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Bus Manufacturer Job Quality and Workforce Development Practices

Last Updated: September 26th, 2024

In Spring 2023, and again in Fall 2024, EPA invited Original Equipment Manufacturers of clean school buses to provide information about their job quality and workforce development practices to be shared on this page. While this request was voluntary, all manufacturers were strongly encouraged to participate. Some responses say “no further detail provided.” EPA invited OEMs to elaborate on their Yes/No responses but it was not required.

The goal of sharing this information is to help partners and stakeholders understand how the Clean School Bus Program is contributing to the creation of high-quality jobs across the country. Having a robust manufacturing workforce built on strong job quality principles and workforce development best practices is important to the overall success of the Clean School Bus Program.

EPA is distributing this information for informational purposes only. EPA’s distribution of this information does not represent or imply endorsement of any of the OEMs by EPA or its employees. EPA is publishing OEM responses exactly as they were received and has not edited any of the content. EPA continues to accept OEM submissions to this page. Please see the bottom of this page for additional information on how to participate.

The following OEMs have participated:

OEM	Most recent submission
BYD / RIDE	September 2024
Lion Electric	September 2024
Navistar	September 2024
Thomas Built Bus	September 2024
Blue Bird Corporation	Spring / Summer 2023
Lightning Motors	Spring / Summer 2023
Micro Bird	Spring / Summer 2023

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- Worker Voice
- Employee Benefits
- Setting Goals and Tracking Inclusive Employment Practices
- Training and Advancement
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- Community Partnerships
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Worker Voice

Describe your company's approach to respecting workers' free and fair choice to join a union and engage in collective bargaining. Describe any collective bargaining agreements and describe the scope of activities they cover. Please describe whether you have any policies that support negotiating in good-faith and signing a first contract in a timely manner. State whether your company has committed to voluntarily recognize a union based on a showing of majority support. State whether your company has committed to remain neutral in any organizing campaign.

Does your company have employees that are covered by a collective bargaining agreement?

OEM	Response	Description
Blue Bird Corporation	No	<i>Blue Bird is working diligently with the United Steel Workers Union to establish our first Collective Bargaining Agreement, following a majority vote in favor of unionization in May 2023. The USW is the acknowledged representative for our direct labor in Fort Valley. Blue Bird is engaging in good faith negotiations toward a CBA that is acceptable to the Company, our teammates, and our shareholders.</i>
BYD / RIDE	Yes	<i>RIDE respects all workers right to free and fair choice to join a union and engage in collective bargaining agreements. The company is committed to staying neutral in any collective bargaining agreement. Workers are represented by the Sheet Metal Air Rail and Transportation Workers Union, Local 105.</i>
Lightning eMotors	No	<i>We currently do not have any employees in a collective bargaining agreement.</i>
Lion Electric	No	<i>No, our employees are not covered by a collective agreement. We have different committees and take steps to ensure our employees' voice is heard.</i>
Micro Bird	Yes	<i>No further detail provided.</i>

OEM	Response	Description
Navistar	Yes	<i>The United Auto Workers Local 5010 is recognized as the exclusive representative for Production and Maintenance employees at Navistar’s IC Bus manufacturing facility located in Tulsa, Oklahoma. Other manufacturing and parts distribution facilities operated by Navistar, Inc. are governed by similar collective bargaining agreements.</i>
Thomas Built Bus	Yes	<i>The United Auto Workers Local 5287 is recognized as the exclusive representative for Production and Maintenance employees at the facilities of Thomas Built Buses (TBB) located in and around High Point, North Carolina, for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment. At the larger Daimler Truck North America, LLC (DTNA or “the Company”), parent company to TBB, six of the Company’s U.S.-based new vehicle and component manufacturing facilities are governed by similar collective bargaining agreements.</i>

Has your company committed to remain neutral in any organizing campaign and/or to voluntarily recognize a union based on a show of majority support?

OEM	Response	Description
Blue Bird Corporation	Yes	<i>During the NLRB-certified election, Blue Bird remained committed to recognizing our employees' right to a free and fair election environment. After certification of the election results, Blue Bird has recognized the USW as the collective bargaining representative of all teammates within the recognized bargaining unit.</i>
BYD / RIDE	Yes	<i>RIDE has committed to remain neutral in any organizing campaign.</i>
Lightning eMotors	No	<i>Lightning eMotors prides itself on creating and maintaining a work environment that is collaborative and respectful of all employees. We pay above market wages for our production and technician teams and offer competitive, affordable benefits. Our open-door policy and frequent employee feedback round-table meetings supports a culture of open communication.</i>
Lion Electric	No response provided	<i>We are pro-employee, we are a socially responsible employer and we care about our employees and value employees who want to take part in the transition to clean energy.</i>

OEM	Response	Description
Micro Bird	Yes	<i>Micro Bird maintains an excellent relationship with its employees and its unions. The 2 parties negotiated the collective agreement in good faith. The employees have been unionized for over 15 years, no strikes, or lockouts since they were unionized. We have regular general meetings with our people in addition to having labor relations committees.</i>
Navistar	No response provided	<i>Navistar, Inc. does not interfere with, restrain, or coerce employees in the exercise of rights relating to organizing, forming, joining or assisting a labor organization for collective bargaining purposes, or from working together to improve terms and conditions of employment.</i>
Thomas Built Bus	Yes	<i>As a subsidiary of the largest manufacturer of medium- and heavy-duty commercial vehicles in North America with more than 28,000 employees, the majority of whom are union bargaining unit members, the Company is committed to recognizing employee decisions to engage in collective bargaining.</i>

Employee Benefits

Describe the employer-sponsored benefits provided to your employees, including the employer contribution. What are the eligibility criteria for employees to receive these benefits? (e.g., minimum hours, temporary versus permanent status, etc.)

Are all permanent full-time workers offered health insurance?

