



Bus Drivers: The State of Workforce

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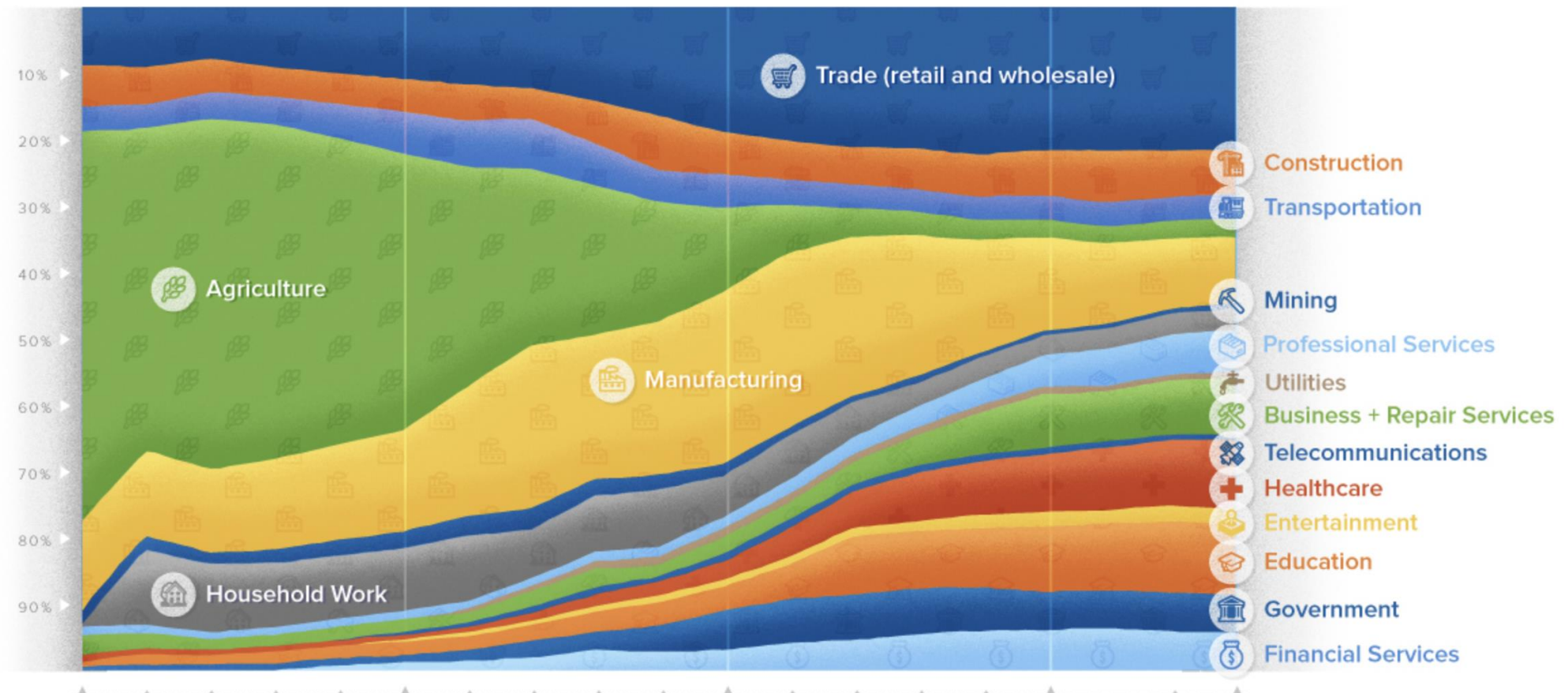
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HOW HAS THE WORKFORCE CHANGED OVER TIME ?



