



U.S. Department
of Transportation

Federal Motor Carrier
Safety Administration

1200 New Jersey Ave, SE
Washington, DC 20590

THE WOMEN OF TRUCKING ADVISORY BOARD RECOMMENDATIONS REPORT TO CONGRESS

Pursuant to Section 23007(d)(4)(A)
of the Infrastructure Investment and Jobs Act (Pub. L. 117-58)
January 2025

BACKGROUND

On November 15, 2021, the President signed the Infrastructure Investment and Jobs Act (Pub. L. 117-58), or the Bipartisan Infrastructure Law (BIL), into law. Section 23007 of the BIL requires the Federal Motor Carrier Safety Administration (FMCSA) of the U.S. Department of Transportation (DOT) to establish a Women of Trucking Advisory Board (WOTAB) to deliberate and provide recommendations concerning the education, training, mentorship, and outreach to women in the trucking industry and the recruitment, retention, and advancement of women in the trucking industry. The statute requires WOTAB to present its recommendations to the FMCSA Administrator and for FMCSA to submit a report to Congress addressing WOTAB's findings and recommendations, as well as actions FMCSA has taken in response to WOTAB's recommendations or reasons for not adopting WOTAB's recommendations.

SUMMARY

Secretary Buttigieg chartered WOTAB on February 11, 2022, and appointed its membership in August 2022, including women from across the trucking and motorcoach sectors of the commercial motor vehicle (CMV) industry. WOTAB met from November 9, 2022, through November 13, 2023, deliberating across six meetings.

WOTAB reviewed and reported on policies that provide education, training, mentorship, and outreach to women in the trucking industry and identified barriers and industry trends that directly or indirectly discourage women from pursuing and retaining careers in trucking.

On December 12, 2023, WOTAB submitted the [WOTAB Report to FMCSA](#) containing its findings and recommendations to the FMCSA Administrator. FMCSA has reviewed the WOTAB report and now presents FMCSA's report to Congress concerning WOTAB's findings and recommendations and the actions FMCSA has taken to adopt WOTAB's recommendations, or reasons for not adopting the recommendations. Upon the Department's submission of FMCSA's report to Congress, WOTAB will terminate.

In its report, WOTAB provided overarching conclusions and recommendations for the government and the private sector, emphasizing that as the CMV industry evolves, it must elevate women's voices, bringing diverse women's CMV associations to the decision-making table and increasing women's representation on governmental advisory boards and in other stakeholder engagement efforts. Across the CMV industry, there is a need to recognize, promote, and encourage women to join all aspects of the transportation industry, including women from tribal nations, minority-owned businesses, younger drivers, and LGBTQ+ communities. FMCSA should collaborate with the motorcoach industry and the broader CMV industry to facilitate opportunities for women, including by removing barriers and enhancing driver training, mentorship, and education opportunities. Carriers and other industry actors should be educated on the challenges faced by women, and allyship should be encouraged.

The WOTAB report identified specific priority recommendations for government and the private sector to create a centralized web-based platform (or portal) for women and associations in the industry; to encourage the DOT and U.S. Department of Labor (DOL) to communicate trucking's essential role in the American economy so its status is supported by state and local governments; and to review and research the potential for an industry exemption from Fair Labor Standards Act (FLSA) to determine the degree to which the lack of FLSA applicability to trucking is a barrier for women to become drivers, making it hard to support their families and earn a fair wage with basic protections. These priority recommendations appear first in the chart as a manifestation of the values of WOTAB and its members. These recommendations set the tone for the categories and recommendations that follow.

WOTAB stressed the need to improve quality of life and safety for women by identifying and eradicating sexual harassment and violence against women in the CMV industry. It recommended doing so by 1) removing drivers and others in the industry with proven and documented cases of sexual harassment and assault, 2) creating avenues for reporting and holding carriers accountable, and 3) providing safe parking and bathroom access for women drivers of CMVs.

WOTAB presented 37 specific recommendations, grouped under the following goals:

- Priority Recommendations to the Government and the Private Sector;
- Accountability and Reporting Harassment/Assault/Discrimination;
- Recruitment and Retention of Women for the CMV Industry;
- Increasing Opportunities for Mentoring Women in the CMV Industry;
- Training;
- Women's Quality of Life; and
- Development of a Portal for Women Active in the CMV Industry.

