

The Chartered  
Institute of Logistics  
and Transport

# CILT Driver Shortage Crisis 2015 Report



**LogMark**

Supply Chain Benchmarking

# Driver shortage crisis

In January 2015, The Chartered Institute of Logistics and Transport carried out an opinion survey inviting all of its members to take part. The purpose of the survey was to gauge members opinions about the current driver shortage crisis. The Institute's aim is to establish a series of recommendations to fleet operators, industry and government.

In total the Institute had 103 responses and this report presents its findings. These findings will initiate the Institute's ongoing driver shortage discussion.

The Institute would like to thank all of the members that took part in the survey and for their willingness to share their opinions and ideas.

Thanks to our participants



# Questions to our members...

**1**

What industry sector does your organisation operate in?

**2**

Is your organisation currently experiencing a driver shortage?

**3**

Does your organisation operate in the public or private sector?

**4**

Do your drivers operate UK only or internationally?

**5**

Do your drivers have overnight/away from base stopovers?

**6**

What methods are you using to deal with the driver shortage?

**7**

Are these methods working to deal with the current issue?

**8**

In 2014, in which geographical regions did your organisation experience a driver shortage?

**9**

On average, how many drivers does your organisation employ each year?

**10**

How many of these are employed in each region?

**11**

Throughout the year how often does your organisation use agency drivers?

**12**

Has your organisation been unable to cover driving work on any occasions in the last 12 months due to the driver shortage?

**13**

Has your organisation tried to recruit drivers at any point over the last 12 months and failed to do so?

**14**

If yes to previous question, how many vacancies did your organisation have?

**15**

How many of these vacancies did you fill?

**16**

On average, what % of your drivers leave your organisation per year?

**17**

If known, what % of drivers leave your organisation each year move to another driving job?

**18**

What is the average age of your drivers?

**19**

What is the youngest age at which your organisation will employ drivers?

**20**

Does your organisation get involved with developing and employing ex-armed forces drivers?

**21**

Is your organisation currently recruiting any trainee drivers?

**22**

If your organisation does not have in-house system, would you consider a national (e.g. Young LGV Driver Scheme)?

**23**

Does your organisation provide Driver CPC training for your driving staff?

**24**

Does your organisation finance driver CPC training for your drivers?

**25**

Do you provide in-house training for Goods Vehicle Licence acquisition?

**26**

Do you finance external Goods Vehicle Licence acquisition training for staff?

**27**

What factors do you think are responsible for the driver shortage?

**28**

Do you think the government are doing enough to highlight and deal with the driver shortage issue?

**29**

What do you think the government should do to highlight and deal with the driver shortage issue?

**30**

Do you think it is the responsibility of the businesses to find solutions to the issue?

**31**

What can the industry do to attract new drivers?

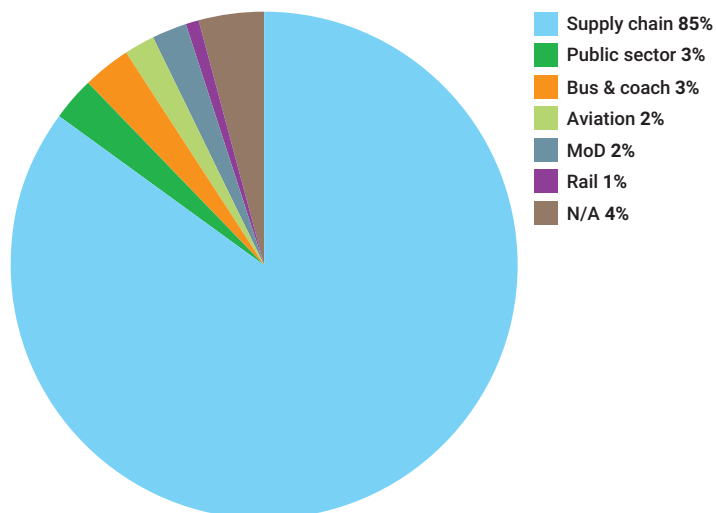
**32**

On a scale of 1-10 (10 being very worried and 1 being not worried at all) how worried are you about negative business impact due to the shortage of drivers?

# Answers from our members...

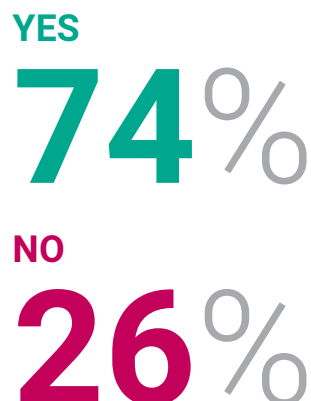
1

What industry sector does your organisation operate in?