Desjardins, 2019



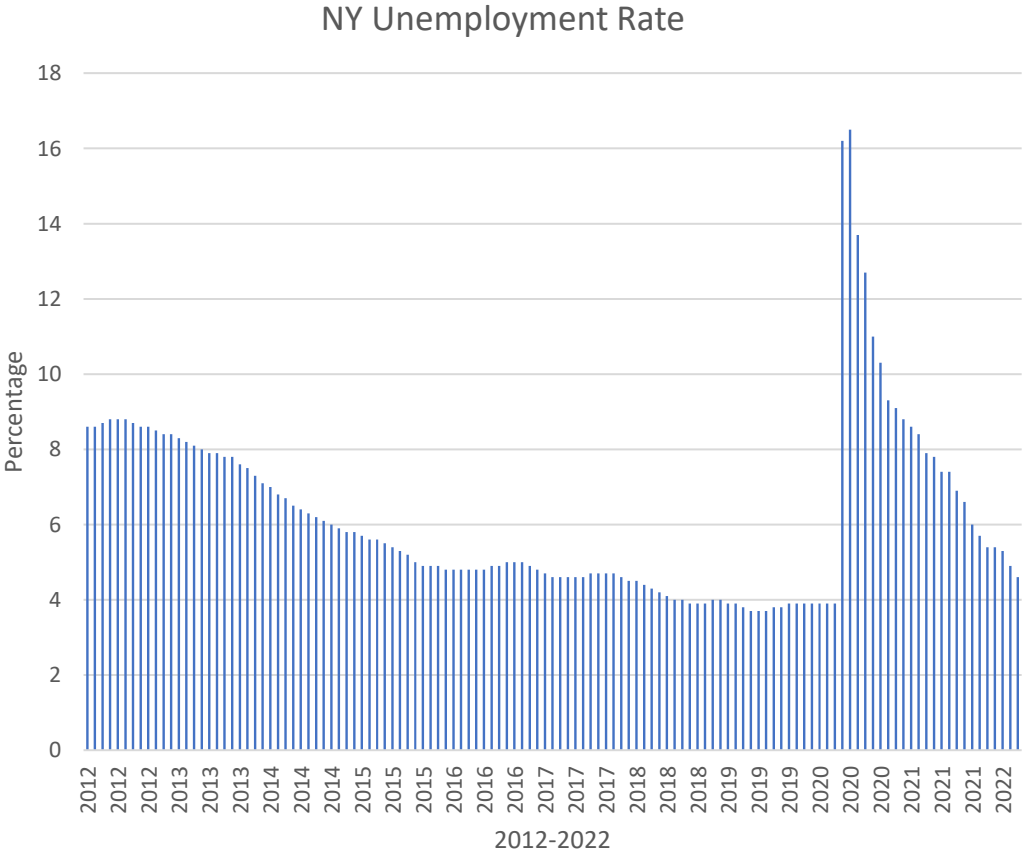
WHAT IS UNEMPLOYEMENT

- Currently does not have a job
- Actively looking for a job for 4 weeks
- Currently available for work

