



Project Labor Agreement (PLA)/
Construction Careers Policy (CCP) Report
Construction Committee
March 21, 2019

PLA/CCP Program Achievements

- **Attainment - Program Inception to December 2018**
 - 59.63% Economically Disadvantaged
 - 21.61% Apprentice
 - 11.56% Disadvantaged
- >\$209 Million paid to Targeted Workers *
 - \$40 Million paid to Disadvantaged Workers *
 - \$56 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)

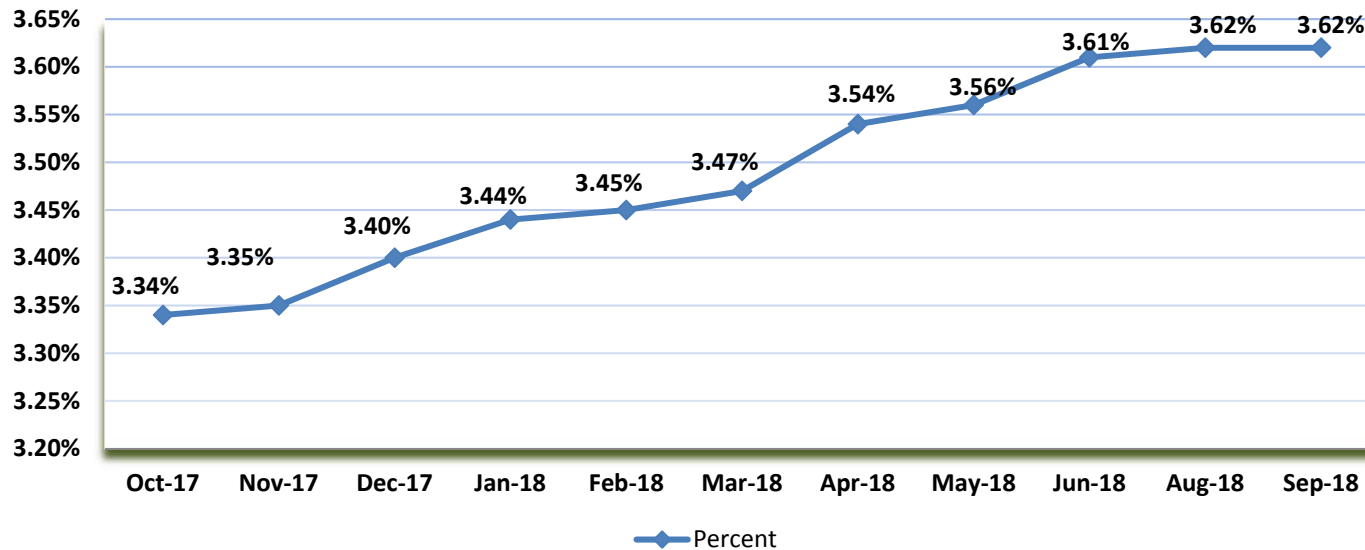
(**Based on the lowest apprentice rate as of January 2017)

(Workers may fall into multiple categories)



