

RECRUITMENT AND RETENTION



Recruitment Initiatives

- National Seniors Association Campaign – Travelling Workers
- CDC Northern Territory - Rebuilding the Driving Team
- Labour Agreement
- Driven Women Campaign - CDC Victoria

National Seniors Association - Working Travellers

- Supportive partnership - TWU Super
- Casual school bus drivers
- Advertised across National Seniors Association July 2022
- Strong interest with over 200 expressions of interest
- 12 drivers places across CDC depots across 2023 terms
- 50 drivers across the terms of 2023 and 2024



National Seniors Association - Working Travellers

What we have offered;

- Guaranteed minimum 20 hours per week across each school term at the location of their choice
- Fuel subsidies to travel to each depot
- Assistance with travel planning
- Local tourist location discounts
- Payment of all expenses required to drive;
 - Training from LV if required
 - DA or H endorsement
 - Criminal history and medical checks

CDC Northern Territory

- NT – problematic location
- Recruitment and retention
- Attendance issues
- Asked drivers what they wanted
- Reset the rosters to provide what drivers want ;
 - days shifts only
 - Night shifts only
 - Monday to Friday only
- Developed run patterns to establish more FT roles – incorporating other duties

Labour Agreements

- Progressing our application
- 6 months expected time frame for approval for the Agreement to having confirmed applicants
- Some complexity with securing an agreement across several separate businesses which is how our Regional environment is

CDC Victoria - Driven Women



- Only 5% of drivers at CDC are female
- Very few female applications for driving positions
- Female applicants preferring set days of work and rosters to balance caring responsibilities
- Lack of licenced and experienced female applicants
- Other operators with female driver training programs
- Support for existing female staff at CDC

Objectives



- Develop a program that would train and licence women to drive buses
- Research funding opportunities to train and upskill women
- Create a dialogue with women working at CDC to understand issues unique to them and develop supports or solutions
- Continue to have discussions across all levels of the business to increase female participation in positions at CDC

Outcomes

- Existing bus refabricated to provide dual brake control for trainers to train unlicensed drivers
- Dual control bus wrapped in Driven Women branding
- First Driven Women Learn program launched 6 March 2023
- Planned to licence 12 women each year



Driver Retention

- Respect/ Driver Image
- Work Environment
- Sense of belonging
- Giving them Care
- Teach supervisors to CARE