

Welcome Task Force Members & Guests

A few notes prior to the meeting starting:

Task Force Members please have your camera on, audio muted, and relevant documents available at the beginning of the meeting.

- Welcome to the public who are watching the meeting via Live Streaming.
- If the public has any questions or comments regarding *transportation operations*, these can be sent via email to Susan Miller at miller_s@cde.state.co.us
- If the public has any questions or comments regarding *transportation funding*, these can be sent via email to Amy Carman at carman_a@cde.state.co.us

SB 23-094 School Transportation Task Force



March 19, 2024

Virtual Meeting

Overview of Today's Agenda

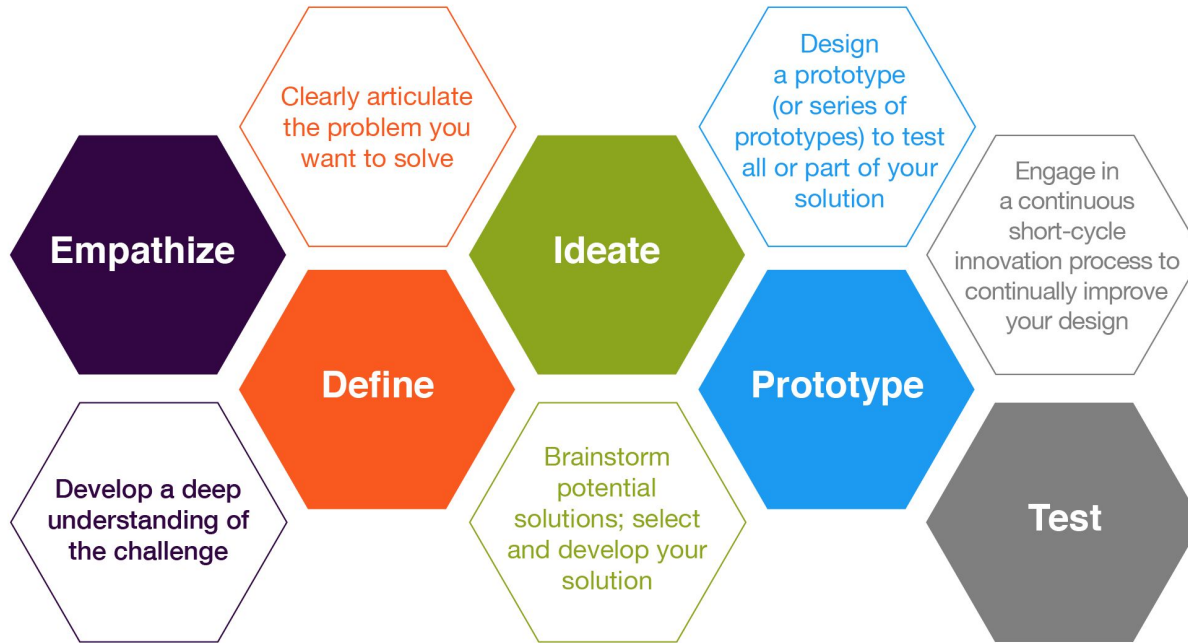
1. Agenda Item #1- Data Collection Update
2. Agenda Item #2- Review Talent Pipeline Report
3. Agenda Item #3- Minimum Pipeline Requirements
4. Agenda Item #4- Driver Survey Results
5. Agenda Item #5- Minimum Salary/Benefit Requirements
6. Agenda Item #6- Next Steps

Guidelines for Interaction, Deliberation and Collaboration

- Respect others
- Cameras on whenever possible
- High engagement from all members
- High level of trust with each other
- Assume positive intent
- Collaborate as a team to benefit our students
- Encourage open dialogue
- Respectful dialogue
- Enable every member to have a voice
- Consider other member's experience and knowledge
- Consider other member's viewpoints
- Avoid assumptions
- Avoid personal or professional motives
- Provide and review topics in advance
- Establish clear agendas and desired outcomes for each meeting
- Develop clear goals and objectives
- Keep the work task and outcome oriented
- Keep the interests of the task force and the needs of the students at the forefront of the work.
- Keep students at the center of the conversation

