



Do you have a career path for your Employees

Our industry continues to struggle with finding enough drivers and technicians to service and drive trucks. When is the last time you heard a young boy or girl say “when I grow up, I want to be a truck driver or truck technician?” There is not a week that goes by that someone is asking me what they can do to recruit new drivers and technicians. My first response to that question is ***“what are you doing to keep the good drivers and technicians that you currently have?”***

In today’s employment environment if you are not actively working to retain your employees someone else is actively recruiting them from you! There is no one clear answer to driver and technician retention but there are a number of proven methods that you can implement to reduce turnover. One is to develop a career path for all of your employees to follow.

Another common term used for career path is driver or technician elevation program. If an employee does not have a



clear vision of what they can achieve with your company, they are likely to become dormant and will eventually leave the company. Both drivers and technicians will leave a company for a pay rate that is slightly higher than what they are currently receiving. I would recommend that you tie training and pay increases together. We have implemented a career path program in our Atlanta facility and have tied pay increases to the amount of training that a technician has completed. The technician has the opportunity to increase their pay by completing training and passing examinations. This has proven to be a benefit to us the employer and the employee. We benefit by having technicians who are higher skilled and educated to repair and service our units and technician turnover has been reduced. The technicians are able to repair and service the units more efficiently with a lower occurrence of comeback repairs. Technicians are able to increase their pay and enhance their careers with education. Imagine the savings you could have with all employees at the highest level of education and pay!!!