Female Participation Attainment

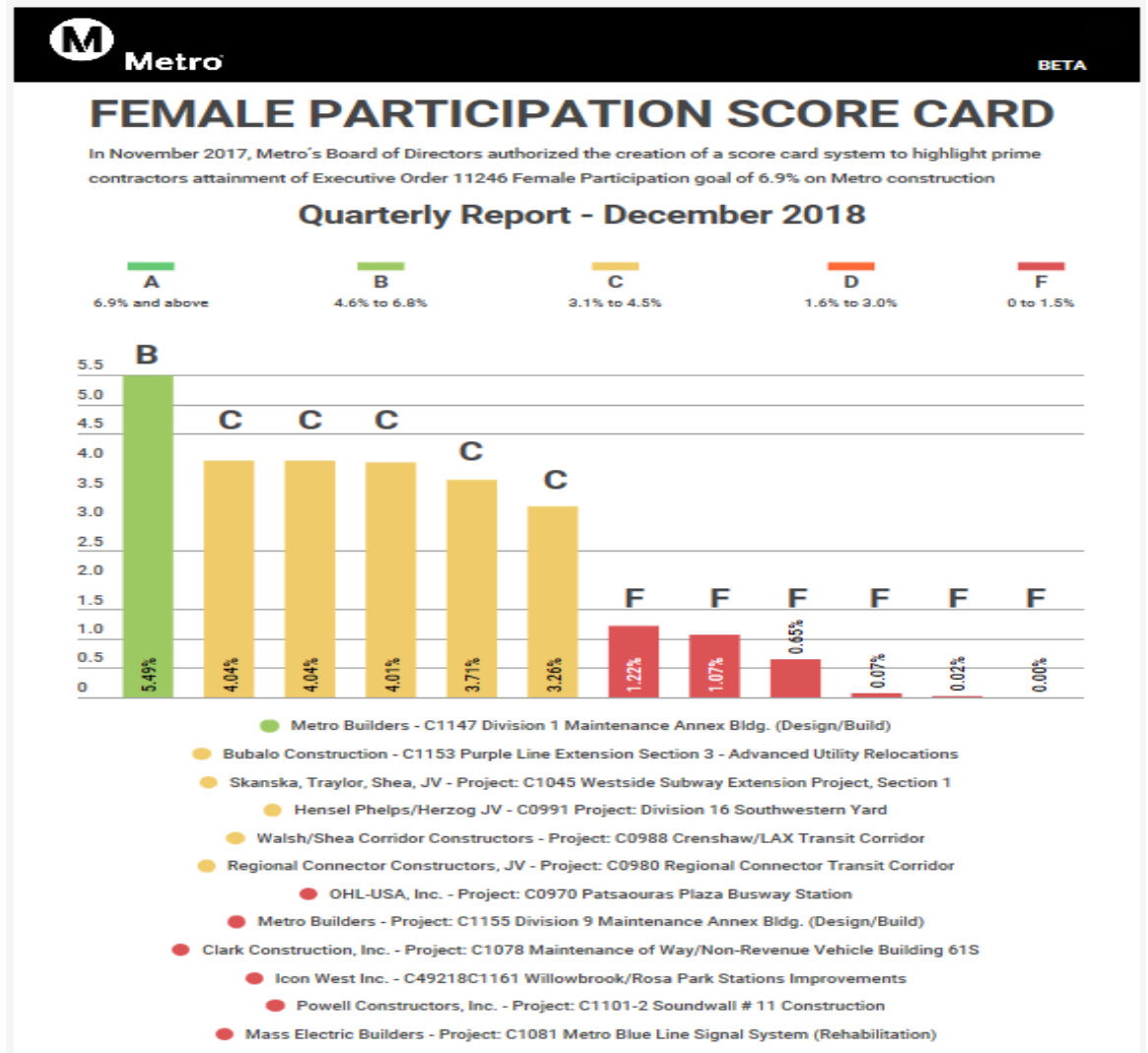
Female Participation Attainment



- Steady measurable increase of overall participation
- 385 female workers were hired on all active construction projects as of reporting period

Female Participation Score Card

- ❖ Overall female participation attainment is 3.62%
- ❖ Highest rating as of FY 19 Q2 reporting is B grade