OEM	Response	Description
Blue Bird Corporation	Yes	<i>The physical, mental and psychological wellbeing of our teammates and their families is our number one priority. This is why all Blue Bird full-time regular teammates are eligible for Health Insurance Coverage, Dental Coverage, Vision Coverage, plus prescription coverage to provide discounts on medication prices at the pharmacy as well as FSA savings plan. Our plan also covers preventive care, prenatal care, and diabetic supplies at 100%. We provide telemedicine and virtual mental counseling through trusted partners.</i>
BYD / RIDE	Yes	<i>The company offers a variety of PPO and HMO medical plans with low copays. through various providers. Additionally, the company offers employees a HSA opportunity. The company also offers access to a health advocate, life, accidental death, personal loss and disability insurance. Company also offers a transit and parking plan to cover eligible expenses. This plan is offered to full and part-time employees</i>

OEM	Response	Description
Lightning eMotors	Yes	<i>Employee is eligible for benefits if they maintain 30 or more hours a week. New hire coverage is effective first day of the month following or coinciding with their first day of employment. Current medical plan is HDP where we offer HRA and optional HAS plan. Company contributes to HSA plan annually. Company offers matching 401k plan, all new hires are automatically enrolled at 5% contribution. Company matches 100% of the first 3% and then 50% of the next 2% of any contributions employee makes up to the IRS limit. Contributions can either be pre-tax or Roth option.</i>
Lion Electric	Yes	<i>We are proud to offer all permanent full-time employees (working at least 30 hours/week) with a choice between multiple health care coverage plans to better tailor the specific needs of each employee and their family.</i>
Micro Bird	Yes	<i>No further detail provided.</i>
Navistar	Yes	<i>All permanent, full-time employees at Navistar's IC Bus manufacturing facility in Tulsa, Oklahoma are eligible for health care coverage offered by the Company.</i>
Thomas Built Bus	Yes	<i>The Company offers a health care plan for represented employees that includes the same benefits as those afforded other employees, and the plan is administered by the Company.</i>

Are all permanent full-time workers offered paid leave?

OEM	Response	Description
Blue Bird Corporation	Yes	<i>To ensure we are always promoting the utmost work-life balance for our teammates and enable them to enjoy quality time with their families and loved ones, we offer up to 160 hours of paid time off each year. In addition we offer 14 paid holidays a year.</i>
BYD / RIDE	Yes	<i>No further detail provided.</i>
Lightning eMotors	Yes	<i>160 hours PTO available to all full-time employees.</i>
Lion Electric	Yes	<i>All permanent full-time employees are offered vacation, holiday and other personal paid leave under multiple circumstances as we care about our employees' well-being and value a good-work life balance.</i>
Micro Bird	Yes	<i>No further detail provided.</i>
Navistar	Yes	<i>All permanent full-time employees at Navistar's IC Bus manufacturing facility in Tulsa, Oklahoma are eligible to receive paid time off and paid holidays.</i>
Thomas Built Bus	Yes	<i>The Company offers a health care plan for represented employees that includes the same benefits as those afforded other employees, and the plan is administered by the Company.</i>

Are all permanent full-time workers offered a retirement plan?

OEM	Response	Description
Blue Bird Corporation	Yes	<i>Blue Bird encourages all full time regular employees who are eligible to participate in the company's 401k retirement savings plan as well as the company's sponsored ROTH IRA plans to prepare for financial success in retirement.</i>
BYD / RIDE	Yes	<i>No further detail provided.</i>
Lightning eMotors	Yes	<i>All new hired full time employees are auto enrolled in company 401k plan at 5% contribution rate with company's 4% matching. Employees have the option to increase or decrease their contributions, change investment options, and choose if they want a tradition or Roth plan (or both).</i>
Lion Electric	Yes	<i>Full-time employees (working at least 30 hours/week) are offered a 401(k) plan with an employer contribution match.</i>
Micro Bird	Yes	<i>All permanent full-time workers will be offered a retirement plan beginning in January 2024.</i>
Navistar	Yes	<i>All permanent full-time employees at Navistar's IC Bus manufacturing facility in Tulsa, Oklahoma are eligible to participate in a 401k plan with a Company match.</i>
Thomas Built Bus	Yes	<i>The Company offers a health care plan for represented employees that includes the same benefits as those afforded other employees, and the plan is administered by the Company.</i>

What percentage of your manufacturing employees are hired on a temporary or contract basis?

OEM	Response	Description
Blue Bird Corporation	< 1%	<i>Blue Bird utilizes outside staffing partners for contingent labor.</i>
BYD / RIDE	0%	<i>Full-time workers must be on the job more than 90 days to be eligible for a wide variety of comprehensive benefits. Benefits include Medical, Dental and vision. Employer and Employee contribute to the plan. Union Workers are eligible for a retirement plan through Jackson Hewitt. The company contributes to the retirement plan.</i>
Lightning eMotors	30%	<i>No further detail provided.</i>
Lion Electric	See description	<i>In the past, employees have been hired on a temporary basis via an external agency to become eligible for conversion as full-time employees of Lion conditional on meeting some service time and performance criteria. We are shifting away from this model to hire directly on a full-time basis as we want our employees to feel they are part of the Lion family from day 1.</i>
Micro Bird	Less than 5%	<i>Summer students are the only temporary employees.</i>

OEM	Response	Description
Navistar	See description	<i>The majority of hourly employees at Navistar's IC Bus manufacturing facility in Tulsa, Oklahoma begin work at the facility through a third-party contracting agency. Navistar has the option to convert these workers to regular, full-time employees within 30-90 days of their start date.</i>
Thomas Built Bus	Approximately 10%	<i>Typically, supplemental workers are hired seasonally for vacation replacements or short term production volume increases.</i>

Are all temporary workers offered health insurance?