US AND NEW YORK UNEMPLOYMENT RATE

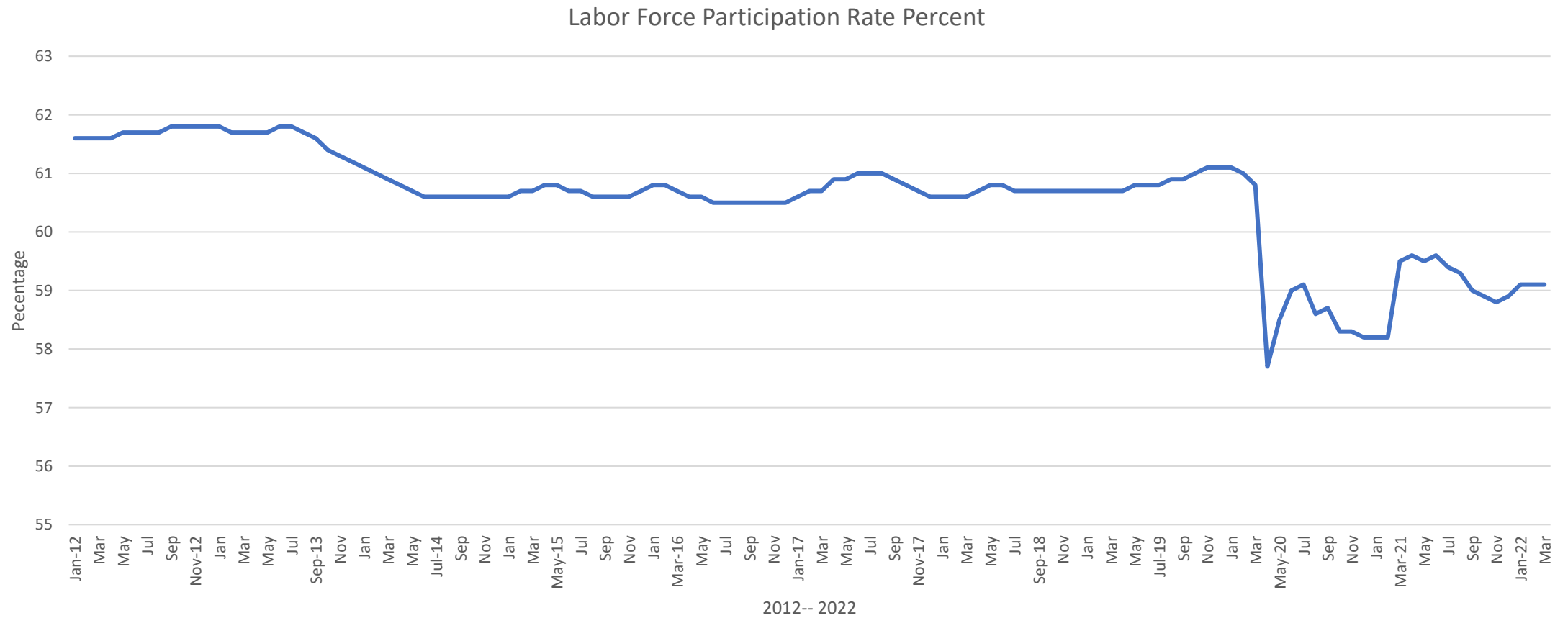


(Amadeo, 2022)

