

# 9 Ways Hiring in Trucking is Unique

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Hiring truck drivers to work at your company requires following special procedures and adhering to specific regulations. Here's what private fleets that hire drivers need to know about how to respond to the unique challenges truck driver recruiting presents.

## There aren't nearly enough working truck drivers to fill the nation's open positions.

The American Trucking Association estimated that in 2021 the truck driver shortage would climb to a record high of more than 80,000 drivers - and that's just the beginning of a **rising deficit**. A range of factors including the mass retirement of an aging workforce, fewer students enrolling in trucking schools, and the general rigors of the work mean that there **aren't nearly enough qualified candidates** to fill these crucial roles.

Companies that hire drivers need to be increasingly **competitive** to attract the workers they need. This means that offering attractive compensation packages and having driver-friendly application processes are both crucial to filling your empty seats.

## A driver's past jobs all need to be verified with previous employers.

The U.S. Department of Transportation (DOT) sets out standards for companies that hire drivers as part of a mission to prevent crashes, injuries, and fatalities on American roads. One of these standards is the requirement for employers to **conduct employment verifications**. As a company that hires drivers, you are required to verify a candidate's experience, skills, and integrity to ensure you are **hiring competent and safe drivers**.

Completing these verifications manually can be tedious and time-consuming. Perhaps most importantly for you, a delay in a response from a carrier can slow down your hiring process, threatening your ability to hire candidates. Tenstreet offers a free platform, **Xchange**, that issues verification requests to past employers electronically. VOs that go through the Xchange Network have an average turnaround time of less than a day and are completed in half the time when compared to a fax machine.

## Job applications for truck drivers must be DOT-compliant.

In an effort both to protect the rights of drivers and to thoroughly evaluate their ability to work in the transportation industry, the DOT places a number of **rules and restrictions** on the types of questions a job application can and must ask of drivers. The companies that hire drivers are responsible for **complying** with these regulations as well as **keeping up** with policy changes that occur.

Tenstreet's **IntelliApp** is a job application that **automatically adapts to changes in DOT regulations** at both the state and federal level, encompassing updates to Ban The Box laws, Pay Equity laws, and other regulations as well as including compliant digital-signature technology that allows drivers to sign releases online. Using an application like the IntelliApp makes it easy to stay DOT-compliant automatically.

## Driver job applications take a long time to fill out.

Because of regulations like the aforementioned burden on companies hiring drivers to verify employment, job applications for drivers are often **extensive**, requiring drivers to fill out fields listing every previous company for the last 3 years. Drivers can't simply upload a resume to apply for a job, so if an application is long and they don't have the time, they'll likely **give up or look for other options** before completing the whole application.

The first time a driver fills out Tenstreet's **IntelliApp** for any company, their information is **stored in our system** to be used for future job applications so they don't have to fill in the same repetitive details again and again - 85% of IntelliApps submitted pull in pre-populated info. Drivers can then apply to new jobs in minutes, meaning if you're using the IntelliApp to hire drivers at your company, you'll receive far more completed apps and drivers will be happier with your speedier application process.

## Drivers are more likely to apply to jobs on a mobile device.

Since drivers working in the transportation industry are usually out on the road, they often don't have regular access to a computer - thus, they're more likely to apply to new positions from a **mobile device** like a cell phone. This compounds the issue of **long job applications** when all a driver has is a tiny phone keyboard to fill out all his personal and past employment information.

IntelliApps can be completed directly from our **Driver Pulse App**, a mobile device app that lets more than 170,000 drivers a month find and apply to jobs all in one place. The IntelliApp's **pre-population feature** makes it much easier for drivers to pull in stored data and submit an application **on the go**.

## Drivers look for jobs in lots of places.

There isn't just one central place that drivers go to hunt for new job opportunities - there are dozens of different job boards on the internet that can help drivers find work, many of which have specific focuses. It isn't enough for a company that hires drivers to just post an open position in one place and hope that the right talent will see it.

Posting your jobs to a variety of different job boards and seeing which sites bring in the best candidates is a better way for companies to fill their empty seats. Tenstreet's Job Store offers more than **20 different job boards** to help you find the drivers you need and makes using the same posting information on multiple sites easy.

## Drivers have an abundance of job options and are in the job market often.

The problem of the labor shortage in trucking is further compounded by the fact that drivers have so many options when seeking jobs. With many private fleets and for-hire carriers needing to fill seats, drivers have an abundance of choice when considering a new employer and are often talking to several companies at once.

It's crucial for carriers to be **quickly responsive** when they receive an application since a driver has so many other options. Tenstreet's **IntelliApp Now** feature notifies recruiters as soon as a driver submits a promising application so you won't risk a great candidate slipping through your fingers.

## Hiring a driver requires due diligence.

The DOT requires that companies hiring drivers take several steps to ensure those applicants are fit to work on the road. Carriers must query the **FMCSA Drug & Alcohol Clearinghouse** on each driver they plan to hire to ensure that driver has no active drug and alcohol program violations that prevent them from driving a truck. You'll also have to manage other consumer reports like background checks and other documentation like optional PSP reports. Making a bad hire can have huge implications for your company and damage your public reputation, so doing these checks properly is crucial.

Hiring drivers presents more potential risk to your company than hiring for other positions, which is why using an effective system for managing important reports is crucial for companies that hire drivers to do so safely and legally. Companies can designate Tenstreet as their **Third-Party Administrator (TPA)** to handle Clearinghouse queries for driver applicants, and our **electronic driver qualification files** can store all the necessary reports in one place. Tenstreet also offers **integrations** to pull information from background checks, drug and alcohol screens, and other reports directly into your DQF where they're easily accessible.

## Drivers require intensive orientations before they start making you money.

Due to the rigorous skill and safety demands of truck driving, most drivers have to complete some degree of **training** as well as filling out post-hire forms and providing documentation like licenses. All of these requirements are usually rolled into a **multi-day orientation process** that must occur before a driver can get on the road and start making your company money.

Companies can save money on driver onboarding and engage their new hires sooner by moving parts of their orientation online. Tenstreet offers a **training content library** with more than 200 different modules containing training videos and quizzes to help you prepare drivers before their first day on the job. Drivers can also use the **Driver Pulse App** to complete onboarding forms and upload documents before orientation.