



Bus Operator

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8 Transit Operator Recruitment Guide

Russell H. Thatcher



8 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

Review and Evaluation of the Use of Bus Operator Testing Procedures in the Personnel Selection Process Within the Transit Industry, 1981 **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 *UMTA Abstracts*, 1983 *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* *Attracting, Recruiting, and Retaining Skilled Staff for Transportation System Operations and Management* Brian E. Cronin, 2012 The purpose of this project was to provide transportation agencies with strategies and resources to meet their needs for attracting recruiting and retaining transportation system operations and management SOM staff The research described herein considers the potential supply and demand for SOM skills and staffing the actions transportation agencies may take to attract recruit develop and retain skilled staff with SOM capabilities and the tools that are available or may be developed to assist agencies in attracting and recruiting skilled staff in this area SOM draws on the knowledge of many disciplines including for example traffic engineering intelligent transportation systems maintenance emergency response traffic operations traffic safety incident management performance measurement and system planning applied in a comprehensive approach to increase the efficiency and safety of the transportation system SOM encompasses interactions among transportation modes and between the transportation system and other functions such as emergency management public safety and outreach In this report we provide information regarding the methodology results recommended action plans and potential future research directions in relation to this project *1982 Industry and Product Classification Manual*, 1982 *Industry and Product Classification Manual*, 1982 *Industry and Product Classification Manual* United States. SIC Coding Task Group, 1977 **Guidebook for Recruiting, Developing, and Retaining Transit Managers for**

Fixed-route Bus and Paratransit Systems Transit Cooperative Research Program, 2010 TRB's Transit Cooperative Research Program TCRP Report 139 Guidebook for Recruiting, Developing and Retaining Transit Managers for Fixed Route Bus and Paratransit Systems explores resources for fixed route bus general public demand response and Americans with Disabilities Act (ADA) paratransit systems resources to assist in the recruitment, development and retention of managers. The Guidebook is accompanied by CRP CD 77 which provides Model Job Descriptions for 32 broad job titles that indicate the structure and content for job descriptions for manager jobs. The CD ROM is also available for download from TRB's website as an ISO image. A separate report presenting the research methodology, the results of a literature review and the results from focus groups held with 15 other non-transit public and private sector organizations used in production of TCRP Report 139 is available online.

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