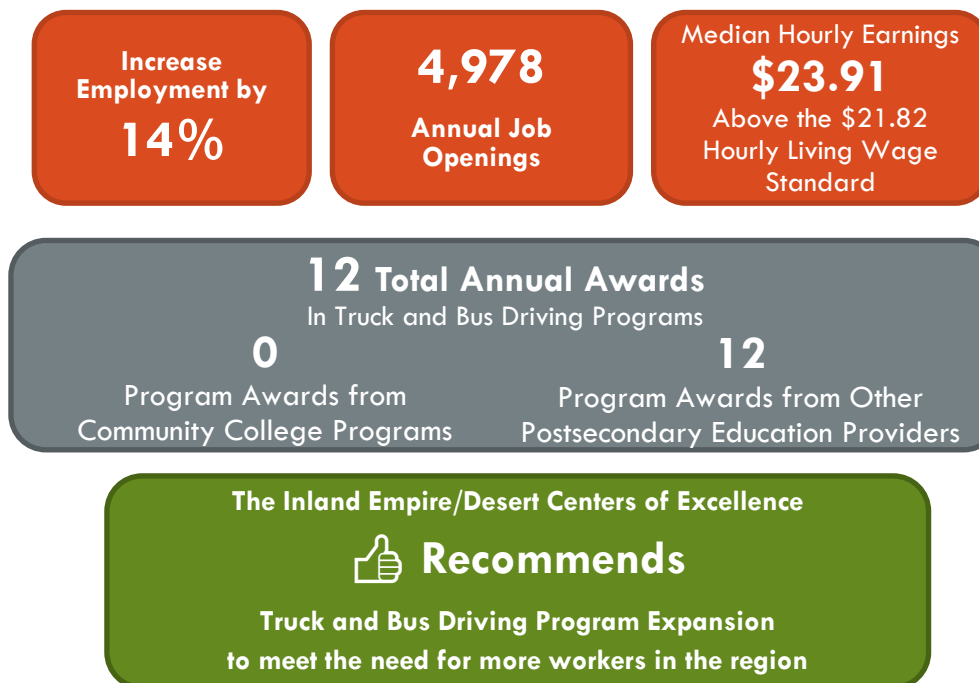
*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

*This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to verify their current employment needs.*

## Summary



Over the next five years (2021-2026), employment for heavy and tractor-trailer truck drivers is projected to



## Introduction

This report provides labor market occupational demand and wage research and postsecondary program outcomes related to truck and bus driving. California Community College truck and bus driving programs (TOP 0947.50) prepare students for employment through instruction on the operation of trucks and buses with diesel, gasoline, or alternative power engines (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by truck and bus driving programs prepare students for employment as heavy and tractor-

trailer truck drivers. While truck and bus driving programs may train bus drivers, only labor market information for heavy and tractor-trailer truck drivers is included in this report.

### **Heavy and Tractor-Trailer Truck Drivers (53-3032)**

Drive a tractor-trailer combination or a truck with a capacity of at least 26,001 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial driver's license. Includes tow truck drivers.

**Sample job titles:** Driver, Line Haul Driver, Log Truck Driver, Over the Road Driver (OTR Driver), Production Truck Driver, Road Driver, Semi Truck Driver, Tractor Trailer Operator, Truck Driver

*Entry-Level Educational Requirement: Postsecondary nondegree award*

*Training Requirement: Less than one-month on-the-job training*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 30%*

In 2021, there were 34,289 heavy and tractor-trailer truck driver jobs in the region. Regional employment for heavy and tractor-trailer truck drivers is projected to increase by 14% through 2026; 4,978 job openings are projected annually. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and greater in the region.

*Exhibit 1. Five-year projections for heavy and tractor-trailer truck drivers, Inland Empire/Desert Region, 2021-2026*

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Heavy and Tractor-Trailer Truck Drivers	34,289	39,175	14%	24,892	4,978	29%

Source: Lightcast 2022.2

An online job ad search for heavy and tractor-trailer truck driver jobs was conducted to reveal the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Exhibit 2 shows the number of job ads posted during the last 12 months, August 2021 through July 2022, and the regional and statewide average time to fill these jobs. Job ads were limited to positions that required a Commercial Driver's License.

