



Project Labor Agreement (PLA)/  
Construction Careers Policy (CCP) Report  
Executive Management Committee  
April 21, 2022

# PLA/CCP Program Achievements

- **Attainment - Program Inception to December 2021**
  - 58.28% Economically Disadvantaged
  - 21.84% Apprentice
  - 10.79% Disadvantaged
- >\$426 Million paid to Targeted Workers \*
  - >\$78 Million paid to Disadvantaged Workers \*
  - >\$120 Million paid to Apprentice Workers\*\*
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts

(\*Based on the lowest laborers rate as of June 2017)

(\*\*Based on the lowest apprentice rate as of January 2017)

(Workers may fall into multiple categories)



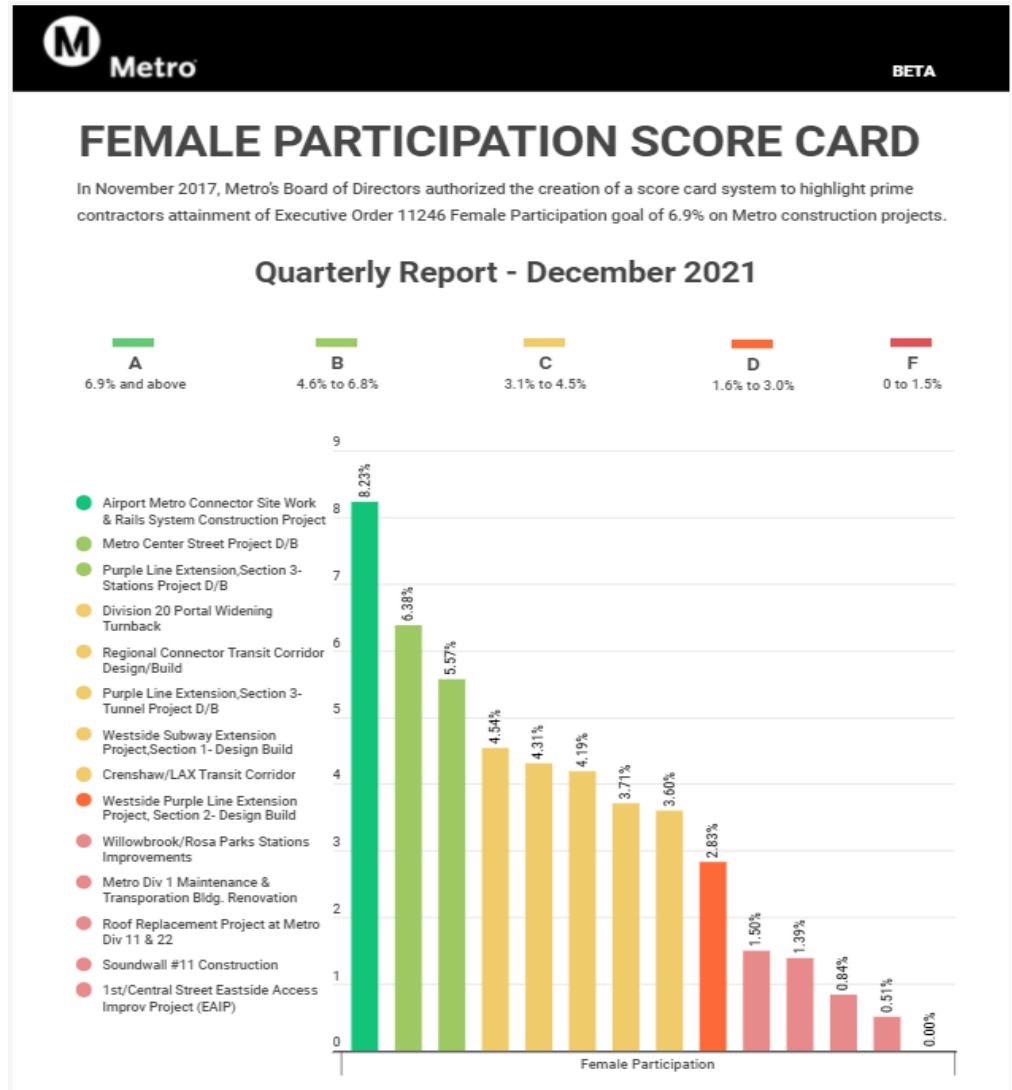
**Metro**

# Prime Contractors

- Metro's mega-project prime contractors are in attendance
- We thank them for their continued partnership in ensuring that Metro's goals are met

