Brazos Transit District (BTD) is a general public transportation provider. Founded in 1974, serving the seven counties of the Brazos Valley. We now serve 16 counties in Central and East Texas covering over 13,000 square miles with a population of over 1 million people. BTD is a political subdivision of the Great State of Texas and receive funding through the Federal Transit Administration (FTA), and the Texas Department of Transportation (TxDOT).

**GOALS**
- Find a solution around the Nationwide CDL driver shortage
- Retain current CDL drivers on staff
- Recruit and utilize Non-CDL drivers
- Streamline the process for CDL testing by making it more attainable without undermining the safety measures put in place by the State DOT
- Be a reliable public transportation provider within our community and service area
- Provide the most efficient and economical means of transportation for our clients and organization

There is a Nationwide CDL driver shortage currently in the range of 50,000 to 100,000 and is expected to triple by the year 2026. BTD is continuously in desperate need of CDL drivers. Non-CDL drivers were never considered for employment, even though suggestions were made on multiple occasions. In 2017, BTD’s driver shortage had reached crisis level and by 2018 BTD was convinced that utilizing Non-CDL drivers was the quickest and most economical solution to our shortage. BTD decided to step outside the box for our organization and recruit and hire Non-CDL drivers to provide passenger service.

**RESULTS**
- BTD’s intention is to identify Non-CDL drivers that intend on making a career with the organization and encourage them to obtain their CDL
- All of these efforts brought forth BTD’s need to become a 3rd Party Testing Site. BTD is currently awaiting approval from Texas DOT
- BTD’s Driver Incentive Program kicked off in December of 2018 and is being enhanced as we progress
- BTD has a formal job description and pay rate for Non-CDL drivers
- Transportation service has expanded and we have improved our trip efficiency while driving down operating costs
- Currently BTD has 46 CDL drivers, 13 Non-CDL drivers and are in need of 10 additional drivers

**LESIONS LEARNED**
- Easier to recruit
- Require additional safety training
- More often than not, provide a more customer friendly transit experience
- Gives new drivers the opportunity to learn and decide whether they would like to acquire their CDL license
- Limited to the type of transit service they can provide, whereas CDL drivers can be utilized in every service BTD provides.

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