Key Norm Areas:
Decision Making Norm
Equality of Process
Conflict Resolution

Design Thinking



Data Collection Update

Parent/Guardian Survey and Driver Survey

- Number of responses so far
 - Parent/Guardian Survey-
 - Driver Survey-
-

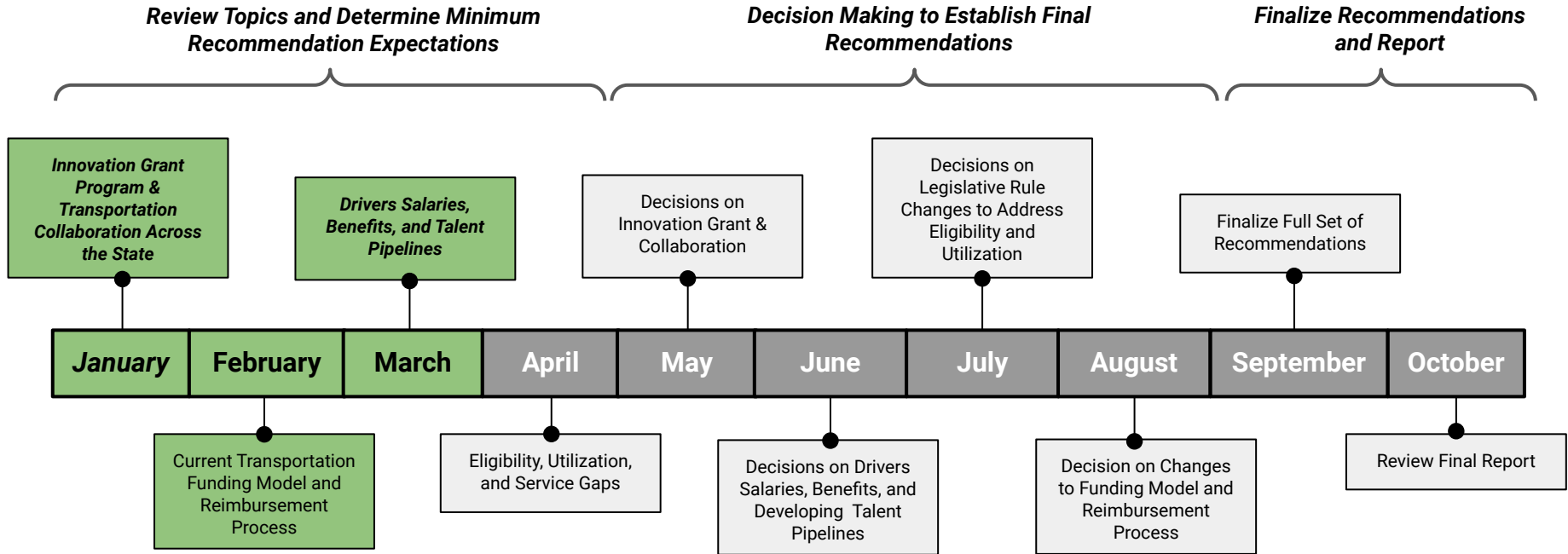
District Data Request

- Sent out
- Number of responses so far

When will we be closing the surveys- we will review what we have for driver info today

Data Collection Update (as of 2/9/24)

Project Plan



Talent Pipelines & Driver Salaries/Benefits

Define

22-107-104 (2g) RECOMMENDATIONS FOR CREATING PATHWAYS AND TALENT PIPELINES FOR TRANSPORTATION PROVIDER AND LOGISTICS CAREERS;

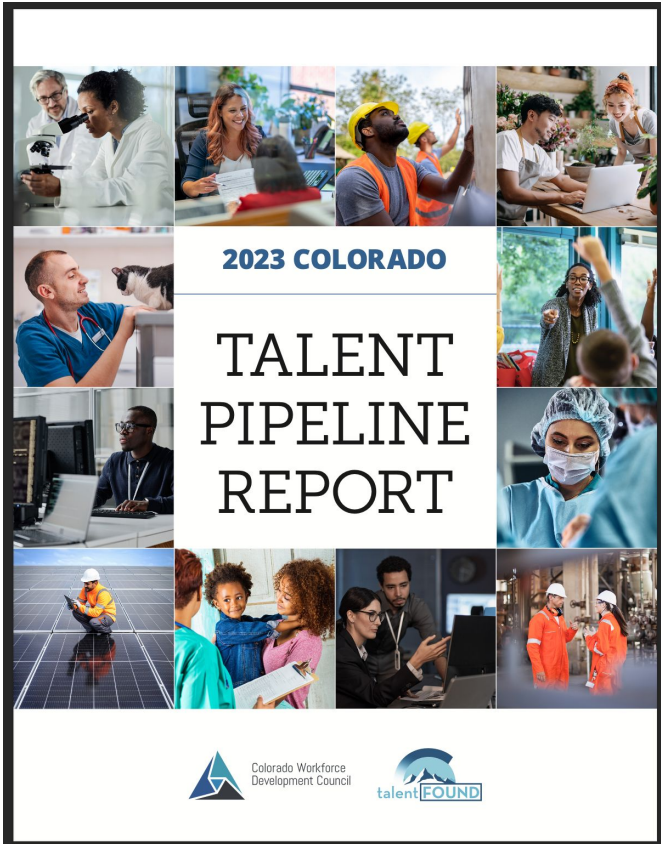
22-107-104 (2h) RECOMMENDATIONS FOR COMPETITIVE SALARIES AND BENEFITS PACKAGES NECESSARY TO RECRUIT AND RETAIN SCHOOL TRANSPORTATION DRIVERS;

Talent Pipeline Report

The **Colorado Talent Pipeline Report** has been published annually in December since 2014 by state agency partners as required by 24-46.3-103 C.R.S. as amended by SB14-205.

It provides key insights on the demand for and supply of talent in Colorado and identifies key strategies to balance the supply and demand equation as examined through a data lens.

