

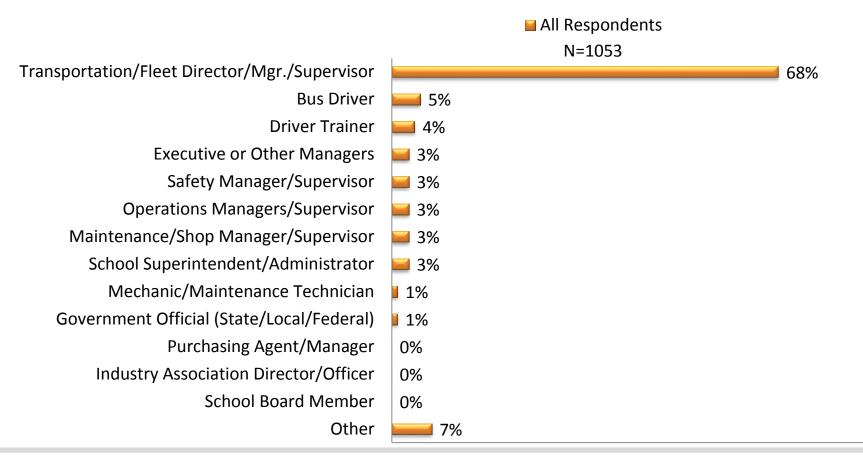
Driver Shortage Study

Fall 2016



Job Title/Position – All Respondents

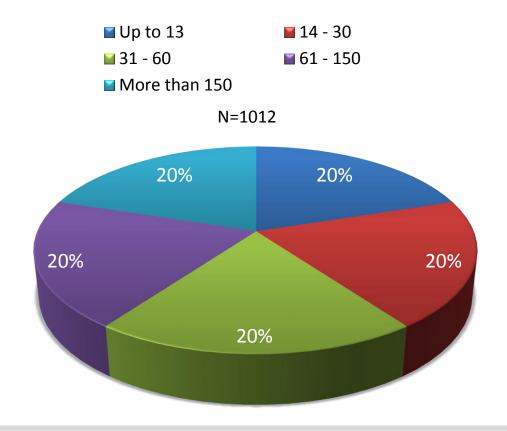
 Two-thirds of respondents have the job title of transportation/fleet director, or transportation/fleet manager or transportation/fleet supervisor.





Number of Routes – All Respondents

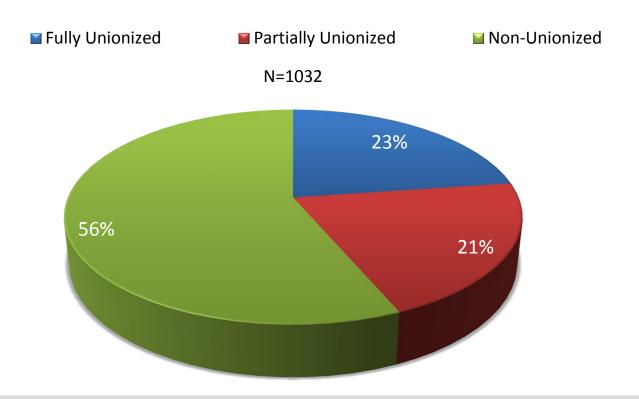
 The number of routes run in the am or pm was used as a proxy for the number of buses that a company or school district has, and that number was divided into quintiles (20% increments). The bottom 20% of respondents cover up to 13 routes in the am or pm, while the largest 20% cover more than 150 routes.





Union vs. Non-Union – All Respondents

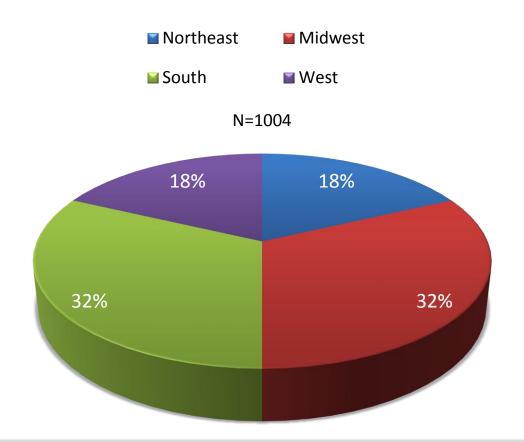
• The drivers for most respondents' companies and school districts do not belong to a union.





Geographic Regions – All Respondents

 Roughly one-third of respondents work in the Midwest region, and another third work in the South region.



