

SOLVING THE CDL DRIVER SHORTAGE

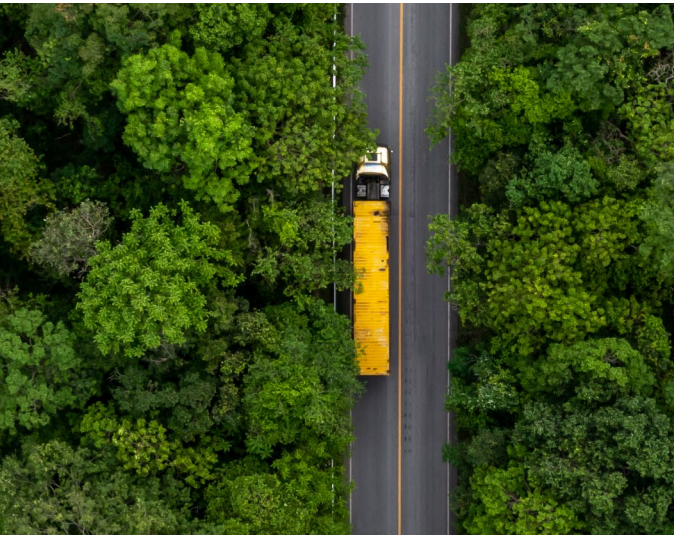
A LONG-TERM HIRING SOLUTION FOR TRUCKING COMPANIES

**HOW TO END HIGH DRIVER TURNOVER AND
BUILD A RELIABLE CDL WORKFORCE**



PROBLEM STATEMENT:

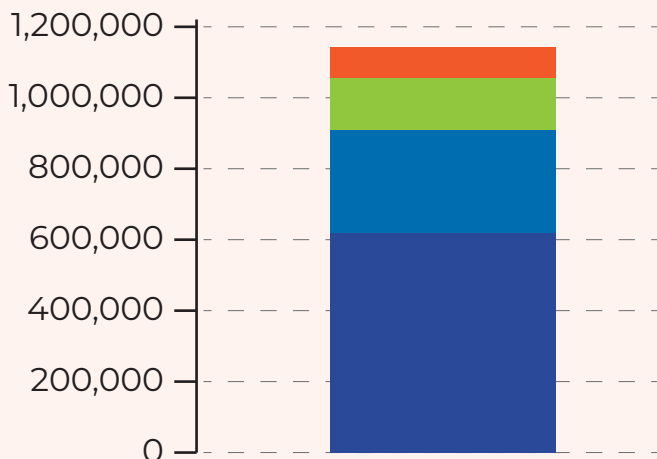
THE LABOR SHORTAGE AND HIGH TURNOVER CRISIS



NOT FINDING ENOUGH QUALIFIED CDL DRIVERS

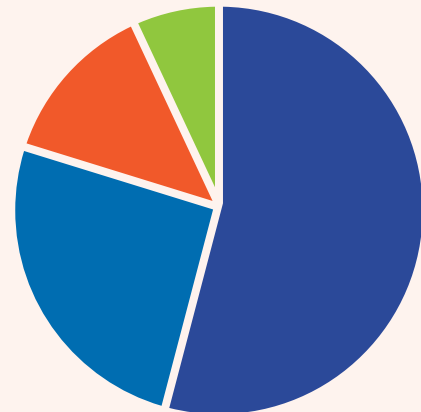
- The nationwide CDL driver shortage is a persistent issue, making it difficult for companies to recruit and retain reliable drivers.
- Industry statistics will illustrate the scope of this shortage.

TOTAL DRIVERS NEEDED FROM 2019 THROUGH 2028 BY REASON



- Drivers Leaving Before Retirement
- Drivers Pushed Out of the Industry
- Industry Growth
- Retirements