The Colorado Talent Pipeline Report is developed by the Colorado Workforce Development Council in partnership with the Colorado Departments of Higher Education, Labor and Employment, Education, Human Services, Local Affairs, and the Colorado Office of Economic Development and International Trade.





Average hourly earnings saw roughly a 5% annual growth, from \$34.60 to \$35.91

outpacing the national average by \$2.17 per hour in July, but slowing down from the nearly 8% boost workers saw in 2022 in response to surging inflation levels.

Small businesses are businesses with 50 employees or less and these businesses constitute 99.5% of all businesses in Colorado's economy. Small businesses employed 1.2 million people in the state during 2022. With nearly 90% of these types of employers seeking skilled labor, **strategies that support their hiring needs and create opportunities for upskilling, such as work-based learning and on-the-job training, continue to be critical to the success of Coloradans.**



Colorado has the fourth fastest growing 65+ age group in the U.S.

The growth in retirees will impact every age bracket in the labor force, causing robust demand for replacement workers.

Effective leaders can utilize late-career workers for roles they previously may not have considered and offer “post-leadership” roles that leverage deep expertise and provide opportunities to mentor earlier career workers in a more flexible work environment. ***Many national companies are actively recruiting older workers, finding age to be an asset that contributes to dedicated work.***

To attract and retain talent in the future, engaging and supporting the following populations will be vital in ensuring our state and its residents continue to thrive.

Those from traditionally marginalized populations including:

- Individuals who are Black and/or African American, Hispanic and/or Latinx, Asian American, Pacific Islander, and Native American, women, individuals who identify as LGBTQIA+, individuals who are justice-involved or previously incarcerated, persons identifying as having a disability, residents of rural areas, and veterans;
- Caregivers for adults and children;
- Relocating partners and spouses;
- Persons with mental health or developmental/neurodiversity challenges;
- Those without traditional qualifications who may need training or retraining;
- Coloradans who need or choose to remain in the labor market past traditional retirement ages;
- Coloradans between the ages of 16-19; and
- Immigrants and refugees that want and/or need to join the state's talent pool.



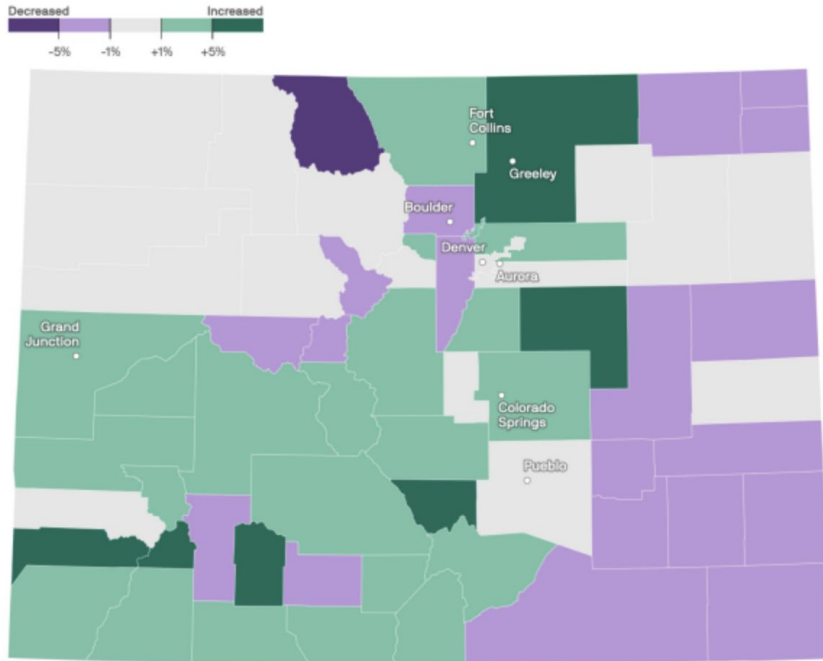
In 2023, Colorado Top Jobs are occupations that are able to meet or surpass the following:

- Projected high net annual openings (>40)
- Above average growth rate over 10 years (>13%)
- A livable wage (as defined by the MIT living wage calculator)

Colorado has very diverse regions, and the cost of living can also vary greatly by county. Regional information on living wages can be seen using the MIT living wage calculator, and lists of Top Jobs based on regional data can be seen in Appendix A.

Tier 1 Jobs are benchmarked by an income that can support a family of three with two adults—one working—and one child. MIT defines this annually at a statewide average of \$77,480.

Tier 2 Jobs are benchmarked by an income that can support a family of one adult. MIT defines this annually at a statewide average of \$39,977.60.



Rural areas have had significant growth in population level since the pandemic. Between 2020 and 2022, eight of the 10 fastest-growing counties in Colorado by percentage were rural, led by San Juan and Custer, which both grew by 13%.

