



H & L Charter



Agenda – Table of Contents

- **Recruiting Event Overview**
- **The Bus Industry & Motorcoach Driver Career**
- **H & L Charter Opportunities**
- **Q&A – Next Steps**

Event Overview

On Behalf Of...

- **H & L Charter of Rancho Cucamonga, CA**
- **The American Bus Association, representing Motorcoach Driver career opportunities in all 50 states**
- **Welcome & Thank You For Your Service !**

Why Did We Approach Camp Pendleton to Have this Event ?

- ✓ **Motorcoach Driver is a hidden gem of a career**
- ✓ **As the Pandemic subsides there is a shortage of Drivers**
- ✓ **There are many Driver career attributes that align well with the military, transitioning service members, veterans, reservists and the Guard**

...so, let's get into this great career more

Why Drive – Alignment to the Military

We Asked Drivers – “Why Drive?”

- Flexibility
- Be Your Own Boss
- Explore And Visit New Places
- Meet Great People
- The View From Your Mobile office
- Driving Is A New Adventure Every Day
- Service To Others

Military Alignment:

- Flexibility/your own boss – pursue school, 2nd job, spend more time with family
- Continue to explore new places, now at your own pace
- Continue to be of service
- Continue to make responsible, life-impacting decisions – passengers, colleagues
- Perform well and be rewarded

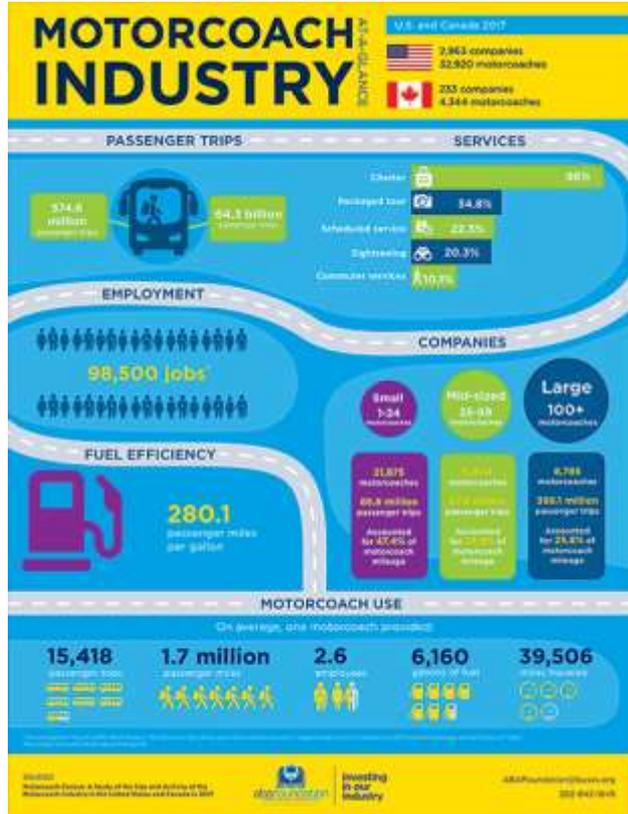
Military → Motorcoach – Responsible, impactful, rewarding, professional

Bus Industry & Motorcoach Driver Career



Created by the American Bus Associations's Women in Buses Council, **Driving Force** is a program designed to tackle the nationwide driver shortage by providing drivers, driver candidates, Motorcoach Owner/Operators and other key stakeholders awareness, strategies and tools to recruit and retain our most valuable Motorcoach Industry asset:
Drivers

Motorcoach Industry Snapshot



- 2000+ motorcoach companies in the US operating 33,000+ buses
- We provide as many trips annually as the US domestic Airline industry !
- We're a key part of military movements, national disaster responses and other national, state and local government transport needs
- Our industry is the leader in environmental friendly/Green metrics per passenger/mile

Types of Driving Within The Career

Charter Work

School Trips

College Athletics

Military Transports

Professional Sports Teams

Shuttle Service

Fixed Routes

Tours

Career Advancement and Diversification

- School Bus to Motorcoach Track
- Safety Career
- Operations / Dispatch
- Mechanics / Technicians
- Management

How To Become A Driver?



[The American Bus Association](#) knows it takes a qualified person to be a professional motorcoach driver. Safe, on-time driving, excellent customer service, dependability and trip planning are the cornerstones of your career. For this reason, ABA has partnered with Prevost to help members with the challenges of recruiting, training and retaining qualified drivers by offering courses relevant for new and experienced drivers.



Module 1: Class B Vehicle Basic Operation

Module 2: Advanced Operating Practices

Module 3: Pre- and Post-Trip Inspection

Module 4: Non-Vehicle Activities

Module 5: Passenger Endorsement

There Are Established Military Related Programs

ARE YOU ELIGIBLE?

