

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

2015 Transit Operator Recruitment Guide

Rough Guides



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Imaging and Mechanism of Leukocyte Recruitment and Function in Inflammation and Infections Zhichao Fan,Yuqing Huo,Hao Sun,Xunbin Wei,2021-07-05

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adrenaline junkie The Rough Guide to Panama won't let you down Make the most of your trip with The Rough Guide to Panama *Department of Defense Authorization for Appropriations for Fiscal Year 2016 and the Future Years Defense Program* United States. Congress. Senate. Committee on Armed Services,2015 Federal Register ,2014 **The Rough Guide to Taiwan** Rough Guides,2015-08-03 The new look The Rough Guide to Taiwan now in full colour throughout is the ultimate travel guide to one of Asia's most exciting yet often overlooked destinations Uncover the contrasts between ultra modern 24hr Taipei and the city's slower paced traditional backstreets seek out the best hikes in Taroko Gorge and Alishan find a beautiful B discover pristine Pacific beaches and surf spots and order great food everywhere you go with our carefully researched eating reviews which cover everything from night markets to gourmet restaurants Easily accessible information on transport will help get you from Yeliou in the far north to Kenting in the deep south and everywhere in between whether by bus and train car scooter or bicycle Whether you have time to browse detailed chapters gaining insights into the country's complex and tumultuous history or need fast fix itineraries and Top 5 boxes that pick out the highlights you won't want to miss **All Aboard** James Godbold,2003-08 In All Aboard Jim Godbold takes the reader on a unique and fascinating journey It's an excursion that starts in an era when money was scarce and the virtues of hard work and perseverance were necessities not mere suggestions In contrast to today's gotta have it now it's never enough world of materialism and instant gratification Jim offers us an enlightening and frequently humorous glimpse of a time when one's daily bread was not a foregone conclusion From his first job as an enterprising newspaper carrier to his incredible experiences in World War II combat in the Pacific to his entrepreneurial ventures in newspaper publishing and photography he tells a compelling and inspiring story of resourcefulness creativity and determination Along the way he richly affirms the incalculable value of family and friends Even though I have known and loved my friend Jim for many years it was a thrill to read the story behind his story discovering the events and people who helped to shape the man who realized his own American dream Robert J Tamasy *Manpower Development: Education and Training; [a Bibliography.]*. William Eugene Tarrants,1978

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