OEM	Response	Description
Blue Bird Corporation	No	<i>No further detail provided.</i>
BYD / RIDE	No	<i>No further detail provided.</i>
Lightning eMotors	No	<i>No further detail provided.</i>
Lion Electric	No	<i>Agency workers are offered health insurance once they have successfully completed the pre-hire requirements to be converted to full-time employees, as outlined in the previous response.</i>
Micro Bird	No	<i>Summer students are the only temporary employees.</i>
Navistar	No	<i>No further detail provided.</i>

OEM	Response	Description
Thomas Built Bus	No	<i>No further detail provided.</i>

Are all temporary workers offered paid leave?

OEM	Response	Description
Blue Bird Corporation	No	<i>No further detail provided.</i>
BYD / RIDE	No	<i>No further detail provided.</i>
Lightning eMotors	No	<i>No further detail provided.</i>
Lion Electric	No	<i>Agency workers are offered health insurance once they have successfully completed the pre-hire requirements to be converted to full-time employees, as outlined in the previous response.</i>
Micro Bird	Yes	<i>All temporary workers are offered paid leave, in accordance with Quebec laws.</i>
Navistar	No	<i>No further detail provided.</i>
Thomas Built Bus	No	<i>No further detail provided.</i>

Are all temporary workers offered a retirement plan?

OEM	Response	Description
Blue Bird Corporation	No	<i>No further detail provided.</i>

OEM	Response	Description
BYD / RIDE	No	<i>No further detail provided.</i>
Lightning eMotors	No	<i>No further detail provided.</i>
Lion Electric	No	<i>Agency workers are offered health insurance once they have successfully completed the pre-hire requirements to be converted to full-time employees, as outlined in the previous response.</i>
Micro Bird	No	<i>Summer students are the only temporary employees. Micro Bird has ± 25 students and ±4 interns in the office.</i>
Navistar	No	<i>No further detail provided.</i>
Thomas Built Bus	No	<i>No further detail provided.</i>

Does your company offer other benefits or supportive services that you'd like to mention? Examples include vision, dental, mental health care, childcare, education benefits, transportation, or other similar benefits.

OEM	Response	Description
Blue Bird Corporation	Yes	<i>Besides Healthcare Coverage, Blue Bird offers one of the most competitive benefit packages in the market, ranging from Vision and Dental coverage, Telemedicine and Mental Health Counseling, and Flexible Spending Accounts. Blue Bird also provides Life & AD&D Insurance (e.g., all eligible teammates are provided Basic Life). We also provide Optional Life Insurance, Optional Spouse Life Insurance, Optional Child Life Insurance, Accidental Insurance & Critical Illness Optional Life Insurance, Medical Leave of Absence, and Long Term Disability.</i>
BYD / RIDE	Yes	<p><i>RIDE cares about the well-being of our employees, both physically and mentally. To that end, the company encourages employees to maintain a sustainable lifestyle and participate in community events.</i></p> <p><i>RIDE sponsors a number of community events, such as festivals and sporting events, which employees can attend for free. RIDE also participates in local clean air initiatives and encourages employees to get involved.</i></p>

OEM	Response	Description
Lightning eMotors	Yes	<i>Company offers full medical, dental, vision insurance coverage as well as optional voluntary life, legal and ID shield coverage, pet insurance, Dependent Care FSA, emergency transportation coverage, pet insurance and two EAP services. Disability and some life coverages are paid for by company. All full time employees are offered 20 days PTO (accrued) on first day of hire.</i>
Lion Electric	Yes	<i>Lion Electric offers dental, vision, short- and long-term disability, life and AD&D benefits to all full-time employees. This coverage can be extended to the spouse, children, or family members of the employee, upon enrollment in the benefit. In addition to health care coverage, Lion offers a Employee Assistance Program through our health care provider that offers support for legal services, identity theft recovery, mental health, financial planning, job relocation, and family assistance.</i>
Micro Bird	Yes	<i>Dental, mental health care, employee assistance program, health account, telemedicine, physical activity reimbursement program, long-term disability, life insurance, vacation program & 14 statutory holidays per year. Starting in January 2024, employees will be entitled to a pension plan, they will contribute 3% of their salary and Micro Bird will make the same contribution.</i>

OEM	Response	Description
Navistar	Yes	<i>Navistar offers a variety of benefits to eligible employees at its IC Bus manufacturing facility in Tulsa, Oklahoma, including dental and vision plans, an Employee Assistance Program (EAP), tuition reimbursement, short and long-term disability benefits, life insurance, Flexible Spending Accounts, and voluntary benefits to provide insurance coverage relating to accident, critical illness, automobile and home, and identity theft.</i>
Thomas Built Bus	Yes	<i>In addition to a health care plan, dental and vision plans are offered, as is an Employee Assistance Program (EAP), tuition reimbursement, wellness programs, on-site medical clinics, and both short and long term disability (STD/LTD).</i>

Setting Goals and Tracking Inclusive Employment Practices

Does your company have measurable goals and initiatives to expand opportunity for communities traditionally underrepresented in the manufacturing workforce?

Describe any efforts to set benchmarks and goals to track progress toward improving Diversity, Equity, Inclusion, and Accessibility at your company. Examples may include collecting and reviewing demographically disaggregated data on a regular basis to identify patterns of who is getting recruited, hired, retained, or promoted at the company and how they are compensated, offering accommodations for employees, offering training on anti-harassment and other strategies to prevent and address harassment

based on race, gender, ethnicity, or other factors protected under law, conducting a workplace climate survey to identify potential concerns, or a DEIA strategic plan with actionable, measurable goals.