Figure 6: Change in Colorado Population by County, 2020 - 2022

Source: U.S. Census. [Map: Kavya Behera/Axios](#)

[Table alternative for Figure 6: Change in Colorado Population by County, 2020 - 2022](#)

Figure 7: Change in Job Growth by Industry Sector, August 2022 - August 2023

Source: Office of Labor Market Information, CDLE, 2023.

[Table alternative for Figure 7: Change in Job Growth by Industry Sector, August 2022 - August 2023.](#)

The bulk of losses over the past 12 months were recorded in

- Information
- Transportation, Warehousing, and Utilities
- Construction
- Wholesale Trade
- Administrative and Support and Waste Management
- Finance and Insurance

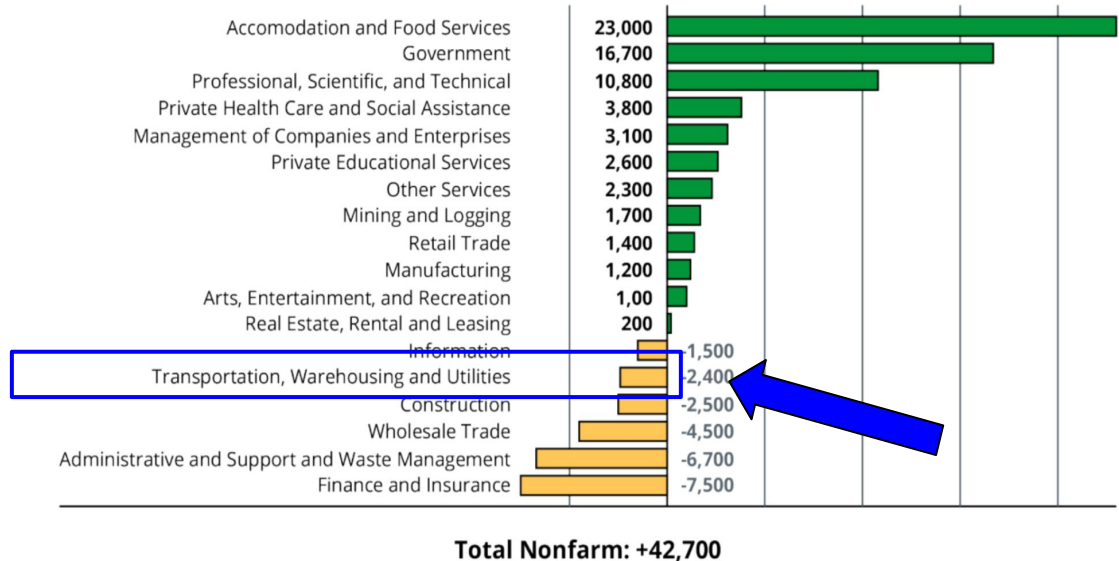


Table 6: Colorado's In-demand Certificates: Sept. 2022 - Sept. 2023

Source: JobsEQ Econometric Modeling, 2023

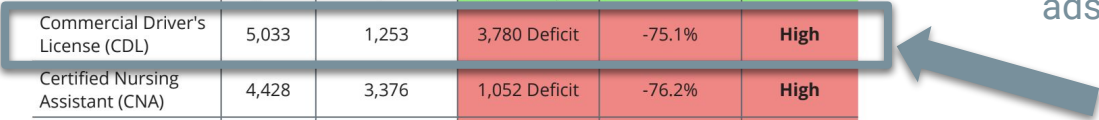
Notes: General driver's licenses were omitted from this list for analytical purposes, as they do not match CDHE's definition of a certificate credential. To review the entire certificate list in full, please see [Appendix B](#).

Supplemental data for Table 6: Colorado's In-demand Certificates: Sept. 2022 - Sept. 2023.

Certificate Title	Active Job Ads	Job Seeker Postings with Certificate	Talent Gap	Deficit or Surplus Percentage	Need for Training
Basic Life Support (BLS)	26,313	9,748	16,565 Deficit	-63.0%	High
Certification in Cardiopulmonary Resuscitation (CPR)	21,229	21,517	288 Surplus	1.4%	Low
Registered Nurse (RN)	19,660	5,485	14,175 Deficit	-72.1%	High
Secret Clearance	11,383	3,384	7,999 Deficit	-70.3%	High
Advanced Cardiac Life Support Certification (ACLS)	7,631	4,184	3,447 Deficit	-45.2%	High
First Aid Certification	6,731	17,700	10,969 Surplus	163.0%	Low
Commercial Driver's License (CDL)	5,033	1,253	3,780 Deficit	-75.1%	High
Certified Nursing Assistant (CNA)	4,428	3,376	1,052 Deficit	-76.2%	High
Licensed Practical Nurse (LPN)	4,281	478	3,803 Deficit	-88.8%	High
Pediatric Advanced Life Support (PALS)	3,108	1,898	1,210 Deficit	-38.9%	High

If there are more employers attempting to find talent with a particular certification than there are job seekers with that certification, a **deficit** occurs.

Conversely, if there are more job seekers with a certificate than there are active job ads that request it, a **surplus** occurs.