Women in the Trades Action Plan

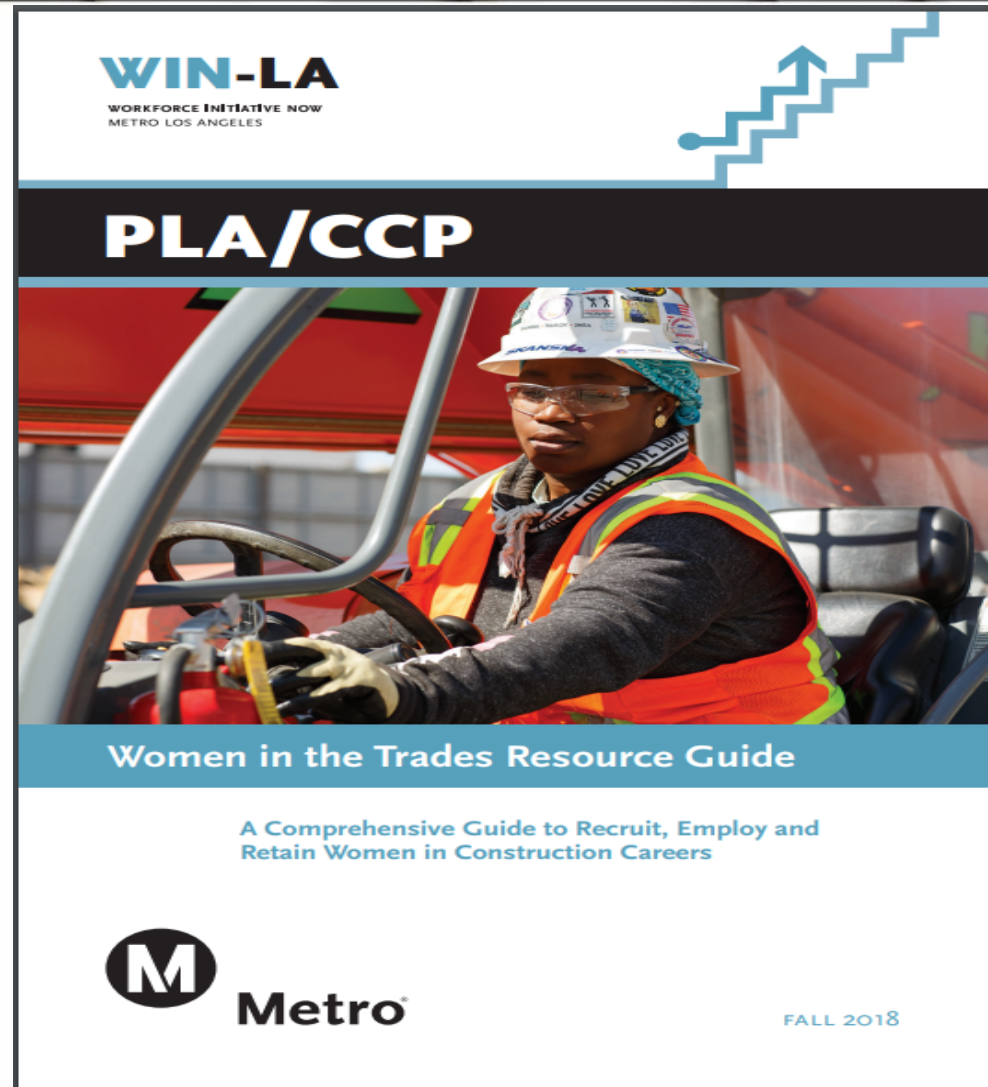
- Initiated efforts to increase female participation attainment such as: female participation scorecard, quarterly meeting with prime contractor's job coordinators and increased female attainment compliance monitoring; including other initiatives
- Developed an action plan now rebranded as Women in the Trades Action Plan
- Developed Women in Trades Resources Guide
- Commissioned a Regional Construction Workforce Study to assess the current and future capacity of women in the trades



Metro

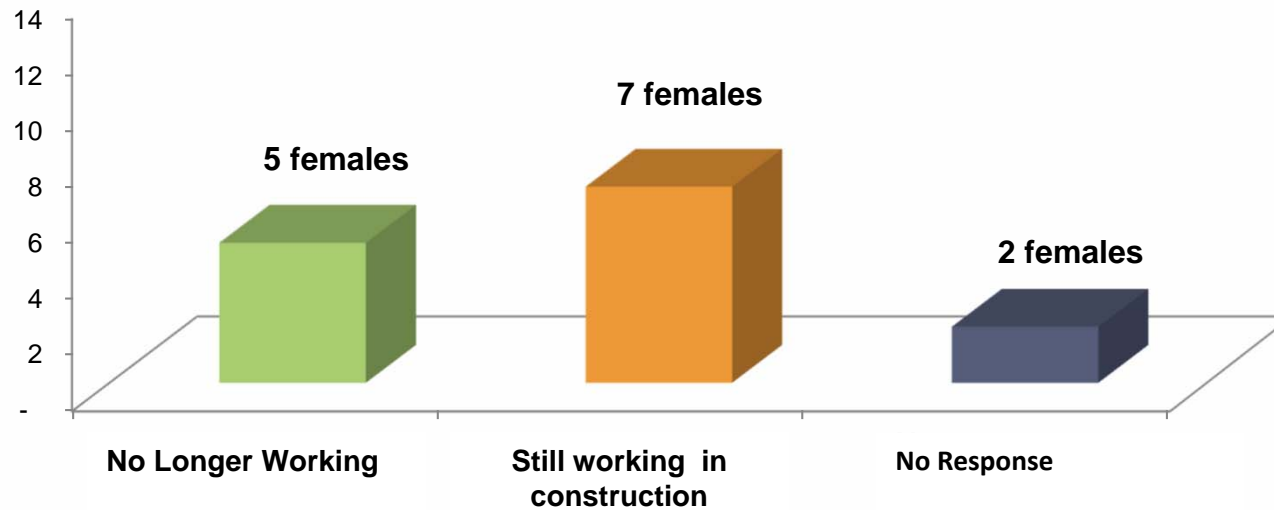
Women in the Trades Resource Guide

- ❖ Provide insights and best practices to contractors, job coordinators and workers
- ❖ Developed in collaboration with partners such as WINTER and others