OEM	Response	Description
Blue Bird Corporation	Yes	<i>We recruit from across central & lower GA for our labor positions, which is largely classified as a disadvantaged economic region as well as recruiting in rural Ohio for our Field and Parts Service positions. This is the heartland of Blue Bird and our employment record shows our commitment to recruit, develop and support employees from those Middle Georgia areas in which we manufacture our buses. It has been the cornerstone of Blue Bird's labor inclusion policies for almost 100 years. We have initiatives in place to track and improve our total diversity in all areas.</i>

OEM	Response	Description
BYD / RIDE	Yes	<p><i>RIDE is committed to diversity and inclusion in the workplace. The company believes that a diverse workforce is a more innovative and productive workforce. RIDE has a number of initiatives in place to promote diversity and inclusion, including:</i></p> <ul style="list-style-type: none"> • <i>Employee resource groups: BYD has a number of employee resource groups (ERGs) that are designed to support employees from different backgrounds. ERGs provide a forum for employees to connect with others who share their experiences and to learn about different cultures.</i> • <i>Employee resource groups: RIDE has a number of employee resource groups (ERGs) that are designed to support employees from different backgrounds. ERGs provide a forum for employees to connect with others who share their experiences and to learn about different cultures.</i> • <i>Training: RIDE provides training to all employees on diversity and inclusion. The training covers topics such as unconscious bias, microaggressions, and how to create a more inclusive workplace.</i> • <i>Recruitment: RIDE is committed to recruiting a diverse workforce. The company works with a variety of organizations to reach out to underrepresented groups.</i>

OEM	Response	Description
		<ul style="list-style-type: none"> • <i>Retention: RIDE is committed to retaining a diverse workforce. The company offers a number of programs and benefits to support employees from different backgrounds, such as flexible work arrangements and childcare assistance.</i> • <i>RIDE's diversity and inclusion efforts have been recognized by a number of organizations. In 2021, the company was named one of the "100 Best Companies to Work For" by Fortune magazine. RIDE was also named one of the "Best Workplaces for Diversity" by the Human Rights Campaign.</i> • <i>RIDE is committed to creating a workplace where everyone feels welcome and respected. The company's diversity and inclusion initiatives are an important part of its mission to create a better world.</i>
Lightning eMotors	Yes	<p><i>While we have initiatives to expand opportunities for communities traditionally underrepresented in manufacturing, we don't have measurable goals yet. We're hiring more women and people of color in all aspects of the company (not just production) and are in the process of developing our first ERG (Employee Resource Group) for the women at Lightning. As we continue to grow, these strategic goals will also grow.</i></p>

OEM	Response	Description
Lion Electric	Yes	<i>Lion is committed to facilitating an inclusive and diverse corporate culture that respects and maximizes the contributions of the different backgrounds that our employees bring to Lion for the benefit of our clients, workforce, shareholders, and communities. We believe that diversity, equity and inclusion are critical in building a culture of collaboration, partnership, autonomy, integrity, transparency, performance, and trust. These elements, which are fundamental to attracting and retaining the best talent globally, serve as a foundation to our Diversity, Equity and Inclusion Policy, which we released in early 2022. This Policy creates a common foundation among our staff and leadership around Lion's company values and culture and helps facilitate an environment in which every individual can succeed. Going forward, we plan to set specific social objectives and measures to monitor their implementation to report on our progress annually in our ESG Report.</i>
Micro Bird	Yes	<i>Micro Bird hires international employees.</i>

OEM	Response	Description
Navistar	Yes	<i>Navistar is deeply committed to diversity, equity and inclusion (DEI). Our vision is to empower an inclusive and engaged workforce that drives a sense of belonging and celebrates and respects our differences. For employees, this means creating an inclusive work culture by recruiting, hiring, training, developing and retaining employees from diverse backgrounds. Navistar's eight employee resource groups (ERGs) provide a sense of community, personal and professional development, volunteer opportunities, and more. For our communities, it means partnering with local organizations that support Navistar's social justice values. For customers and suppliers, this means maintaining and growing Navistar's supplier diversity program.</i>
Thomas Built Bus	Yes	<i>Both TBB and the Company maintain Equal Employment Opportunity (EEO) plans for the purposes of expanding representation at all levels of employment. Additionally, at the Company-level, recruiting takes place at both historically black colleges and universities (HBCUs) and at major recruiting events for underrepresented groups.</i>

Second-chance hiring is the practice of hiring individuals with a criminal record. Does your company utilize second-chance hiring practices to expand opportunity for individuals with a past conviction?

The U.S. Department of Labor defines the term "justice-involved" as an adult or juvenile who is or has been subject to any stage of the criminal or juvenile justice process and who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction. For information about the goals of second-chance hiring

and existing federal efforts, please see this White House Fact Sheet [🔗](https://www.whitehouse.gov/briefing-room/statements-releases/2022/04/26/fact-sheet-biden-harris-administration-expands-second-chance-opportunities-for-formerly-incarcerated-persons/)

<<https://www.whitehouse.gov/briefing-room/statements-releases/2022/04/26/fact-sheet-biden-harris-administration-expands-second-chance-opportunities-for-formerly-incarcerated-persons/>>.

OEM	Response	Description
Blue Bird Corporation	Yes	<i>Blue Bird takes pride in Financially, Economically and Socially Empowering the residents in and around the counties that we have been operating in for almost 100 years. Our badge of honor is to ensure every individual is given a fair shot at the American dream through access to good paying job opportunities, and skills to help them cater for their families. This is why Blue Bird, partners with the Peach County Accountability Court Program to provide recently paroled individuals in the community a second chance, and a hand up to begin anew.</i>
BYD / RIDE	Yes	<i>RIDE is proudly committed to the hiring of second chance individuals in the community. The Company's community benefits agreement specifically calls for the hiring of second chance individuals and others who face traditional barriers to employment. There are many examples in the RIDE plant of employees who are in this category.</i>

OEM	Response	Description
Lightning eMotors	Yes	<i>Yes. While all Lightning employees are subject to a criminal background check once they become the final candidate, should something come up from their past, we review on a case-by-case basis. We make decisions with input from the employee and discuss with them directly rather than declining immediately. Additionally, we have “banned the box” and do not require any applicant to disclose if they have a felony conviction in their past – this is in direct compliance with Colorado’s “ban the box” law.</i>
Lion Electric	Yes	<i>Lion recognizes that second chance opportunities offer people who have made mistakes and served their time a path to make meaningful contributions to their communities and reduce recidivism. Currently, Lion utilizes second- chance hiring practices on a case-by-case basis to expand opportunities in the organization for individuals with past convictions. With these practices, we have successful onboarded employees who have faced obstacles in securing employment due to their criminal records in roles such as production, shipping, and receiving.</i>
Micro Bird	Yes	<i>Depending on the seriousness and/or the nature of the crimes committed and if more than 10 years of rehabilitation, Micro Bird being an equal opportunity employer, will sometimes hire workers with a criminal record.</i>
Navistar	No	<i>Navistar is an equal opportunity employer and evaluates all candidates on a case-by-case basis, in accordance with applicable law.</i>

OEM	Response	Description
Thomas Built Bus	Yes	<i>No further detail provided.</i>

Training and Advancement

Do you provide all employees with the appropriate occupational safety and health training on hazards in their workplace?