On average, employers in the local region fill online job ads for heavy and tractor-trailer truck drivers in 40 days, two days shorter than the statewide average time to fill. Time to fill information indicates that employers in the region likely face similar challenges filling open positions as other employers in California.

*Exhibit 2. Job ads and time to fill, Inland Empire/Desert Region, August 2021 through July 2022*

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Heavy and Tractor-Trailer Truck Drivers	9,769	40	42

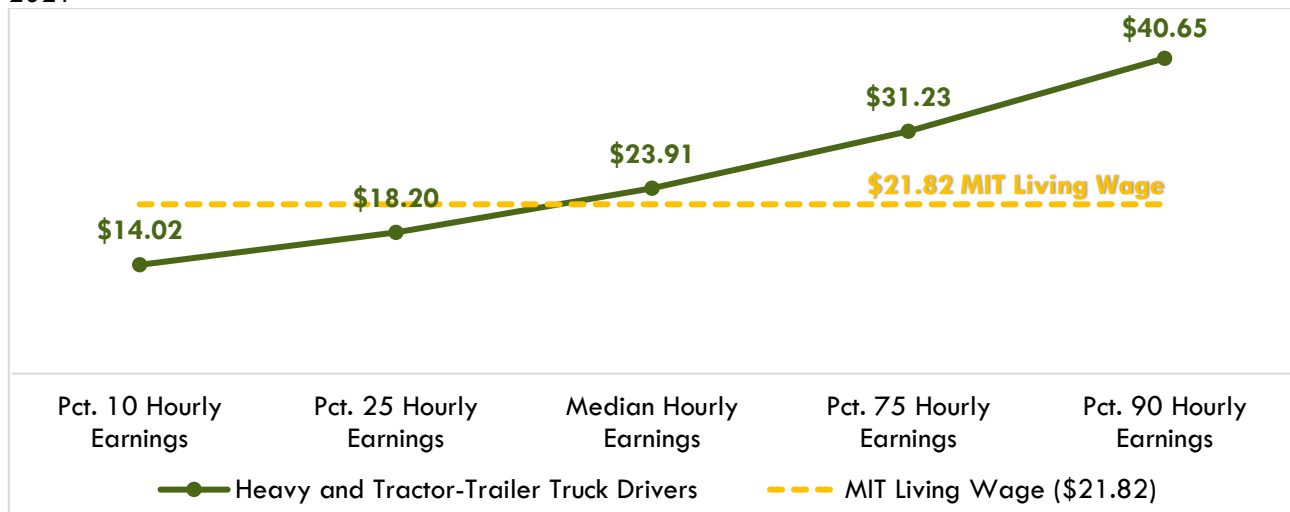
Source: Burning Glass – Labor Insights

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually in California (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for heavy and tractor-trailer truck drivers. The median hourly earnings for heavy and tractor-trailer truck drivers are above the living wage standard, indicating that the top 50% of workers earn a living wage.

*Exhibit 3. Hourly earnings by percentile for heavy and tractor-trailer truck drivers, Inland Empire/Desert Region, 2021*



Source: Lightcast 2022.2

Benefits information, provided in the occupational guides developed by the California Labor Market Information Division, reveals that, generally, heavy truck drivers are provided with medical, dental, disability, and life insurance, and retirement plans. Union truck drivers may receive benefits, but they are negotiated by their union representatives (Detailed Occupational Guides, 2022).

## Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for heavy and tractor-trailer truck drivers over the last 12 months. Online job ad salary information reveals that employers are willing to pay heavy and tractor-trailer truck drivers an average annual salary of \$70,000, above the region's \$45,386 annual (\$21.82 hourly) MIT

living wage standard. Consider the salary information with caution since only 52% (5,105 out of 9,769) of online job ads for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

*Exhibit 4. Advertised salary information, Inland Empire/Desert Region, August 2021 through July 2022*

Number of job ads	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	Average Annual Salary
5,105	16%	11%	33%	40%	\$70,000

Source: Burning Glass – Labor Insights

### Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 5 displays the job titles most frequently used in job ads for heavy and tractor-trailer truck drivers. Displaying advertised job titles may provide insight into the types of positions sought by employers posting ads. The most frequently requested job title in the region, aside from CDL A Truck Driver, was CDL A Truck Driver – Home Daily, indicating a need for truck drivers to drive local routes.