Each of WOTAB's recommendations is addressed in the chart below. As FMCSA notes below, it has already implemented or begun implementing certain WOTAB recommendations as described below:

- FMCSA issued a Notice of Enforcement Policy (NEP) on December 7, 2023, reminding State Courts and State Driver Licensing Agencies of the regulatory requirement that when a CMV driver has used a CMV to commit a felony—including felony sexual

assault—that a driver must be disqualified from operating a CMV that requires a commercial driver’s license (CDL) or a commercial learner’s permit (CLP). FMCSA is working with its enforcement partners and with constituents such as the Commercial Vehicle Safety Alliance, to increase awareness and enhance training to enforce this requirement.

- FMCSA established a Sexual Assault and Sexual Harassment (SASH) Working Group to address sexual harassment and violence against women in the CMV industry, particularly drivers. In coordination, FMCSA is working closely with subject matter experts and has initiated a comprehensive study of harassment, assault, and discrimination in the CMV industry to better understand the problem among drivers, particularly women, across their careers.
- FMCSA is currently developing an Advance Notice of Proposed Rulemaking (ANPRM) that will seek information from stakeholders on how FMCSA can best improve driver training requirements to increase the awareness of sexual harassment and sexual assault in the CMV industry and enhance the physical safety of truck and motorcoach drivers and trainees.
- FMCSA is collaborating with the Federal Highway Administration and the [National Coalition on Truck Parking](#) on efforts to create safe truck parking opportunities in alignment with WOTAB’s recommendations. FMCSA will continue to work with other Department of Transportation operating administrations, states, and local governments to promote the ability for CMV drivers to access safe facilities and to encourage the private sector to implement policies that uphold the safety and well-being of all drivers. FMCSA’s grant programs continue to support efforts to improve safety of women in the industry. Eligible expenses include training and recruitment, training to prevent human trafficking, safety improvements that can assist in the prevention of sexual assault and harassment, and technologies that can improve rest area safety. FMCSA will continue outreach to states and relevant stakeholders to encourage the use of these grant funds.

While FMCSA would not have the responsibility for taking all the actions WOTAB recommends, FMCSA commits to facilitating industry discussions by convening one or more stakeholder forums to discuss WOTAB’s recommendations, collaborate on how to best address them, and encourage sharing of best practices across federal, state, and local governments and private industry. Initiating a dialogue on actions and policies to increase the number of women in the industry is crucial to integrating women into their ranks. Where FMCSA already is engaged in training, grantmaking, rulemaking, and research that touches upon WOTAB’s recommendations, FMCSA will consider how it can better amplify those efforts and conduct outreach to women.

CONCLUSION

FMCSA supports the WOTAB’s important work. The agency recognizes the unmet needs WOTAB’s report recommendations are intended to address. FMCSA supports WOTAB’s goal of increasing economic opportunities for women by elevating governmental and industry

awareness of the issues facing women CMV drivers. FMCSA and the commercial motor vehicle industry need to create meaningful opportunities for diverse women to participate in policy development in both the government and private sectors, including at the executive leadership level. These priority recommendations are addressed in the accompanying chart in FMCSA's response to the specific WOTAB recommendations.

- As discussed further in the chart below, FMCSA is implementing or working to implement many of WOTAB's recommendations through a variety of strategies, including developing enforcement policies; generating rulemaking; forming working groups; leveraging grantmaking; providing informational resources regarding workplace safety and reporting harassment; increasing training opportunities for women; and conducting relevant studies.
- Regarding WOTAB's request for a portal of resources, FMCSA will endeavor to highlight and link to resources on its website, as appropriate. FMCSA will also encourage the private sector and associations to develop a separate portal and will include the portal as a topic for discussion at a stakeholder forum.

Where the WOTAB report recommends solutions that are outside FMCSA's areas of responsibility, FMCSA acknowledges where industry, states, and others are addressing or should address such recommendations. FMCSA will convene one or more public stakeholder forums where government, trade groups, CMV drivers, motor carrier employers, driver training entities, and other attendees can learn about WOTAB's recommendations and chart a collective path forward. FMCSA looks forward to continued action to ensure that women can join and thrive in the CMV industry.

