Workforce Development Survey

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Survey Design and Administration

- Online Survey
- Transit Agency Managers and Directors
- 22 Questions
- 137 Surveys from 5311 Email List
- 23 Other Surveys
- 160 Viable Surveys
- No Incentive for Completing Survey
Survey Respondent Map
Participant Age

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>30-39</td>
<td>7%</td>
</tr>
<tr>
<td>40-49</td>
<td>16%</td>
</tr>
<tr>
<td>50-59</td>
<td>51%</td>
</tr>
<tr>
<td>60+</td>
<td>24%</td>
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</tbody>
</table>
Time at Current Position

- 0-5 Years: 28%
- 6-10 Years: 17%
- 11-15 Years: 24%
- 16-20 Years: 15%
- Longer than 20 Years: 16%
Positions Held within Agency

- 55% held 1 position
- 28% held 2 positions
- 12% held 3 positions
- 4% held 4 or more positions
Transit Agency Employees

- 0-5 employees: 18%
- 6-10 employees: 12%
- 11-15 employees: 12%
- 16-20 employees: 12%
- 21-30 employees: 14%
- More than 30 employees: 33%
### Training Available for Transit Managers

<table>
<thead>
<tr>
<th>Topic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost/Benefit Analysis</td>
<td>15%</td>
</tr>
<tr>
<td>Emergency Management</td>
<td>26%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>24%</td>
</tr>
<tr>
<td>Working with Local Governments</td>
<td>17%</td>
</tr>
<tr>
<td>Business Plan Development</td>
<td>20%</td>
</tr>
<tr>
<td>Public Transit Principles</td>
<td>36%</td>
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</tbody>
</table>
Trainings Attended During Last 5 Years

- Yes: 54%
- No: 46%
Trainings Beneficial to Your Job

- Yes: 93%
- No: 7%
Reasons for not Taking Trainings

- Distance to training sites are too far away: 35%
- Training schedules do not work with my schedule: 35%
- Trainings are too time consuming: 12%
- Not enough funding available: 47%
- Not Enough time: 47%
Beneficial Training Necessary for Promotion

- Cost/Benefit Analysis: 31%
- Emergency Management: 35%
- Human Resources: 33%
- Working with Local Governments: 28%
- Business Plan Development: 23%
- Transit Principles: 48%
Agencies with Reward Recognition Programs

- Yes: 61%
- No: 39%
Employee Rewards

- Lunches/Dinners: 32%
- Plaques: 46%
- Recognition Letters: 37%
- Certificates: 80%
Agencies with Succession Plans

- Yes: 85%
- No: 15%
Survey Highlights

• Nice cross-section of responses from 40 different states
• 75% of respondents were age 50+
• Majority have been employed at current agency for 15+ years
• Almost one-third plan to retire within the next 5 years
• 40% have employee recognition programs
• Only 15% have succession plans and details of those plans vary considerably
Contact Information

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