

Recruiting team and the organization continue to navigate through macro challenges; driver shortage, part-time schedules, and highly competitive role.

Unemployment Rates



Framingham 2.2%
National 3.5%



Avg Salary: \$19.28
NRT: \$29.00

According to salary.com

Framingham Market Insights



95/100 Bus Driver jobs are very competitive

58 Employers with active jobs

79 jobs posted in December 2022

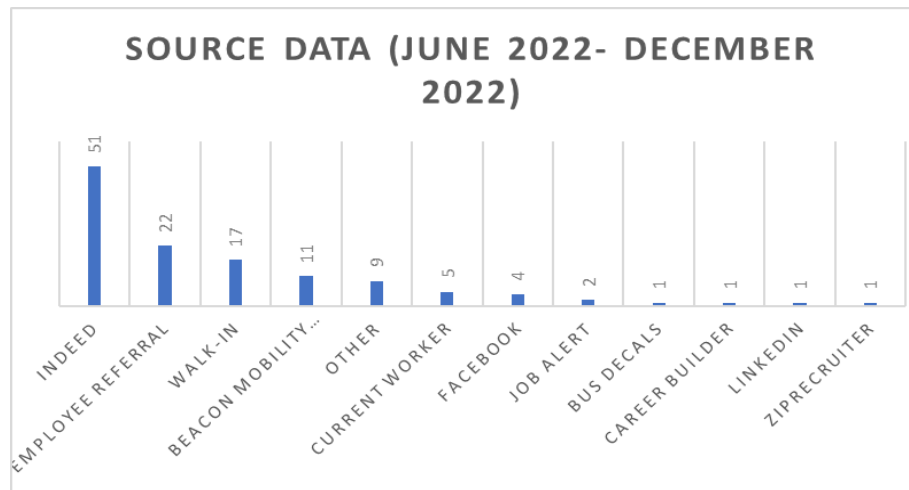
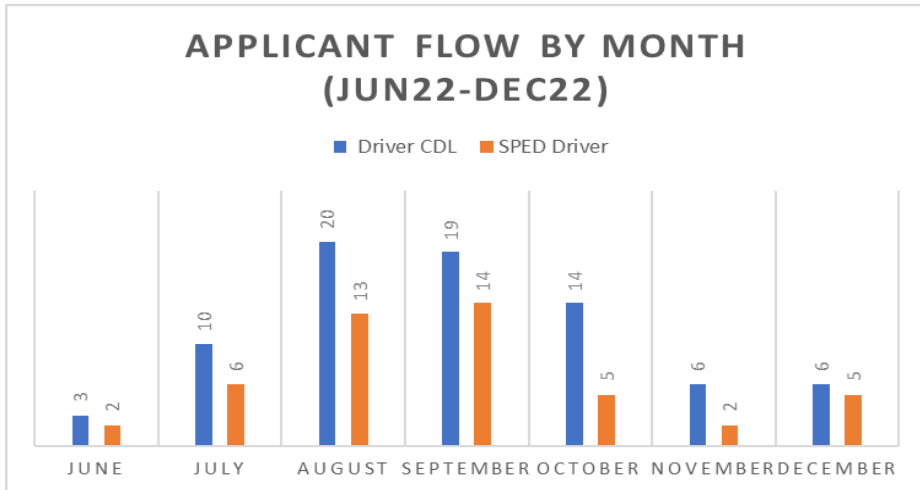
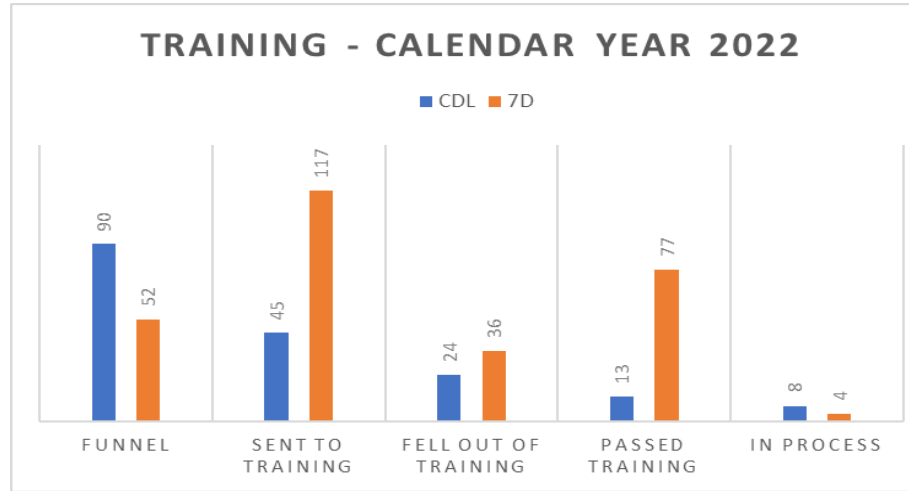
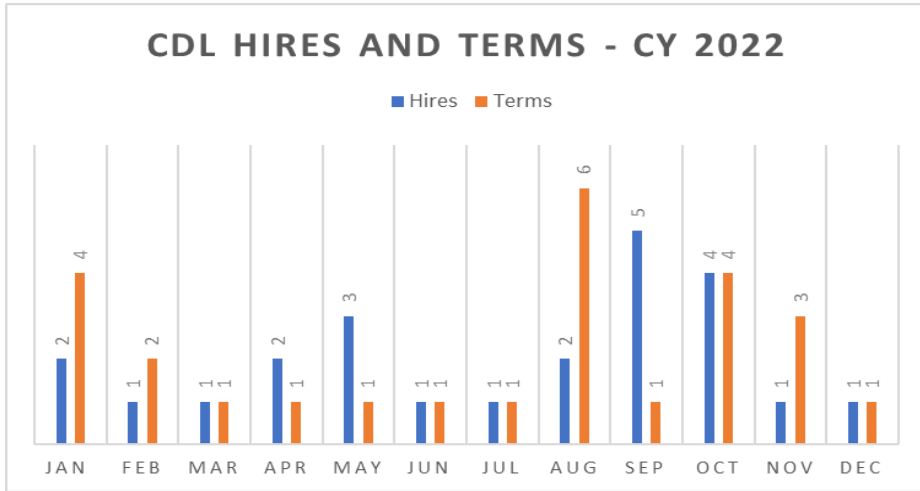
57 job seekers per job

