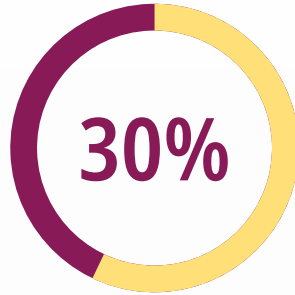


Labor Shortages Raise Doubts About MBTA's Capabilities

The MBTA estimates a labor shortage of **1,800 personnel** in operations in FY 2024 representing **30% of current headcount.**



1,800
workers short

600 fewer
bus operators & motorpersons
than avg. of previous 4 years

1,100
vacant positions
to fill in FY 2024



U.S. bus service and urban transit workers **rank third oldest** among all industry sectors with **67%** of workers aged 45 or higher trailing only 'not specified utilities' and 'sewing, needlework, and piece goods stores'

40%
of departures are
due to retirement



45%
left to take jobs
outside transit industry

According to the 2015 Special Panel report, **45%** of MBTA employees were eligible to retire by 2020. Approximately **40%** of MBTA departures are due to retirement which is significantly higher than the national average.



Massachusetts
Taxpayers Foundation

Solving workforce shortages at the MBTA and across many other job sectors will require state involvement to address these challenges and the impacts they are having on Massachusetts' residents, businesses, communities, and the economy.