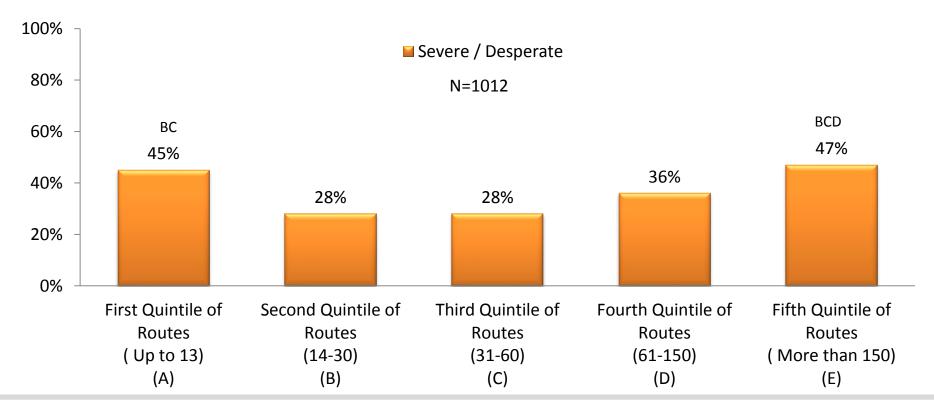


Driver Shortage -Overview



Degree of School Bus Driver Shortage – Number of Routes

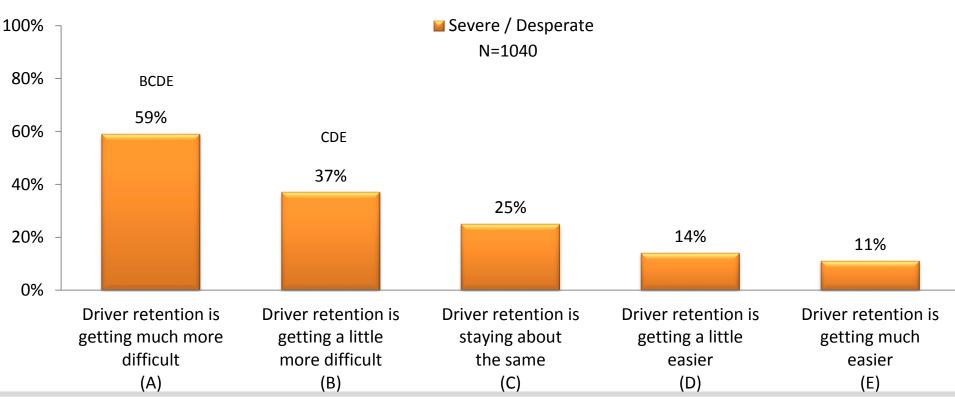
 The driver shortage is reportedly a more severe problem among the smallest 20% of companies and school districts as well as the largest 20% of companies and school districts, compared to those that are medium sized.





Degree of School Bus Driver Shortage – Driver Retention

There is a positive correlation between those who believe the problem is severe or desperate, and their perception that driver retention is getting more difficult.



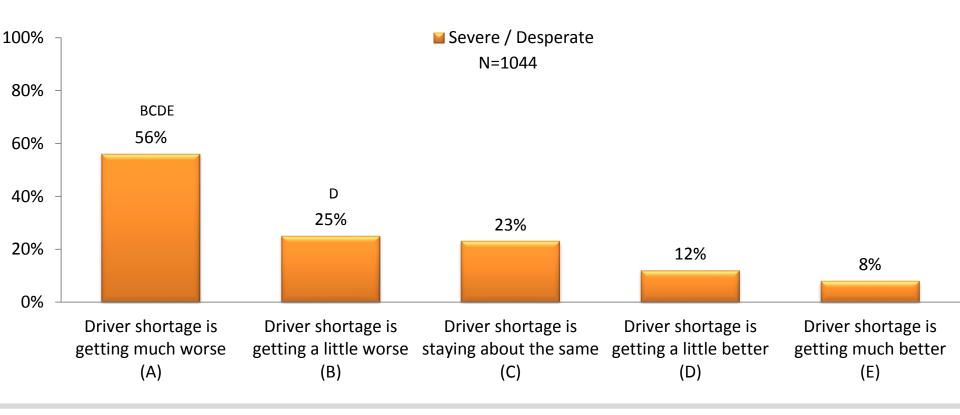


National Association Transportation

for Pupil

Degree of School Bus Driver Shortage – Shortage Trend

 More than half of respondents (56%) who indicated that driver shortage is getting to be much worse, also indicated that driver shortage is severe or desperate for their company or school district.





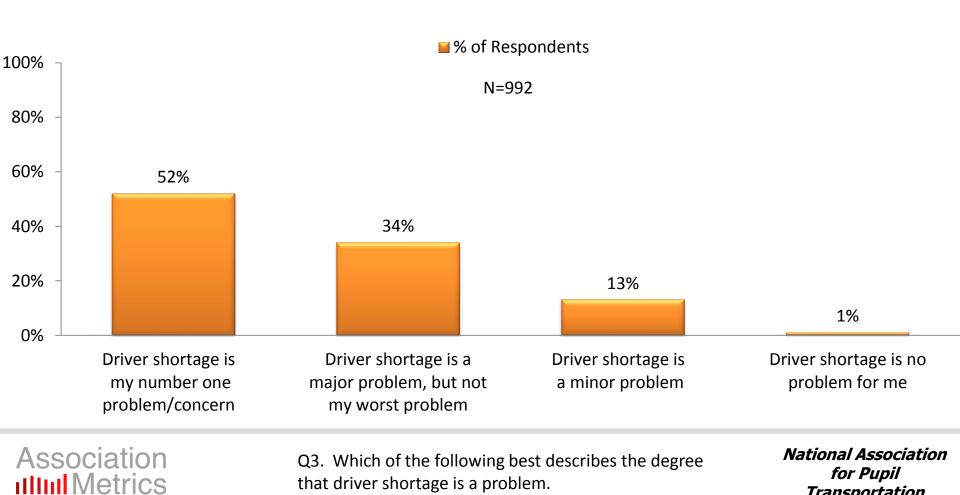
Driver Shortage -Magnitude of the Problem



