



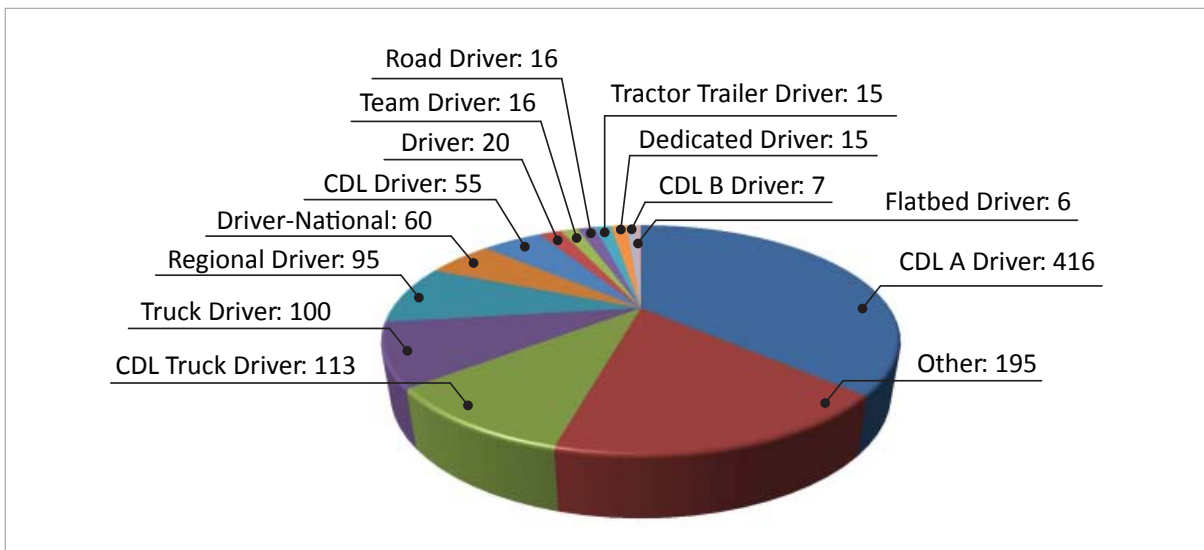
# Truckers: Keep Goods Moving

Real Time Labor Market Information from April to May 2015

Truck drivers are everywhere. A trip on almost any road in this country will quickly make that apparent. Cargo must be shipped. Aircraft, ships, and trains can only take goods and material so far. Tractor trailers and other delivery vehicles must take cargo from ports and cargo hubs for final delivery. Various industries and businesses rely on truck drivers to deliver their product. Much of the economy of this country relies heavily on delivery drivers to keep it moving.

Transportation and material moving, the occupational group that includes truck drivers, accounted for 5.3 percent of occupational employment<sup>1</sup> in New Hampshire in 2014. Employment projections show strong demand for truck driver positions both in New Hampshire and nationally. For the period of April to May 2015, there were 1,129 New Hampshire online job postings that included the job title “driver” in the post. The job title “CDL–A driver” was specified in 416 online job postings, which represented roughly 37 percent of total job postings for drivers in New Hampshire.

## Job Titles for Driver Job Postings in New Hampshire



Source: Labor/Insight, Burning Glass Technologies

1. Occupational Employment Statistics Program employment estimates, 2014.

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## Certifications

Among truck driver ads online, 40 percent specified a certification. The certifications most frequently specified were *CDL class A*, *commercial driver's license*, and *air brake certified*.

The designation “CDL–A Driver” indicates that the job posting is for a person that holds a Commercial Driver’s License with an “A” endorsement. A CDL class A license allows the driver to operate a vehicle, or vehicles, in excess of 26,000 pounds with a trailer in excess of 10,000 pounds. A CDL class B license allows a driver to operate a vehicle in excess of 26,000 pounds with a trailer less than 10,000 pounds. The third type of commercial license, CDL class C, allows a driver to operate a vehicle that does not fit the definition of class A or class B, but is either designed to transport 16 or more passengers (including driver); is required to be placarded for hazardous materials; or meets the definition of a “tank” vehicle.<sup>2</sup>

The legal age to obtain a CDL license in New Hampshire is 18 years of age, however, a driver must be at least 21 years old to haul hazardous material or drive interstate. Young job seekers should keep this requirement in mind when searching for driver positions as it can impact an applicant depending on their driving career goals.