The Colorado State Demographer's Office projects trends to shift in upcoming years. Between now and 2030, the rate of growth of individuals that identify as Black and/or African American, Hispanic and/or Latinx, Asian American, Pacific Islander, Native American, or more than one race or ethnicity will outpace all other demographic groups.

The demographic changes will be led by the younger working-age population.

These estimates demonstrate the necessity of diversity, equity, and inclusion (DEI) practices for education and training providers and employers.

In order to attract and retain Colorado's earners and learners, equity practices must be incorporated into standard employment practices and training programs statewide.

Strengthening DEI practices should be a top priority to maximize all the available talent in the state.

In order to address the tight labor market and meet the demands for skilled workers, Colorado's talent development network is ***focused on enhancing quality, equity, access, and affordability of all programs that connect Coloradans to in-demand careers.***



Models that emphasize skills-based hiring, work-based learning, on-the-job training, upskilling, career exposure, economic mobility, and return on investment are keen areas of interest for the state.

Sector Partnerships

The sector partnership model is Colorado's primary vehicle to engage with business and industry in talent development.



A portion of stimulus funds from HB21-1264 were invested in staffing for regional sector partnerships to help strengthen them after the impacts of the pandemic. Selected grantees excel at advancing and supporting sector partnerships. Grantees bring together business leaders from the same industry in a region with education, workforce development, economic development, and community organizations to address the needs of their industry.

HB21-1264 funding is being used to increase the capacity of regional sector partnerships by convening industry-led efforts across multiple sectors including behavioral health; early childhood education; IT/technology; media and journalism; construction; advanced manufacturing; health care; food, beverage, and hospitality; and agriculture. Read more about the impacts of sector partnerships in Appendix D.

Skills-based Hiring and Work-based Learning

Legislation such as HB22-1215 and executive action such as Executive Order 2022-15 and Executive Order 2023-18 advance skills-based hiring and work-based learning initiatives throughout the state.



Skills-based hiring and work-based learning help prepare Coloradans for the jobs Colorado employers are hiring for. The latter Executive Order, signed by Governor Polis in early September 2023, expands the scope of the Governor’s 2022 Executive Order to include and promote other work-based learning programs in state government, including *internships*, *pre-apprenticeships*, and *fellowships*, that support learning through and at work.

In addition to creating more jobs and opportunities for all Coloradans, this is expected to fill state vacancies and expand the workforce throughout the public service sector.

Directives of the Executive Order include creating 10 additional work-based learning programs for classifications with high vacancy rates or multi- department positions by June 30, 2025. Directing each Department to implement at least two new work-based learning programs by Dec. 30, 2025.

Short-term Credential Pipelines

A key barrier to bachelor's degree attainment or higher is likely the opportunity cost of foregone wages. Even for learners who receive state and federal financial assistance, the full cost of attendance for a degree program can be a challenge, and the time they spend in the classroom is time they otherwise could be spending in the workforce earning wages to provide for themselves and their families. ***In response to this trend, Colorado has been building stackable credential pipelines at the state, system, and institutional levels.***

Colorado's actions to develop stackable credentials across fields and institutions has further narrowed the gap between low-income students and middle- and high-income certificate earners. Research shows that Colorado low-income certificate-earners are more likely to earn multiple credentials and go on to earn longer-term credentials (credentials capable of being stacked vertically) at higher rates than middle- and high-income certificate-earners. This suggests that stackable credential pathways help to advance equity across the state.



More information is available in Appendix E "Career Development Incentive Program-List of Approved Programs" and Appendix F "2023 Postsecondary and Workforce Readiness Coordinator Update"

Care Forward Colorado



Care Forward Colorado

Launched in August 2022, the **Care Forward Colorado** program covers all tuition, fees, and course materials for short-term health care Programs.

Building on this model, **Governor Polis signed HB23-1246, which expands zero-cost training for in-demand fields** including construction/infrastructure, education, early childhood education, firefighting, forestry, law enforcement, and nursing. The new program, called Career Advance Colorado, launched in July 2023. Together, these initiatives aim to train more than 20,000 Coloradans for high-skill careers while responding to the state's most critical workforce shortages.

Public Workforce System

Colorado's public workforce system continues to be a powerful driver of economic progress by helping connect job seekers and employers to each other and resources.



Workforce centers provide no-cost services and resources to give employers and job seekers a competitive edge to recruit the best talent and pursue meaningful careers. By visiting a workforce center online or in person, employers can access support recruiting and training workers, hosting job fairs, screening and assessing job candidates, obtaining labor market information, and more. Job seekers can receive career coaching, assistance improving resumes and interviewing skills, training opportunities, job connections, and grants. A complete overview of Colorado's efforts under the Workforce Innovation and Opportunity Act is found in the annual report shared as Appendix I.

