



# TDL Industries in Illinois

Source: IDES

<b>Industry</b>	<b>TDL Jobs Base</b>	<b>% of State</b>	<b>% of Sector</b>	<b>Projected Annual Growth</b>
Transport. & Warehousing	319,000	5.6%	45.5%	3.1%
Wholesale Trade	295,000	4.8%	42.1%	-1.1%
Mgt, Scientific & Tech Servs.	87,000	1.4%	12.4%	1.9%
<b>Total</b>	<b>701,000</b>	<b>11.9%</b>	<b>100.0%</b>	<b>3.3%</b>



# Top Ten TDL Occupations – Annual Openings

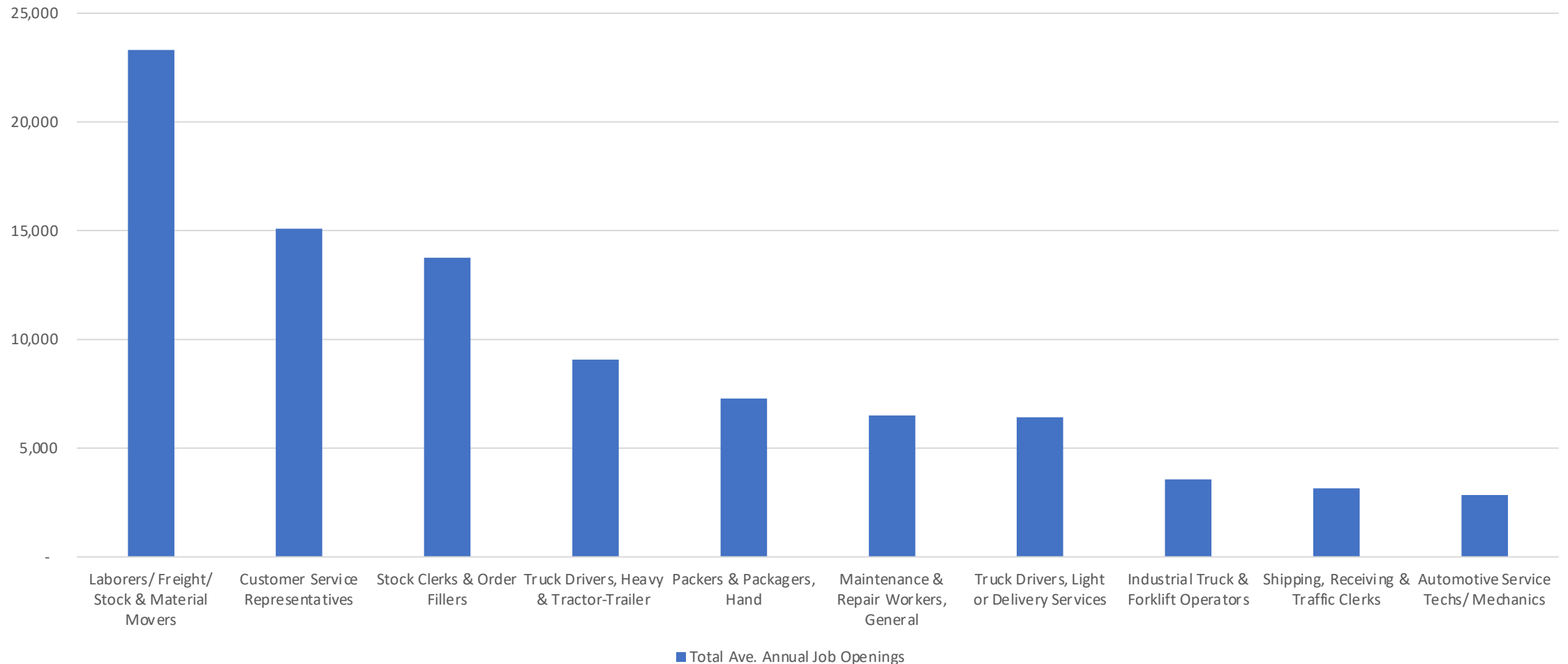
Source: IDES

<b>Occupation</b>	<b>Total Ave. Annual Job Openings</b>	<b>Experienced Annual Wages</b>
Laborers/ Freight/ Stock & Material Movers	23,309	\$38,357
Customer Service Representatives	15,099	\$47,363
Stock Clerks & Order Fillers	13,756	\$35,699
Truck Drivers, Heavy & Tractor-Trailer	9,075	\$60,650
Packers & Packagers, Hand	7,281	\$33,839
Maintenance & Repair Workers, General	6,508	\$56,197
Truck Drivers, Light or Delivery Services	6,415	\$57,103
Industrial Truck & Tractor Operators	3,571	\$45,073
Shipping, Receiving & Traffic Clerks	3,161	\$44,992
Automotive Service Techs/ Mechanics	2,855	\$59,705

