



Driving Value Through Talent Development

Talent Development has long been a differentiator at J.B. Hunt. From our mandatory quarterly safety training for our professional drivers to our award-winning continuous learning programs for our people managers, nearly 800,000 of training hours are consumed across our workforce annually.

PROFESSIONAL DRIVER TRAINING

We lead the industry in reducing accidents per million miles driven. A major contributing factor to the care and safety our drivers execute each day is the training they are required to complete throughout the year. We have a dedicated safety training team that works alongside our drivers in the field, supporting them by verifying and teaching safe driving practices. We also have a safety training design team that develops and curates relevant training provided to our drivers via their on-board tablets. Also, our robust onboarding program prepares individuals stepping into a driver manager role through a three-month program to prepare them to properly support and lead our professional drivers. This is in addition to multiple, annual safe driving campaigns, including discussions and learning opportunities for our 20,000-plus professional drivers.

MAINTENANCE TECHNICIAN TRAINING

Safe driving also requires safe equipment, and our maintenance teams have a robust learning and development program to help ensure our technicians have the skills to maintain one of the safest, most effective equipment on the road. In 2023, our Technician Career Advancement training program allowed more than 1,100 technicians to learn and hone the skills they need to perform their jobs, advance their careers and increase their compensation. This program has helped reduce tractor “downtime” relative to equipment age, which means more trucks running and more customers receiving their freight on time. Our maintenance teams consumed over 140,000 hours of training in 2023.

OFFICE EMPLOYEE TRAINING

Our office-based employees are constantly turning their development into value for our customers. The Leadership Development Program at J.B. Hunt has been in place for decades, allowing us to attract and hire professionals with leadership potential but who may lack demonstrated skills to meet business objectives and contribute to customer and shareholder returns. During the 2023 calendar year, 1,568 employees completed at least one of the courses in the program. Our learning and development offerings are robust, spanning across all professional skill areas and are available in different modes. Options like in-person instructor-led, virtual instructor-led social learning modes, such as mentoring and coaching, and self-paced online learning modes, with over 6,000 courses are available.

DRIVING VALUE

All of our learning and development offerings are anchored in a skills taxonomy we’ve developed and manage consistently, which helps us understand what our employees need to be successful in their current and future roles. This is reinforced within our performance management processes for our desked-employee population, specifically through our annual performance review. By formally assessing and reviewing key results and behaviors each year, relevant skills are identified, and training is regularly assigned to help improve employee and organizational performance. Without this investment and approach, J.B. Hunt would not be able to serve our customers with long-standing excellence. Talent Development allows us to deliver value for our people, customers and, ultimately, shareholders.