Transportation

School Bus Driver Shortage Problem

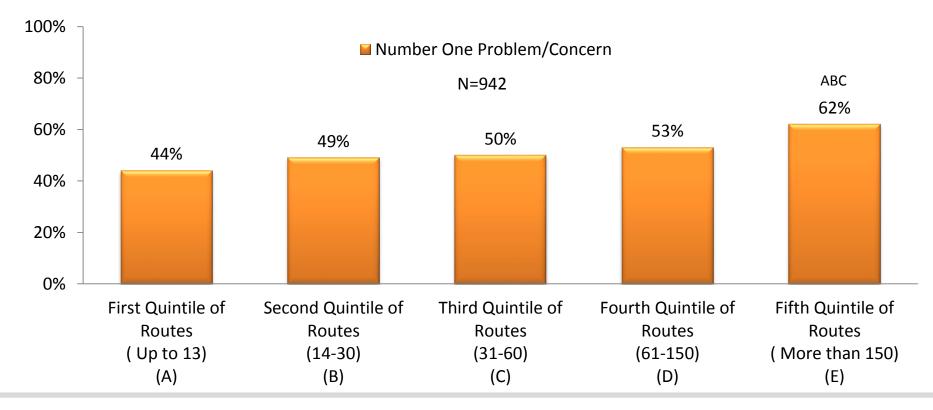
For more than half of all respondents (52%), dealing with a shortage of bus drivers is their number one problem or concern.



that driver shortage is a problem.

School Bus Driver Shortage Problem – Number of Routes

• Sixty-two percent (62%) of respondents from the largest companies and school districts report that dealing with a shortage of bus drivers is their number one problem or concern, compared to those in the bottom three quintiles.





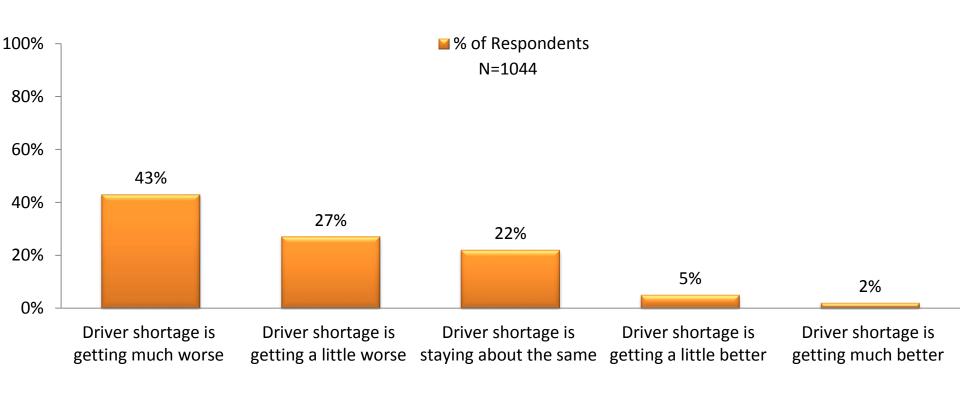
Q3. Which of the following best describes the degree that driver shortage is a problem.

Driver Shortage – Trend



School Bus Driver Shortage – Trend

• Seventy percent (70%) of all respondents believe the trend for having a shortage of bus drivers is getting a little worse, or much worse.





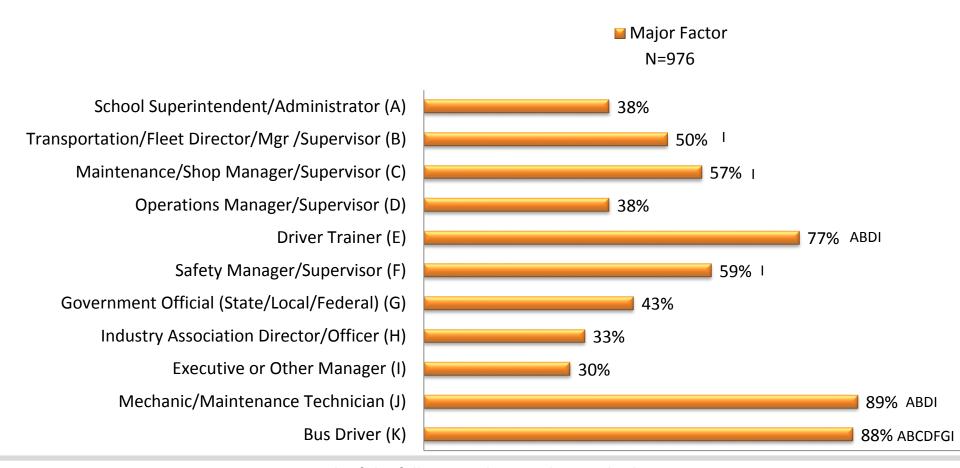
Q5. How would you describe the school bus driver shortage trend for your company/school district?

