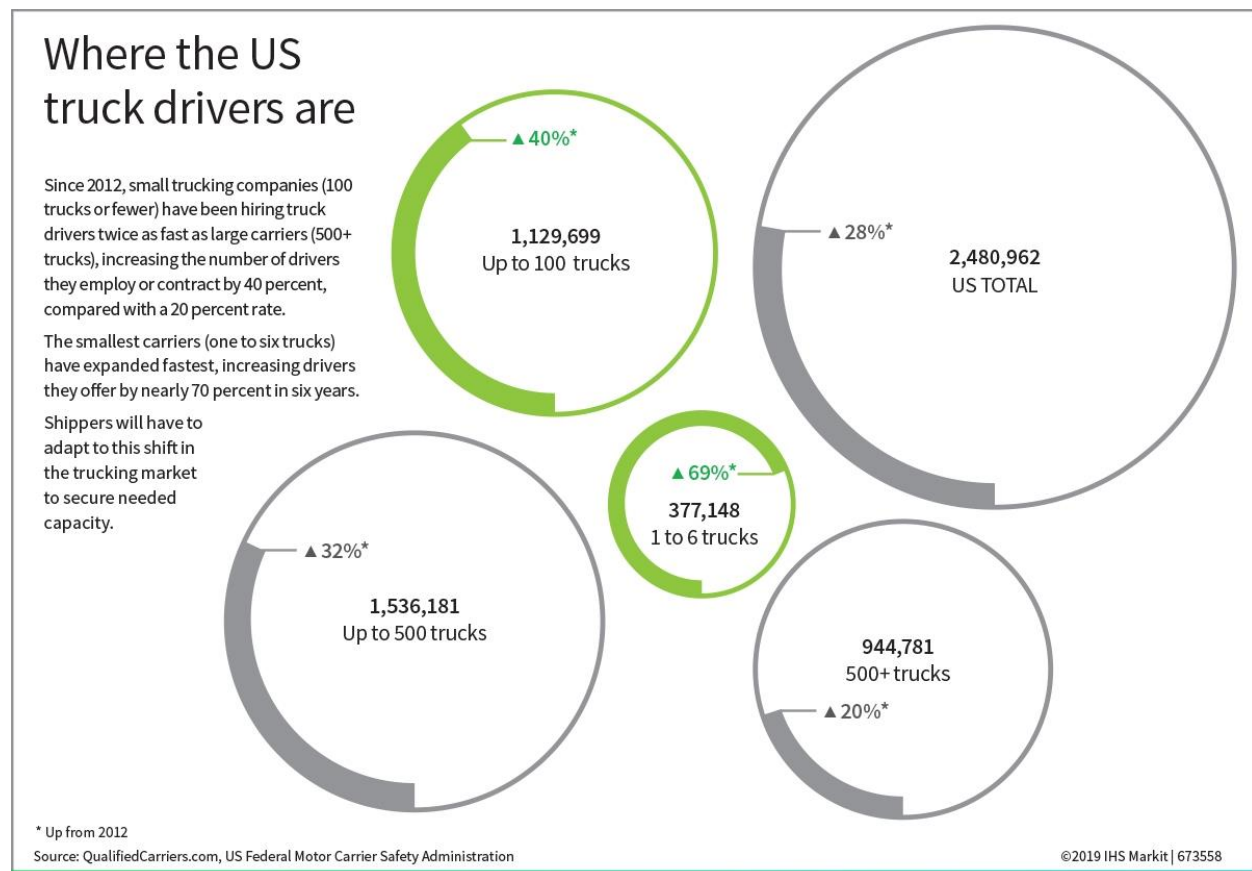


Though large motor carriers continue to blame capacity issues on a chronic driver shortage, real-world facts produced by DAT, the *Journal of Commerce*, IHS Markit, the Bureau of Labor Statistics, and the Federal Motor Carrier Safety Administration (FMCSA) demonstrate that the primary issue is actually driver retention.

According to Craig Callahan, executive vice president at Werner Enterprises, “There’s not a shortage of truck drivers, there’s just a shortage of really good ones.”¹ Throughout 2018, the industry witnessed an ongoing migration of drivers joining smaller fleets or becoming owner-operators at a pace of more than 2-to-1 — companies operating 100 trucks or fewer have gained 345,925 drivers since 2012, while fleets with 501 or more trucks have snagged only 169,467 drivers.² That trend has contributed to the biggest carriers’ inability to add capacity and is exacerbated by poor driver wages. A Business Insider analysis showed that median wages for truck drivers have decreased 21 percent on average since 1980. In some areas, they have declined as much as 50 percent.³



¹ William B. Cassidy, “US truck employment breaks records but shortage remains,” *Journal of Commerce* (Nov 5 2018)

² Jeff Tucker, “E-commerce pushing US trucking to up its game,” *Journal of Commerce* (Jan 22, 2019)

³ Rachel Premack, “Truck driver salaries have fallen by as much as 50% since the 1970’s – and experts say a little-known law explains why,” *Business Insider* (Sep 26, 2018)