
Workforce Challenges in the Transit Industry in Pennsylvania: Trends and Implications for Human Resource Practitioners

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EXECUTIVE SUMMARY

The purpose of this paper is to outline the current workplace challenges exhibited within transportation agencies in Pennsylvania and further document the implications these have for the human resource practitioners in each agency. The paper also provides recommendations for ways agencies may benefit from these trends or encourage more positive ones. Across each employee set are evident workforce trends that can be further correlated across agency class within the state. The resulting trends correlate heavily with general workforce trends in other industries across the state and country, thus providing insight into implications faced by human resource practitioners across all industries.

Keywords: Transportation, public transportation, Pennsylvania, Workforce challenges, Blue collar, White collar