Factors in Ability to Recruit and Retain Drivers



Major Factor – Pay – Job Title

The chart below shows the percentage of respondents in each job classification who believe that
the rate of pay is a major factor in their ability to recruit and retain bus drivers.

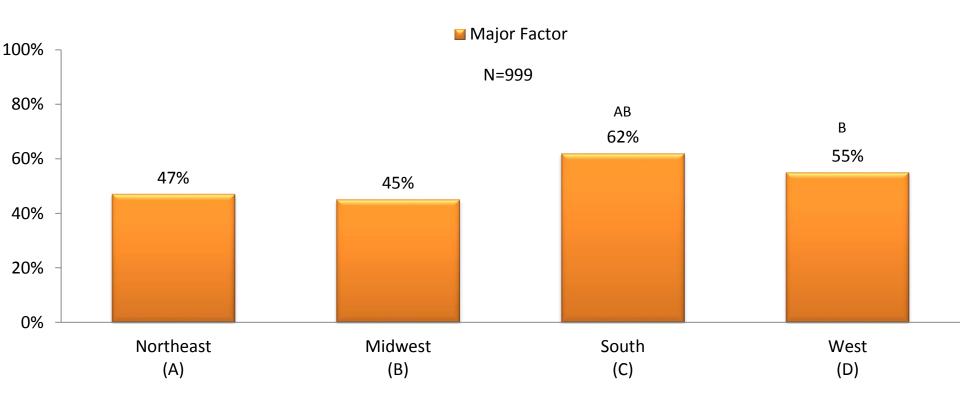




Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Major Factor – Pay – Region

 A larger percentage of respondents in the South and West regions believe the rate of pay is a major factor in their ability to recruit and retain bus drivers, compared to respondents in the Northeast and Midwest regions.

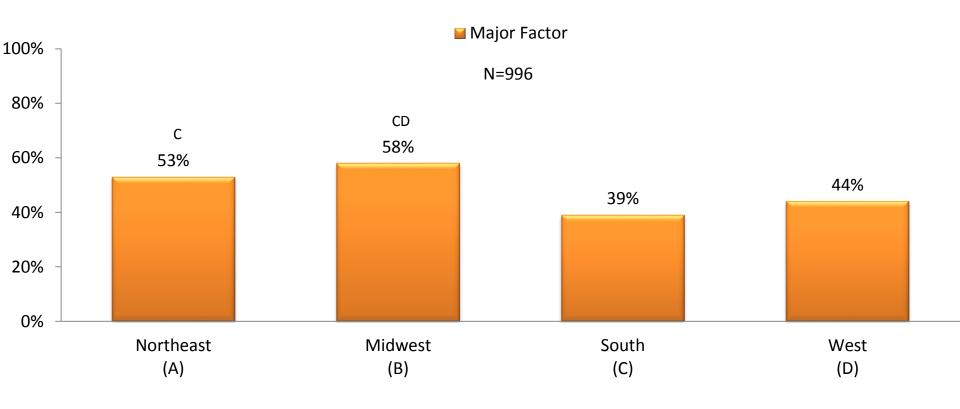




Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Major Factor – Benefits – Region

A higher percentage of respondents in the Northwest and Midwest regions believe benefits are a
major factor in their ability to recruit and retain drivers, while a previous slide showed that those in
the South and West are more likely to believe that pay is a major factor.

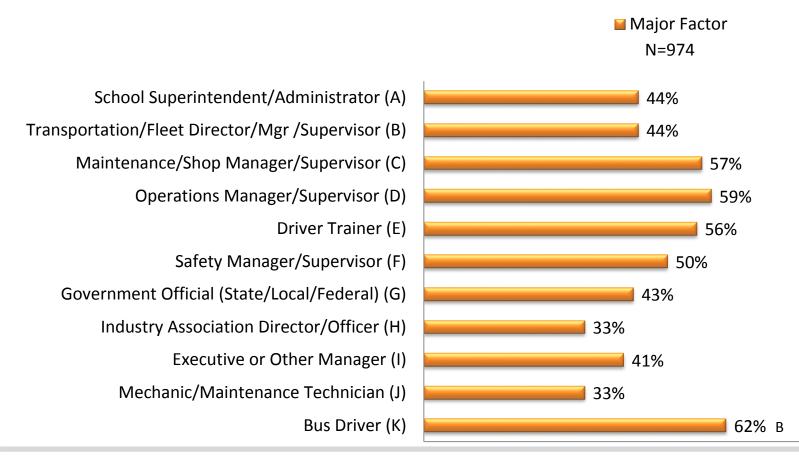




Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Major Factor – Hours Available to Work – Job Title

• Bus drivers are more likely than transportation/fleet directors to believe that the number of hours that are available to work is a major factor in their ability to recruit and retain drivers.

