



Project Labor Agreement (PLA)/
Construction Careers Policy (CCP) Report
Construction Committee Item #30
February 15, 2018

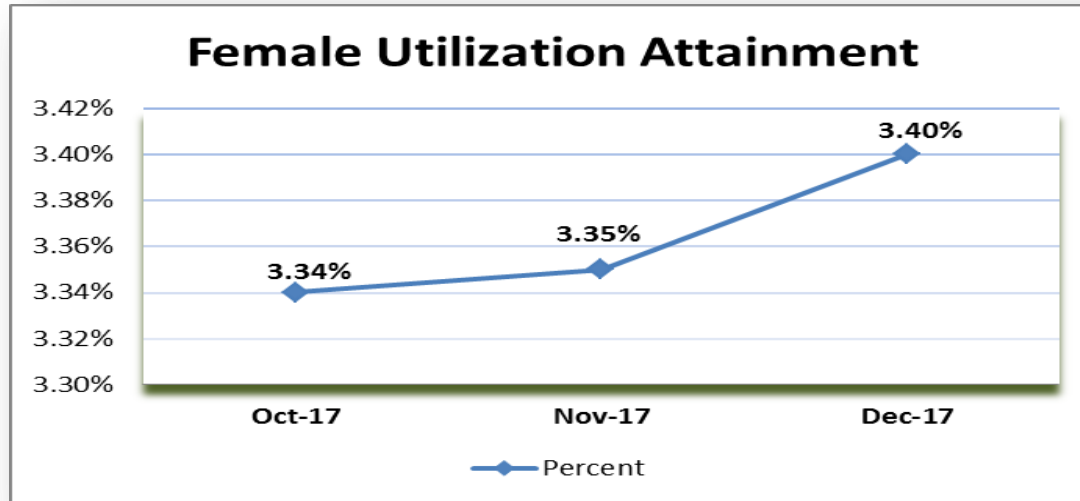
PLA/CCP Program Achievements

- Attainment
 - 59.84% Economically Disadvantaged
 - 20.97% Apprentice
 - 11.33% Disadvantaged
- >\$122 Million paid to Targeted Workers *
 - \$23 Million paid to Disadvantaged Workers *
 - \$31 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 Utilization Attainment



- Metro's female utilization attainment has slightly increased to 3.40% between November 2017 to December 2017
- 39 female workers were hired on all active construction projects between November 2017 to December 2017

Female Utilization Activities Update

- Established formal process to meet with contractors upon 20%/50%/75% project completion milestones
- Continued efforts to encourage female participation outreach, employment and compliance. As of the reporting period:
 - Staff issued four (4) notices of non-compliance to contractors not meeting the 6.9% female goal
 - Staff prepared to issue (3) pending notices of non-compliance for contractors not meeting the 6.9% female goal
- Ongoing focus to implement activities and initiatives outlined in the Female Action Plan

Female Participation Action Plan Status

Timeline	Action	Status
30-60 Days	Develop utilization disparity study scope of work	On Schedule
	Create a participation Score Card to report Contractor attainments	On Schedule
60-90 Days	Conduct utilization disparity study to develop strategies and partnerships	On Schedule
	Publicly recognize contractors achieving/exceeding goals	On Schedule
	Assess alternatives for contractors to provide supportive services	In Progress
	Research feasibility of subsidizing evening WINTER classes for women	In Progress
Ongoing	Increase outreach and incorporate best practices from other agencies	Ongoing
	Refer applicants to union recognized pre-apprenticeship programs	Ongoing
	Advance outreach efforts through WINTER, WGGC, and organizations	Ongoing
	Identify support through WIN-LA partners for women on construction paths	Ongoing

Upcoming Outreach Activities

- Host training sessions with contractors and job coordinators on implementing initiatives to support Metro's Female Participation Action Plan - February 2018
- Host PLA/CCP Summit focusing on female participation in the trades and on infrastructure projects - Summer 2018
- Continue to work with Metro's Women & Girls Governing Council, Metro's Women Build-LA initiative and Workforce Initiative Now-Los Angeles to advance outreach initiatives for women in the construction trades



Thank you



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