# Top 10 Occupations-Annual Openings

Source: IDES

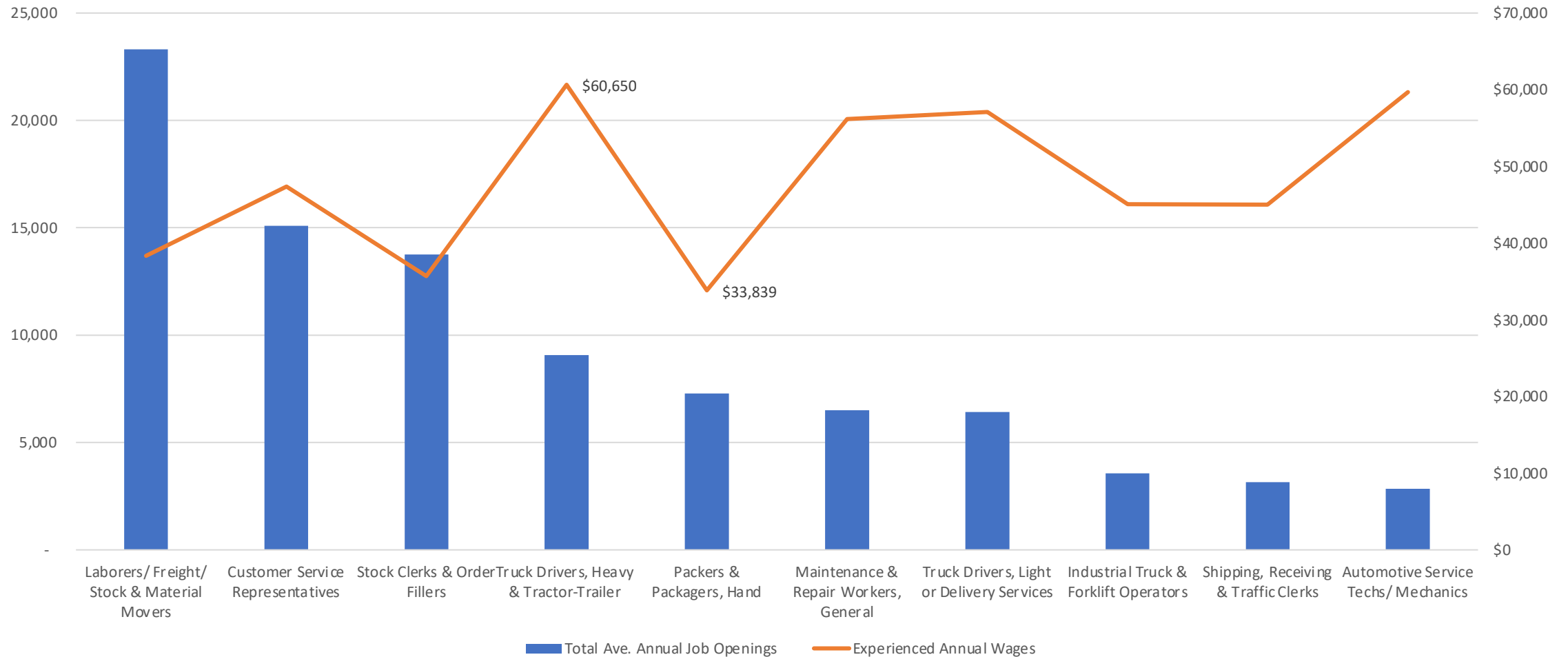
## TDL Top 10 Annual Job Openings with Wages