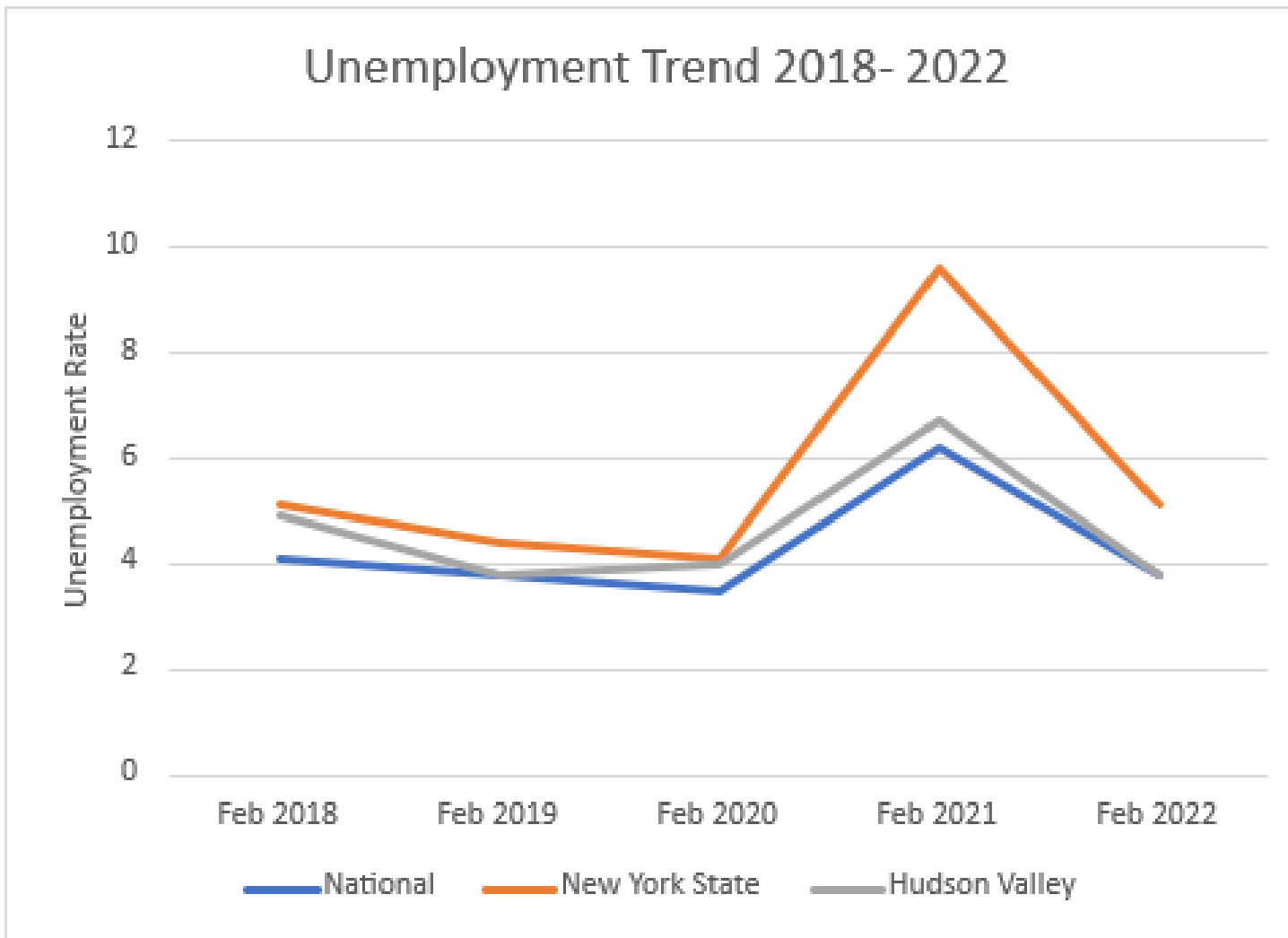


(Databases, Table & Calculators by Subject, 2022)

