

# U.S. Employment Plan



Ruby Diaz is a quality control technician at a Kinkisharyo railcar factory in Los Angeles County. Jobs like hers were created as a result of Los Angeles Metro including the USEP in their 2012 Request For Proposals for light-rail vehicles. Photo credit: Deanne Fitzmaurice

## ABOUT JMA

Founded in 2013, **Jobs to Move America** is a national organization dedicated to ensuring that public spending on transit results in good manufacturing jobs for U.S. workers, including people historically excluded from the manufacturing industry. JMA has built broad-based coalitions of community, labor, civil rights and other groups across the country.

## THE U.S. EMPLOYMENT PLAN

The U.S. Employment Plan (USEP) is a policy tool that transit agencies can include as part of their Request for Proposals (RFP) to encourage bus and train manufacturers to commit to creating good manufacturing jobs, investing in new or existing manufacturing facilities, and establishing pathways into the industry for people facing barriers to employment. The USEP can be tailored to fit the needs of different transit agencies.



**JOBS TO MOVE  
AMERICA**

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## HOW IT WORKS

**Disclosure:** requests transportation manufacturing companies to detail the number and quality of U.S. jobs on a contract. Companies can strengthen their proposals by providing hiring and training plans, and opportunities for underrepresented workers.

**Evaluation:** provides a scoring method for transit agencies to evaluate competing proposals from manufacturing companies. Scoring criteria reward companies for robust commitments to creating good U.S. jobs, advancing workforce development and investing in U.S. factories.

**Implementation:** awards manufacturers for commitments to jobs, training, and pipelines for non-traditional workers. These commitments become legally binding elements of the contract.

## SUCCESS!

To date, the USEP has been adopted by: New York Metropolitan Transportation Authority, Los Angeles County Metropolitan Authority, Chicago Transit Authority (CTA) and Amtrak.

U.S. Department of Transportation Secretary Foxx cited the USEP as an innovative way to leverage public funds to create jobs and opportunities for underrepresented communities.

In 2015, the CTA awarded a \$1.3 billion contract to CRRC that includes a USEP provision. The plan will result in thousands of supplier jobs, a factory, 169 good manufacturing jobs in Chicago's South Side, and hundreds more through the supply chain.

In 2012, LA Metro's USEP resulted in the award of an \$890 million contract to Kinkisharyo after it agreed to create good U.S. jobs. To date, they have created 400 good manufacturing jobs in LA County and most of those employed are people of color.

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