Describe the occupational safety and health training you provide for your employees (e.g. OSHA 10 and OSHA 30).

OEM	Response	Description
Blue Bird Corporation	Yes	<i>As part of new hire orientation, our teammates are provided with basic safety training to effectively perform assigned duties and tasks in a safe manner. Our safety first policy is to ensure OSHA training and requirements are continuously refreshed for the safety of our teammates from hazards.</i>

OEM	Response	Description
BYD / RIDE	Yes	<p><i>RIDE offers OSHA 10 and OSHA 30 training to its employees. OSHA 10 training is a 30-hour course that covers general safety topics, such as hazard recognition, personal protective equipment, and emergency procedures. OSHA 30 training is a 70-hour course that covers more specialized safety topics, such as construction safety, electrical safety, and confined space entry. RIDE offers OSHA 10 and OSHA 30 training through its own in-house training program. The training is conducted by experienced safety professionals who are certified by OSHA. RIDE also offers OSHA 10 and OSHA 30 training through a variety of third-party training providers.</i></p> <p><i>RIDE requires all new employees to complete OSHA 10 training within their first 90 days of employment. Employees who are required to work in hazardous areas are also required to complete OSHA 30 training.</i></p> <p><i>RIDE's OSHA 10 and OSHA 30 training programs are designed to help employees understand the hazards in their work environment and how to protect themselves from injury. The training also helps employees understand their responsibilities under OSHA regulations.</i></p> <p><i>RIDE is committed to providing a safe workplace for its employees. The company's OSHA 10 and OSHA 30 training programs are an important part of its safety program.</i></p>

OEM	Response	Description
Lightning eMotors	Yes	<i>Provide weekly 'toolbox talks' on variety of topics from hand/powertool safety, ergonomics, ladder safety, forklift vehicle safety, haz com, LOTO, slips/trips/falls, HV Safety Awareness, Emergency Action Plan, Battery emergency plan, PPE, Hotwork fire prevention, fire extinguisher training, heraing protection, compressed air. Additional-safety orientation provided to employees upon first hire and applicable trainings provided depending on type of work (more in depth HV trainings, vehicle movement, etc).</i>
Lion Electric	Yes	<i>The health and well-being of every employee is of utmost importance to Lion. We strive to maintain the very highest safety and health standards across all our operations. Lion has a robust Occupational Health and Safety (OHS) department to establish safety procedures and communicate these with all employees. Lion believes that each employee, regardless of the work they do, plays a vital role in achieving a safe work environment. Our developed tools and procedures to prevent workplace accidents, injuries, and to promote a safe and healthy workplace are disseminated to all employees in the organization. The LionAcademy online portal offers e-learning safety courses that our employees can access at any time. This portal provides safety information and training on appropriate work procedures to follow, usage of equipment such as cables, lifts, grinders, etc., and common workplace hazards such as high voltage batteries.</i>

OEM	Response	Description
Micro Bird	Yes	<i>During integration, employees are trained on the different risks of their workstation. They are also taught how to use the tools safely. For example, we certify lift truck operators for safe driving. We train on hazardous products, etc. There is also a one-week welcome program with each new worker that includes mentoring.</i>
Navistar	Yes	<i>Navistar complies with OSHA best practices to establish appropriate safety procedures and communicate them to all employees. Navistar provides its employees with the training, tools and processes to prevent workplace accidents, injuries, and to promote a safe and healthy workplace. Navistar strives to maintain the highest safety and health standards across all of its facilities.</i>
Thomas Built Bus	Yes	<i>The Company offers Skilled Trades/Journeyman paid training/apprenticeship program, as well as a Certified Welding training program.</i>

Do you offer a Registered Apprenticeship Program?

Describe what high-quality training opportunities your company provides, or supports through third-party partners, to bring new individuals (especially those traditionally underrepresented in manufacturing) into manufacturing careers. Examples may include paid on-the-job training programs, pre-apprenticeship programs, Registered Apprenticeships, and partnerships with local training providers and/or community colleges. Describe what careers you prepare students for and roughly how many students you train through these programs in one year.

OEM	Response	Description
Blue Bird Corporation	Yes	<i>Blue Bird is committed to developing the skills of its current and future team members. To support this, Blue Bird is developing a Registered Apprentice program in coordination with local state-supported colleges.</i>

OEM	Response	Description
BYD / RIDE	Yes	<p><i>The program is called the RIDE Industrial Manufacturing Technician Apprenticeship Program and it is designed to train workers in the skills needed to work in the electric vehicle manufacturing industry. The program is open to both new employees and incumbent workers who may lack formal training.</i></p> <p><i>The RIDE Industrial Manufacturing Technician Apprenticeship Program is a 18-month program that consists of both classroom and hands-on training. The classroom training covers topics such as safety, blueprint reading, manufacturing concepts, machine trade mathematics, lean manufacturing techniques, technical memo writing skills, and emerging trends in manufacturing. The hands-on training allows apprentices to gain experience in a variety of manufacturing skills, such as welding, electrical wiring, and assembly of complex mechanical and electrical systems. At the end of the program, apprentices are eligible to earn a nationally recognized certificate of completion. The certificate of completion can be used to advance their careers in the electric vehicle manufacturing industry.</i></p> <p><i>The RIDE Industrial Manufacturing Technician Apprenticeship Program is a great opportunity for workers who are interested in a career in the electric vehicle manufacturing industry. The program provides workers with the skills and training they need to succeed in this growing field.</i></p>

