

Bus Operator Recruitment

The transit industry competes with private transportation providers and other industries for qualified candidates. To attract employees, particularly younger generations that may build a career pipeline within transit and specifically bus operations, transit agencies are adapting many of their previous recruitment methods and seeking new ways to market opportunities. Early outreach through educational and training opportunities is an effective means for recruiting candidates, but recruitment strategies have also evolved to incorporate new technologies.

Potential candidates may not consider bus operator jobs in the first place if they have negative perceptions of transit, or if they feel that the job is in some way not a good fit. Prospective applicants may also be discouraged from applying by federal drug testing requirements. CDL applicants must pass a drug test, including testing for marijuana, even in states where recreational use is legal. A Report from TransitCenter recommends revising the drug test, which currently indicates marijuana use 3 to 67 days prior to testing, to an oral test that would indicate drug use in the past 24 hours.⁶⁸

Demand-responsive transit operators, and specifically paratransit operators, may be particularly challenging to recruit, in part, due to lower wages and benefits compared to fixed-route operators.⁶⁹

Moreover, considering the workforce challenges presented by the COVID-19 pandemic, transit agencies, like so many other employers, are experimenting with new methods for attracting candidates. Ultimately, by investing in advertising and promotion of job opportunities before there are workforce shortages and improving the transit agency's image in the community, transit agencies can become employers of choice and alleviate some of the challenges associated with attracting qualified candidates to open positions.

3.1 Themes

Changes in Recruitment Strategies Over Time

In the industry survey, respondents were asked how difficult, on a scale of 1 to 10 (with 10 being the most difficult), it has been to fill full-time and part-time bus operator positions in recent years. On average, respondents rated the difficulty at 6.83 for full-time positions and 6.42 for part-time positions.

The last major study that specifically evaluated the bus operator workforce was conducted in 2000, and indicated that among 29 transit agency respondents, the most commonly used recruitment strategies included newspaper advertising and walk-ins (used by 97 and 93 percent of respondents, respectively).⁷⁰ In a 2008 study specific to rural and small urban areas, on-vehicle ads were listed as a common method of advertising open positions.⁷¹

15 Transit Operator Recruitment Guide

**Gayland K. Moffat, Transit Cooperative
Research Program, National Research
Council (U.S.). Transportation
Research Board**

15 Transit Operator Recruitment Guide:

Vehicle Operator Recruitment, Retention, and Performance in ADA Complementary Paratransit Operations

Russell H. Thatcher, 2010 TRB's Transit Cooperative Research Program TCRP Report 142 Vehicle Operator Recruitment Retention and Performance in ADA Complementary Paratransit Operations provides guidance for understanding the relationships that influence and enhance operator recruitment retention and performance in Americans with Disabilities Act ADA complementary paratransit services Appendixes to TCRP Report 142 were published electronically as TCRP Web Only Document 50 Survey Instrument Productivity Charts and Interview Protocol for Case Studies for TCRP Report 142

Employee Compensation Guidelines for Transit Providers in Rural and Small Urban Areas KFH Group, Transit Cooperative Research Program, 2008 TRB's Transit Cooperative Research Program TCRP Report 127 Employee Compensation Guidelines for Transit Providers in Rural and Small Urban Areas explores salary and benefit characteristics of transit systems in rural and small urban areas An interactive computer tool produced as part of this project is available online and is designed to allow transit managers to quickly and easily obtain compensation and benefit data from comparable transit systems

Toolbox for Transit Operator Fatigue Judith B. Gertler, Transit Cooperative Research Program, 2002 This report documents principles techniques and strategies that are used in the development of fatigue mitigation plans for transit operators It includes a how to component on the design implementation and evaluation of fatigue mitigation plans The fatigue mitigation plans may be used by senior managers operations managers safety officials medical personnel risk managers human resource personnel policymakers and legal advisors

Practices to Protect Bus Operators from Passenger Assault Yuko J. Nakanishi, William C. Fleming, 2011 Ch 1 Introduction Background Project objectives Technical approach to project Report organization ch 2 Literature summary Transit security Workplace violence Bus operator training and selection Video surveillance Self defense Bus operator perspective International studies ch 3 Survey results Characteristics of survey respondents Security provider Fare and rules enforcement Standard operating procedures Definition of assault Assault characteristics Training Employee assistance Data collection and reporting Methods to address operator assaults Bus operator selection methods Impact of violence against operators Effective measures ch 4 Operator protection measures technology and information management Barriers Information management and crime analysis Video surveillance Audio surveillance Automatic vehicle location system Transit operations decision support system Emergency communications DNA kits

Managing Transit's Workforce in the New Millennium Transit Cooperative Research Program, National Research Council (U.S.). Transportation Research Board, 2002 Introduction and Research Approach Findings Management Profile for Maintaining a Qualified Workforce Conclusions and Suggested Research

Changing Roles and Practices of Bus Field Supervisors Gayland K. Moffat, Transit Cooperative Research Program, National Research Council (U.S.). Transportation Research Board, 1996 Addresses the roles and responsibilities of bus field

supervisors including emerging concerns about how to improve the relationship between supervisors and bus operators while placing supervisors in a more positive role how to obtain a greater return from employee productivity with tightening budgets and declining ridership and how to improve customer service **Employment Center Bus Service Guidelines for Implementation** Aerospace Corporation,1978 **Annual Report of Progress** Transit Cooperative Research Program,2010 **Monthly Catalogue, United States Public Documents** ,1993 *Instructions for Preparing Application for Certificate of War Necessity for Operators of One Or Two Commercial Vehicles* United States. Office of Defense Transportation,1942

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