

DRIVER RECRUITING AND RETENTION

(Shhhh! Here's the secret! Start
Retaining so you can stop Recruiting!)

- A Sense of Belonging
- A Sense of Fairness
- Pay Scale

STEP ONE TO RETENTION

- Become a Consultant!

- Or Hire One!

- **LOOK, LISTEN, and LISTEN SOME MORE. *DEFENSE* IS IN FOOTBALL, NOT BUSINESS MANAGEMENT!**
(however, “catching” is)

- **LOOK** in your Driver Room!
(By the way, do you have a Driver Room?)

• >SOCIAL MEDIA<



Transit Operators World Wide >

PRIVATE GROUP · 15,111 MEMBERS

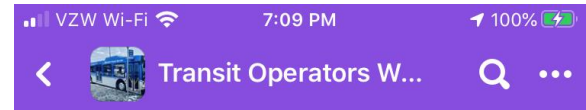


+ Invite

Mentorship

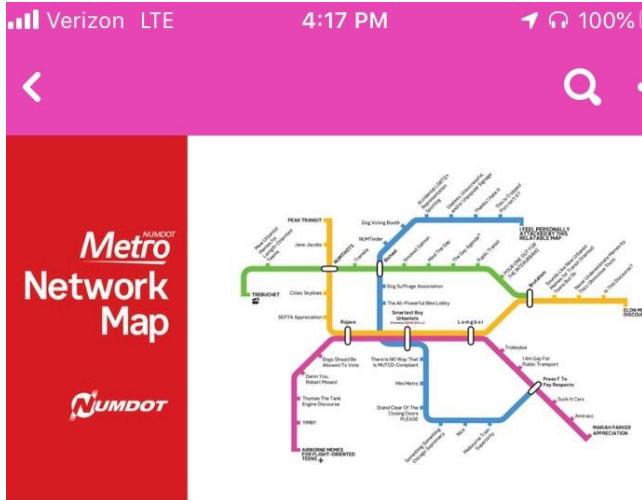
Watch Party

Photos



Can I get a picture of your guys break room I want to show how bad we have it in the next labor management meeting. We have nothing but plastic chairs and a microwave.





New Urbanist Memes for Transit-Oriented Teens >

PRIVATE GROUP · 195,005 MEMBERS

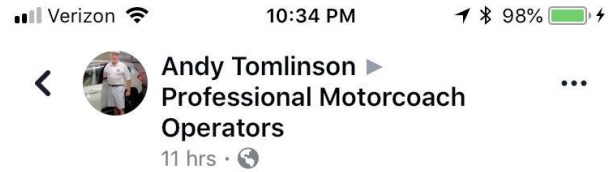


+ Invite

Announcements

Watch Party

Pho



How many companies pay 12 dollars an hour are less

Like Comment Share

2

View previous comments...



Abe Abe
That's a joke 1

10h Like Reply



Abe Abe
\$20 hourly + 1 hr pre trip + travel time + tip sometimes

10h Like Reply

1

View 1 previous reply...



Write a comment...



**Why am I seeing
hiring bonuses
everywhere? Where
are the retention
bonuses for loyal staff
who have worked this
whole time?**

There is nothing more insulting or slap in the face than to offer sign on bonus's to new hires and nothing for current employees who fought through and stuck out this last 18 months of grief...

- **LOOK** at Social Media!
- While you are at it, when was the last time you “Googled” your Organization’s Name?
- “GlassDoor.com

- LISTEN to what is happening in Operations!
- REVIEW Dispatch Records.
- KNOW if there is favoritism for sure, or not
- KNOW how and when new drivers are put to work

- Consider having a “Driver Council” and LISTEN to them
 - At least at big events.

- **LISTEN** to your office discussions
 - How is anyone welcomed to your office?
 - What does your staff talk openly about?

- **KNOW** how your training program for New Drivers works!
 - Do you use the “Charlie” method?
 - Onboarding is not just for passengers!

- **“CATCH”** can be a good thing!
 - Onboard Cameras
 - Drive to pickup points
 - Watch for Pre-Trip
 - Skills test/Rodeo?