4,522 job seekers > 1,080 than reported in Nov

Macro Labor Challenges

- Increased living cost requires individuals to obtain full-time employment
- National driver shortage continues to exacerbate available candidates
- Strick background requirements to obtain a CDL
- Demographic typically tapped in (Baby Boomers/Stay At Home Parents) is exiting the workforce or forced to full-time employment

2022 Framingham Recruiting Performance



- Activities to Mitigated Turnover**
- Job preview
 - 30/ 90 Day Interviews
 - Exit Interviews
 - Driver Mentor Program
 - Recruiting Ambassador

Our collective mission both in recruiting, training and operations is to attract candidates and ensure their hiring, onboarding and training process is best in class to increase engagement and retention.



- AI technology
- Video a Day in Life
- Continue to optimize candidate process on Workday



Partnership with MassHire, Framingham Branch

- Jobs posted on MassHire website and shared with state/local agencies
- Work with Career Counselor to identify candidates

Recruiting Ambassadors

- Current employees who live in Framingham to facilitate community connections, initiate referrals

Framingham Hiring Event 1/10/2023



Targeted Advertising:

MetroWest Daily News, Patch.com, Craigslist.com

iHeart Radio

Targeted Indeed Ad

Transportation Update



Overview		
Date	Routes	Spares
Contracted	77	
Currently Running	60	4 AM / 2 PM
Beginning of school year	60	4 AM / 2 PM

Bus Status					
1	15	29	43	M08	M22
2	16	30	44	M09	M23
3	17	31	45	M10	M24
4	18	32	46	M11	M25
5	19	33	47	M12	M26
6	20	34	48	M13	M27
7	21	35	M00	M14	M54
8	22	36	M01	M15	SP1
9	23	37	M02	M16	SP2
10	24	38	M03	M17	SP3
11	25	39	M04	M18	SP4
12	26	40	M05	M19	SP5
13	27	41	M06	M20	SP6
14	28	42	M07	M21	

January Check-in

- Seven drivers on medical leave
- Next concentrated training class January 23, 2023

Driver Training Pipeline

Rolling Six Week Training Tracker

	7-Dec	14-Dec	21-Dec	28-Dec	4-Jan	11-Jan
Training for Permit	5	5	5	5	6	7
Permit Obtained	1	1	1	1	1	1
0 - 20 Training Hours	1	-	-	-	-	-
21 - 40 Training Hours	-	-	-	-	-	-
41 - 60 Training Hours	-	1	-	-	-	-
Uploaded	1	-	1	1	-	-
Test Scheduled	-	1		1	1	-
Total	8	8	7	7	8	8

Licensed Drivers Hired / Road Tests Passed by Month	September 2022	2
	October 2022	3
	November 2022	3
	December 2022	1
	January 2023	1
	Total	10