

OCTOBER 2022

BETWEEN THE LINES

KELLY ANDERSON GROUP - MONTHLY NEWSLETTER

HireRight's Transportation Report

HireRight's 2022 U.S. Transportation Spotlight Report was released at the end of August, containing statistics and tips focusing on recruiting, retention and background screening. HireRight holds a Global Benchmark Survey every year, making this one their 15th. They pull information from across the United States, including industry business leaders well versed in these topics.

According to HireRight's report, it appears that recruiting has shifted to placing the ball in the candidates' court, retention has become more difficult and background screening has remained critical. In recruiting, internal strategies, such as referral programs, have become a fairly helpful part of increasing numbers. In a video from the digital report, the president of Kelly Anderson Group in Missouri, Kelly Anderson, contributed tips on recruiting in the transportation industry. Anderson advised that utilizing business cards, unique jackets and other tangible incentives can help encourage team members to refer candidates. As the report states, "Employees need to feel appreciated and recognized for their efforts." Social media has also become a large tool in recruiting and advertising position openings. According to HireRight's survey, 76% of people seeking a job utilize social media in their search.

When it comes to retention, "The Great Resignation," as HireRight describes it, has become a looming cloud in the transportation and career world. Whether due to cash incentives, benefits, health or to care for their family amidst the height of the pandemic, many workers left their jobs. As a result, businesses of all sizes scrambled to find solutions to keep their teams whole. HireRight found that compensation is a key component in retaining employees. From increased pay to better benefits packages, companies should look into what would help their employees from a financial and career standpoint.

HIRE RIGHT

U.S. Transportation

Spotlight Report | 2022

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Despite the struggle in recruiting and retaining, background screenings remain critical in hiring solid and valuable people for businesses. Within the transportation industry, HireRight emphasized: "Certain checks are required by the Department of Transportation (DOT) for safe-type positions." Their survey showed that due to screenings, there was an increase in the quality of hires by 71% and improved compliance by 58%. From drug tests to criminal record searches, screenings bring a safe and higher caliber environment to all companies.

HireRight's Transportation Report has provided beneficial tips specifically to the transportation industry but also to businesses as a whole. Find their whole report on their [website](#) and see how it could help your company.

NTDAW 2022

National Truck Driver Appreciation Week 2022 took place from September 11th to the 17th. Every year, this week aims to provide extra appreciation and encouragement to truck driving professionals across the United States of America.

From the every-day-customer to the business CEO, we all are connected to a truck driver. This country, let alone the world, would not be what it is without dedicated truck drivers. According to a 2019 survey, around 71% of all freight in the United States was delivered by trucks. This number was pre-pandemic before online shopping boomed more than it already has. If it were not for truck drivers, in all classes, then these packages, supplies, groceries and materials would not make it to where they need to be and on time.

People may wonder why truckers choose this lifestyle and career. If anyone asks them, one may find they have various reasons: from they love it, to they need it, to simply because they like to keep to themselves. However, the answer is plain for those who have loved ones to care for: their family. There is nothing a father, mother, or grandparent would not do for their children and the rest of their family. Some might be surprised by the extra mile people take for those they love. No matter the reason though, they should be recognized and thanked for all they do and why they do it.

As individuals and a country, enough thanks cannot be expressed for all that truck driving professionals do to move this country forward.

See our social media for personalized videos and art for all truckers out there!

"The report shows that companies are introducing innovative activities to improve job satisfaction and employee engagement."

DR. TODD SIMO
MANAGING DIRECTOR OF
TRANSPORTATION & CHIEF
MEDICAL OFFICER AT HIRERIGHT

 **NATIONAL
TRUCK
DRIVER
APPRECIATION
WEEK 2022**

TRIVIA

How many truck drivers are there in the United States?



If you have any questions about these topics or how
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please contact:

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Company Updates

- **Service Providers**, be sure to sign up your trainers for **Qualification Certification** before your peak season! As an approved FXG vendor, we offer our **Impact Safety Trainer Program** which can help get your drivers qualified! If interested, visit our website to see what classes we hold across the United States!

Team Member Spotlight

Denice Woods



Position: Safety Trainer Division Coordinator

Length at company: 1.5 years

Quote About Job: "I love the family atmosphere and the dedication of the employees in each of their departments!"

QUIZ ANSWER: According to the last report in 2019, there are around 3.56 million truck driver employed in the U.S.!