# Female Participation Score Card

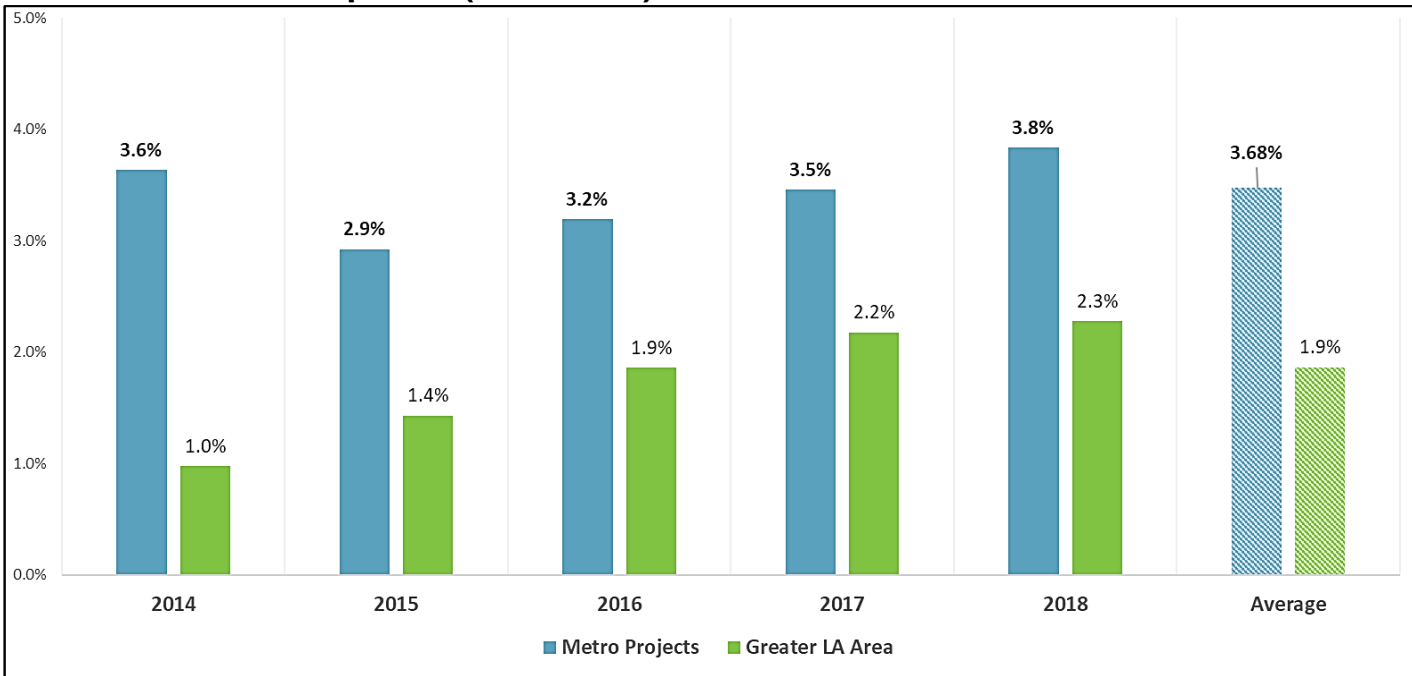
- ❖ Overall female participation attainment is 3.69%
- ❖ Highest rating as of FY22 Q2 reporting is A grade



# Metro Female Participation Comparison

- Chart Below represents Metro female participation in comparison to other non-Metro projects in the region.