More information is available in Appendix I "PY22 Workforce Innovation and Opportunity Act Annual Report"

Recommendation 1:

Strengthen Support for Employers' Talent Development

Our workforce development practices are only as strong as the jobs they connect Coloradans to. **We recommend incentivizing talent development strategies that are evidence-based and led by employers.** Strategies like on-the-job training, micro-credentialing, apprenticeship, and sector-wide collaboration **help Coloradans develop the skills they need for quality careers.**



Examples:

- Sector Partnerships
- Apprenticeships
- Opportunity Now

Recommendation 2:

Increase the Availability of Career-connected Learning Opportunities

Colorado students need to be prepared to meet the challenges of the future economy, and those future skills need to be developed today. Early career exposure and strengthening the connections between K-12, higher education, and the workforce help students develop life long skills.

Examples:

- Postsecondary and workforce readiness programs
- Career development incentive programs
- Concurrent enrollment

Colorado can invest in the front-end in our talent pipeline by making career-connected learning more widely available. The Big Blur Task Force, established by HB22-1215, developed recommendations to increase career-connected learning in their report released Dec. 1. The Talent Pipeline Report recommendations dovetail with that work.



Recommendation 4: *Invest in High-impact Opportunities*

The below recommendations reflect **areas where collaborative leadership in workforce development will make a critical contribution** to Colorado's future.

Examples:

- Infrastructure workforce
- Advancing manufacturing workforce
- Rural workforce



Clarifying Questions

What are examples from the recommendations do you feel would be most helpful?

What strategies would be the most promising to pursue?

Existing Strategies:

- Regional Sector Partnerships (HB21-1264)
- Skills-based Hiring Work-based Learning (HB22-1215)
- Short-term Credential Pipelines
- Care Forward Colorado Zero-cost Training for In-demand Fields (HB23-1246)
- Public Workforce System Centers

Should the Transportation Task Force move forward with the minimum requirements identified for the Transportation Talent Pipeline?

Decision Needed

1. Recommendation Stated
2. Fist to Five Vote
3. Articulate Concerns*
4. Discussion of Concerns*
5. Restate Decision & Record Vote



No way. I don't support this decision and I am vetoing.

I have strong reservations but will support the decision and will not veto.

I am uncomfortable with the decision but can live with it.

This decision is okay with me.

I support this decision.

I strongly support this decision.

Break



Driver Survey Response Breakdown

Empathize

of Responses Total

Urbanicity	Traditional Drivers	Public Transportation Drivers	Alternative Transportation Drivers	Third Party Drivers	Total Drivers
1- Denver Metro	111	1	0	0	112
2- Urban-Suburban	90	6	0	20	116
3- Outlying City	20	1	1	1	23
4- Outlying Town	44	2	1	1	48
5- Remote	49	1	2	0	52
NA	0	3	0	3	6
Grand Total	314	14	4	25	357

The majority of drivers have their CDL



Q7 Whether respondent has a valid CDL

Answer	Traditional Drivers	Public Transportation Drivers	Alternative Transportation Drivers	Third Party Drivers	Total
Yes	309 (93%)	18 (86%)	4 (66%)	25 (93%)	356
No	22	0	2	2	26
Not Sure	3	3	0	0	6
Grand Total	334	21	6	27	388

The majority of drivers do not have a second job



Q8 Does respondent have an additional job?

Driver Type	No- <i>Current transportation job within the district is my only job</i>	Yes- <i>I have an additional job outside the district</i>	Yes- <i>within the district</i>	Blank	Total
Traditional	216 (69%)	32	58	6	312
Public transit	11 (58%)	3	1	4	19
Alternative	2 (66%)	0	1		3
Third party	20 (83%)	3	1		24
Multiple Types	1 (33%)		2		3
Grand Total	250	38	63	10	361

Outlying and remote drivers often have a second job



Q8 Does respondent have an additional job?

Urbanicity	No- <i>Current transportation job within the district is my only job</i>	Yes- <i>I have an additional job outside the district</i>	Yes- <i>within the district</i>	Blank	Total
1- Denver Metro	92(82%)	14	3	3	112
2- Urban-Suburban	10(90%) ³	3	6	2	114
3- Outlying City	12(50%)	4	8		24
4- Outlying Town	22(47%)	12	13		47
5- Remote	14(27%)	4	32	1	51
NA	7(53%)	1	1	4	13
Grand Total	250	38	63	10	361

Second jobs are usually the result of pay or lack of drivers



Q9 If respondent has an additional job, why?

Urbanicity	My current transportation job doesn't pay enough to cover basic expenses	My second job is my "dream job" but it does not pay well	My second job provides me with some extra spending money that I want	My transportation job and second job together provide the schedule I need for my home situation	Other	(blank)	Total
1- Denver Metro	6(35%)	1		3	6(35%)	1	17
2- Urban-Suburban	2(22%)			1	6(66%)		9
3- Outlying City	11(92%)			1			12
4- Outlying Town	14(56%)		3	4	4(16%)		25
5- Remote	16(44%)	1		4	14(38%)	1	36
NA					2		2
Grand Total	49	2	3	13	32	2	101

Other was typically helping to cover do to lack of drivers or teachers who are driving because teaching doesn't pay enough

The majority of drivers are paid by the hour



Q20 How are you paid in your current transportation position?