All commercial driver’s licenses require the holder to have obtained a United States Department of Transportation Medical Card. This medical card must be on the driver at all times, and signifies that the driver has undergone a physical by a medical professional indicating they are physically fit to operate a commercial vehicle.

Additional endorsements can be added to CDL licenses so that a driver can haul additional cargo. These may require additional testing.<sup>3</sup> Commercial driver endorsements include:

- Hazardous Material (Hazmat)
- Tank vehicles
- Passenger Vehicles
- Double/Triple Trailers
- School Bus



2. New Hampshire Department of Safety, Division of Motor Vehicles. <http://www.nh.gov/safety/divisions/dmv/driver-licensing/commercial/classifications.htm>

3. For additional information on specific CDL requirements visit the State of New Hampshire’s Department of Motor Vehicle website <http://www.nh.gov/safety/divisions/dmv/driver-licensing/commercial/>

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## Education and Experience

Driver training school is not necessarily a requirement for many positions, however, attending a commercial driver school is desirable and in some cases can reduce the amount of experience a driver needs for a position. Some companies, including local companies such as Concord Coach Lines<sup>4</sup> and Dartmouth Coach,<sup>5</sup> offer on the job CDL training in certain circumstances. Other national driving companies will pay for a new driver to attend a commercial driver program. Truck driver schools are located around the country and could require attending training in different states for extended periods of time. The driving company may require a signed contract committing the driver to stay with the company for a specific period of time after completing the training program. There are several commercial driver schools located in or within driving distance of New Hampshire, including programs offered by the Community College System of New Hampshire<sup>6</sup>.



Experience was cited more often in lieu of educational requirements. Over half of online job postings with an experience requirement specified two or more years of experience. Most online job postings for CDL drivers did not specify educational requirements; only five percent included a specific educational requirement. No postings required an education in excess of a high school diploma; although at least some implied that college experience was desirable.

### Experience Requirements Specified in Online Driver Job Postings for New Hampshire

Less Than 2 Years	152
2–5 years	117
5–8 years	32
8+ years	6

Source: Labor/Insight, Burning Glass Technologies

4. Concord Coach Lines <http://www.concordcoachlines.com/>

5. Dartmouth Coach <http://www.dartmouthcoach.com/>

6. Lakes Region Community College and White Mountains Community College campuses only

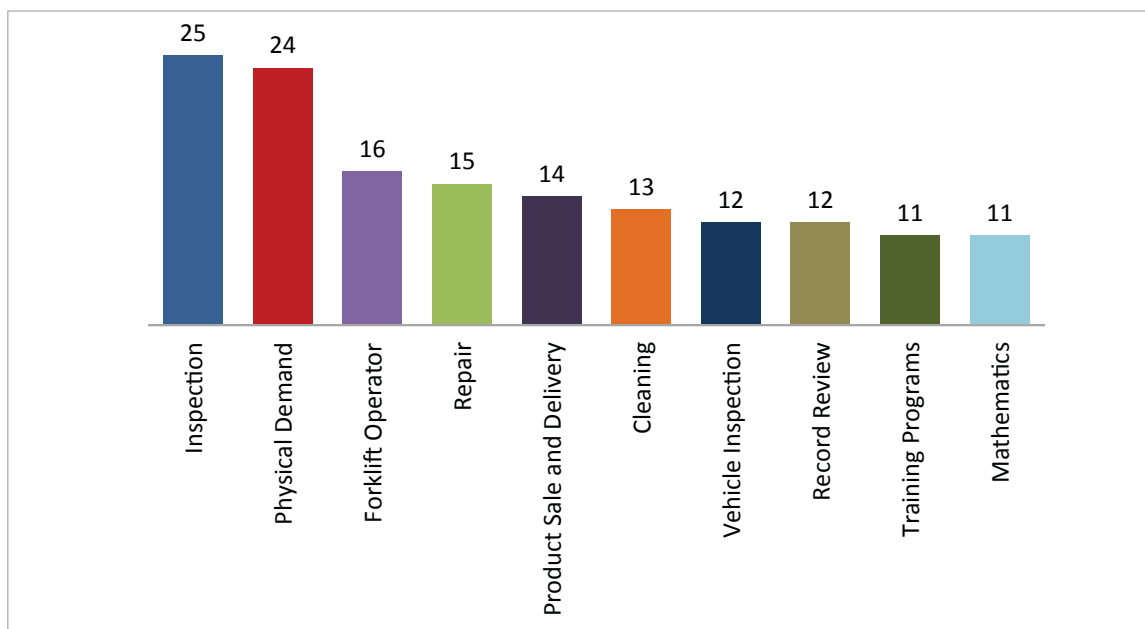
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## Skills

Some online job postings also included a requirement or preference for specific skills. The ability to read and write, and perform basic arithmetic is implied. One skill frequently specified was the ability for a driver to inspect, either the truck or the load, to identify possible problems. Many drivers are expected to have the ability to perform a significant amount of physical activity, such as climbing into and under the truck as well as lifting and moving cargo.

