

**Motor Carrier Safety Advisory Committee (MCSAC)**  
**Task Statement 20-2: Aging CMV Drivers and Their Impact on**  
**the Driver Shortage**

**I. Task Title**

Provide feedback to the Agency regarding the aging demographic of the commercial motor vehicle (CMV) driver workforce on the truck and bus industries and whether this trend will exacerbate the driver shortage problem.

**II. Background**

FMCSA stakeholders have expressed concern about the need to address the driver shortage, including options for allowing younger drivers to enter the industry. With many impending CMV driver retirements, carriers seek 21- to 25-year-old drivers to replace them. What impact will this change have on supply chains? How would an aging workforce impact motor carriers' ability to deliver services and goods safely in interstate commerce? What is the forecast for the future? What can be done to mitigate the impacts?

**III. Task**

For Task 20-2, FMCSA asks the MCSAC to discuss the challenges associated with this aging workforce and recommend measures the Agency and the industry may take to recruit younger drivers while maintaining the safety of the existing drivers. In discussing this task, the Agency asks MCSAC to consider data to evaluate what should be done to ensure that the highest level of safety be maintained and to recommend strategies to the industry and others to maximize efforts to recruit and retain talent. What role, if any, does the MCSAC recommend FMCSA play in this effort?

For this task, FMCSA will consider data by agency and outside experts on the distribution of age among CMV drivers.

**IV. Estimated Time to Complete Task**

FMCSA asks the MCSAC to deliberate on this task at the summer 2020 meeting. The MCSAC should submit a letter report to the Deputy Administrator prior to the fall meeting.

**V. FMCSA Technical Representatives**

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