Urbanicity	1- Denver Metro	2- Urban-Suburban	3- Outlying City	4- Outlying Town	5- Remote	NA	Grand Total
By Route	7	3	2	2	8		22
By Trip (Activity)		2	1	3	1		7
Hourly	97(87%)	100(87%)	19(79%)	34(72%)	26(51%)	10	286
Other	4	3	1		3	1	12
Yearly Salary	3	6	1	8	13		31
(blank)	1	1				1	3
Grand Total	112	115	24	47	51	12	361

Hourly was most common across all types of transportation positions.

Remote salaries tend to be lower



Q21 *What is your current yearly pay in your current position?*

Urbanicity	1- Denver Metro	2- Urban-Suburban	3- Outlying City	4- Outlying Town	5- Remote	NA	Total
\$9,999 or less					1		1
\$10,000 - \$19,999				2	5		7
\$20,000 - \$29,999	1	1		1	2		5
\$30,000 - \$39,999		2		2	1		5
\$40,000 - \$49,999	1			1	1		3
\$50,000 - \$69,999		1	1	2	3		7
\$70,000 - \$89,999	1	1					2
\$90,000 or more		1					1
(blank)	109	109	23	39	38	12	330
Grand Total	112	115	24	47	51	12	361

Hourly rates typically fall between \$20-\$30 per hour



Q22 What is your current hourly rate in your position?

Urbanicity	1- Denver Metro	2- Urban-Suburban	3- Outlying City	4- Outlying Town	5- Remote	NA	Total
\$10.01 - \$15.00 per hour					2		2
\$15.01 - \$20.00 per hour		2	5	3	6		16
\$20.01 - \$25.00 per hour	21	78(68%)	4	9	7(14%)	3	122(34%)
\$25.01 - \$30.00 per hour	47(42%)	18	7(29%)	10(21%)	7(14%)	4	93(26%)
\$30.01 - \$35.00 per hour	27	1	2	10(21%)	3	3	46
\$35.01 - \$40.00 per hour	1		1	2	1		5
(blank)	16	16	5	13	25	2	77
Grand Total	112	115	24	47	51	12	361

The majority of drivers are scheduled less than 40 hours



Q31 How many hours a week are you scheduled to work?

Driver Type	Traditional	Public Transportation	Alternative	Third party	Multiple	Total
40 hours or more	70	4		4	1	79
30-39 hours	82(26%)	10	2	1	1	96(27%)
20-29 hours	108(35%)	4		7	1	120(33%)
10-19 hours	16			12		28
9 hours or less	33	1	1			35
(blank)	3					3
Grand Total	312	19	3	24	3	361

The vast majority of district drivers only drive during the academic year

Remote drivers are more likely to work less than 20 hours



Q31 *How many hours a week are you scheduled to work?*

Urbanicity	1- Denver Metro	2- Urban-Suburban	3- Outlying City	4- Outlying Town	5- Remote	NA	Total
40 hours or more	13	33	5	11	14	2	79
30-39 hours	39	29	3	15	3	7	96
20-29 hours	52	33	13	12	10		120
10-19 hours	1	16	2	3	6		28
9 hours or less	7	3	1	6	17	1	35
(blank)		1			1	1	3
Grand Total	112	115	24	47	51	12	361

45% of remote drivers are scheduled to work less than 20 hours per week

The school year is **180 days** which is **36 weeks**.

If most drivers make between **\$20-30 an hour**

And work between **20-39 hours a week** during the regular school year

Low \$14,400 - High \$42,120

Middle Income would be **\$27,000**

Tier 1 jobs are benchmarked by an income that can support a family of three with two adults—one working—and one child. MIT defines this annually at a statewide average of **\$77,480**.

Tier 2 jobs are benchmarked by an income that can support a family of one adult. MIT defines this annually at a statewide average of **\$39,977.60**.

Pay incentives are available to most drivers but are infrequent



Q26 *Since starting in your current position have you received any raises, bonuses, incentive pay, and/or additional increases in your pay?*

Q26	1- Denver Metro	2- Urban-Suburban	3- Outlying City	4- Outlying Town	5- Remote	NA	Total
No	7	9	6	13	8	2	45
Yes	104(93%)	104(90%)	18(75%)	34(72%)	43(84%)	8	311
(blank)	1	2				2	5
Grand Total	112	115	24	47	51	12	361

Q26	Traditional	Public Transportation	Alternative	Third party	Multiple	Total
No	39	3	1	2		45
Yes	270(87%)	15(79%)	2(66%)	21(88%)	3	311
(blank)	3	1		1		5
Grand Total	312	19	3	24	3	361

Vast majority are given out once a year or less frequently

Benefits are available to the majority of drivers



Q24 Are benefits available through your current position?