SHARE OF DRIVERS NEEDED THROUGH 2028

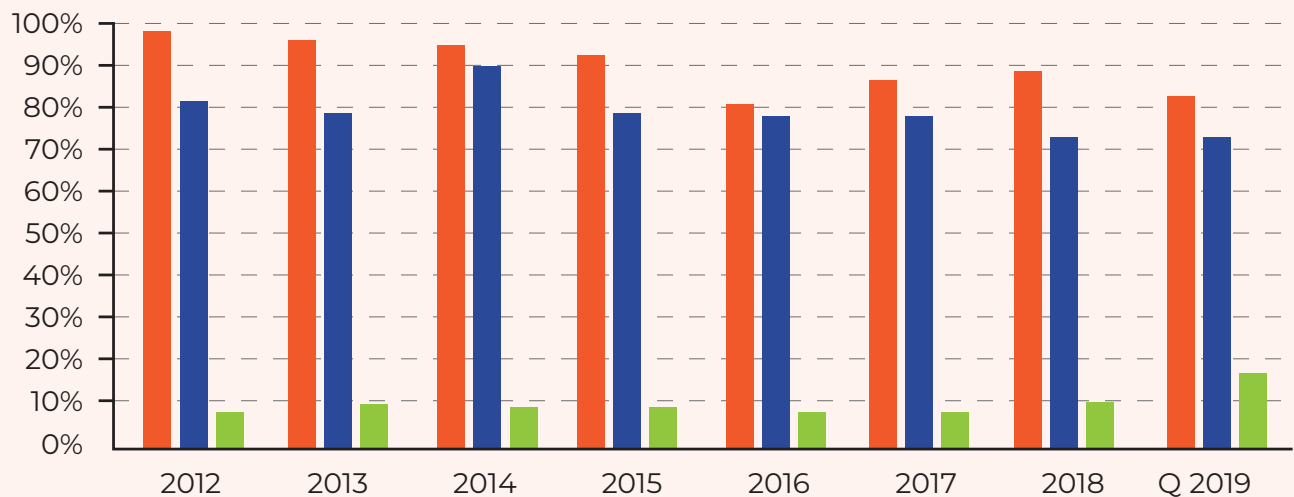


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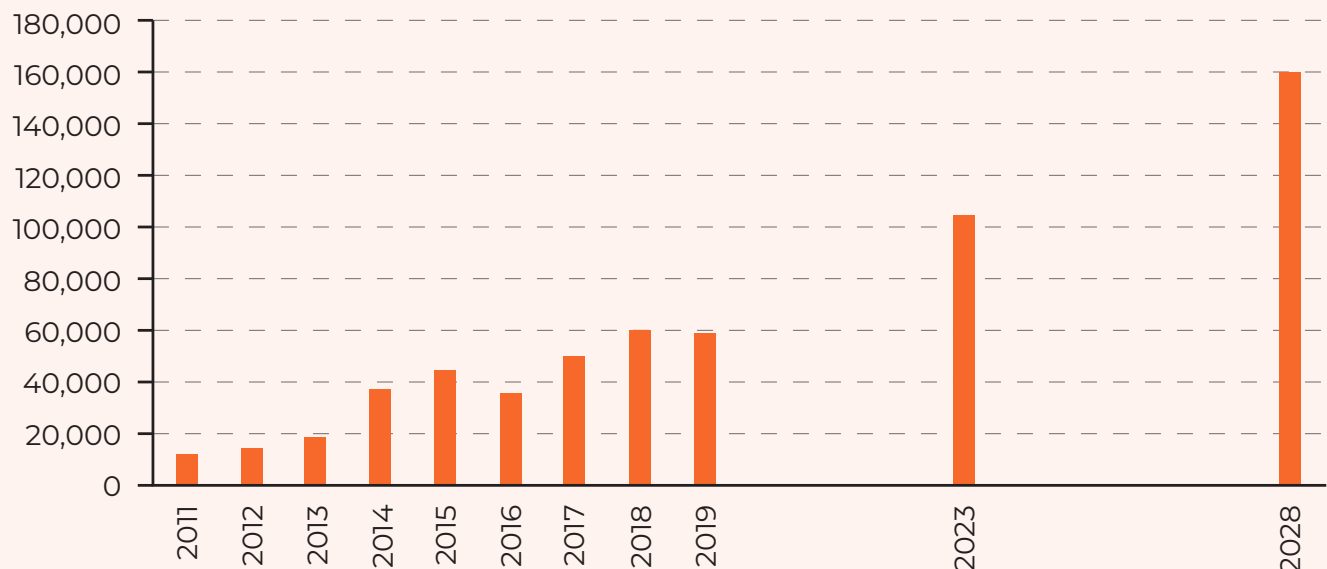
HIGH TURNOVER RATES AND RETENTION CHALLENGES

- Even when trucking companies hire drivers, retention remains a major problem due to high turnover rates.
- The financial and operational impacts of frequent turnover will be highlighted.

