

US Worker Shortages

Solid Waste Staffing Impacts & Related Compliance Challenges

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Prevention Summit**

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CR&R

Current US Waste Drivers Shortages

- In 2019 Waste Industry Already Faced Staffing Pressures due to Competition and Other Factors
- COVID 19 Impacts to Businesses and Government Facilities in December 2019 to Feb. 2020
- California Governor Issued an Executive Order (N-21-21) in March 2020 shutting down most businesses (i.e. Commercial Accounts)
- More than Half of the Waste Trucks service Commercial /Business Customers – major impact to the Commercial Waste Truck Drivers

California Waste Drivers Impacts

- Approximately 16,000 Waste Collection trucks operating in CA (Residential and Commercial)
- The Total Number of Heavy Duty Trucks in CA is over 500K (poss. 1M) and growing....
- Competition for Drivers is intense due to the increase in delivery van/truck business
- The Waste Truck drivers are a specialized workforce due to the type of trucks (side loaders and front loaders) so more difficult to recruit, train and retain.



Waste Industry Articles

SWANA February 2020 (pre-COVID)

“The solid waste industry is being hit particularly hard by the shortage of over-the-road (OTR) truck drivers in the US, which is at the highest level it has been in 15 years according to a new report from the Solid Waste Association of North America’s ([SWANA](#)) Applied Research Foundation ([ARF](#)).

The study, [Recruiting Personnel for Solid Waste Collection Services](#), found that the causes for the driver shortage include an aging workforce, occupational danger, increased demand for trucking services due to industry growth and low participation of women in the industry.”

Waste Industry Articles

SWANA October 2021

“The waste hauler industry, like other commercial auto operators, is dealing with a driver shortage. The Solid Waste Association of North America (SWANA) has attributed this driver shortage issue to a number of factors, all of which are also apparent in the over-the-road trucking industry. The causes include: competing demands for trucking services due to industry growth; aging workforce; low wages; low industry participation by females; tightening of eligibility requirements; and the many impacts of the COVID-19 pandemic. Over the past few years, as the driver shortage has intensified,... ”

Waste Industry Articles

Trash Talk September 2022

“Some people are calling it the “Great Resignation.” In October, 2021 the U.S. Bureau of Labor Statistics reported that 4.3 million American workers quit their jobs in August. This comes after several months of increasing resignations, setting records in labor markets. Economists are not completely sure why this massive increase in resignations is occurring. Theories revolve around dissatisfaction with stagnant pay, an increase in government benefits, and an awareness of the challenges of stressful work that built during the COVID-19 shutdowns.

One sector that is struggling to maintain its level of productivity is the waste management and hauling industry. A shortage of workers in this line of work is not easy to solve and has resulted in some challenging consequences to businesses, cities, and residential customers.”

Impacts to Compliance Goals

- “All Hands On Deck” approach at this time and for the foreseeable future.
- More stress on existing/remaining staff.
- Less resources for addressing compliance tasks.
- Compliance is a challenge already due to increasing regulatory requirements in California (i.e. SB 1383).



How to Meet the Challenges ?

- Automated system approach to facility compliance
- Use of mobile app technology for facility managers and staff
- Remote access to compliance data and information
- Reminders for Monthly Inspections for site and compliance staffing
- Easier to Report to Regulatory Agencies



Mapistry Conference September 2022 Meeting New Compliance Challenges



THANK YOU FOR YOUR
ATTENTION & QUESTIONS