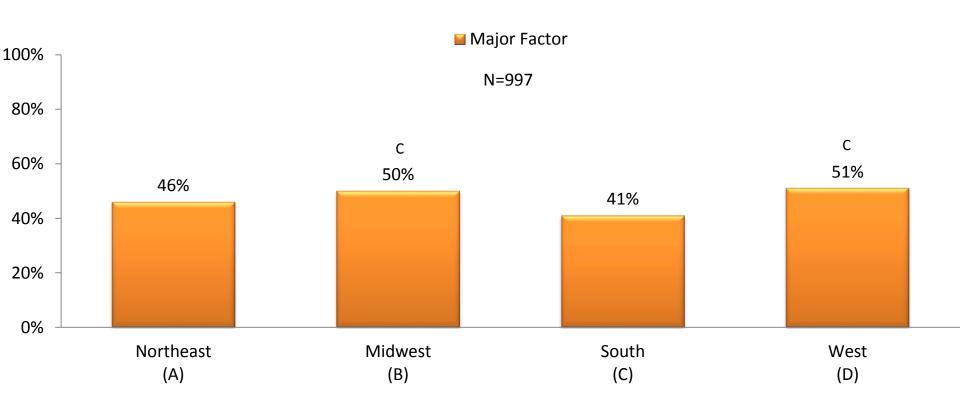




Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Major Factor – Hours Available to Work – Region

 A larger percentage of respondents in the Midwest and West regions believe that the availability of hours is a major factor in recruiting and retaining bus drivers.

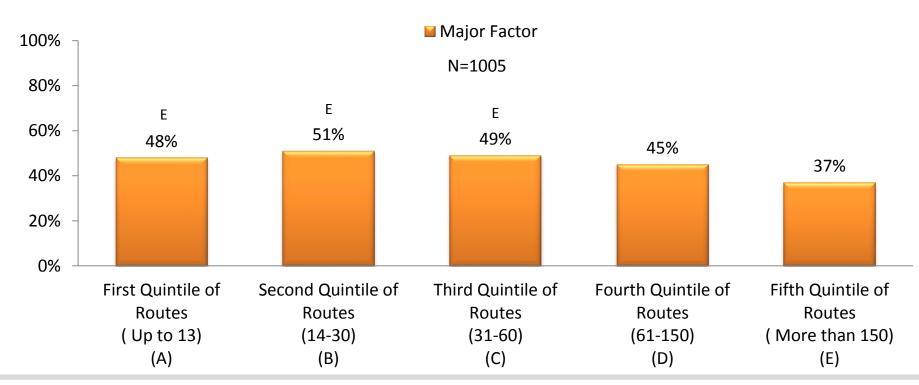




Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Major Factor – Hours Available to Work – Number of Routes

 Respondents from larger organizations are less likely than those in the bottom three quintiles to believe that the availability of hours is a major factor in recruiting and retaining bus drivers.

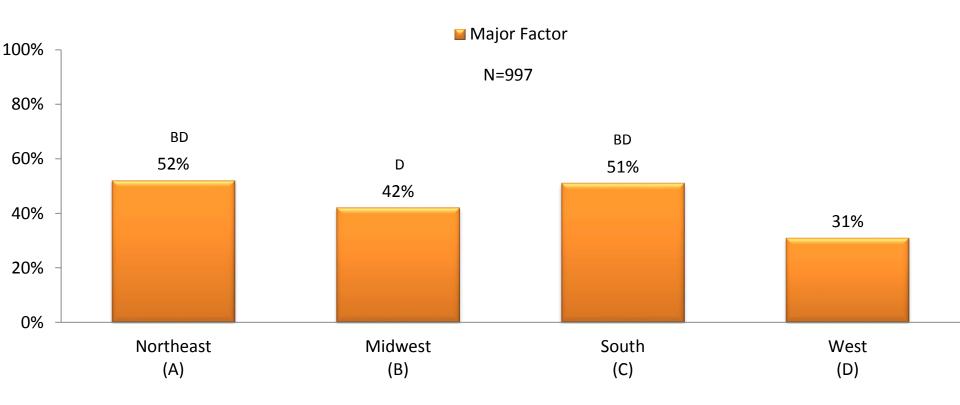




Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Major Factor – Obtaining a CDL – Region

 Obtaining the CDL is believed to be less of a factor in recruiting and retaining drivers in the West region than in other regions.