**Status of Women of Trucking Advisory Board (WOTAB) Recommendations of December 12, 2023,
to the Federal Motor Carrier Safety Administration (FMCSA)
as Required by Section 23007(d)(4)(A) of the Bipartisan Infrastructure Law (Pub. L. 117-58)**

	WOTAB Recommendation	Responsible Entity	Schedule/Status of Agency Action to Adopt Recommendation	Reason for Agency Not Adopting Recommendation (if applicable)	Estimated Completion
Priority Recommendations to Government and the Private Sector					
	The WOTAB report included a number of priority recommendations for both government and the private sector, as follows: <ul style="list-style-type: none">• As the commercial motor vehicle (CMV) industry evolves, there is a need to elevate women’s voices in the CMV industry.• Bring diverse women’s CMV organizations and associations to the decision-making table in government and private-sector meetings concerning motor carrier transportation.• Increase women’s representation on governmental advisory boards and other stakeholder engagement efforts related to the CMV industry.• Recognize, promote, and encourage women to join all aspects of the transportation industry.• Collaborate with the motorcoach industry and the broader CMV industry to facilitate opportunities for women.• Create a centralized web-based platform (or portal) for women and associations in the industry.• Encourage the U.S. Department of Transportation (DOT) and the U.S. Department of Labor (DOL) to communicate through diverse methods trucking’s essential role in the American economy, so that its status is reflected in support from state and local government.• Educate men on the challenges faced by women in the industry and encourage them to become allies for women in the industry.• Review and research the potential for an industry exemption from Fair Labor Standards Act to determine the degree to which the lack of FLSA applicability to trucking is a barrier for women to become drivers, making it hard to support their families and earn a fair wage with basic protections. These priority recommendations would lay the framework with specific, detailed recommendations below.				
Accountability and Reporting Harassment/Assault/Discrimination					
1	Remove drivers and others in the industry with proven and documented cases of sexual harassment and assault. <ul style="list-style-type: none">• Complaint reporting mechanisms should exist outside of the company structure.• Carriers and their customers should be responsible and have protocols in place for preventing and dealing with harassment in the workplace.	FMCSA Federal, State, and local law enforcement agencies State Driver Licensing Agencies (SDLAs) DOL/OSHA	Existing federal regulations can be used to prohibit drivers with felony sexual assault convictions from operating a commercial motor vehicle (CMV) requiring a commercial driver’s license (CDL) or commercial learner’s permit (CLP). FMCSA published a Notice of Enforcement Policy - FMCSA regarding Using a Commercial Vehicle to Commit a Felony Sexual Assault to increase awareness of sexual assault and to emphasize that persons convicted of using a CMV to commit a felony—including felony sexual assault—must be disqualified from operating a CMV requiring a CDL or CLP. When a State court forwards such a conviction, an SDLA must disqualify the driver for the time periods specified in 49 CFR 383.51(b) Table 1, item (6). The spring 2024 Unified Agenda indicates that FMCSA will pursue an Advance Notice of Proposed Rulemaking (ANPRM) titled “Minimum Training Requirements for Entry-Level Commercial Motor Vehicle Operators and Additional Curriculum	N/A	NEP: Completed 12/7/2023. ANPRM: FMCSA is continuing to work toward issuing an ANPRM. Study: FMCSA has selected a vendor to conduct the study, which began in fall 2024 and is estimated to conclude in 2028. The contractor will provide interim reports

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	<ul style="list-style-type: none"> Hold those accountable who create unsafe environments for women, so that complaints are addressed, and a resolution is determined. 	EEOC	<p>and Training Provider Requirements.” The ANPRM will seek information from stakeholders regarding ways FMCSA can enhance the physical safety of women truck drivers and trainees and address the negative impacts of workplace sexual harassment, among other challenges.</p> <p>While FMCSA does not have authority to establish private sector workplace complaint mechanisms, FMCSA makes resources available to drivers about how to file a whistleblower complaint with DOL’s Occupational Safety and Health Administration (OSHA) regarding safety concerns, without fear of losing a job or retaliation. FMCSA also provides information about how to report sexual harassment or workplace discrimination to the Equal Employment Opportunity Commission (EEOC). [See Coercion FMCSA (dot.gov).]</p> <p>FMCSA has initiated a study to better understand the scope and impact of Sexual Assault and Sexual Harassment (SASH) throughout the CMV industry. The study will expand upon FMCSA’s previous research and promote a deeper understanding of SASH data and issues by following the best practices in SASH methodology related to sample size and design, including categories of gender, sexual orientation and ethnicity to determine the prevalence of SASH and identifying resources for victims.</p>		throughout the study period. Related efforts are ongoing.
2	Develop a rating system for carriers that would demonstrate commitment to industry standards, allow drivers to understand potential safety concerns with carriers, and highlight carriers that actively demonstrate their commitment to upholding anti-harassment standards.	FMCSA Private Sector	FMCSA will work with the private sector to encourage individual motor carriers to pledge to support the safety and professional development of women across the CMV industry, modeled after the human trafficking pledge . FMCSA will work with the private sector to publicize motor carriers that have met such a standard and to highlight carriers with best practices in addressing harassment and providing a safe workplace.	N/A	Ongoing
3	Establish a driver hotline that supports women reporting harassment and assault.	Private sector	As discussed in Recommendation (Rec.) 1 above, while FMCSA does not have authority to establish workplace complaint mechanisms, it makes resources available regarding workplace safety and harassment, and is conducting a study to evaluate the prevalence of SASH to identify which strategies and resources FMCSA can use to best support women across the industry.	N/A	Resources: Currently available on FMCSA website.

