Trucking Association of New York Information Sheet

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WORKFORCE DEVELOPMENT

New York's trucking industry faces persistent workforce shortages driven by an aging driver population, regulatory barriers to entry, limited training access, and competition from other sectors. Strengthening workforce development is essential to maintaining safe, reliable supply chains and supporting the state's economy. Targeted investments in commercial driver training, career awareness, licensing modernization, and second-chance employment pathways can expand the talent pipeline while preserving high safety standards. Partnerships with initiatives through our **Shay Legacy Foundation**, which supports scholarships and career pathways into trucking, further strengthen recruitment and long-term industry sustainability. TANY supports comprehensive workforce development policies that remove unnecessary barriers, promote industry careers, and ensure New York has the skilled transportation workforce needed for the future.

The Shay Legacy Foundation has recently partnered with Emerge Career to provide no cost CDL training for justice impacted employees for any NYC based TANY member.

KEY ISSUES

1. **Driver and Technician Shortages**
2. **Aging Workforce and Insufficient Recruitment Pipelines**
3. **Barriers to CDL Entry**
4. **Limited Awareness of Industry Careers**
5. **Consumer Impact**

ISSUE STATUS

Workforce shortages in trucking continue to be recognized at both state and national levels, prompting policy discussions around training funding, licensing efficiency, apprenticeship expansion, and career outreach. At the same time, nonprofit and industry-led initiatives—such as the **Shay Legacy Foundation's scholarship and workforce entry support**—are helping expand access to trucking careers and demonstrating effective partnership models for long-term workforce development.

TANY POSITION

TANY strongly supports comprehensive workforce development strategies that expand access to trucking careers, modernize licensing and training pathways, and promote safe, sustainable employment across New York's transportation sector. This includes support for **scholarship, mentorship, and career-entry initiatives led by the Shay Legacy Foundation**, which play a vital role in attracting and preparing the next generation of industry professionals. Addressing workforce shortages remain a top priority for TANY, and the Association urges policymakers to advance practical, collaborative solutions that strengthen recruitment, reduce barriers to entry, and secure the future of New York's supply chain workforce.

HOW YOU CAN HELP - Support Workforce Development Efforts



- Ask for support to be given to BOCES and CTE programs in NYS by way of funding for CDL-A's to young people and career change seekers who pursue them and partnership with employers in the private and public sectors who have fleets. And reentry programs for returning citizens.
- Encourage lawmakers to support efforts to allow new drivers, over 21, to be insured prior to two years of experience.

About TANY

Since 1932, the **Trucking Association of New York (TANY)** has advocated for the trucking industry at all levels of government, providing compliance assistance, safety programs, and educational opportunities. Our nearly 550 member companies support good jobs, economic vitality, roadway safety, and a sustainable future for New York.

Prepared by the Trucking Association of New York for legislative consideration.