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HireRight Launches 2021 U.S. Transportation Spotlight Report

Finding and retaining qualified talent remains a top concern for survey respondents.

NASHVILLE, Tenn.--(BUSINESS WIRE)-- [HireRight](#), a leading provider of global background screening services and workforce solutions, announced today the release of its 2021 U.S. Transportation Spotlight Report.

The report covers three key areas; recruitment, screening, and retention, and is based on the responses of over 500 U.S. Transportation professionals who took part in HireRight's 14th annual benchmark survey earlier this year.

The survey found that 86% of respondents ranked finding qualified talent as a top concern. Additionally, one in three respondents also said it is a significant challenge to find the right talent acquisition channels to obtain this talent. In the motor carrier arena – with reduced commercial driver training and licensing resulting in fewer drivers at the start of 2021, and increased unemployment benefits limiting the number of drivers willing to go back to work – it is not surprising that employers may be concerned about the need to onboard new talent into their businesses.

No matter which segment of Transportation, as the labor market tightens, companies are adding multiple tactics to bolster recruitment and to attract a wider audience. The Spotlight Report finds that 52% of respondents said they plan to spend more money on job advertisements in 2021, 49% plan to increase their use of social channels, and 28% plan to revamp their compensation and benefit packages. To better utilize social media for attracting talent, half the respondents said they plan to use additional social media platforms in 2021. 48% said they intend to post on their social channels more frequently, and 38% plan to share employee stories to help support their businesses' recruitment efforts.

“One of the major challenges facing the transportation industry is the tight labor market,” said Dr. Todd Simo, HireRight Managing Director of Transportation. “Our annual benchmarking survey found that many companies are continuing to place a heavy emphasis on their recruitment and retention strategies, and while the demand for employees increases, they are introducing innovative new ways to retain their workforce.”

The survey also found that:

- Over three in five respondents cited staff retention as their top talent management challenge
- In order to retain talent, many transportation companies plan to provide financial incentives: 56% plan to increase their workers' pay, and 37% are looking to improve their benefits.
- 79% percent of survey respondents stated that conducting background checks improved the quality of their hires.

- Driver Record Monitoring is the top background screening service that companies are considering adding this year.

For more information and to download HireRight's 2021 U.S. Transportation Spotlight Report, please visit <https://www.hireright.com/resource-library/view/2021-transportation-spotlight-report>

About HireRight

HireRight helps employers hire the right candidates by delivering global employment background checks, drug testing, education verification, E-Verify services, and other workforce solutions. Employers can tailor HireRight's extensive screening solutions to meet their unique needs, giving them peace of mind about their hiring and vetting processes. HireRight's platform integrates with many existing HR platforms and applicant tracking systems, giving organizations and candidates the best possible experience.

HireRight has U.S. offices in Nashville, Tenn., Tulsa, Okla., Chapin, S.C., Dallas, Texas, and Irvine, Calif., and international offices in Australia, Canada, Estonia, India, Japan, Mexico, the Philippines, Poland, Singapore, the UAE, and the UK. Learn more at www.HireRight.com.

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