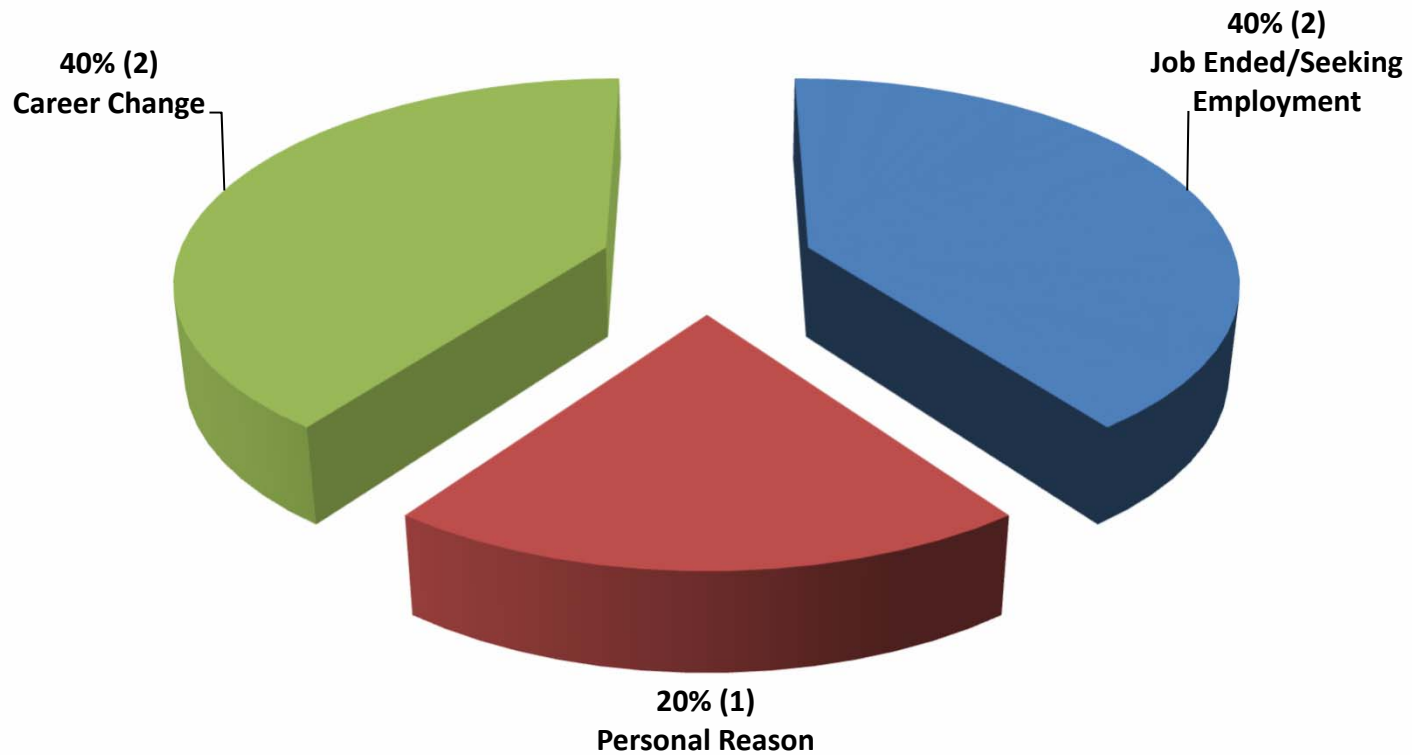
Female Worker Exit Interviews

Population 14 Females From Regional Connector Corridor Project



Female Worker Exit Interviews

5 Female Workers From Regional Connector Project No Longer Working



Outreach and Engagement Activities

- ❖ Ongoing focus on recruitment and retention of women on Metro projects
- ❖ Implement best practices and/or recommendations from Regional Construction Workforce Study
- ❖ Continue outreach and engagement activities
- ❖ “Women Build METRO LA” Apprenticeship Readiness Fair symposium on November 8, 2018 in 5th District
- ❖ “Women Build METRO LA” event May 17, 2019 at LA Metro





Thank you