OEM	Response	Description
		<p><i>Here are some of the benefits of participating in the RIDE Industrial Manufacturing Technician Apprenticeship Program:</i></p> <ul style="list-style-type: none"> • <i>Earn a nationally recognized certificate of completion</i> • <i>Gain hands-on experience in a variety of manufacturing skills</i> • <i>Advance your career in the electric vehicle manufacturing industry</i> • <i>Receive competitive wages and benefits</i> • <i>Be part of a growing company that is committed to sustainability</i>
Lightning eMotors	No	<i>No, unfortunately at this time we do not have a registered apprenticeship program.</i>
Lion Electric	No	<i>Lion does not currently offer a Registered Apprenticeship Program. However, we do partner with local community colleges to provide paid opportunities to students aspiring in careers in the industry. More details about this program are outlined in our following response.</i>
Micro Bird	Yes	<i>No further detail provided.</i>

OEM	Response	Description
Navistar		<p><i>Navistar offers high-quality apprenticeship programs at several of its locations. Navistar has an Industrial Maintenance Registered Apprentice Program at its Huntsville, Alabama facility. Participating Navistar employees continue to work full-time for Navistar while attending Calhoun Community College to work toward obtaining their Journey worker Certification. Navistar also participates as a supporting board member on the Texas Federation for Advanced Manufacturing Education (FAME) organization, and sponsors a number of Student Maintenance Technicians who work at the Navistar part-time while enrolled in the Advanced Manufacturing Technician two-year degree program at St. Philip's College. Additionally, Navistar has a partnership with North Central College in Naperville, Illinois, where the Company sponsors a simulated integrated manufacturing lab in the College's engineering department, allowing students to incorporate an understanding of the manufacturing process into their designs.</i></p>
Thomas Built Bus	Yes	<p><i>The Company offers Skilled Trades/Journeyman paid training/apprenticeship program, as well as a Certified Welding training program.</i></p>

Outside of Registered Apprenticeship Programs, do you offer paid training opportunities to help individuals start a career in manufacturing?

OEM	Response	Description
Blue Bird Corporation	Yes	<i>It is our commitment to upskill our teammates with technical tools and ongoing learning in leadership skills as well. As a result, Blue Bird provides on-the-job training for all new hires for core job-related skills. Front line leaders receive incremental training on leadership and management skills to further develop their team leadership capabilities. 80%+ of our direct leadership and skilled labor classifications are filled from within, which we believe ensures a career path trajectory within the company.</i>

OEM	Response	Description
BYD / RIDE	Yes	<p>Here are some specific examples of BYD's training programs:</p> <ul style="list-style-type: none"> • <i>RIDE's Safety Training Program: This program is designed to help employees understand the hazards in their work environment and how to protect themselves from injury. The program is mandatory for all new employees and is also offered on a regular basis for existing employees.</i> • <i>RIDE's Quality Training Program: This program is designed to help employees understand the importance of quality and how to produce high-quality products. The program is mandatory for all new employees who are responsible for producing products and is also offered on a regular basis for existing employees.</i> • <i>RIDE's Lean Manufacturing Training Program: This program is designed to help employees understand the principles of lean manufacturing and how to apply them to their work. The program is mandatory for all new employees who are responsible for manufacturing products and is also offered on a regular basis for existing employees.</i> • <i>RIDE's training programs are designed to help employees learn the skills they need to be successful in their roles. The training is also designed to help employees stay up-to-date on the latest technologies and best practices.</i>

OEM	Response	Description
Lightning eMotors	No	<i>We are in discussions with Larimer County to set up a paid internship program with local high school students, but we currently do not offer any paid training opportunities.</i>
Lion Electric	Yes	<i>Lion recognizes the importance of introducing young professionals to plant operations early on in their career. In July of 2023, Lion will be officially opening a new manufacturing plant in Joliet, IL to support the mass production of new all-electric vehicles sold in the U.S. Lion has partnered with local community colleges to this facility, such as Joliet Community College, to hire students who are focusing their studies in the automotive or electrical field. Students have the opportunity to apply for a paid, part-time position at the manufacturing plant to learn about the engineering, configuration, and assembly of purpose- built all-electric vehicles. Lion works with accepted students to find a work schedule that best suits the students class schedule needs.</i>
Micro Bird	Yes	<i>No further detail provided.</i>

OEM	Response	Description
Navistar	Yes	<i>Navistar provides on-the-job training to all new hires. Navistar also offers a number of management and leadership rotational programs, including a Finance and Accounting Leadership program that provides certain employees with three one-year rotations to provide hands-on experience in Accounting, Finance, and Operations; and an Operations Management Development Program that provides certain employees with a two-year rotation to provide hands-on experience in operations management and engineering. Navistar also has active internship and co-op programs for college and graduate students. Navistar's practice of utilizing a third-party contracting agency to introduce new workers to the facility enables these individuals to receive on-the-job training, with an opportunity to convert to regular, full-time employment within 30-90 days of their start date.</i>
Thomas Built Bus	Yes	<i>No further detail provided.</i>

Do you provide training programs for current employees to empower them to pursue promotion and advancement opportunities?

Describe the training programs and promotion pathways you offer for existing workers seeking advancement opportunities.

