Bus Drivers: The State of Workforce
HOW HAS THE WORKFORCE CHANGED OVER TIME?

Desjardins, 2019
WHAT IS UNEMPLOYMENT

• Currently does not have a job
• Actively looking for a job for 4 weeks
• Currently available for work
US AND NEW YORK UNEMPLOYMENT RATE

Unemployment Rate (December)

NY Unemployment Rate

(Amadeo, 2022)

(Databases, Table & Calculators by Subject, 2022)
NEW YORK STATE- LABOR PARTICIPATION RATES

Labor Force Participation Rate Percent

(Database, Table & Calculators by Subject, 2022)
We are using February data here because that is the most recent data we have for NYS and Hudson Valley.

(New York Department of Labor, 2019, 2021, 2022)
School Bus Industry in NY

- Federally regulated
- NY represents 10% of the school buses in the country
- 60% Privately owned companies
- 40% School District Owned
- Bus driver shortage began three years prior to the pandemic

(Vallone, 2022)
Demographics  School Bus Drivers

• Median Age = 55
  • Males – 58
  • Females – 52
• Average Salary - $25,979
• 56.5% Female
• Highest Paid – NYS
• Elementary schools is largest employer
Top Barriers to Bus Driver Employment

• Rigorous Licensing process
  • CDL License
  • A School Bus “S” endorsement (seating for 16 or more adults)
  • A Passenger “P” endorsement

• Commute Challenge
• Intra-industry Competition

(Vallone, 2022; Martucci, 2022)
Top Four Reasons

1. PAY
2. SCHEDULE
3. UNEMPLOYMENT PANDEMIC PAYMENTS
4. SAFETY
**IMPACT ON SCHOOLS**

![School bus running late](https://images.search.yahoo.com/yhs/search)

---

**STRIVE TO BE ON TIME**

**EVERY MINUTE COUNTS**

<table>
<thead>
<tr>
<th>MINUTES LATE</th>
<th>IMPACT ON YOUR ATTENDANCE IN A YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 MINUTES A DAY</td>
<td>3.4 days 98.4% attendance</td>
</tr>
<tr>
<td>10 MINUTES A DAY</td>
<td>6.9 days 97.6% attendance</td>
</tr>
<tr>
<td>15 MINUTES A DAY</td>
<td>10.3 days 94.6% attendance</td>
</tr>
<tr>
<td>20 MINUTES A DAY</td>
<td>13.8 days 92.9% attendance</td>
</tr>
<tr>
<td>30 MINUTES A DAY</td>
<td>20.7 days 89.2% attendance</td>
</tr>
</tbody>
</table>

---

![Bus driver shortage leads to late bus routes](https://images.search.yahoo.com/yhs/search)
What’s the answer?

• Talk about the issue!
  • May help to attract people to the school bus driving profession;
  • May encourage more people to get involved.

• Take Action!
  • Stand up for your school bus driver by advocating for:
    • Better wages and benefits;
    • Better working conditions;
    • A streamlined and accessible license and certification process.
Call Your Lawmakers!
(see script below)

• **TALKING POINTS FOR WHEN YOU CALL:**

  **My name is [name], I am a [parent, teacher, concerned citizen], and I'm calling to discuss the school bus driver shortage in our area.**

  I strongly urge you and your fellow [assembly/congressional representatives] to consider legislation to increase pupil transportation funding to allow for increased wages and benefits for school bus drivers, and legislation designed to make the school bus driver licensing and certification more specific to school bus driving and more affordable. New York students, parents, and drivers depend on you. [Feel free to add any personal stories about your student or school bus driver shortage experience].

**ARE YOU A CONSTITUENT? LET THEM KNOW IF YOU ARE!**

  • Calling is the most effective.
  • If you can’t call, please email or mail in a letter:

Dear Rep. [NAME],

[I am a constituent or will be a new constituent from New York’s ____ Congressional District. I live in _______]

I am deeply concerned about the School Bus Driver Shortage. [include talking points from above].

New York depends on you. Please consider helping.

Sincerely,

____________
NOW HIRING: STUDENT DELIVERY SPECIALIST

Are you looking for a job that is **fun**, **flexible**, and **fulfilling**?
Join our team as a **school bus driver**!

We offer **competitive wages and benefits**!

Not licensed? We offer **free training, paid licensing and certification fees**!

*Not sure it’s right for you?*

This position is perfect for anyone who:
- Wants to **positively impact** the lives of students,
- Wants to **serve their community**,
- Wants to spend **holidays, vacations, and summers** with their families,
- Is looking to **supplement their income**, 
- Is looking for **work-life balance**.
References


Image: https://www.alamy.com/stock-photo-school-questions
Thank you

Questions?