*Exhibit 5. Job titles most frequently used in heavy tractor-trailer truck driver job ads, Inland Empire/Desert Region, August 2021 through July 2022*

Job Titles	Job Ads
CDL A Truck Driver	2,949
CDL A Truck Driver – Home Daily	1,298
Local Truck Driver	1,077
Company Driver	546
Truck Driver	387
All other job titles	3,512
<b>Total</b>	<b>9,769</b>

Source: Burning Glass – Labor Insights

Exhibit 6 displays the employers that posted more than 100 job ads for heavy and tractor-trailer truck drivers during the last 12 months. Displaying employer names provides insight into where students may find employment after completing a program. Marten Transport posted the most job ads for heavy and tractor-trailer truck drivers in the region.

*Exhibit 6. Employers posting the most job ads for heavy and tractor-trailer truck drivers, Inland Empire/Desert Region, August 2021 through July 2022*

Top Employer	Job Ads
Marten Transport	998

Top Employer	Job Ads
YRC Freight	736
Reddaway Trucking	411
Certified Freight Logistics	321
Dependable Highway Express	268
Hub Group	352
Carvana	224
Amazon	207
Schneider National Incorporated	197
Penske	165
J.B. Hunt Transport	150
Active USA	148
CEVA Logistics	146
Sherwin Williams	137
C.R. England	152
Andrus Transportation	146
Ryder System Transportation	112
Fuentes & Sons Transportation	116
Hendrickson	107
Truck Warrior Local	152
Taylor Truck Line	101
<i>All other employers</i>	4,423
<b>Total</b>	<b>9,769</b>

Source: Burning Glass – Labor Insights

Exhibit 7 lists a sample of specialized and employability skills employers seek when looking for workers to fill heavy and track-trailer truck driver positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

*Exhibit 7. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, August 2021 through July 2022*

Specialized skills (n=1,974)	Employability skills
<ul style="list-style-type: none"> <li>• Hazmat</li> <li>• Post Trip Inspections</li> <li>• Logistics</li> <li>• Scheduling</li> <li>• Drop and Hook</li> <li>• Forklift Operation</li> </ul>	<ul style="list-style-type: none"> <li>• Physical Abilities</li> <li>• English</li> <li>• Teamwork/Collaboration</li> <li>• Communication Skills</li> <li>• Writing</li> <li>• Detail-Oriented</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 8 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for heavy and tractor-trailer truck drivers. According to the Bureau of Labor Statistics, 30% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." All of the job ads for heavy and tractor-trailer truck drivers sought candidates with at least a high school diploma or vocational training.

*Exhibit 8. Typical entry-level education, educational attainment, and minimum advertised education requirements, Inland Empire/Desert Region, August 2021 through July 2022*

Typical Entry-Level Education Requirement (National)	CC-Level Educational Attainment* (National)	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
			High school or vocational training	Associate degree	Bachelor's degree or higher
Postsecondary nondegree award	30%	620	100%	-	-

Source: Lightcast 2022.2, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 9 displays the work experience typically required for heavy and tractor-trailer truck drivers and the real-time work experience requirements from employer job ads. Approximately 70% of employers sought heavy and tractor-trailer truck drivers with zero to two years of previous work experience.

*Exhibit 9. Work experience required and real-time work experience requirements, Inland Empire/Desert Region, August 2021 through July 2022*

Work Experience Typically Required	Real-Time Work Experience			
	Number of job ads	0 – 2 years	3 – 5 years	6+ years
None	5,809	70%	24%	6%

Source: Lightcast 2022.2, Burning Glass – Labor Insights

## Certifications

Exhibit 10 displays the certifications required by employers posting job ads for heavy and tractor-trailer truck drivers in the region. The State of California Department of Motor Vehicles (DMV) is the regulatory

agency that issues commercial driver's licenses (CDL). Like a traditional driver's license, individuals seeking to obtain their commercial driver's license must first obtain a commercial learner's permit (CLP). California strictly adheres to federal regulations for commercial motor vehicle licensure. In order to apply for a CLP, an individual must be 18, possess a noncommercial driver's license (Class C license), complete a commercial driver's license application, complete a 10-year driving history record check, submit a completed medical examination report and medical examiner's certification form, provide residency documentation, pass a vision exam, and pass the applicable knowledge test. Once the knowledge test is passed, individuals will be issued a CLP. Individuals under 21 may only operate within California.