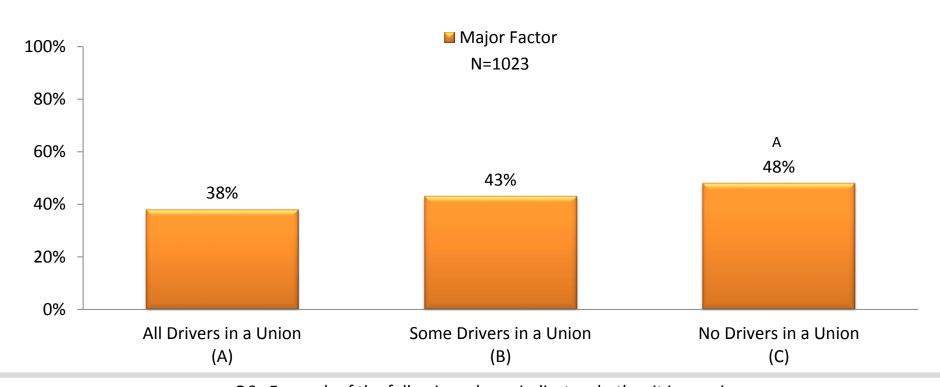




Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Major Factor – Obtaining a CDL – Union

Nearly half of all respondents from non-union companies and school districts (48%), believe
obtaining the CDL is a major factor in their ability to recruit and retain bus drivers.



Association Metrics

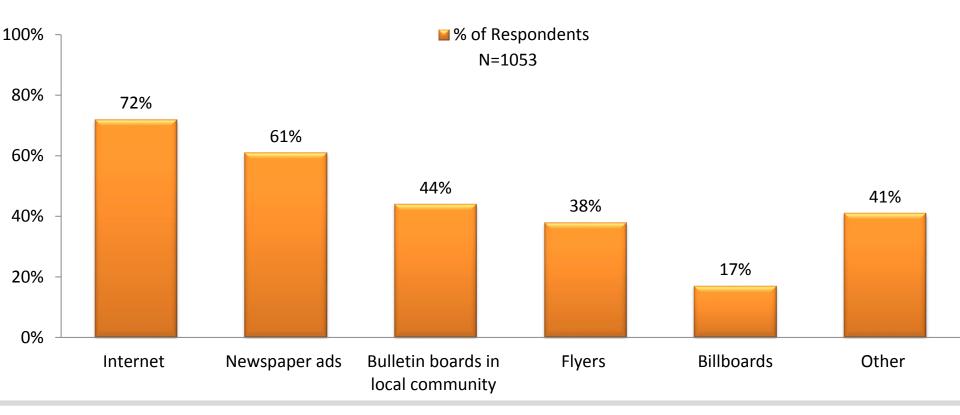
Q6. For each of the following, please indicate whether it is a major factor, a minor factor, or no factor in your ability to recruit and retain school bus drivers.

Recruiting Drivers



Advertising For School Bus Drivers

Most respondents advertise for bus drivers on the Internet (72%) and in newspaper ads (61%).



