

# Heavy and Tractor-Trailer Truck Drivers

*Inland Empire/ Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)*

## Summary

- Employment for heavy and tractor-trailer truck drivers is expected to **increase by 10%** through 2022 in the Inland Empire/Desert Region. **A total of 19,673 job openings** will be available over the next five years.
- The **entry-level wage** for heavy and tractor-trailer truck drivers is **above the MIT Living Wage estimate of \$12.39 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** based on the average annual number of program completers for the selected community college program in the region (**5 other educational institution credentials**), and the annual openings for heavy and tractor-trailer truck drivers across the region (**3,935 average annual job openings**).

## Introduction

This report provides labor market details on the occupations relevant to the California Community College truck and bus driving program (TOP 0947.50). The truck and bus driving program prepares individuals for work with heavy-duty equipment through the instruction of repair and maintenance of diesel engines in vehicles, ships, locomotives, and construction equipment, as well as stationary diesel engines in electrical generators and related equipment. The definition for the heavy and tractor-trailer truck drivers occupation is listed below:

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

Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers' license.

**Sample job titles:** *Delivery Driver, 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*

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

*Coursework: 30%*

## Job Opportunities

In 2017, there were 30,669 heavy and tractor-trailer truck drivers jobs in the Inland Empire/Desert Region. Across the region, employment for heavy and tractor-trailer truck drivers is expected to increase by 10% through 2022. Employers in the region will have 19,673 job openings over the next five years to fill new jobs and to backfill jobs that workers are leaving (includes retirements).

*Exhibit 1: Job counts, five-year projections, and age share demographics for heavy and tractor-trailer truck drivers*

Region	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert	30,669	10%	19,673	3,935	26%

Source: EMSI 2018.4

## Earnings

The entry-level wage for heavy and tractor-trailer truck drivers is above the MIT Living Wage estimate of \$12.39 per hour for a single adult living in the Inland Empire/Desert Region. Detailed information about the MIT Living Wage Calculator, including additional wage requirements for adults with dependent children, is available on their website:

<http://livingwage.mit.edu/metros/40140>.

*Exhibit 2: Earnings for heavy and tractor-trailer truck drivers*

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
Heavy and Tractor-Trailer Truck Drivers	\$17.12 to \$26.82	\$20.58	\$45,800

Source: EMSI 2018.4

\*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

## Job Posting Data (Real-Time Labor Market Information)

Exhibit 3 displays the number of job ads posted for heavy and tractor-trailer truck drivers during the last 12 months along with the Inland Empire/Desert Region and national average time it takes to fill jobs. The time to fill in the region is equal to the national time to fill, indicating that employers in the region will face similar challenges finding qualified candidates to fill open positions as employers do nationally.

*Exhibit 3: Job ads and time to fill for heavy and tractor-trailer truck drivers, Mar 2018 – Feb 2019*

Occupation	Job Ads	Region Average Time to Fill (Days)	National Average Time to Fill (Days)
Heavy and Tractor-Trailer Truck Drivers	11,686	37	37

Source: Burning Glass – Labor Insights

## Employers

Exhibit 4 displays a sample of the employers that have been posting job ads for heavy and tractor-trailer truck drivers over the last 12 months.

*Exhibit 4: Employers posting the most job ads for heavy and tractor-trailer truck drivers, Mar 2018 – Feb 2019*

Occupation	Top Employers
Heavy and Tractor-Trailer Truck Drivers (n=9,300)	<ul style="list-style-type: none"> <li>• Hub Group</li> <li>• C.R. England Inc.</li> <li>• Heartland Express, Inc.</li> </ul>

Source: Burning Glass – Labor Insights

## In-Demand Skills

Exhibit 5 lists the in-demand skills that employers are seeking when looking for workers to fill heavy and tractor-trailer truck driver positions. The skills reported in job postings may be utilized as a helpful guide for curriculum development. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.”