2

Is your organisation currently experiencing a driver shortage?

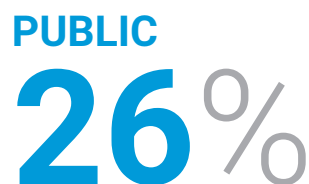


3

Does your organisation operate in the public or private sector?

Public sector – are you currently experiencing a driver shortage?

Private sector – are you currently experiencing a driver shortage?



4

**Do your drivers operate  
UK only or internationally?**

UK only operators – are  
you currently experiencing  
a driver shortage

International operators  
are you currently  
experiencing a driver  
shortage

UK ONLY

**64%**

INTERNATIONALLY

**32%**

N/A

**4%**

YES

**76%**

NO

**24%**

YES

**71%**

NO

**29%**

5

**Do your drivers have  
overnight/away from  
base stopovers?**

YES

**60%**

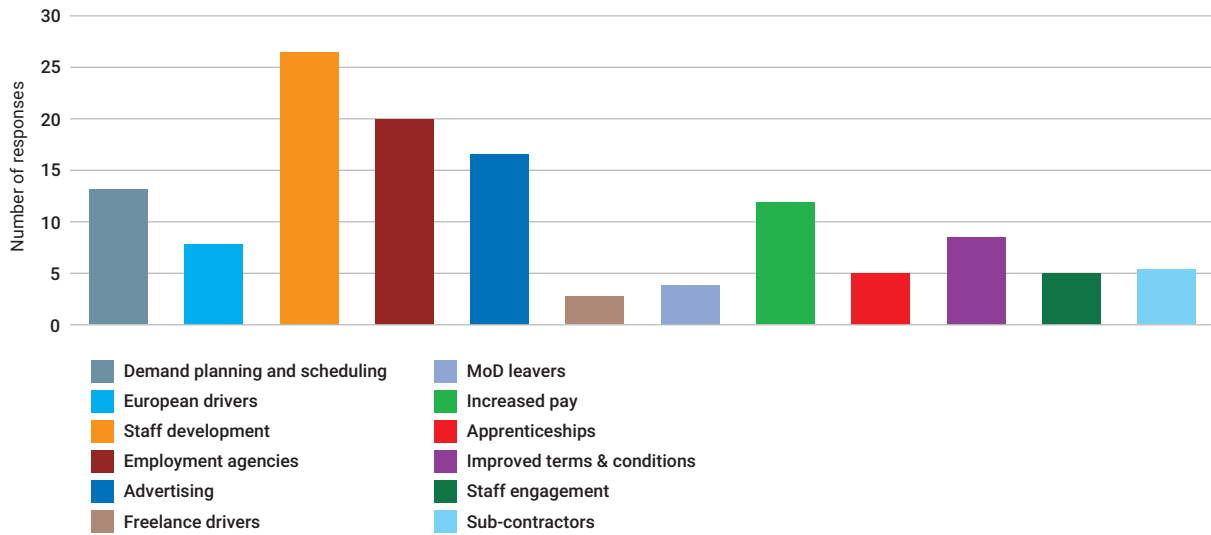
NO

