

TCAT Opportunities & Challenges

Presented by: Scot Vanderpool



Electric Mobility

Challenge



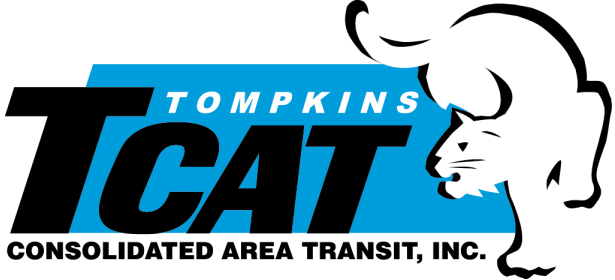
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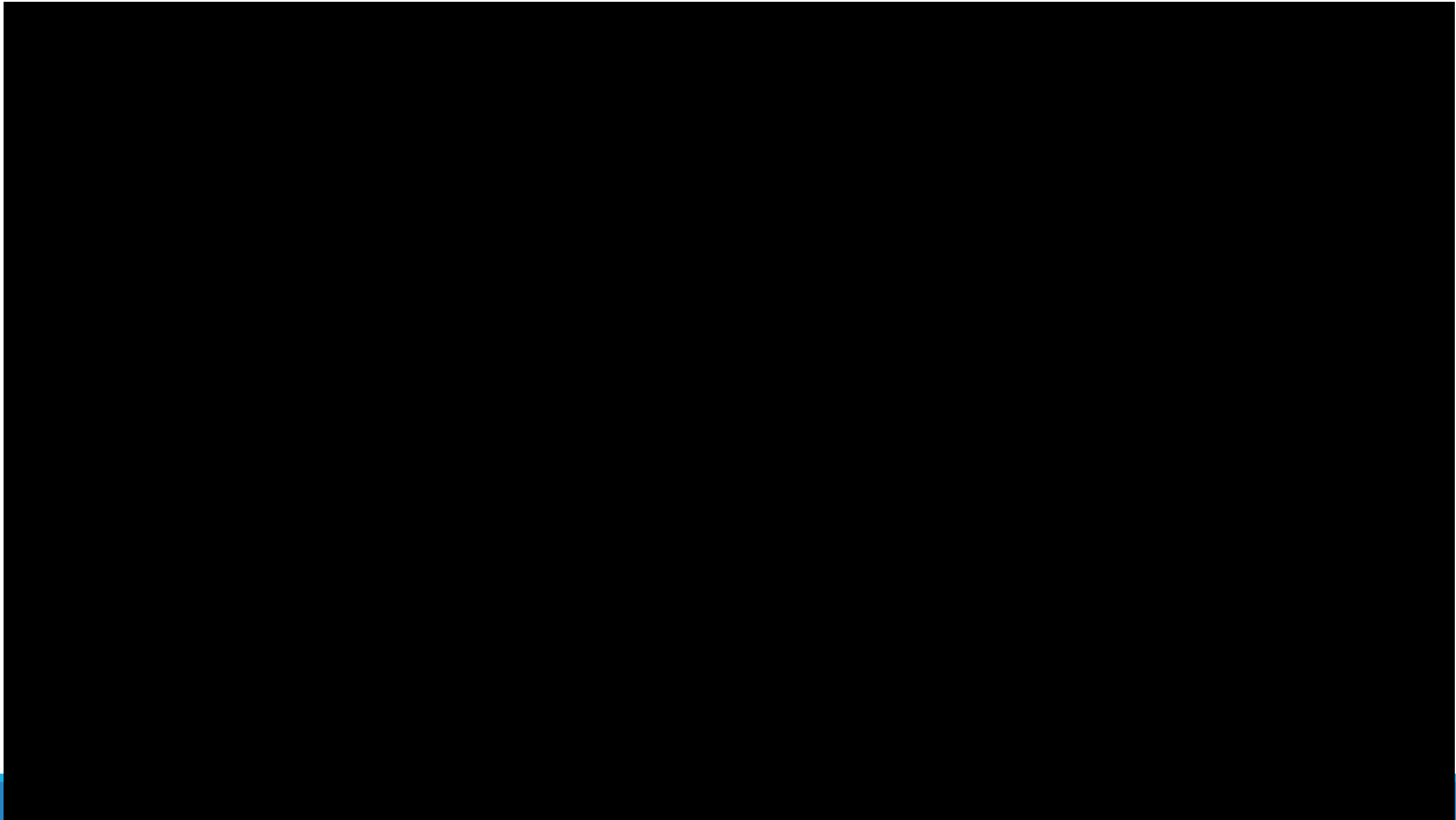
ITHACA ELECTRIC TRANSPORTATION ACCESS



NEW YORK
Clean Transportation Prizes

Project Team & Partners





Recruiting & Retention Challenges

- Transit Schedule & covering Peak Times
- Travel time getting to and from work
- Younger Generation
- Legalization of marijuana



Recruiting & Retention Solutions

- Full-time admin staff member specific to Recruiting.
- Additional TCAT full-time Training staff member
- Bus Operator schedule change
- Contract Negotiations

TCAT Historical Employment Numbers

OPERATORS	2019	2020	2021	2022	Q1	Q2	Q3	Q4	2023*	Q1	Q2
New Hires	17	7	15	13	0	8	3	3	24	7	17
Departures	17	8	22	24	4	5	11	4	15	6	9
Net Change	0	-1	-7	-11	-4	3	-8	-1	9	1	8
FT Ops	83	77	70	59	66	69	61	59	68	60	68
LOA Status	8	6	6	6	5	5	4	6	6	7	6
Available	75	71	62	51	61	64	57	53	62	53	62

More Solutions

- Job Fairs at Green Street Station – Nov 8 was the first job fair
 - Driver appreciation element
- Reaching out to Workforce Development
- Recruitment video focusing on Bus Operator experiences
- Poster Campaign

It's more than just driving, it's about a community thriving!

Build a career as a TCAT
BUS OPERATOR

Starting hourly wage is

\$24⁴⁴

Increasing to **\$25⁶⁶**
starting January 1



607-277-7433 | www.tcatbus.com/careers/



Be an integral part of the
COMMUNITY

Comprehensive Employee
BENEFITS

Fully Paid CDL
TRAINING

Qualified candidates must be at least 21 years old and hold a valid NY State drivers' license.

PACKAGE

TCAT, Inc. is an Equal Opportunity Employer.

Electrification



Fully Electric Fleet by 2035

Resiliency Charging



- Resiliency charging will provide options for power outages/grid disruptions
- Finding locations across the County to set up charging stations
- Depot Charging (overnight charging)



THANK YOU