FOR-HIRE DRIVER TURNOVER RATES (2012 - Q1:2019)



TRUCK DRIVER SHORTAGE (2011 - 2028)



SOLUTION:

THE EB3 VISA PROGRAM

INTRODUCTION TO THE EB-3 VISA SOLUTION

This page will introduce the EB-3 visa program as a long-term solution for trucking and logistics companies struggling with CDL driver shortages and high turnover rates.

- The EB-3 visa program allows companies to legally sponsor foreign workers for permanent residency (Green Cards) to fill labor shortages.
- Unlike traditional hiring methods that result in high turnover, the EB-3 program provides a steady, long-term pipeline of qualified, loyal CDL drivers who commit to working for at least one year as part of the program.
- EB3.Work handles the entire process, acting as both a recruiter and an immigration filing partner.



STEP-BY-STEP PROCESS

The page will include a simple, visual timeline or flowchart outlining the EB-3 hiring process, with each step clearly defined:



1

Recruit the Drivers

EB3.Work identifies and pre-screens qualified CDL drivers who are eager to work in the U.S.



2

File the PERM Petition (Department of Labor – DOL)

EB3.Work helps the employer file the PERM Labor Certification, proving there is a labor shortage and that hiring foreign CDL drivers won't negatively impact U.S. workers.



3

File the I-140 Petition (U.S. Citizenship and Immigration Services – USCIS)

Once the PERM petition is approved, EB3.Work files the I-140 Immigrant Petition on behalf of the employer.



4

Consular Processing or Adjustment of Status

- If the CDL driver is outside the U.S., they go through consular processing at a U.S. embassy.
- If they are already in the U.S. on another visa, they go through adjustment of status with USCIS.



5

CDL Drivers Arrive & Onboard as Permanent Employees

- Once visas are approved, CDL drivers begin working for the employer as permanent residents (Green Card holders).
- Employers treat them just like U.S. citizen employees, ensuring a stable and reliable workforce.

THE BENEFITS OF USING EB3.WORK

WHY PARTNER WITH EB3.WORK?

EB3.Work is the trusted partner for trucking and logistics companies looking for a long-term, cost-effective solution to CDL driver shortages and high turnover. We handle the full process from start to finish, making it simple and seamless for employers.

WHAT EB3.WORK DOES FOR YOU



Full-Cycle Recruiting & Immigration Filing

- We recruit qualified, motivated, and loyal CDL drivers who are committed to staying for at least one year.
- We handle all EB-3 visa paperwork on behalf of both the employer and the CDL driver, eliminating the administrative burden.



A Transparent & Simple Process

- Employers receive clear guidance and ongoing updates at every stage.
- We ensure that trucking companies fully understand how the process works, removing uncertainty and confusion.



Extremely Low Cost for Employers

- The cost to the employer is minimal—often lower than hiring U.S. drivers when factoring in signing bonuses, turnover costs, and rehiring expenses.
- There are no excessive fees or hidden costs—just a streamlined, predictable hiring solution.



Dedicated Support & Long-Term Partnership

- EB3.Work provides consistent communication, progress updates, and dedicated support throughout the entire process.
- We are not just a recruiter—we are a long-term hiring partner invested in your company's success.

SCHEDULE YOUR FREE 15-MINUTE CONSULTATION

TAKE THE FIRST STEP TOWARD SOLVING YOUR CDL DRIVER SHORTAGE

Trucking and logistics companies across the country are using the EB-3 visa program to:

- ✓ Create a steady, long-term CDL driver pipeline
- ✓ Reduce turnover and improve retention
- ✓ Lower hiring costs compared to traditional recruiting methods
- ✓ Eliminate the stress of constant rehiring

NOW, IT'S YOUR TURN. BOOK A FREE 15-MINUTE CONSULTATION

We'll walk you through exactly how other trucking and logistics companies are successfully using the EB-3 visa program—and how you can do the same. In this short Zoom call, we'll:

- ✓ Explain the process step-by-step
- ✓ Show real examples of companies benefiting from EB-3 hires
- ✓ Answer your questions and provide guidance on next steps

HOW TO SCHEDULE YOUR CALL



It only takes 15 minutes—but it could solve your hiring challenges for years to come.

Scan the QR code below or click the link to instantly book your consultation.

BOOK A CALL