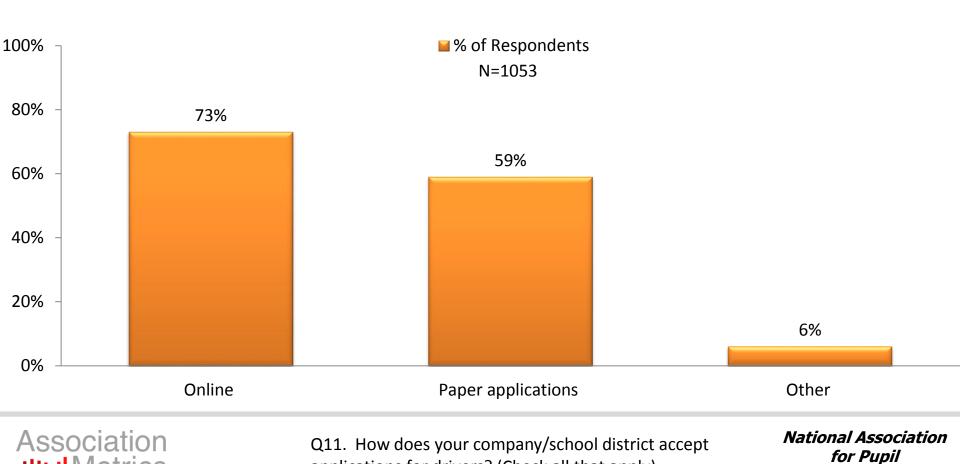


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Accepting Applications

IIIIIII Metrics

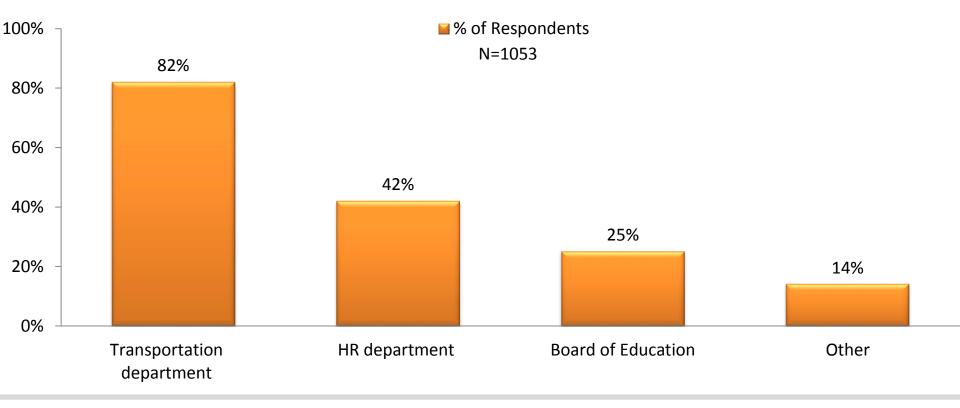
• Most respondents accept electronic applications online as well as paper applications, with online applications being more prevalent.



applications for drivers? (Check all that apply)

Hiring Decision Authority

- Most respondents indicated that their transportation department has hiring authority.
- The percentages below total to more than 100% as respondents were invited to select all applicable options.

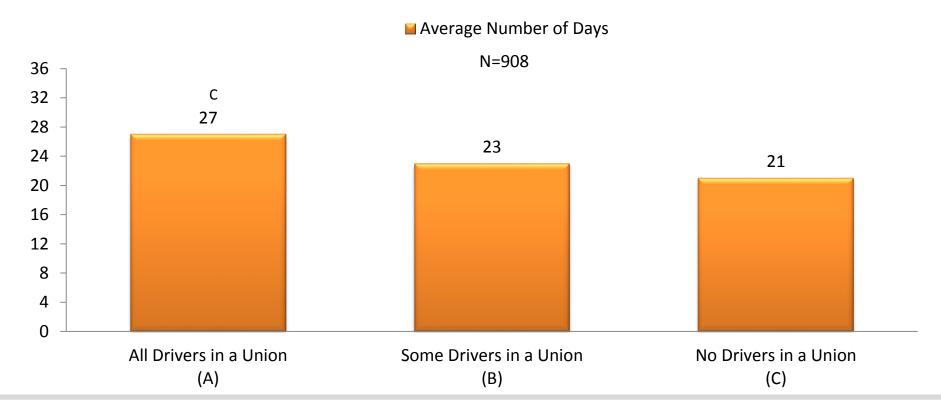




Q12. Who has the authority to make the hiring decisions for drivers in your company/school district? (Check all that apply)

Length of Hiring Process – Union

- Respondents whose drivers belong to a union report that their application and hiring process takes about one week longer, on average, than for those whose drivers do not belong to a labor union.
- The overall average (mean) for all respondents is 23 days, while the median (mid point) number of days is 14.





Q13. On average, how long is your hiring process (number of days from submission of application until new hire is informed)?

National Association for Pupil Transportation

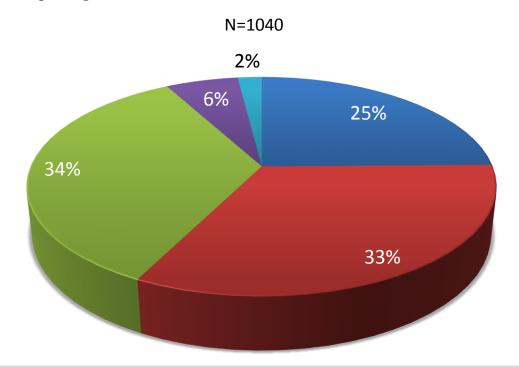
Retaining Drivers



Trend in Driver Retention

- More than half of all respondents (58%) believe the trend in <u>driver retention</u> is getting a little more difficult, or much more difficult for their company or school district.
 - Driver retention is getting much more difficult
 - Driver retention is staying about the same
 - Driver retention is getting much easier

- Driver retention is getting a little more difficult
- Driver retention is getting a little easier

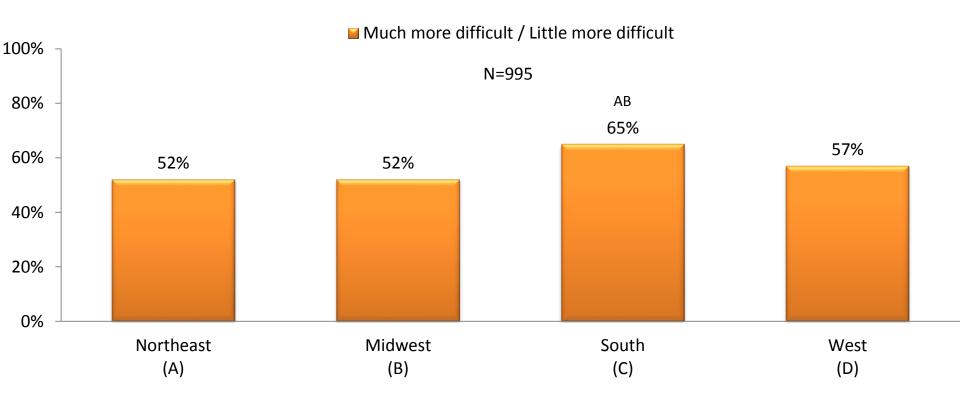




Q17. How would you describe the trend in driver retention for your company/school district?

