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UMA MOTORCOACH
EXPO 2019
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MOTORCOACH **EXPO 2019**

FORT LAUDERDALE, FL

PROBLEM SOLVING THE DRIVERS SHORTAGE - TOGETHER

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CROSSROADS ADVISERS



INNOVATE

#UMAEXPO19



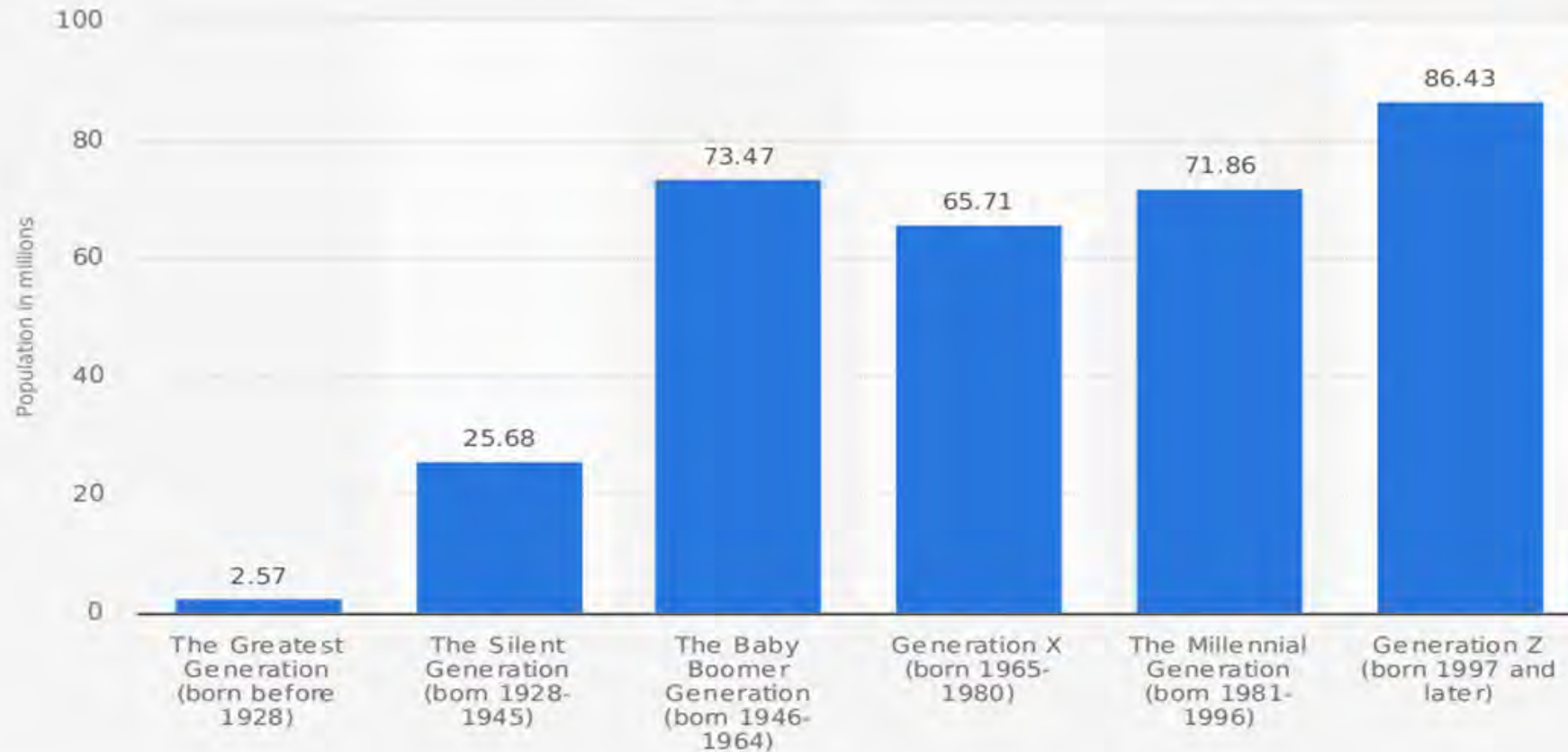
REASONS FOR DRIVER SHORTAGES

- ❖ “GENERATIONAL” POPULATION DISTRIBUTION
- ❖ COMPETITION

AGE DISBURSEMENT

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Resident population in the United States in 2017, by generation (in millions)



Source
US Census Bureau
© Statista 2018

Additional Information:
United States; US Census Bureau; As of July 1, 2017

COMPETITION

- ❖ Industries: Trucking, Transit, SB, Limo, Amazon, TNC's
- ❖ Book Trips Based on # of Drivers vs. Vehicles
- ❖ 50k Truck Drivers Needed in 2020
- ❖ Transportation Associations: # 1 Problem Facing Members
- ❖ Retirement Bubble
 - Retiring Replacement Drivers = ½ of All New Hires
- ❖ Only 6% of SB Contracting Co. Nationally - Shortage of Drivers
- ❖ Transit Agencies Cancelling Routes Due to Driver Shortages
- ❖ School Boards Chartering Bus Companies Due to Driver Shortages

IDEAS TO SOLVE THE SITUATION

1. Trade Association Resources & Meetings
2. Rethinking Our Hiring Processes (recruitment, hiring, training & retention)
3. Look What Has worked for Our Industry Competitors
4. Sell the Positions With the Same Tenacity We Sell our Services

GROUP ROUNDTABLE DISCUSSION

1. STEPS TO THE HIRING PROCESS:
 - Recruitment, Hiring, Training, Retention
2. Table Captain Will Moderate the Discussion
3. Table Captain Will Present to The Audience at
4. Closing Remarks

FORBES MAGAZINE: “THE BEST SMALL AND MEDIUM COMPANIES TO WORK FOR.”

“Management actions match their words”

“Senior leaders are exceptional listeners”

“There is an ownership mentality ”

“True teamwork, no micromanagement here”

“Unity that generates a sense of pride”

“Feel like part of the team/family and not just an employee”

“Extremely collaborative which makes new employees feel very comfortable”