*Exhibit 5: Skills in demand for heavy and tractor-trailer truck drivers, Mar 2018 – Feb 2019*

Occupation	Specialized skills	Employability skills
Heavy and Tractor-Trailer Truck Drivers (n=2,402)	<ul style="list-style-type: none"> <li>• HAZMAT</li> <li>• Customer Service</li> <li>• Scheduling</li> <li>• Trucking Industry Knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Physical Abilities</li> <li>• English</li> <li>• Communication Skills</li> <li>• Organization Skills</li> </ul>

Source: Burning Glass – Labor Insights

## Certifications

Exhibit 6 displays the certifications most frequently requested or required by employers in job postings over the last 12 months. The most common certification among heavy and tractor-trailer truck drivers is a Class A Commercial Driver’s License (CDL).

*Exhibit 6: Certifications in demand for heavy and tractor-trailer truck drivers, Mar 2018 – Feb 2019*

Occupation	Top Certifications Requested in Job Postings
Heavy and Tractor-Trailer Truck Drivers (n=9,127)	<ul style="list-style-type: none"> <li>• CDL Class A (n=7,601)</li> <li>• Driver’s License (n=3,134)</li> <li>• CDL Class B (n=241)</li> </ul>

Source: Burning Glass – Labor Insights

## Educational Requirements

Exhibit 7 displays the entry-level education typically required to become a heavy and tractor-trailer truck driver according to the Bureau of Labor Statistics, educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the Current Population Survey, and the minimum advertised education requirement requested by employers in online job ads.

*Exhibit 7: Educational attainment and online job ads with minimum advertised education requirements for heavy and tractor-trailer truck drivers, Mar 2018 – Feb 2019*

Occupation	Work Experience Required	Typical Entry-Level Education Requirement	Two-Year Postsecondary Level of Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
				Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Heavy and Tractor-Trailer Truck Drivers	None	Postsecondary nondegree award	30%	839	100%	-	-

Source: EMSI 2018.4, Burning Glass – Labor Insights

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

## Student Completions

The most appropriate TOP code for a new program aimed at certifying and training truck drivers is 0947.50 – Truck and Bus Driving. Currently, there are no regional programs under this TOP code. According to the Chancellor’s Office Curriculum Inventory (COCI), there are only two active programs throughout California. See exhibit 8 for program details. Credentials granted from other educational institutions from 2013 to 2016 are displayed in Exhibit 9, along with the relevant CIP code. Please note, a credential is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate.

*Exhibit 8: Active truck and bus driving programs in California*

<b>0947.50 – Truck and Bus Driving</b>	<b>Local Program Title</b>	<b>Award Offered</b>
<b>Mission College</b>	Coach Operator	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units
<b>Allan Hancock College</b>	Commercial Truck Driving	Noncredit program

Source: COCI

*Exhibit 9: Annual average other educational institutions student completions for truck and bus driver/commercial vehicle operator and instructor programs in the Inland Empire/Desert Region*

<b>49.0205 – Truck and Bus Driver/Commercial Vehicle Operator and Instructor</b>	<b>Other Educational Institutions Annual Average Certificates or Other Credit Credentials (2013-16)</b>
<b>CET-Colton</b>	
Award < 1 academic yr	5
<b>Total annual average other awards</b>	<b>5</b>

Source: IPEDS



## Sources

Chancellor's Office Curriculum Inventory (COCI)  
Current Population Survey  
Economic Modeling Specialists International (EMSI)  
Integrated Postsecondary Education Data System (IPEDS)  
Labor Insight/Jobs (Burning Glass)  
MIT Living Wage Calculator  
O\*Net Online  
The Taxonomy of Programs, 6<sup>th</sup> Edition

Michael Goss, Director  
Center of Excellence, Inland Empire/ Desert Region  
[michael.goss@chaffey.edu](mailto:michael.goss@chaffey.edu)  
March 2019