A CLP allows prospective CDL candidates to gain behind-the-wheel experience prior to CDL skills testing. In order to operate a commercial vehicle with a CLP, individuals must have both their CLP and noncommercial driver's licenses and be accompanied by a California CDL holder. Once a driver has waited the minimum 14 days after obtaining their CLP, they may take their driving skills test, which includes a vehicle inspection, basic control skills, and a road test. After successful completion of the skills test, individuals will be issued their CDL. For more information regarding licensure, visit the DMV website (State of California Department of Motor Vehicles, 2022).

*Exhibit 10: Certifications required by employer job ads, Inland Empire/Desert Region, August 2021 through July 2022*

Occupation	Certifications
Heavy and Tractor-Trailer Truck Drivers (n=9,769)	<ul style="list-style-type: none"> <li>CDL Class A</li> </ul>

Source: Burning Glass – Labor Insights

## Student Completions and Programs Outcomes

Over the last three academic years, regional community colleges have not issued awards in bus and truck driving programs (TOP 0947.50). San Bernardino Valley College's recently approved Commercial Driver's License (CDL) Orientation and Training program is the only regional program that utilizes the truck and bus driving program code. The program description for San Bernardino Valley College's CDL Orientation and Training program, which may be helpful in program development, is displayed below (San Bernardino Valley College, 2022):

*This certificate is designed to provide students with the fundamentals and responsibilities involved with a Class A license, as it applies to the industry. It prepares students for what is expected with the everyday maintenance, field service, and networking within the industry and covers intrastate and interstate requirements of truck driving. Students will be prepared to take the DMV written test and practice driving a Class A truck with the use of truck simulators.*

Exhibit 11 displays awards for other postsecondary education providers reported in truck and bus driver/commercial vehicle operator and instructor programs (CIP 49.0205). Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years. One other regional postsecondary education provider issued 12 awards annually over the last three academic years.

*Exhibit 11. Other educational providers truck and bus driver/commercial vehicle operator and instructor programs, three-year annual average credentials, Inland Empire/Desert Region, Academic Years 2017-2020*

49.0205 – Truck and Bus Driver/Commercial Vehicle Operator and Instructor	Award <1 academic year	Other Educational Providers Annual Average Credentials, 2017-2020
CET-Colton	12	12

Source: IPEDS

## Summary of Findings

The knowledge, skills, and abilities trained by truck and bus driving programs (TOP 0947.50) prepare students for employment as heavy and tractor-trailer truck drivers. Heavy and tractor-trailer truck drivers are projected to have 4,978 annual job openings and increase employment by 14% over the next five years. The median hourly earnings for heavy and tractor-trailer truck drivers are above the living wage standard, indicating that at least 50% of workers earn a living wage. Online job ad salary information reveals that employers are willing to pay heavy and tractor-trailer truck drivers an average annual salary of \$70,000, above the region's \$45,386 annual (\$21.82 hourly) MIT living wage standard.

Regional community colleges have not issued awards related to truck and bus driving over the last three academic years. One other postsecondary education provider in the region has issued 12 awards annually in programs related to truck and bus driving.

The Centers of Excellence recommends expanding truck and bus driving programs to meet the regional demand for more workers. Colleges considering this program should partner with relevant employers and confirm their demand for heavy and tractor-trailer truck drivers and the skills needed for students to secure work in this field shortly after exiting the program.

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## Appendix: Methodology

Job ad data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job ads often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for heavy and tractor-trailer truck drivers in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Heavy and Tractor-Trailer Truck Drivers (53-3032)	34,289	4,887	14%	4,978	\$14.02 to \$40.65	\$23.91	\$54,800	Postsecondary nondegree award & Less than one month	None

Source: Lightcast 2022.2