### Skills Most Frequently Specified in Driver Job Postings



Source: Labor/Insight, Burning Glass Technologies

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## Terminology

There are several terms that are specifically associated with truck driver positions. Having an understanding of these terms is important for a job seeker, as they can have significant impacts on the responsibilities of the driver. For instance, the term *Over the Road (OTR)* is used frequently in many online postings. This term indicates that the position is for a long haul driver. Drivers in these positions can expect to be on the road, away from home, for days or weeks at a time. The table below indicates other terms used in job postings and their implications.

Truck Driver Terms Frequently Found in Online Job Postings	
Term	Definition
Drop and Hook	Driver drops one load and immediately grabs another
No Touch Freight	Driver is not responsible for loading/unloading cargo
Band Pay	Pay system in which bands of miles are paid different rates
Detention Pay	Hourly rate paid for waiting at pick-up or delivery site
Layover Pay	Payment for not moving freight between shipments
P & D Driver	Pick-up and Delivery Driver
CPM	Cents Per Mile
OTR	Over the Road. These are the drivers that drive around the country for days and weeks at a time
Forced Dispatch	Driver is “forced” to drive a particular route. Can cause driver to be out longer before coming home
Reefer	Refrigerated Truck
Dry Van	Typical long box or freight trailers
Flatbed	A flat/open style trailer. Loads can be irregular. Driver may be responsible for tying down and adjusting cargo.
LowBoy	Like a flatbed trailer, yet low to the ground. Mainly used to haul vehicles
Roll Off	When cargo, such as a container or dumpster, is “rolled off” of the truck
Team Truck	Two drivers ride together sharing driving responsibilities. Allows truck to be on the road for longer periods
Dedicated Route	Driver has the same route assigned to them
Motor Coach Driver	Driver who drives large passenger buses (not school buses)
Regional/Intermodal Driver	Drives within a particular region. Generally is not out for long periods of time like an OTR driver
Tri-Axle	Vehicle with three axles, such as a dump truck
Owner-Operator	Driver owns their own truck and work for themselves as contractors. CPM tends to be much higher

Source: Labor/Insight, Burning Glass Technologies

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### Compensation

The average hourly wage for a Heavy and Tractor Trailer Truck (CDL) Driver in New Hampshire in 2014 was \$19.12, and the average hourly wage for a light truck and delivery driver (non-CDL) was \$16.47. It should be noted that not all trucking companies pay an hourly wage. Some pay salary while others pay by the mile (CPM). Being paid by the mile is a pre-calculated rate and is not necessarily indicative of how many actual miles are driven. Specialty driving, including hauling hazardous material (requires special license endorsement) or a flatbed trailer, typically pays a higher rate than standard tractor trailer drivers.

### Employers

Online job postings appear to under-represent truck driver positions located throughout New Hampshire. In reviewing several local newspapers there were many positions that were advertised yet were not in the online job postings. Some local companies, including Hood, Associated Grocers of New England, and McLane have truck driver positions open but seem to post only on their own websites. Additionally, smaller local employers had more advertised truck driver positions in newspapers or on roadside signs than online.

Seasonality of CDL positions, especially CDL-B, is an area to which job seekers need to pay particular attention. Many construction companies do not work year round and only hire drivers on a seasonal basis. Conversely, many home heating fuel companies hire drivers only for the winter heating season.

Compared to locally advertised driver positions, many online truck driver positions were not with companies headquartered in state, but indicated the position was located in New Hampshire. Of the 1,129 online job postings for drivers, 259, or nearly 23 percent, indicated the term “over the road”, “OTR”, or “long haul.”

#### Employers with the Largest Number of Online Driver Job Postings

Employer	Job Postings
C.R. England, Inc	264
Schneider	62
Greatwide Logistics	62
Ats	52
Barr-Nunn	30
United Parcel Service Incorporated	27
United States Xpress Enterprises Inc.	17
Transco Lines	15
Smith Transport	13
Knight Transportation	13

Source: Labor/Insight, Burning Glass Technologies

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