Strategies for Solving Transit Employee Shortages

WILEY BROOKS
AL DEPARTMENT OF TRANSPORTATION
Bus Driver Incentives

- Increase hourly pay rates
- Develop and implement recruitment programs targeting younger employees
- Develop and implement employee incentive programs
- Develop and implement upward mobility procedures
Strengthening The Managerial Pool

- Promote employees through an upward mobility process
- Recruit for entry level employees on college campuses
- Develop and implement internships
Help for State Departments of Transportation

- Collaborate with colleges and universities to develop and offer courses related to public transit
- Keep experienced personnel in upper level management positions
- Collaborate with local transit agencies to develop a path of employment from local operators/subrecipients to State DOT offices
Questions?

Wiley Brooks
Transportation Planner Senior
Alabama Department of Transportation (ALDOT)
brookswi@dot.state.al.us
334-242-6767