To participate in the FMCSA Military Driver Programs, you must have held a valid driver's license in your state of residence for at least one year immediately preceding your application for the program. You must also be a U.S. citizen or permanent resident alien. You must be at least 21 years of age and have a valid Social Security number. You must also be a U.S. resident. For more information on the FMCSA Military Driver Programs, you should contact a local FMCSA office.

LEARN MORE
Visit FMCSA.gov/military, Military Driver Programs Section, dmilitary@dot.gov, or call 1-800-455-9111.

CONTACT US

1-800-455-9111 | www.fhwa.gov | www.fhwa.gov/military

FMCSA MILITARY DRIVER PROGRAMS

Helping Safe, Experienced Drivers Move Into Civilian Bus & Truck Driving Careers

FMCSA
U.S. Department of Transportation
Federal Motor Vehicle Safety Administration

WHAT PROGRAMS ARE AVAILABLE?

FMCSA has several programs that help make it easier for military drivers to transition into civilian careers. These programs are designed to help military drivers gain the skills and experience needed to succeed in the civilian truck and bus industry.

THE MILITARY SKILLS TEST VOUCHER PROGRAM

This program provides qualified military drivers with a voucher to take the FMCSA's written and practical tests. The voucher covers the cost of the tests, and the driver is responsible for the cost of the training. This program is available to military drivers who have served in the U.S. Armed Forces and have a valid driver's license in their state of residence.

THE FRESH SKILLS PROGRAM

This program provides military drivers with a voucher to take the FMCSA's written and practical tests. The voucher covers the cost of the tests, and the driver is responsible for the cost of the training. This program is available to military drivers who have served in the U.S. Armed Forces and have a valid driver's license in their state of residence.

THE LEADER'S MILITARY DRIVER PROGRAM

This program is designed to reduce the safety impact of military drivers who are transitioning into civilian careers. It provides military drivers with a voucher to take the FMCSA's written and practical tests. The voucher covers the cost of the tests, and the driver is responsible for the cost of the training. This program is available to military drivers who have served in the U.S. Armed Forces and have a valid driver's license in their state of residence.

THE COMMERCIAL MOTOR VEHICLE SAFETY TRAINING GRANT PROGRAM

This program provides military drivers with a voucher to take the FMCSA's written and practical tests. The voucher covers the cost of the tests, and the driver is responsible for the cost of the training. This program is available to military drivers who have served in the U.S. Armed Forces and have a valid driver's license in their state of residence.

WHAT'S IN IT FOR YOU?

As a military driver, you have a lot of skills and experience that can be valuable in the civilian truck and bus industry. The FMCSA Military Driver Programs can help you gain the skills and experience you need to succeed in the civilian industry. You can earn a good salary, enjoy a stable career, and make a difference in the world. For more information on the FMCSA Military Driver Programs, you should contact a local FMCSA office.

YOUR MILITARY DRIVING EXPERIENCE + FMCSA PROGRAMS = AN EASIER TRANSITION

Additional text and graphics on the right side of the slide.

FMCSA Military Waiver

Military Skills Test Waiver Program

- The program allows drivers with two years' experience safely operating heavy military vehicles to obtain a CDL without taking the driving test (skills test).
- The program is available in every state. To date, more than 40,000 service members and veterans have taken advantage of this waiver program.

Visit the FMCSA website for more information:

<https://www.fmcsa.dot.gov/registration/commercial-drivers-license/application-military-skills-test-waiver>

Even Exchange Form

This program allows qualified military drivers to be exempt from the knowledge test for obtaining a CDL. When used with the Military Skills Test Waiver, this allows a driver to exchange a military license for a CDL.

U.S. Army:

- 88M, Motor Transport Operator
- 92F, Fueller
- 14T, Patriot Launching Station Operator

U.S. Marine Corps: 3531, Motor Vehicle Operator

U.S. Navy: EO, Equipment Operator

U.S. Air Force:

- 2T1, Vehicle Operator
- 2F0, Fueller
- 3E2, Pavement and Construction Equipment Operator

Additional Training Opportunities

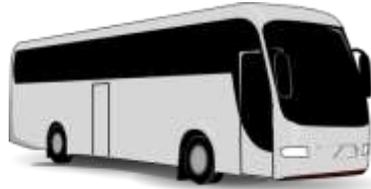
- [MCI](#), a global leader in bus and coach manufacturing has created an ABA Women in Buses Catalog for Drivers within their Learning Management System (LMS). Materials are free of charge, and you can establish reporting and certificates.
 - To gain access: Email Scott Crawford - Scott.Crawford@mcicoach.com
 - Three main programs available Free through the Learning Management System (LMS) at [Welcome to MCI Academy](#)
 - Motor Coach Operator Certificate program
 - MCO Certificate Program – 4 certificates. MCO 3 is designed to meet the new CDL classroom requirement. 33 hours of training across all 4 certificates
 - FMCSA Motor Coach Operator curriculum
 - FMCSA MCO curriculum – Released by the FMCSA in January which was created by Daecher and Associates under contract. About 11 hours of training.
 - New Hire Driver test
 - New Hire Driver Test – 100 question test made up of questions from the FMCSA curriculum.