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	<ul style="list-style-type: none"> • Provide a mechanism to report safety and workplace issues, to gather women’s concerns regarding harassment, gender-based violence or other predatory/illegal actions. • Provide resources for motor carriers to support the reporting of harassment and assault so that it is eliminated in the workplace. • Collaborate with industry to advertise hotline information where women CMV drivers can easily access it. • Establish a neutral party to report and resolve issues. 		FMCSA is aware that private sector resources exist to assist drivers and others who experience workplace safety issues sexual assault or harassment, including hotlines to address sexual assault and harassment. FMCSA will work with industry to identify and promote awareness of such resources.		Study: FMCSA has selected a vendor to conduct the study, which began in fall 2024 and is estimated to conclude in 2028.
4	Recommend that state and local governments, as well as carriers, shippers, and receivers, provide safe parking.	FMCSA; FHWA; DOT States Private sector	<p>FMCSA participates in efforts to create safe truck parking opportunities with FHWA, including the National Coalition on Truck Parking. FMCSA will work with DOT operating administrations, States, local governments, and the private sector to promote CMV drivers’ access to safe parking.</p> <p>States can use FHWA formula funds through the National Highway Freight Program to add truck parking that is safe for women drivers. Truck parking is eligible under other funding opportunities, which are described here: https://ops.fhwa.dot.gov/Freight/infrastructure/truck_parking/title23fundscmv/title23_49_funds_cmv.pdf</p> <p>FMCSA will highlight the need for safe truck parking during a public meeting with the private sector and industry stakeholders to discuss WOTAB’s recommendations and look for opportunities to amplify these issues and seek solutions at other stakeholder engagements.</p>	N/A	Ongoing
5	Mandate that carriers, shippers, and receivers ensure that drivers can use the bathroom privately and safely.	States Private sector	While FMCSA lacks the statutory authority to mandate access to restroom facilities by shippers and carriers, FMCSA will publicize WOTAB’s recommendation at a	N/A	Ongoing

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			stakeholder forum and facilitate discussion regarding drivers’ needs for basic travel accommodations and personal dignity.		
6	Encourage carriers to install a panic button for health or personal safety issues in trucks, motorcoaches, and on truck stop property.	States/FHWA Private sector	While FMCSA does not oversee truck manufacturers or truck stop properties, FMCSA will raise this issue at its planned stakeholder forum so that motor carriers who attend can examine the feasibility of providing a panic button for CMV drivers. FMCSA will coordinate with FHWA to explore whether such panic buttons can be incorporated in truck parking projects. FMCSA will encourage States to consider installing panic buttons at parking facilities; however, these are not FMCSA grant-eligible expenses.	N/A	Ongoing
Recruitment and Retention of Women for the CMV Industry					
7	Provide networking opportunities and resources for women to become engaged in associations that support women and minorities. • Initiate communication and recruitment of women in tribal nations. This largely untapped population is the most underrepresented (less than 1%) community in the CMV industry. • Expand funding for women’s educational opportunities in underrepresented and disadvantaged communities.	FMCSA; NHTSA Private sector	FMCSA announced its FY2024 CMVOST Program Notice of Funding Opportunity (NOFO). Applicants comprise public or private colleges, universities, vocational-technical schools, post-secondary educational institutions, truck driver training schools, small businesses, associations, and state and local governments, including federally recognized Native American Tribal governments, which support CMVOST training activities. In FY24, FMCSA awarded \$3.5 million in CMVOST grants to 27 grantees. CMVOST prioritizes awards to veterans and their families and to underserved and refugee communities. While total grant funds are limited by Congress, FMCSA includes women as an underserved community in its FY2025 NOFO, consistent with its grantmaking authority. Additional annual funding from Congress would enable FMCSA to provide tuition for even more new drivers, including women. Commercial Motor Vehicle Operator Safety Training (CMVOST) Grant FMCSA (dot.gov)	N/A	Ongoing every fiscal year. Most recent NOFO published 12/18/2024.