- **Management training?**
- **Sales person/Call Center training?**

- Birthday Recognition?
- Customer Recognition
- Donut day?
- Website?
- Facebook?

- Finally, and really Finally...



- So, now that you are a GREAT place to work at...

- Recruiting becomes Easy!
–(at least a bit easier)

- Here's that “**Listening**” thing again...
 - How did you get your top 5 drivers

- **Oh that Social Media, Again!**

Jason Gibbs Motorcoach Operators 20 mins

Hey my people if your company is hiring and is in the cavallo area post the listing here so that they can find other employment opportunities thanks!

Like Comment

Harvey Nacional Tawatao and 6 others

Ellis Johnson Good Looking out. Family 18m Like Reply

Regginald Heyward Awesome move!!! We have to help our fellow operators in their time of need. Also if you're willing to relocate just reach out to anyone in the group who may be in an area that may appeal to you for employment as well. Praying for all the Cavallo Drivers!!!!

Write a comment...



Search in Tour Bus Drivers...

About Discussion Announcements Photo

Live Photo Poll

FROM NOTIFICATIONS

Julie Courtois-Huskey 10 mins

Huskey Trailways is hiring. St Louis area. 636-937-8481 Full and part time Health insurance and retirement plan available. Call or come in 1 Cave Industrial Dr. Festus Mo 63028

Like Comment

RECENT ACTIVITY

David Hitchcock 1 min Washington

Feeling the heat in DC this weekend!



< Nancy's Post ...

29m Like Reply

 **Jami Crouch** 🖐️
Hello my name is Jami Crouch and I am the Director of Operations for Gold Shield Indy Worldwide. We are a full service Luxury Ground Transportation Company. We are sorry to hear about what is happening, and would love to help. If you are looking for a great career that allows you to continue to do what you love please contact me Jami@goldshieldcars.com

26m Like Reply  1

 **Kayla Coleman**
Hi I would like more information please

21m Like Reply

 Write a reply...

 **Kayla Coleman**
The...

Write a comment...  


    

< Alex's Post ...


To all MCO's out there, Arrow Stage Lines is offering a \$2000 hiring bonus with up to \$5000 extra in a relocation bonus. (Locations in Nebraska, Iowa, Kansas, Missouri, Colorado, Arizona, and Nevada)

I know there is a lot of great options out there, but we pride ourselves in pushing to be an industry leader in everything we do. We offer competitive pay/benefits/best equipment around. Message me if you have any personal questions, otherwise visit www.drivearrow.com to learn more.

I am sorry to hear about all that happened at Cavallo and we would love to hire great operators from there, but this "ad" is for all motorcoach operators! Thank you all.



Write a comment...  



JaVon Fantastico Canady Professional Motorcoach Operators
5 hrs · 🌐

To all Cavallo Bus Lines drivers: We hate to hear what you guys are going through. I know some have already done this but if your company is in their area and is hiring, please post it on the page so that the employees can find other openings. Thanks for helping our brothers and sisters! Best of luck to you all!!!

Like Comment Share

23



Casey Edward
Well fill the rest of us nosey people in on what happened.

4h Like Reply 1



Randy Ingram
Vandalia Bus Lines is hiring.
618-344-1272 or fill out an application on line at vblinc.com.
We have lots of work in the St

Write a comment... GIF 😊



- www.Indeed.com
- www.Craigslist.com
- Facebook Groups

- Job Fairs
 - Colleges of all sizes
 - Middle schools and High School
- Schools, Fire Departments, Military

- Be a quest speaker at community service clubs (i.e., Kiwanis, Rotary) and not only speak on what your agency does, but also that you really could use some drivers if they know any!

- Visit VA offices? Also, Vet Association locations like the VFW and other locations where retired Vets visit. Ask if you can post flyers, as well.

• Referral programs

- Don't cheat
- Maybe make it a multiple tier system
 - \$25 to have a person just do the interview
 - \$50 if they are hired and stay 90 days
 - \$25 if they stay 6 months or longer
 - » (Example only)

- Grow your own
– Scholarships?

- Of Course, Call Us!



Mark Szyperski

Mark@OnYourMarkTransportation.com

615-669-0107



Let us get you to the finish line.