OEM	Response	Description
Blue Bird Corporation	Yes	<i>Blue Bird provides cross training for hourly roles and supports employees who build their value by growing their skills and abilities to grow through the established job classification matrix.</i>
BYD / RIDE	Yes	<i>RIDE is committed to providing its employees with the training they need to be successful. The company believes that training is an investment in its employees and that it pays off in the long run.</i>
Lightning eMotors	No	<i>Lightning eMotors (LeM) requires technicians with specific targeted skills to support our production objectives. From certified welders to building complex wire harnesses to assembling complex powertrains to de-contenting and upfitting vehicles with our electrification solution; our technicians need to be well rounded and have a firm foundation of basic skills and training. As a quickly growing company, our challenges include establishing a Quality foundation and culture; implementing Lean Manufacturing for efficiency improvements; and applying the 5S Process for organizational and productivity gains. In addition, LeM also wants to remain focused on safety by implementing targeted training in ergonomics, hazard identification, and risk assessment. These training modules will allow LeM to continue to grow to meet our business objectives while making sure we provide the required tools and resources for our technicians.</i>

OEM	Response	Description
Lion Electric	Yes	<i>Lion prioritizes strong workforce development and job quality practices, reflected in our robust manufacturing workforce. In addition to safety curriculums, LionAcademy offers employees a range of training programs to educate them on new and developing technologies. These courses are offered in both English and French for easy comprehension for all employees. the purpose of these courses is to equip current employees with the necessary tools, skills, and knowledge to advance in their careers at Lion.</i>
Micro Bird	Yes	<i>No further detail provided.</i>
Navistar	Yes	<i>Navistar affords employees a broad range of training and leadership development opportunities both on-the-job and outside of the company. Eligible employees may cross-train on other jobs and bid on other jobs when they become available to increase their knowledge, skills and abilities. Navistar also offers a tuition reimbursement program for eligible employees.</i>
Thomas Built Bus	Yes	<i>Employees have the ability to cross-train on other jobs as well as bid on other jobs when they become available to increase their knowledge, skills and abilities. TBB also offers welding classes for employees who wish to learn.</i>

School District Training and Support

Does your company provide services to train school districts on how to operate and maintain their new buses?

Describe the support your company provides to help school districts meet the workforce training needs of their staff when adopting this bus technology. This may include training and resources for bus drivers, maintenance staff, and other essential personnel for operating the buses.

OEM	Response	Description
Blue Bird Corporation	Yes	<p><i>Blue Bird supports school district drivers and service technicians through online and in-person training opportunities, in collaboration with our exclusive and dedicated dealer network.</i></p> <p><i>Online Training: Since October 2020, Blue Bird has offered online training to dealers, customer technicians, and drivers. Online courses are tailored to the audience and cover topics such as EV Product Overview, High Voltage Awareness, Operational Procedures, and Charging. This training is updated on pace with product revisions and encompasses current and past year models.</i></p> <p><i>In-person training: Blue Bird facilitates in-person product launch support for new and existing EV customers. Drivers and technicians have the opportunity to engage in structured conversation around the EV product, fostering confidence and safety in day-to-day EV operations. EV product launch support includes hands-on assessments, ride and drives, and a companion workbook to foster high engagement and retention. This training also serves as an in-person launch point for our online EV training.</i></p>

OEM	Response	Description
BYD / RIDE	Yes	<p><i>RIDE offers a variety of training opportunities for school districts including operator, first responder, and technician training. These trainings can be offered in-person, online, or mix depending on the specific district needs.</i></p> <p><i>Additionally, RIDE offers guidance to districts seeking to implement the Clean School Bus Program, by explaining the grant process and offering assistance where needed.</i></p>
Lightning eMotors	Yes	<p><i>Lightning eMotors provides in-depth EV technician training available on your premises or at our Loveland CO location. This can be a 3 day or 4 day training with hands on activities. Some prerequisite training and safety classes are required. Every Lightning eMotors vehicle is equipped with a telematics. This allows Lightning eMotors to monitor the health of every EV; but it also forms the basis of the valuable Lightning Analytics service for our customers.</i></p>

OEM	Response	Description
Lion Electric	Yes	<i>Lion has established the Lion Customer Success Team dedicated in zero-emission vehicle deployment and provides comprehensive training to new adopters. Customized curriculums are offered for drivers, operators, mechanics, and electricians through in-person and video sessions. On the day of delivery, a dedicated team member conducts vehicle training, covering essential aspects such as operation, energy efficiency, controls, and the owner's manual. Upon request, technical trainers are available to educate in-house mechanics. Training sessions can be held either at customer sites or at Lion's Experience Centers, catering to various stakeholders including officials, responders, and agencies. Lion's Customer Success Team offers refresher trainings to school districts to ensure their knowledge of electric vehicles remains accurate and up to date. These follow-up sessions address any knowledge gaps that may arise due to staff turnover and enhance drivers' confidence in operating electric buses. The assigned Lion representative remains available to provide ongoing assistance as needed.</i>
Micro Bird	Yes	<i>The Micro Bird Academy Program offers training adapted for people who must interact with the bus (Micro Bird dealers, drivers, first responders, fleet managers, service technicians, etc). The different modules are provided by Micro Bird and can be performed independently (web-based platform), online with a Micro Bird trainer (Teams, Zoom), or onsite with a Micro Bird trainer.</i>

OEM	Response	Description
Navistar	Yes	<i>Navistar provides training to its customers, drivers and first responders of electric buses regarding components, safety, charging, and other operations (e.g. starting, regenerative braking, towing, etc.). Navistar relies on its dealer network to provide training to the end users of its traditional buses; this training varies depending on the market.</i>
Thomas Built Bus	Yes	<i>TBB, in conjunction with its network of independent dealerships, works hand-in-hand with its mutual customers to ensure familiarization with, and safe operation of, its products.</i>

Community Partnerships

Does your company partner with outside organizations in the workforce development ecosystem, such as the local American Jobs Center or workforce development board, training providers, community colleges, or community-based organizations?

Describe how your company engages with community partners to achieve the goals of recruiting and supporting a diverse, well-trained workforce. Examples may include working with partners to proactively recruit workers underrepresented in manufacturing and/or working with community-based partners to provide supportive services to employees that face barriers to employment. Partners could include the local American Jobs Centers, state and local workforce development boards, or other public workforce providers, labor organizations, community-based nonprofits, local educational institutions, health and mental healthcare providers, and others.