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8	Provide more resources to minority owned CDL schools to help more students enter the industry.	FMCSA Small Business Administration DOT Office of Small and Disadvantaged Businesses DOL	Through CMVOST, FMCSA provides grants to CDL training programs. FMCSA conducts webinars and other forms of outreach, media engagement, social media, digital content, webinars, and the involvement of industry partners to amplify funding opportunities. While total grant funds are limited, FMCSA includes women as an underserved community in its FY2025 NOFO, issued 12/18/24, consistent with its grantmaking authority. FMCSA will consider additional ways to enhance awareness among minority owned schools of the competitive grants available to help students enter the industry.	N/A	Ongoing
9	CDL schools should identify ways to connect CMV trainees to funding for childcare and transportation between home and the training facility.	Private sector	FMCSA will facilitate discussion of this topic at a stakeholder forum, including ways the private sector can support childcare and transportation needs.	N/A	Estimated completion date by end of 2025.
Increasing Opportunities for Mentoring Women in the CMV Industry					
10	Provide funding opportunities to be trained in the latest technologies, • Develop more positive mentorship and mentorship training opportunities for women throughout the industry. • Conduct outreach to LGBTQ+ communities about trucking. Consider inclusive messaging and potential advertising. • Conduct outreach to young adults.	Private sector	CMVOST provides grants to support CDL training programs. FMCSA is aware that women drivers' associations and other trucking associations provide information on best practices for training on latest technologies, opportunities for mentorship and networking, and outreach to underrepresented communities and young adults. While total grant funds are limited, FMCSA includes women as an underserved community in its FY2025 NOFO, issued 12/18/24, consistent with its grantmaking authority.	N/A	Ongoing every fiscal year. Most recent NOFO published 12/18/2024.

	WOTAB Recommendation	Responsible Entity	Schedule/Status of Agency Action to Adopt Recommendation	Reason for Agency Not Adopting Recommendation (if applicable)	Estimated Completion
11	Direct federal funds to support grant programs for women entering or continuing their careers as professional drivers.	FMCSA	As discussed above in Rec. 8, CMVOST provides grants to CDL training programs.	N/A	Ongoing
12	Protect the independent contractor business model.	Private sector	FMCSA has reviewed its commercial and safety regulations and has not identified barriers to independent contractors. FMCSA does not prefer one contractual business model to another.	N/A	N/A
13	Investigate the feasibility of making two waivers issued during the pandemic permanent. One waiver would allow federally authorized third-party skills testers to administer the skills test. The second waiver would allow drivers to take a skills test outside their state of domicile.	FMCSA	In addressing the public health emergency brought on by the COVID-19 pandemic, FMCSA issued several waivers that provided flexibility in the issuance of CDLs. While current regulations permit states to contract with third-party skills testers to conduct the CDL skills test (49 CFR 383.75), the regulations do not permit third-party knowledge testing. One of the waivers permitted certified third-party skills testers to administer the CDL knowledge test; another expanded CMV drivers' ability to take the CDL skills test in a state other than their state of domicile by waiving the requirement that the driver must have taken CMV driver training in the non-domicile state in order to take the skills test in that state. FMCSA proposed making these and other COVID-era waivers permanent in a Notice of Proposed Rulemaking (NPRM) published on February 2, 2024, titled, " Amendments to the Commercial Driver's License Requirements; Increased Flexibility for Testing and for Drivers After Passing the Skills Test, 49 CFR Parts 383 and 384 " (89 FR 7327). The NPRM's purpose is to enhance CDL program flexibility and efficiency by removing certain regulatory restrictions to allow applicants to obtain a CDL and be productively employed as a CMV driver in less time than it takes currently, without compromising safety.	N/A	NPRM Comment period closed on 4/2/2024. FMCSA is continuing to work toward publishing a final rule.
Training					
14	Create requirements and defined consequences for CDL trainers and instructors around harassment and workplace safety.	FMCSA	As discussed in Rec. 1, FMCSA published a Notice of Enforcement Policy - FMCSA (NEP), will issue an ANPRM, has made reporting resources available, and has initiated another Study relevant to this recommendation.	N/A	NEP: Completed 12/7/2023. ANPRM: FMCSA is continuing to work toward issuing an ANPRM.