Q24	1- Denver Metro	2- Urban-Suburban	3- Outlying City	4- Outlying Town	5- Remote	NA	Total
No	2	7	3	10	16	2	40
Not Sure	2	8	1	4	6		21
Yes	107(96%)	99(86%)	18(75%)	33(70%)	29(57%)	9	295
(blank)	1	1	2			1	5
Grand Total	112	115	24	47	51	12	361

Q24	Traditional	Public Transportation	Alternative	Third party	Multiple	Total
No	31	3	1	5		40
Not Sure	14		1	5	1	21
Yes	263(84%)	16(84%)	1(33%)	13(54%)	2	295
(blank)	4			1		5
Grand Total	312	19	3	24	3	361

At least 80% of drivers with benefits indicated that health, dental, and vision insurance were available

Most drivers have not received promotions

Q28 Since starting your current position, have you received any promotions?

Driver Type	Traditional	Public Transportation	Alternative	Third party	Multiple	Total
No	256(82%)	12(63%)	3(100%)	22(92%)	3	296
Yes	52	7		1		60
(blank)	4			1		5
Grand Total	312	19	3	24	3	361

77% received a pay increase as a result of their promotion

Q30 Are there opportunities for position promotion in your current job?

Driver Type	Traditional	Public Transportation	Alternative	Third party	Multiple	Total
No	149	3	2	10	1	165
Yes	104	9	1	12	2	128
(blank)	59	7		2		68
Grand Total	312	19	3	24	3	361

Most drivers have not had other transportation jobs

Q11 Have you ever driven for any other type of transportation in the past? (check all that apply)

Driver Type	# of Responses
Traditional	53
Public Transit	51
Alternative	27
Third Party	0
Never driven for another	254

If they have had other jobs, the most frequent reasons that they switched to their current job was

- Better pay
- Better benefits
- Better hours
- Less stress
- Better work culture

A number of respondents also mentioned starting a new driving job after retirement.

Drivers have held their jobs for a large range of time frames

Q14 How long have you been driving in your current position?							
# Years	1- Denver Metro	2- Urban-Suburban	3- Outlying City	4- Outlying Town	5- Remote	NA	Total
More than 20 years	6	3	3	7	7		26
15-20 years	6	8	5	2	3	1	25
10-15 years	18	14	1	8	6		47
5-10 years	27	30	4	9	12	4	86
4-5 years	14	12	3	3	3	1	36
3-4 years	5	11	2	2	3	1	24
2-3 years	17	15	3	4	8	1	48
1-2 years	10	10	1	3	4	2	30
6 months to 1 year	1	7		3	1		12
Less than 6 months	7	5	2	6	3	1	24
(blank)	1				1	1	3
Grand Total	112	115	24	47	51	12	361

Range was seen across transportation job types

Drivers choose their current position for a variety of reasons

The most common reasons that drivers have chosen their current position was

- Good hours (across the board)
- Flexibility (more important in outlying and rural areas)
- Good benefits (more important in metro)
- Good work culture (across the board)
- Good pay (more important in metro)
- Good working conditions (across the board)

The majority of drivers plan to stay in their current position

Q17 Do you plan to stay in your current position?

Driver Type	Traditional	Public Transportation	Alternative	Third party	Multiple Selections	Grand Total
No	13	1	1	2	1	18
Not Sure	63	3	2	3		71
Yes	234	15		19	2	270
(blank)	2					2
Grand Total	312	19	3	24	3	361

Metro and Urban/Suburban drivers are slightly more likely to say yes (80% & 77%) compared to outlying and remote drivers (66%, 68%, 68%)

Of those that indicated they would not stay or were not sure if they would stay, 82% indicated that they would be more likely to stay if they received better pay. Across the board, better pay was identified by respondents as the most common factor that would make them more likely to stay.



Clarifying Questions

What are the potential differences between the needs of urban vs rural drives?

What are the minimum requirements of an ideal salary recommendation?

What are the minimum requirements of an ideal benefit recommendation?

Survey Takeaways:

- Many outlying and remote drivers have a second job.
- Second jobs are often the result of low pay or understaffing in the districts.
- Vast majority of drivers are paid hourly.
- The majority of drivers only work between 20-39 hours a week during the academic year.
- Remote drivers frequently work less than 20 hours a week.
- Incentive pay and benefits are typically available to drivers, although they are more typical in metro and urban/suburban areas.
- Most drivers have never received a promotion.
- While most drivers plan to stay in their current jobs, high pay was commonly referenced as an incentive that would make them more likely to stay.

Should the Transportation Task Force move forward with the minimum requirements identified for the salary and benefit recommendations?

Decision Needed

1. Recommendation Stated
2. Fist to Five Vote
3. Articulate Concerns*
4. Discussion of Concerns*
5. Restate Decision & Record Vote



No way. I don't support this decision and I am vetoing.

I have strong reservations but will support the decision and will not veto.

I am uncomfortable with the decision but can live with it.

This decision is okay with me.

I support this decision.

I strongly support this decision.

Next Steps

Next Meeting:

April 9th @ 10AM

Next Topic:

Something

- *Agenda and Pre-reads will be sent out the week before*
- *If you have suggested readings for the group please send to Kate or Susan*

Closing

Thank You!!

See you on April 9th