Industry Support

- Scholarships:
 - Our Industry believes in helping our employees with personal and professional development
 - You can advance your professional career while Driving a Motorcoach
 - The American Bus Association Foundation promotes academic excellence and diversity in the motorcoach travel and tour industry through its scholarship program. The ABA Foundation has awarded more than \$1 million in financial support to hundreds of scholars since its inception.
 - Includes Scholarships targeted for Drivers, such as the Peter L. Picknelly Honorary Scholarship
- Other:
 - University of Indiana: Certified Travel Industry Specialist (CTIS)
 - Driver Awards and Recognition
 - National, State and Regional, Company Safety Awards

To see the smiles, hear the stories of my passengers, engage coaches, players, musicians and everyday people. I realized that we truly are key holders to many people's view of the world. - Vincent V.

Why I love driving



In the 29 years that I have been on the road, I have had the privilege to create memories for thousands of groups and families. I am in more of people's photo albums than I am of my own! I changed careers from accounting to motorcoach driving and I have never looked back. I love driving! -Mary Jo P.

Flexibility. If I wanna quick workcation. I can have it. If I need to stay local it's accessible as well. You can have the best of both worlds with this career. - Angela H.

I love the variety of guests on my bus I get to serve. I love the cities and sites I visit and I enjoy the camaraderie of the other drivers I work with along with the drivers from other companies I get to meet out on the road. - Aaron B.

I love the changing scenery out of my "office" window. Meeting mostly amazing people everywhere I go. I love driving and being on the road, it's a feeling of freedom. And I can't deny I love it when someone says " you drive that big Ole bus, oh my" - Katina K.

I love driving Motorcoach because it is the perfect balance to my career in the emergency services. It allows me to vacation with a paycheck, while earning an honest and hard days wage while encountering people of all walks of life. The challenges associated with maneuvering such a large vehicle in urban metropolises is not one for the faint of heart, but with experience grows an exhilarating thrill that nothing can compare to. -Sean O.

H & L Charter Opportunities



H&L Charter Overview



- H & L Charter is an award winning, family owned and operated ground transportation company located in Rancho Cucamonga, CA – we've been providing transportation in the Inland Empire and Southern California communities for over 35 years
- Types of transport include: schools, youth organizations, corporations, colleges & universities, senior excursions, fundraisers, special events, churches, travel & tour operators and so many more
- H & L Charter believes in Safety & Service and all of our team members are dedicated to providing the best possible experience
- H & L Charter is proud to be Certified with the Department of Defense (DOD) to carry the US Military
- We are certified by the University of Vermont as a Green Carrier
- Our vehicles and drivers are also California School Pupil Activity Bus Certified, which enables us to transport California school children (K-12)



H&L's Fleet

- We offer a beautiful fleet of vehicles ranging from 14 passenger Mercedes Benz Sprinter Vans up to 38, 48 & 56 passenger luxury Motorcoaches
- Our fleet has modern safety features such as GPS Tracking software, lane departure, tire monitoring and fire suppression systems, automatic braking assistance and more
- Our vehicles also have personal amenities such as Seat Belts, Wifi w/ Movie Streaming capabilities, 110 Outlets/USB charging stations, Lavatory, and Mood Lighting



Hear From One Of H & L Driver's

- Jennifer Roark
- Got CDL and School Bus Cert. in 2000 from Laidlaw in Hesperia, CA
- Age 27 Applied and hired at H & L Charter August 2001
- Received California Bus Assoc. Driver of the Year 2010 Award
- Continued education, became State Certified Instructor 2018



Immediate H & L Driver Opportunities



What we're looking for:

- Part or Full Time Driving Positions

Requirements:

- Class A or B License
- Passenger Endorsement
- Current Medical Certificate
- Clean DMV Record (K4)
- SPAB or School Bus Certificate a PLUS (if not, no worries we train!)

Wages & Benefits

- Competitive Pay / Based on Experience & Certificates
- Per Diem
- Gratuities
- Medical / Dental / Vision
- Life Insurance
- 401K (4% Match)
- Uniform Allowance
- Paid Training



Q&A – Next Steps

What's Next

H & L Charter – Southern California

H & L Charter Facebook:

<https://www.facebook.com/HLCharter/>

H & L Charter LinkedIn:

<https://www.linkedin.com/company/h-&l-charter-co-inc/>

H & L Recruiting: Contact Jodi Merritt

jodi.merritt@hlcharter.com

Other States / Northern California:

Contact Erin Ducharme:

educharme@bloombus.com

Bus companies in your area:

<https://members.buses.org/member-search-public>

Driving Force Program Assets:

<https://www.buses.org/about/drivingforce>

Social Media:

- ABA: [LinkedIn](#), [Facebook](#) & [Instagram](#)
- Women In Buses: [Facebook](#) & [Instagram](#)
- [Motorcoach Operators Facebook Page](#)

Thank You