# Top 10 Occupations-Annual Openings

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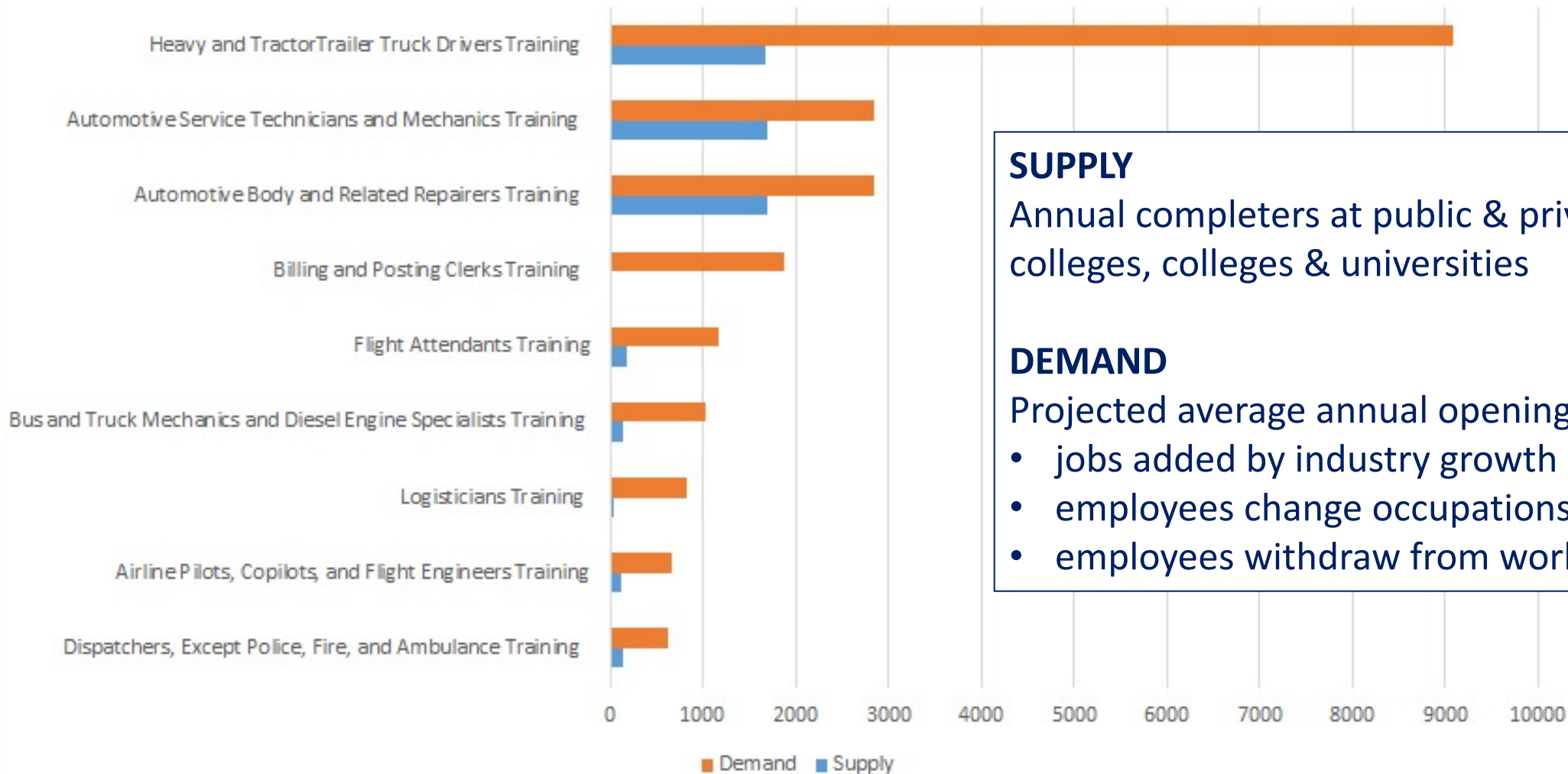
## TDL Top 10 Annual Job Openings with Wages



# Supply and Demand

Sources: IDES & IBHE/ICCB

Supply/Demand



## SUPPLY

Annual completers at public & private community colleges, colleges & universities

## DEMAND

Projected average annual openings

- jobs added by industry growth
- employees change occupations
- employees withdraw from workforce

# Findings



TDL careers not well understood



Educational institutions challenged to establish and expand programs to attract students



## Fix Truck Driver Shortage

- Expand capacity of training programs to increase the number of truck drivers being trained and licensed to enter employment
- Employer practices in recruiting, utilizing, and retaining truck drivers
- Education and training provider practices in recruiting, screening, and educating students to make sure that they are fully prepared for the realities of being a truck driver.



## Cooperative Employment Approach to Develop Talent Pipelines

- Businesses must clearly and effectively communicate talent needs to their suppliers, the education and workforce systems.
- Jointly develop effective strategies for: 1) improved career awareness  
2) training for relevant skills,  
3) promote work-based learning so students can learn & earn and employers can grow their own talent from within their region.

# Recommendations



## 1. Industry Visibility and Image

- *Recommendations:* Statewide public awareness campaign targeted at two key audiences, **Public & private leaders** and **Current and future jobseekers**
- **regional partner events** with companies, economic development organizations, educators and local workforce boards to promote greater understanding of industry issues and opportunities
- **promote media coverage**
- **sponsor career fairs & job hiring fairs** to reach current and future jobseekers

## 2. Career Awareness

- *Recommendations:* (1) **Embed TDL information into educational curricula** for improved K-12 career awareness using the National Career Cluster Framework for Transportation careers, and (2) **partnering with businesses** to engage teachers and students through classroom-based career development projects.

## 3. Retention of Truck Drivers

- *Recommendations:* **Identify** (1) **employer practices** in recruiting, utilizing, and retaining truck drivers contributing to turnover and (2) **education and training provider practices** in recruiting, screening, and educating students to make sure that they are fully prepared for the realities of being a truck driver.



# Recommendations



## 4. Capacity and Alignment of Education and Training Programs

- Recommendations: **Conduct baseline analysis** of current public and private TDL education and training;
  - where available?
  - provide for smooth transition to the next highest level?
  - preparing students for employment?

## 5. Cooperative Employment Approach / Talent Pipelines

- Recommendations:
  - **Use a sector strategies approach to improve communication** between **businesses** and the **workforce & education system** to create regional talent pipelines
  - Expand work-based learning
  - Evolve job fairs into hiring events, with program participants / graduates pre-screened to interview with hiring companies.