NEW YORK STATE- LABOR PARTICIPATION RATES

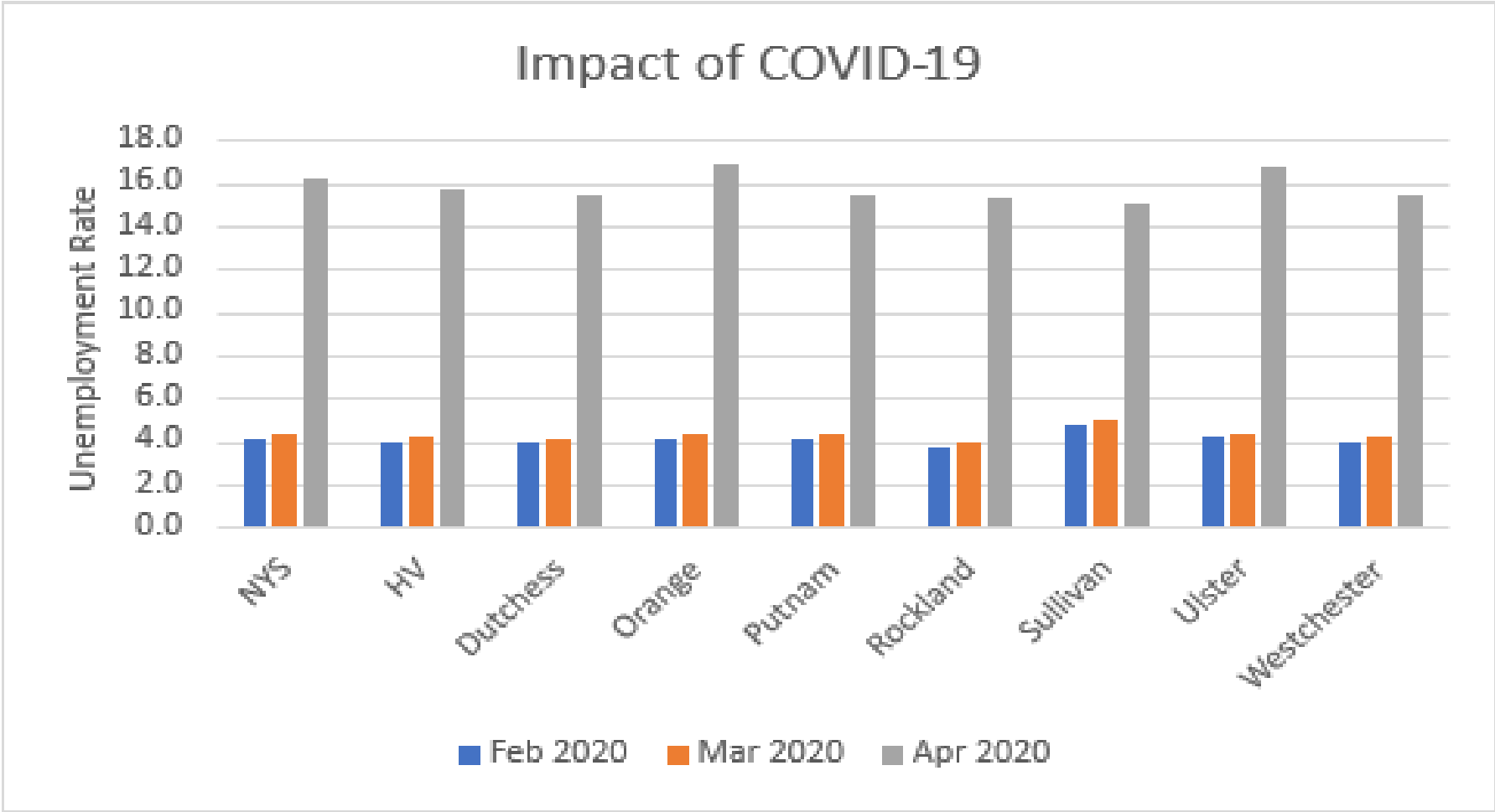


(Database, Table & Calculators by Subject , 2022)



(U.S. Bureau of Labor Statistics, n.d.; New York Department of Labor, 2019, 2021, 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



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(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

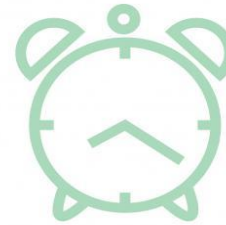
IMPACT ON SCHOOLS



[schools bus running late -- Image Search Results \(yahoo.com\)](#)



<https://images.search.yahoo.com/yhs/search>



STRIVE TO BE ON TIME
EVERY MINUTE COUNTS



MINUTES LATE	IMPACT ON YOUR ATTENDANCE IN A YEAR
5 MINUTES A DAY =	3.4 days 98.4% attendance
10 MINUTES A DAY =	6.9 days 97.6% attendance
15 MINUTES A DAY =	10.3 days 94.6% attendance
20 MINUTES A DAY =	13.8 days 92.9% attendance
30 MINUTES A DAY =	20.7 days 89.2% attendance

[Every_minute_counts.jpg \(852x1200\) \(schudio.com\)](#)

IMPACT ON FAMILIES



<https://www.msn.com/en-us/news/breaking-news/school-bus-driver-shortage-hits-communities-across-us/>

PARENTS/GUARDIANS



<https://www.bing.com/images/search/waitingforbus>

CHILDREN



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.**

PARENTS!

RETIREEES!



COMMUNITY VOLUNTEERS!

References

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Image: <https://www.alamy.com/stock-photo-school-questions>



Thank you

Questions?