**Metro Female Participation (2014-2018)**



Source: Estalano Lesar Advisors – Disparity Study

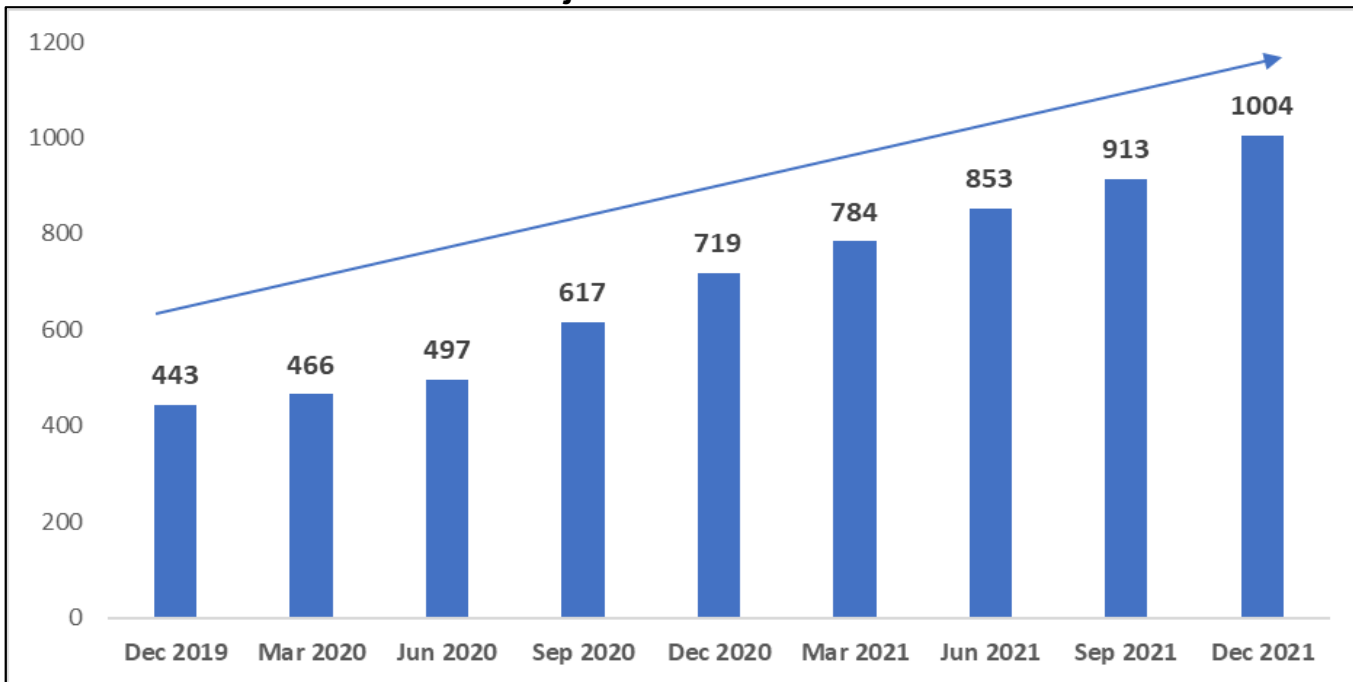


**Metro**

# Success Stories

- Over 1000 females have worked on Metro PLA/CCP construction projects

**No. of Females on Metro Active Projects**



Source: As reported by the prime contractors



**Metro**

# Women in the Trades Action Plan

- Metro and Laborers Union (Local 300) collaborating to establish a tunnel worker training facility in the LA region. Currently the only training facility for tunnel worker is in Seattle, Washington which creates hardship for individuals to participate. Establishment of a local tunnel worker training facility will help fulfill the LA regions need for tunnel workers with priority given to females interested to start a career in the construction industry.
- Metro in partnership with Building Next Gen, LA County AJCC, East Los Angeles Community College, and trades to host an in-person job-fair event on April 13, 2022. This event will focus on recruiting females interested to start a career in construction.
- Metro to plan a Joint Awareness Campaign in collaboration with LAOCBTC, union trades, prime contractors, and community-based organization with a focus of building future workforce capacity with special focus on females.
- Collaborate with Women in Non-Traditional Employment Role (WINTER) to continuously seek grant opportunities to help empower, train, educate and prepare women for transformative careers in the construction industry. In addition, Metro shall provide continuous employment referral to female graduates of WINTER on Metro project sites.
- Consistently support the Women Build Metro LA (WBMLA) events.



# Support of Women Build Metro LA (WBMLA)

## TEAM Members:

- Jan Davis – Asst. DEOD Representative
- Olga Lopez – Sr. DEOD Representative
- Angela Scott – Sr. DEOD Representative
- Sidney Urmancheev – DEOD Representative
- Michael Flores – Manager, DEOD



# PLA/CCP 10 Year Anniversary Video

Video link (here)



Thank you



Metro