**40%**



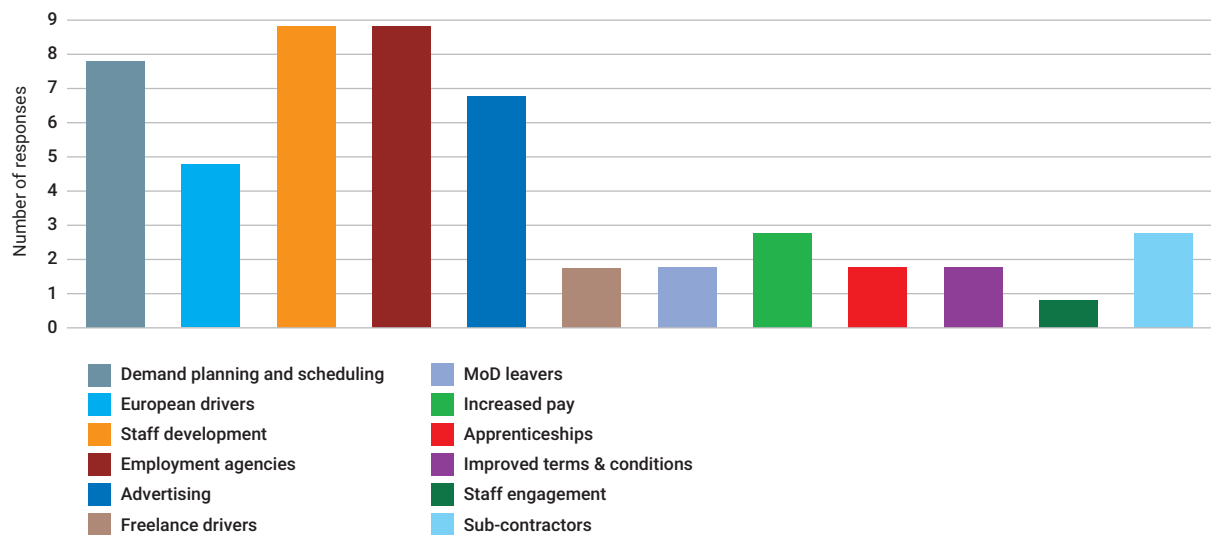
6

### What methods are you using to deal with the driver shortage?



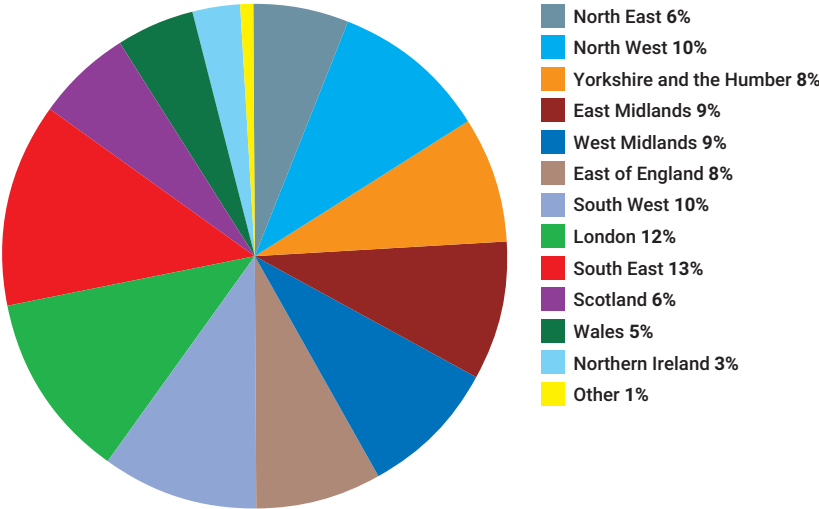
7

### Are these methods working to deal with the current issue?



8

In 2014, in which geographical regions did your organisation experience a driver shortage?



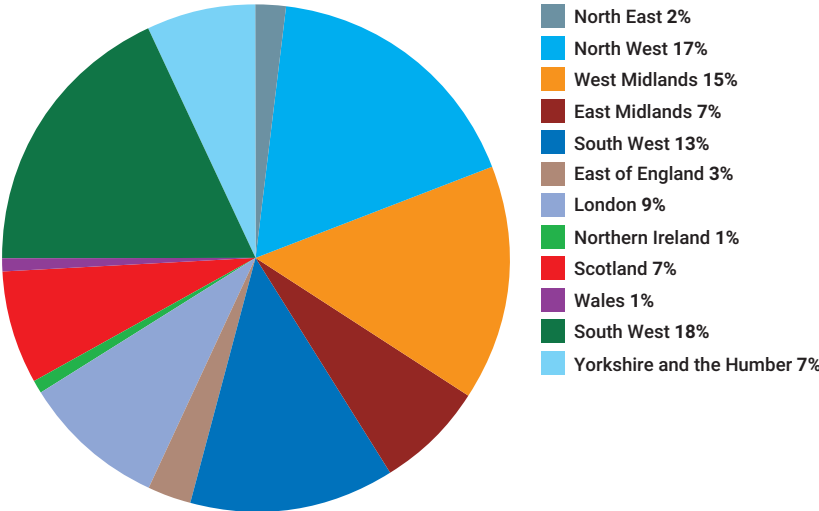
9

On average, how many drivers does your organisation employ each year?

496

10

How many of these are employed in each region?



Throughout the year how often does your organisation use agency drivers?

OCCASIONALLY

39%

REGULARLY

61%

Using agencies occasionally – are you experiencing a driver shortage?

YES

78%

NO

22%

Using agencies regularly – are you experiencing a driver shortage?

