



# busworld<sup>®</sup> academy

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# Background



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<2020



>2020 and beyond



“The Times They Are A-Changin!” Bob Dylan



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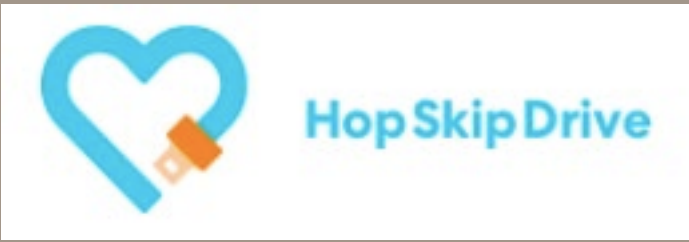
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# Turning Challenges into Opportunities

- Identify ways to maximize your changing workplace
  - Ask your employees what is important to them
  - Seek Uber drivers
  - Seek Amazon Flex drivers
  - Veterans
  - Seniors
  - Others



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# Ways to Fight the Shortage

1. Improve the image of the profession
2. Improve pay and benefits
3. Become competitive with flexibility
  - a. A la carte options
  - b. Flexible work schedules
4. Referral bonuses
5. Focus on the Millennial Generation
  - a. Flexibility is critical
  - b. The game has changed along with the rules...



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# Ways to Fight the Shortage

(Employer pays 88% of Value)	Total Annual Premium	Total Monthly Premium	Total Employer Annual Cost	Total Employee Annual Cost	Employee Monthly Cost	Employee Cost Semi-Monthly (20 pays)
2 Person	\$ 19,869.60	\$ 1,655.80	\$ 17,485.20	\$ 2,384.40	\$ 198.70	\$ 119.22

Hourly  
\$14.89

Employer Health Cost  
\$17,485

Hours Yr. 1,327

Cost per Hour \$13.18

50%  
\$6.59



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# Flexibility is Critical!



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