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					Study: FMCSA has selected a vendor to conduct the study, which began in fall 2024 and is estimated to conclude in 2028.
15	Carriers should develop industry standards for onboarding procedures for training of all new women professional drivers.	FMCSA Private sector	While FMCSA establishes and enforces entry-level training standards, it has no authority to regulate private sector onboarding procedures. FMCSA will raise this recommendation as part of an FMCSA-convened stakeholder forum described in Recs. 4 and 5.	N/A	Ongoing
16	A trainer should always be on duty when the trainee is on duty. There is no training or supervision when the trainer is off duty.	FMCSA Private sector	FMCSA regulations prohibit a CLP holder from operating a CMV during behind-the-wheel training unless accompanied by a qualified CDL holder in the passenger seat. § 383.25(a)(1). FMCSA will facilitate a discussion of the off-duty issue at a stakeholder forum.	N/A	Ongoing
17	During over-the-road training, trainers and trainees should never share the same sleeping quarters. This includes hotel rooms or sleeper berths.	FMCSA Private sector	FMCSA will facilitate discussion this topic at an FMCSA-convened stakeholder forum to raise awareness of these concerns and identify best practices. See responses to Recs. 1 and 5.	N/A	Ongoing
18	Encourage carriers to build a career pathway for women to become driver trainers or managers.	FMCSA Private sector	As discussed above, FMCSA supports opportunities for women in the CMV industry. See responses to Recs. 7 - 11 This topic will be addressed at a FMCSA-convened stakeholder forum.	N/A	Ongoing
19	Expand grants for training, education, and professional development opportunities for women pursuing a CDL, including offsetting childcare, transportation, and living expenses.	FMCSA Private sector	As discussed above, FMCSA supports opportunities for women in the CMV industry. See responses to Recs. 7 - 11. FMCSA will encourage the private sector, including trucking associations, to provide resources regarding childcare, transportation, and living expenses.	N/A	Ongoing
20	Promote companies that educate, train, and value women drivers and professionals.	Private sector	As discussed in response to Rec. 2, FMCSA will work with the private sector to encourage individual motor carriers to pledge to support the professional development of women across the CMV industry, and to highlight carriers with best practices in educating, training, and valuing women drivers and professionals.	N/A	Ongoing

	WOTAB Recommendation	Responsible Entity	Schedule/Status of Agency Action to Adopt Recommendation	Reason for Agency Not Adopting Recommendation (if applicable)	Estimated Completion
21	Develop stronger relationships between carriers and training schools to usher more women into the industry.	Private sector	<p>Although FMCSA’s Entry-Level Driver Training Regulations address training provider qualifications and requirements applicable to both carrier-based and independent driver training schools, FMCSA lacks the statutory authority to regulate the “relationship” between these private sector entities. FMCSA’s stakeholder forum will provide an opportunity to identify current barriers to employment of women in the CMV industry, including access to training, and explore ways in which motor carrier employers, industry associations, and CMV driver training schools can work together to encourage more women to enter the industry.</p> <p>As discussed in response to Recs. 7 – 8, FMCSA plans to include women as an underserved community in its 2025 NOFO.</p>	N/A	Ongoing
22	Encourage carriers to pay women drivers a living wage during training and onboarding. Women drivers often operate as a single-wage family.	Private sector	<p>FMCSA lacks the statutory authority to regulate driver compensation in the private sector.</p> <p>Still, FMCSA’s stakeholder forum will address WOTAB’s recommendation regarding pay and the adoption by motor carrier employers of an equitable wage or pay rate model that could be incorporated into a pledge, such as the one referenced in response to Rec. 2.</p>	N/A	Ongoing
23	Partner with local school districts to provide community exposure to trucking as a profession for women.	Private sector	FMCSA is aware of state and local programs that encourage exposure to the trucking profession. At a stakeholder forum, participants will have the opportunity to identify ways that industry partners or could partner with local schools to encourage students to explore careers in trucking.	N/A	Ongoing
24	Create opportunities for women to pivot into emerging aspects of the industry, such as assisted autonomous vehicle technologies.	Private sector	As discussed above, FMCSA supports opportunities for women in the CMV industry. See responses to Recs. 7 - 11. At a stakeholder forum, FMCSA will facilitate discussion of current and opportunities for women in emerging aspects of the trucking industry, including technologies.	N/A	Ongoing
25	Create educational opportunities for women to upskill and prepare for the future of transportation.	Private sector	Please see responses to Recs. 7 - 11 and 24.	N/A	Ongoing