YES

76%

NO

24%

## 12

Has your organisation been unable to cover driving work on any occasion in the last 12 months due to the driver shortage?

YES

65%

NO

35%

## 13

Has your organisation tried to recruit drivers at any point over the last 12 months and failed to do so?

YES

49%

NO

51%

## 14-19

On average, participants had **36** vacancies for drivers in 2014.

Only **17** of these were filled.

On average **11%** of drivers leave our participants organisations per year.

On average **15%** of the drivers who left the organisation, went into another driving job.

The average age of the participants drivers is **47** years old.

On average, the youngest age of driver that our participants would employ is **23** years old.





20

Does your organisation get involved with developing and employing ex-armed forces drivers?

YES

57%

NO

43%

21

Is your organisation currently recruiting any trainee drivers?

YES

42%

NO

58%

22

If your organisation does not have in-house system, would you consider a national scheme (e.g. Young LGV Driver Scheme)?

YES

82%

NO

18%

23

Does your organisation provide Driver CPC training for your driving staff?

YES

90%

NO

10%

24

Does your organisation finance driver CPC training for your drivers?

YES

78%

NO

22%

25

Do you provide in-house training for Goods Vehicle Licence acquisition?

YES

44%

NO

56%

Do you finance external Goods Vehicle Licence acquisition training for staff?

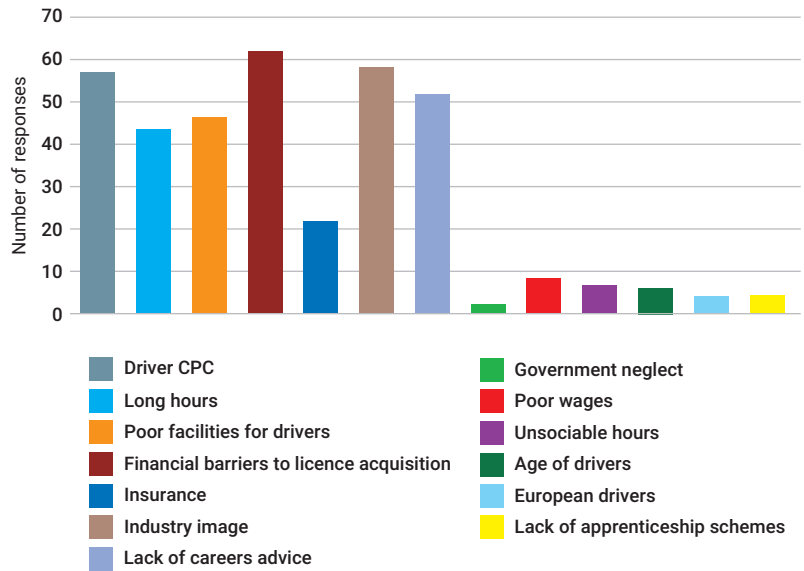
YES

40%

NO

60%

What factors do you think are responsible for the driver shortage?



Do you think the government are doing enough to highlight and deal with the driver shortage issue?

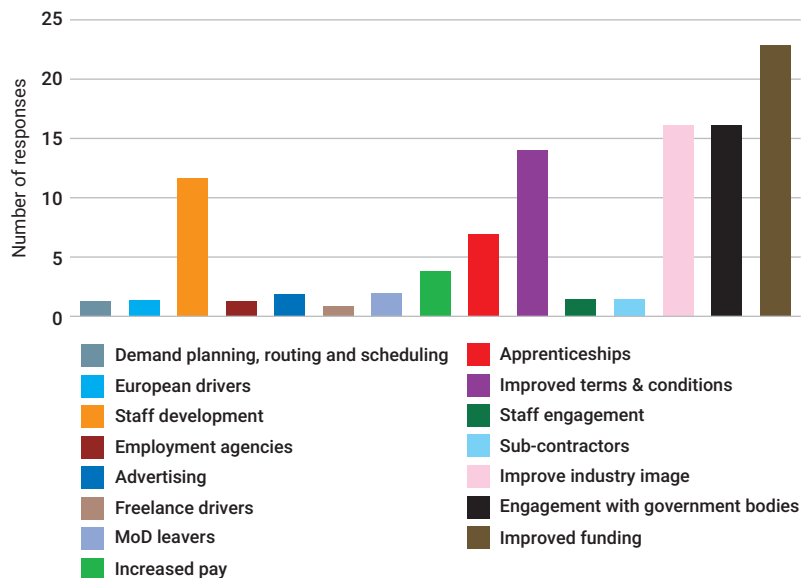
YES

11%

NO

89%

What do you think the government should do to highlight and deal with the driver shortage issue?



