

DRIVER SHORTAGEDURING ECONOMIC RECOVERY: SUPPLY CHAIN CHALLENGES IN THE U.S.

Liang-Chieh (Victor) Cheng, University of Houston, Houston, Texas, USA
Candace Harris, University of Houston, Houston, Texas, USA
Patrick Chou, University of Houston, Houston, Texas, USA
Kirk Simons, University of Houston, Houston, Texas, USA

[dx.doi.org/10.18374/JIMS-14-1.10](https://doi.org/10.18374/JIMS-14-1.10)

ABSTRACT

Freight transportation is the backbone for an industrial supply chain and a critical function to ensure supply meets demand in a timely and efficient manner. In the U.S., the majority of goods and services are moved by the trucking industry. In the current high unemployment context, the trending driver shortage is an alarming and paradoxical phenomenon. Without sufficient and qualified drivers, the operations of the freight transportation industries will be greatly impaired, affecting the operations of industrial supply chains and even the functions of the economy. In this study, the authors apply action research skills to collect trucking information of the trucking industry and simulate the impacts of driver shortage on a fleet's financial and operational impacts. We further assess the deficiencies in current employment strategies of the trucking industry. A set of actions are proposed and discussed to improve the hiring, training, and retaining practices by trucking companies and transform the trucking industry to achieve higher driver retention.

Keywords: *Driver Shortage, Turnover, Trucking Industry*