Women's Quality of Life					
26	Secure childcare resources for women during CDL training and onboarding.	Private sector	This recommendation highlights an important consideration to ease barriers of entry to women seeking CDLs and employment as CMV drivers. As discussed in response to Recs. 9 and 19, FMCSA will encourage best practices and include this topic for discussion at a stakeholder forum so that the private sector can discuss current and future resources for childcare for those in CDL training and onboarding.	N/A	Ongoing
27	Employers should provide a family-friendly work environment for women CMV drivers.	Private sector	While FMCSA lacks the statutory authority to regulate private sector workplace benefits such as family-friendly policies, this is an important topic that FMCSA will include for discussion as part of a stakeholder forum on WOTAB's recommendations.	N/A	Ongoing
28	Provide employer training on Family & Medical Leave Act benefits to which all woman drivers are entitled regarding maternity/paternity leave and end-of-life care for loved ones.	Private sector	While FMCSA lacks the statutory authority to regulate private sector workplace benefits such as family-friendly policies, this is an important topic that FMCSA will include for discussion as part of a stakeholder forum on WOTAB's recommendations.	N/A	Ongoing
29	Employers should establish more flexible job configurations for women in the transportation industry.	Private sector	FMCSA does not have authority to regulate how CMV employers choose to address workplace job configurations. FMCSA will include this topic for discussion at a stakeholder forum on WOTAB's recommendations.	N/A	Ongoing
30	Motor carriers should work with shippers and receivers to ensure that women professional drivers are treated with respect and provided a safe work environment.	Private sector	As discussed in response to Recs. 2, 20, and 22, FMCSA will work with the private sector to encourage individual motor carriers to pledge to support the safety and wellbeing of women in the CMV industry, and will be addressed at the stakeholder forum as one of the areas of discussion.	N/A	Ongoing
Development of a Portal for Women Active in CMV Industry					
31	Create and maintain a CMV driver web portal focused on women entering the industry.	Private sector	FMCSA will endeavor to highlight and link to resources on its website, as appropriate. FMCSA will also encourage the private sector to develop a separate portal and will include the portal as a topic for discussion at a stakeholder forum.	N/A	Ongoing
32	Include resources for associations, mental health professionals and assistance during crises, childcare, transportation, professional development, and training opportunities.	Private sector	Training and professional development opportunities may be available through the CMVOST training program discussed in response to Recs. 7 – 9. FMCSA will provide electronic access on its website to webinars and programs providing an overview of grant programs and training, and link to other resources as available.	N/A	Ongoing

33	Include mental health resources for women drivers.	Private sector	Please see response to Rec. 32.	N/A	Ongoing
34	Include a vetted list of carriers and employers that adopted best practices as defined by WOTAB that support women across the CMV industry.	Private sector	FMCSA supports a “best practices” approach by the private sector, based on its positive experience with a similar approach to highlight the CMV industry’s role in preventing or stopping human trafficking, as discussed in response to Rec. 2. FMCSA will continue to encourage best practices and also facilitate discussion of this topic at a stakeholder forum, including ways in which carriers could be vetted as having adopted best practices.	N/A	Ongoing
35	Create a roadmap for women who enter the field to outline paths for training, testing, and the overall landscape of a CMV career.	Private sector	FMCSA will continue to highlight opportunities for training, testing, and pursuing a CMV career. FMCSA will address this recommendation at a stakeholder forum.	N/A	Ongoing
36	Leverage and map successful CMV-related digital hubs and websites providing resources, information, and events for potential women drivers.	Private sector	Please see responses to Recs. 31 – 35.	N/A	Ongoing
37	Build into the portal a way for trucking and motorcoach associations to collaborate to create a network for drivers.	Private sector	Please see responses to Recs. 31 – 36.	N/A	Ongoing