



Los Angeles / Orange Counties Building and Construction Trades Council

Affiliated with the Building & Construction Trades Dept., AFL-CIO

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March 6th, 2025

Metro Board of Directors

One Gateway Plaza

Los Angeles, CA 90012

Re: Letter of Support

Dear Metro Board of Directors,

The Los Angeles/Orange Counties Building and Construction Trades Council (LAOCBCTC) recognizes the importance of increasing female participation in the construction industry within the Los Angeles region.

The LAOCBCTC and its non-profit Apprenticeship Readiness Fund is fully committed to supporting with Metro in the establishment of and participating in, a regional collaborative. This initiative will bring together various regional partners to develop a strategic plan aimed at creating systemic changes in the construction industry and enhancing female participation.

Additionally, LAOCBCTC will back the organization of a Women in the Trades Regional Summit. This event will convene public agencies, trade unions, workforce development boards, and academic institutions to discuss strategies and commitments to promote greater female involvement in the construction industry.

Thank you for considering our proposal.

In Solidarity,



Ernesto Medrano,

Executive Secretary

KH: em/OPEIU#537/afl-cio

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March 10, 2025

Metro Board of Directors
One Gateway Plaza
Los Angeles, CA 90012

**LETTER OF SUPPORT TO ESTABLISH A REGIONAL
COLLABORATIVE TO BUILD AN EQUITABLE
CONSTRUCTION WORKFORCE**

Dear Metro Board of Directors:

On behalf of the Los Angeles County Department of Economic Opportunity (DEO) and LA County Workforce Development Board, I am pleased to provide this Letter of Support to work with Metro to establish regional collaborative to implement a robust action plan to build an equitable workforce as a response to Metro's Construction Workforce Disparity Study which revealed a significant underrepresentation of women in the construction industry in the Los Angeles region.

As the County's agency responsible for workforce development, small business support, and economic mobility, DEO is committed to expanding quality jobs, strengthening employer partnerships, and fostering sustainable economic growth in Los Angeles County. We work to advance equity and inclusive, sustainable growth through all our programs and services by targeting economic benefits to the most vulnerable and marginalized communities, small businesses, and residents in LA County. With the LA County Workforce Development Board housed within our department and with our 18 America's Job Centers of California (AJCCs), we serve as one-stop hubs connecting County residents to career readiness, training programs, and supportive services, and employers to hiring and training incentives, recruitment services, and ultimately a diverse and skilled talent pipeline.

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Build an Equitable Construction Workforce
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DEO provides community members with an opportunity to participate in the High Road Training Partnerships (HRTPs). HRTPs target LA County residents who have been economically impacted by the pandemic including, but not limited to system-impacted individuals, people experiencing homelessness, women, and BIPOC communities within the impacted geographies. DEO has proudly worked with the Los Angeles/Orange Counties Building and Construction Trades Council – Apprenticeship Readiness Fund to collaboratively achieve our goals for a local and diverse workforce including parity among women.

As a result of these partnerships and collaboration with training partners, DEO launched a Construction HRTP cohort of women to increase the accessibility into industry and supported entry into career pathway opportunities. The 10-week registered pre-apprenticeship training in the form of the labor-approved Multi-Craft Core Curriculum (MC3) that lead to union apprenticeships or jobs in the building trades.

We believe that tackling the issue of underrepresentation of women in construction is not just essential but imperative. It is part of our mission, as workforce lead in the region, to transform the construction landscape and forge meaningful pathways for women seeking careers in this vital sector. To achieve these ambitious goals, DEO is eager to partner with Metro in launching a powerful regional collaborative. By uniting various stakeholders, we can strategize and implement a robust action plan designed to create systemic change in the construction industry and significantly boost female participation.

We look forward to continued collaboration in building an inclusive, high-road workforce that uplifts Los Angeles County communities.

For further information please feel free to contact me at klobianco@opportunity.lacounty.gov.

Sincerely,



Kelly LoBianco
Director
County of Los Angeles Department of Economic Opportunity



TRAINING, EDUCATING, AND PREPARING WOMEN FOR TRANSFORMATIVE CAREERS IN THE CONSTRUCTION INDUSTRY

March 11, 2025

Wendy L. White
Metropolitan Transportation Authority
Director, Labor Wage & Retention Programs – PLA/CCP/Workforce
Diversity & Economic Opportunity Department

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Dear Ms. White,

I am writing to express our full support for the establishment of a regional collaboration to address the systemic challenges facing the construction industry in the Los Angeles and Orange County regions. This collaboration, which will include key stakeholders, represents a critical opportunity to drive systemic change and foster sustainable development in the construction sector.

Established in 1987, Women In Non Traditional Employment Roles (WINTER) has a mission to train, educate and prepare women for transformative careers in the construction industry. As the only gender-specific workforce development program in the region, we strongly believe that this initiative will help sustain a strong labor force to meet regional needs.

As we work together to establish a regional strategic plan of action, our shared goal will be to focus on identifying and addressing the underlying issues impacting the workforce and industry at large. The current challenges, ranging from workforce development to diversity and inclusion, require coordinated action and collective problem-solving across all sectors of the construction industry.

We believe that through collaboration and dialogue among all stakeholders, we can build a stronger, more equitable, and more resilient construction industry in our region. This partnership will facilitate the development of concrete solutions to the complex challenges of workforce shortages, skill gaps, and the need for diverse representation in the industry. By working together, we can promote a more inclusive workforce while also ensuring the long-term sustainability and competitiveness of the construction sector in Los Angeles and Orange County.

We are excited about the prospect of participating in this important initiative and remain committed to supporting this collaboration in any way necessary. We look forward to the productive discussions and outcomes that will emerge from this regional partnership.

Thank you for your leadership in this critical endeavor.

SENIOR STAFF

Carlos Torres, MPA
Executive Director

Luz Flores
Director of Operations

Respectfully,

Carlos Torres, MPA
Executive Director

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