Trend in Driver Retention – Region

• A significantly larger percentage of respondents from the South region believe it is getting more difficult to retain drivers than respondents from the Northeast and Midwest regions.

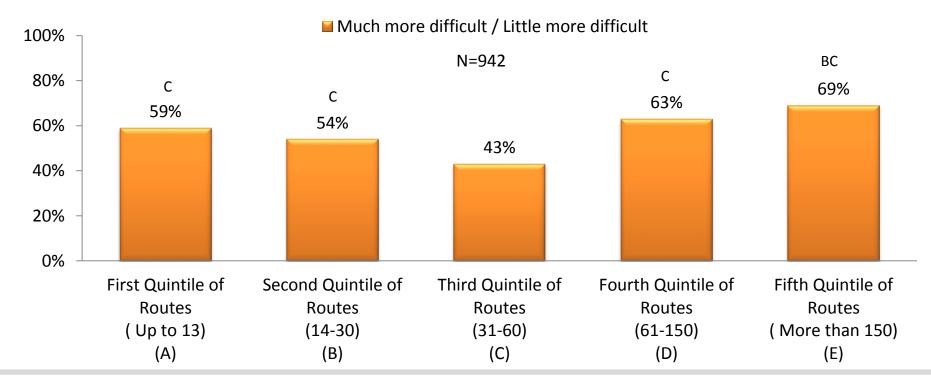




Q17. How would you describe the trend in driver retention for your company/school district?

Trend in Driver Retention – Number of Routes

 A smaller percentage of respondents whose company or school district covers 31-60 routes every am or pm believe that it is getting more difficult to retain drivers, compared to other respondents.

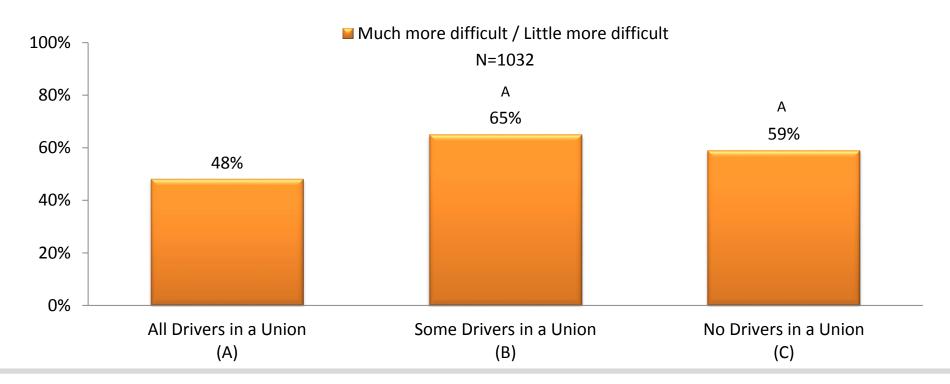




Q17. How would you describe the trend in driver retention for your company/school district?

Trend in Driver Retention – Union

 Organizations whose drivers belong to a labor union are the most optimistic about the future of retaining school bus drivers.



Association Metrics

Q17. How would you describe the trend in driver retention for your company/school district?

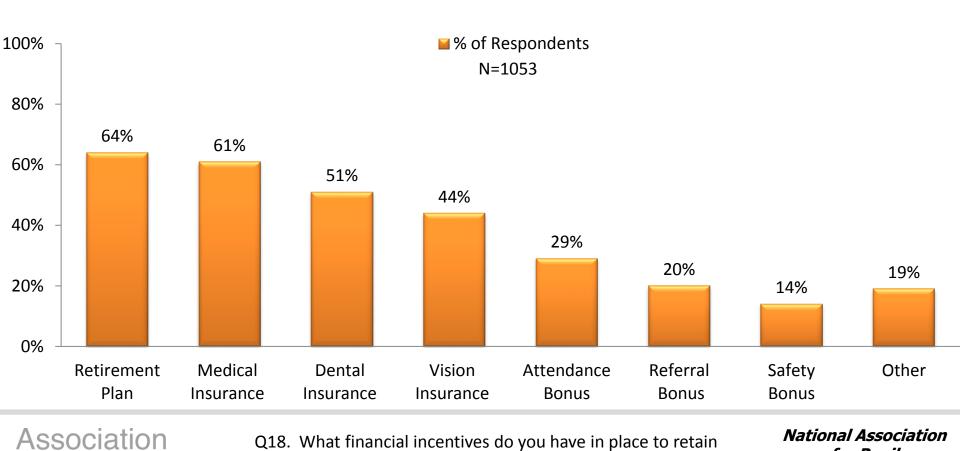
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Financial Incentives to Retain Drivers

IIIIIII Metrics

• The chart below shows the percentage of respondents who offer the various types of financial incentives in order to retain their bus drivers.



drivers? (Check all that apply).