



## Candidates are in the Driver's Seat

Source the Right  
Commercial Drivers  
for Your Organization  
with PeopleScout

PeopleScout is a leader in hiring commercial drivers, including Class A and Class B commercial driver's licenses (CDLs), facilitating the hiring of over 5,000 commercial drivers each year.

Changes in the talent landscape, skills shortages and demographic shifts are making it harder than ever to recruit commercial drivers.

With more positions to fill and declining rates of available candidates, PeopleScout can meet your recruiting needs with innovative sourcing strategies, key strategic partnerships and dedicated service teams to support our clients' key goals and initiatives.

# The Commercial Driver Talent Landscape

Commercial truck drivers are among the hardest jobs to fill in the United States. A downward trend in the number of active candidates available and an increase in the overall number of job postings<sup>1</sup> makes for a difficult recruiting climate. The average CDL candidate has six to ten years of experience; with employers competing for candidates, these job-seekers can “drive” their relationship with employers.



The trucking industry will need to hire nearly 900,000 drivers in the next decade to meet rising demand and cover for the aging workforce nearing retirement age.



Responses to traditional print media ads are declining, making it increasingly necessary to use social media, mobile and digital sourcing strategies to attract drivers who are on the road.



The shortage of drivers is expected to grow due to a shortage of qualified drivers, an aging workforce and industry turnover<sup>2</sup>.



The average driver is 49-years-old, and retirement is driving much of the current turnover.

<sup>1</sup> Career Builder <sup>2</sup> Wall Street Journal

## PeopleScout Solutions

Whether you have staffing needs of 300 or 30,000+, PeopleScout solutions can provide complete end-to-end recruitment management or partial cycle recruitment laser focused on critical components of your talent acquisition process. Our project-based programs provide flexible, on-demand contract recruiting services to provide support during challenging periods of your recruitment cycle.

### PeopleScout RPO solutions include:

- » Fully dedicated support teams with the ability to scale up and down as your hiring needs change
- » Our robust network of strategic sourcing partnerships ensure you have access to top driver talent
- » Diversified recruitment reach and direct sourcing strategies improve access to hard to reach talent and passive candidates
- » Innovative technologies enhance the candidate experience and optimize the recruitment process
- » Improved visibility enables cost controls and improves compliance and quality
- » In-depth, multi-tiered implementation process provides seamless transition

### About PeopleScout

PeopleScout is the world's largest RPO provider managing talent solutions that span the global economy, with end-to-end MSP and talent advisory capabilities supporting total workforce needs.



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