

The TRUCKING INDUSTRY Has Great Career Opportunities for You

Trucking moves over 70% of all American goods and employs nearly 9 million people, or about 1 out of every 14 working Americans. Close to 5 million of those employed are commercial drivers in a wide variety of driving jobs, ranging from local delivery in smaller trucks, to dedicated, regional and long haul routes in large “big rigs”. Employers include small, local companies to some of our nation’s largest and most well known brands. They move everything from small packages to rock bands to consumer goods and food products to industrial and construction materials. The safety and security of our economy depends on the health of our transportation network.

MILITARY Experience is Highly Valued, Regardless of Your MOC

Military experience from *all* occupations -- whether in logistics or not -- is given special respect in the trucking industry. The core training and character of our service men and women, hardwires them to think in terms of moving troops, equipment, and supplies. These skills translate well to the professional responsibilities of a commercial driver, which is why veterans make up 30% or more of some companies fleets.

HOME TIME Varies With the Type of Driving Job You Want

Trucks are everywhere in America, meaning job opportunities exist near your hometown. You can choose a local job and be home every night, a regional job and be out a few days, or a long haul job that pays you to be on the road. There are even team driving jobs for adventurous husband and wives, or buddies that want to earn higher pay while on the road.

CAREER Opportunities Are Everywhere

There are many roads to success in trucking. While starting salaries range from \$35,000 to \$65,000 per year, your earning potential is only limited by your own interests and ambitions. Some truckers build specialized experience, others become entrepreneurs and build their own fleet of trucks, and still others move into the corporate world working in safety, training, recruiting, sales, operations and management.

GETTING STARTED and Obtaining Your Commercial Drivers License is Easy

Many of the industry leading employers will interview and provide you a job offer before you go to a commercial driving school. Your CDL school costs can be covered by qualified VA benefits, and some industry leaders will sponsor your schooling.

LEARN MORE and Find the Right Career and Employer For You

Please visit the Hiring Our Heroes Trucking Track at <http://truckingtrack.org/> To watch educational videos about the trucking industry, visit the “Learn” page. To talk with a mentor about the opportunities available in the trucking industry, visit the “Mentor” page. Or to search for trucking jobs, visit the “Jobs” page.



How To Find A Great Career With A Great Employer in the Trucking Industry

The Hiring Our Heroes Trucking Track Mentoring Program has been designed to educate, motivate, inspire and hire 50,000 veterans, transitioning service men and women and spouses into great careers with great employers in the trucking industry.

We accomplish this by having 12 of the trucking industry's largest employers, with a proven history and affinity for hiring veterans. Combined, these employers have committed to produce educational videos and industry mentors to help veterans understand the opportunities within the industry and help them get qualified for great careers. Currently, we have;

- 31 Industry Mentors to help veterans
- 8,000+ open positions for veterans
- 26,500+ hiring locations available for veterans
- Adding new open positions every day for veterans

A veteran should have a point of view on where they want to live for work, how much home time they want with their job (ranges from every night to once per month depending upon the specific job), and what type of driving job they might want. With these basic questions answered, we can direct them to the best employers for help.

There are 3 ways to introduce a veteran to the opportunities in the trucking industry;

1. Go to <http://truckingtrack.org/learnmore.html> and view our educational videos
2. Go to <https://app.fastport.com/Boards/hohmap.aspx?vt=m> and view our open positions
3. Go to <http://truckingtrack.org/mentors.html> and either select a mentor from one of our sponsors, or ask FASTPORT for help to select a mentors

We recommend all veterans connect with several different employers and are happy to make any introductions for them.



What are the attributes that make a great Commercial Driver?

The role and responsibilities of a professional commercial driver start, and stop with safety. The commercial driver is responsible for keeping America's highways and roadways safe for all motorists. They accomplish this mission by following the laws, and being vigilant in their awareness of their driving conditions, cargo and equipment.

The core skills our veterans learn in the military; regardless of branch of service; regardless of military occupation, have prepared them uniquely for success in the trucking industry. The trucking industry highly values the skills and experiences of junior and senior Non Commissioned Officers (NCOs) are especially valued. NCOs are;

- Front line supervisors, leaders of men and women, and work well in teams to accomplish a mission
- Make good decisions with little supervision in dynamically changing environments
- Know the importance of training and staying current in their skills
- Work safely and take good care of the assets and equipment entrusted to them
- Do this in all types of terrain and weather conditions
- Have relevant experience working for a global logistics and supply chain employer and are physically fit

Great veterans make great commercial truck drivers. This is particularly true for class A commercial drivers, evidenced by several trucking companies like TMC and Maverick, in which both enjoy a veteran population of class A commercial drivers in excess of 30%. Further evidence of veteran success in the trucking industry can be found among the estimated 400,000 owner-operators in America . Over 35 percent of these commercial class A entrepreneurs have former military service . These high ratios are not statistical anomalies, rather they represent hard evidence of a tremendously successful transition from military to civilian employment.

Women also have proven to be very successful commercial drivers. The industry has about 9% women as commercial drivers and more women are entering the profession. In fact, honored as one of the best drivers in America is Stephanie Klang from Con-way.

Starting salaries for commercial drivers with no prior experience are available between \$35 thousand and \$45,000 thousand per year, (\$18/hour to \$22/hour).

For veterans that have driven a military class A vehicle as their primary occupation, AND have secured their Military Skills Waiver certification from their Garrison Commander prior to exiting their service; they qualify to apply for experienced commercial driver position starting between \$45 thousand and \$65 thousand per year, (\$22/hour to \$30/hour).

Commercial Driver License (CDL) General Requirements

- No prior commercial driving experience is required



- No educational requirements
- No truck ownership required
- Must be able to read english language
- Must be 21 years old to drive interstate
- Must pass State commercial driver's written and driving test
- Must pass State physical exam
- Must pass State drug and alcohol test
- Good driving record is important as serious accidents, moving violations limit professional driving opportunities
- Personal experiences such as felonies, drug convictions, failed or refused drug tests limit professional driving opportunities

Commercial Driver's License Endorsements

Depending upon the freight and type of equipment being driven and pulled, there are additional endorsements required to be learned and passed. These require the candidate to already have obtained their commercial driver's license and are usually obtained as an extension of the CDL classes when drivers first pass their CDL. Employers will inform the candidates of any CDL endorsements required and work with them to achieve. Some of the most in demand and higher paying credentials include;

- HAZMAT for pulling hazardous materials like a tanker full of gasoline (Many veterans have HAZMAT certifications from their military experience which makes the more valuable to an employer)
- Tanker for pulling a tank trailer
- Doubles and Triples for pulling multiple trailers

Commercial Driver Job Dependent Personal Requirements

There are a wide range of commercial driving opportunities that have elements of selling, stocking shelves, delivering, assembling, household moving and more. Typical personal attributes employers seek include the following;

- Excellent customer relationship skills
- Mechanical aptitude
- Supervisory skills
- Problem solving skills
- Physically fit for lifting