30

Do you think it is the responsibility of businesses to find solutions to the issue?

YES

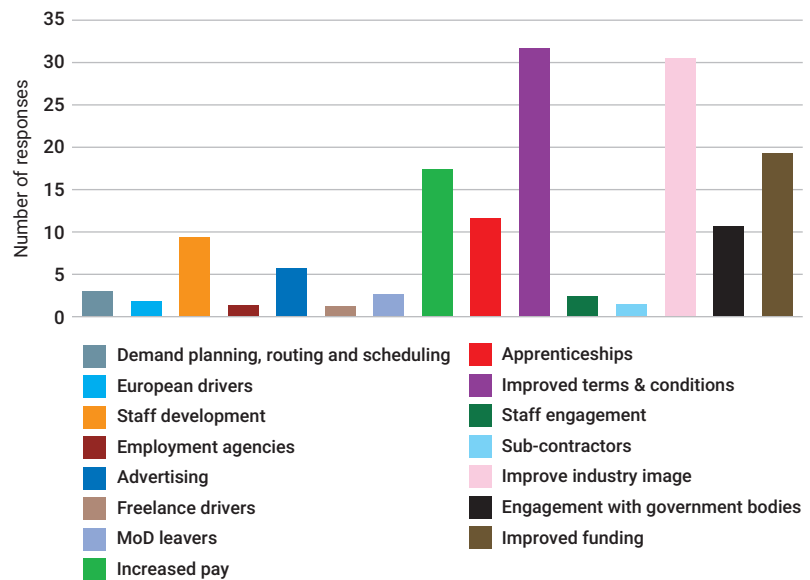
80%

NO

20%

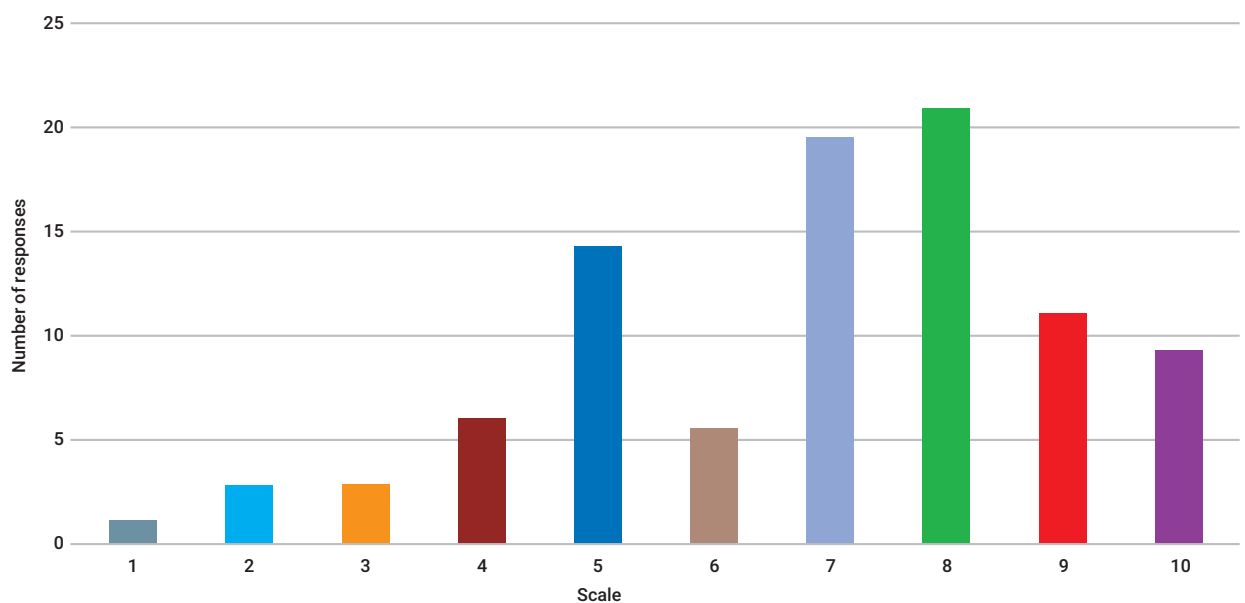
31

What can the industry do to attract new drivers?



32

On a scale of 1-10 (10 being very worried and 1 being not worried at all) how worried are you about negative business impact due to the shortage of drivers?





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