OEM	Response	Description
Blue Bird Corporation	Yes	<p><i>Our establishment is deeply rooted in middle Georgia for almost 100 years, and it has always been our mantra to keep reinvesting in the communities in which we operating to ensure quality workforce development and job creation.</i></p> <p><i>Our open positions are posted through Employ Georgia at the Georgia Department of Labor, which reaches tens of thousands of potential employees both in and outside peach county, GA.</i></p> <p><i>Blue Bird also partners with local high schools and trade schools for skilled development and direct hire programs. We also partner with Community Colleges and Universities to offer internship and coop opportunities to students, and direct access to entry-level positions in a our professional space including engineering, finance, supply chain and others.</i></p>

OEM	Response	Description
BYD / RIDE	Yes	<p><i>RIDE works with community partners in the United States. The company has a number of partnerships with local organizations, including:</i></p> <ul style="list-style-type: none"> • Jobs to Move America (JMA): JMA is a nonprofit organization that provides job training and placement services to people with disabilities. RIDE has partnered with JMA to provide employment opportunities for people with disabilities at its manufacturing plant in Lancaster, California. • United Way: United Way is a nonprofit organization that provides social services to people in need. RIDE has partnered with United Way to provide financial assistance to families in need in the Lancaster area. • Boys & Girls Clubs of America: Boys & Girls Clubs of America is a nonprofit organization that provides youth development programs to children and teens. RIDE has partnered with Boys & Girls Clubs of America to provide educational programs and mentoring services to children in the Lancaster area. <p><i>RIDE is committed to giving back to the communities where it operates. The company believes that it is important to support the communities that support it. RIDE's partnerships with community partners help the company to make a positive impact on the communities where it operates.</i></p> <p><i>In addition to the partnerships mentioned above, RIDE also supports a number of other community initiatives. For example, the company donates</i></p>

OEM	Response	Description
		<p>money to local schools and hospitals. RIDE also sponsors a number of community events, such as festivals and sporting events.</p> <p>RIDE's commitment to community engagement is part of the company's overall sustainability strategy. The company believes that it is important to balance economic growth with environmental protection and social responsibility. RIDE's community partnerships help the company to achieve this balance.</p>
Lightning eMotors	Yes	<p>LeM partnered with Aims Community College to obtain a training grant through Colorado First for FY 2023, we successfully trained over 100 entry level production new hires. We are currently in the process to apply for an Existing Industry Job Training grant for FY 2024.</p> <p>LeM is partnering with CSU to train our current Engineering workforce. CSU has received a grant from the Office of Innovative Mobility (OIM) and CDOT. With this grant we will develop training for Zero Emission Vehicles (ZEV). This training is for 2023 and 2024.</p>



OEM	Response	Description
Lion Electric	Yes	<i>Working with local community groups and institutions of higher learning on targeted workforce/community development is a point of emphasis for Lion. At this time, Lion is partnered with multiple community colleges adjacent to our manufacturing plant and in the greater Chicago area (personalized Lion curriculums have been shared with Joliet Junior College and Olive Harvey College) , with plans to continue our communal outreach into additional community colleges, particularly ones with under-served populations. With the Joliet, IL facility officially opened, Lion is actively engaged with a robust span of community partners to recruit and support a diverse, well-trained workforce. Lion is also partnering with School Districts all across the country to apply for the EPA Clean School Bus program. Lion supports School Districts with the replacement, financing, and deployment of new all-electric school buses. In doing so, we collaborate with local, community based organizations to do workforce development, vehicle repurposing, and EV educational sessions.</i>

OEM	Response	Description
Micro Bird	Yes	<i>Micro Bird works with the local vocational schools and universities for student immersion and to steer the training program for the industry needs. Students' involvement at Micro Bird varies from specialized workers on the production line and the assembly process, to painters, welders, and mechanics. It is important to highlight the collaborative engagement of students pursuing advanced academic degrees within our organization. In addition to our experienced team of Engineers, Micro Bird boasts several interns specializing in the fields of design and engineering, including a student who has spent the last 18 months working towards her doctorate degree in modular design, while making valuable contributions to our company.</i>

OEM	Response	Description
Navistar	Yes	<i>Navistar is an equal opportunity employer and we are committed to creating lasting change in our workplace, communities and world. We support crucial STEM education and employee volunteer activities to protect our planet – focusing on equitable opportunities for all. Navistar utilizes a third party to disseminate all job postings to state workforce agencies and outreach organizations to attract diverse talent. Navistar attends various college fairs and job fairs to attract a wide range of applicants and IC Bus recently announced a partnership with Automotive Service Excellence (ASE) to sponsor EV safety training for 1000 high school students in auto tech programs. Navistar also has a relationship with the Bridges Foundation, which is an organization that provides training and employment opportunities to individuals with disabilities.</i>
Thomas Built Bus	Yes	<i>TBB partners with several organizations based in and around the High Point, North Carolina area to this end, including but not limited to: NCWorks, GuilfordWorks, Guilford Chamber of Commerce, local high schools, colleges and universities, and Dismas Charities.</i>

Resources for OEMs

EPA encourages clean school bus OEMs to participate in this request to create transparency around the manufacturing jobs being created and supported by the Clean School Bus Program. Responses were requested by May 31, 2023. Responses received after May 31 will be added to this page on a rolling basis. Please send responses to cleanschoolbus@epa.gov.

-  Request for Information (RFI) on OEM Job Quality and Workforce Development Practices (pdf) <<https://www.epa.gov/system/files/documents/2023-04/fy23-csb-oem-workforce-req-info-2024-04.pdf>> (232.57 KB, April 2023)
-  Template for Responding to OEM Job Quality and Workforce Development Practices RFI (xlsx) <<https://www.epa.gov/system/files/documents/2023-04/fy23-csb-oem-workforce-template-2023-04.xlsx>> (40.8 KB, April 2023)

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