



Project Labor Agreement (PLA)/  
Construction Careers Policy (CCP) Report  
Construction Committee  
January 18, 2024

# PLA/CCP Program Achievements

- **16 Active Construction Projects**
  - **10 projects subject to Local Hire Initiative**
- **Attainment - Program Inception to September 2023**
  - 58.10% Economically Disadvantaged
  - 21.23% Apprentice
  - 10.89% Disadvantaged
- >\$542 Million paid to Targeted Workers \*
  - >\$101 Million paid to Disadvantaged Workers \*
  - >\$147 Million paid to Apprentice Workers\*\*
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts

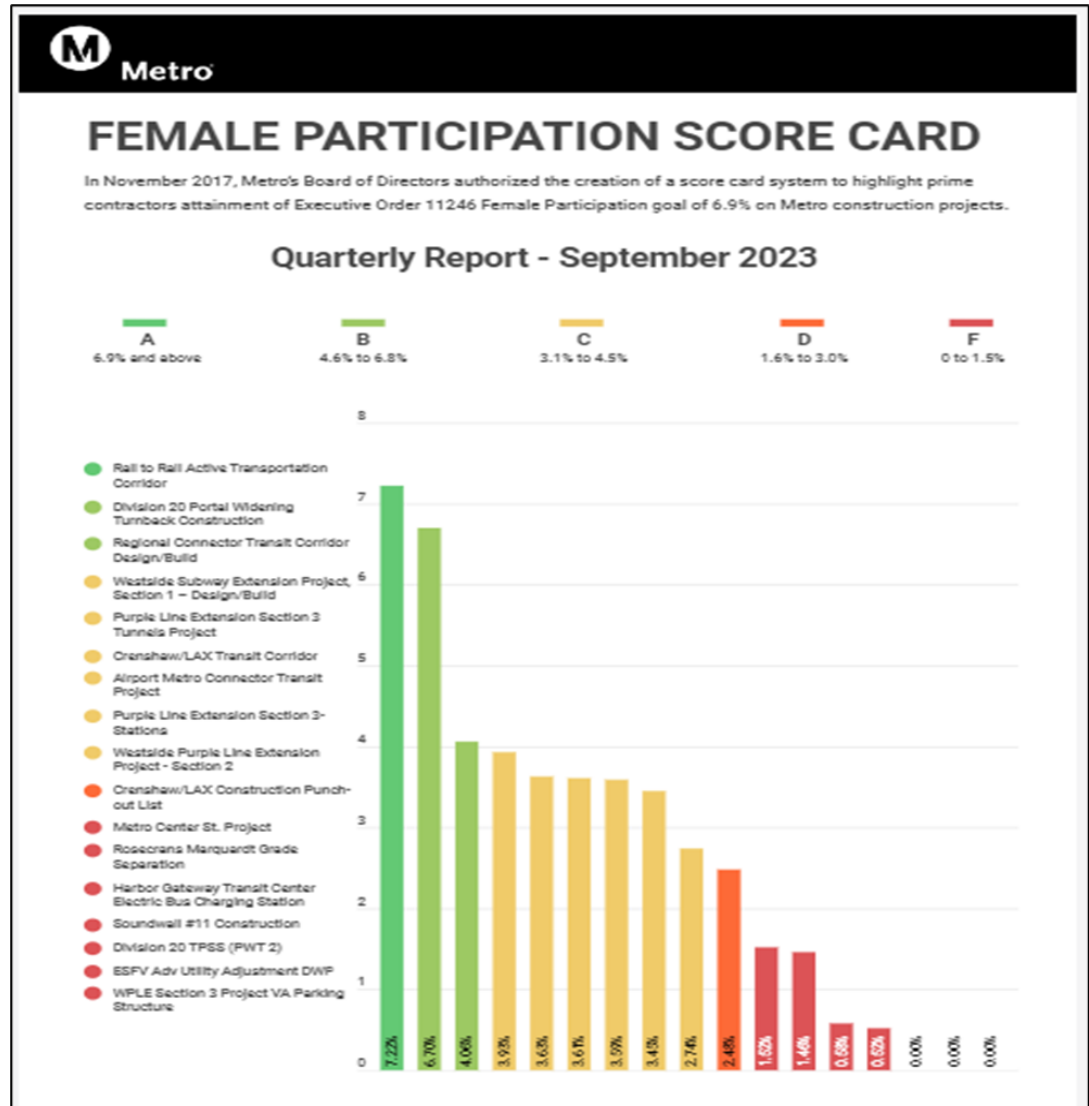


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(\*Based on the lowest laborers rate as of June 2017)  
(\*\*Based on the lowest apprentice rate as of January 2017)  
(Workers may fall into multiple categories)

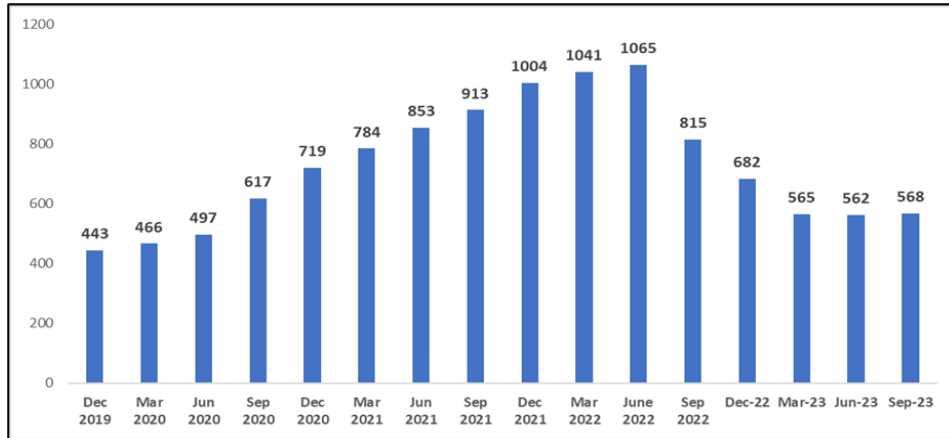
# Female Participation Score Card

- ❖ Overall female participation attainment is 3.71%
- ❖ Highest project grade attainment as of this reporting period is A grade



# Female Participation

- Below is a chart of no of females within the last two years on construction projects

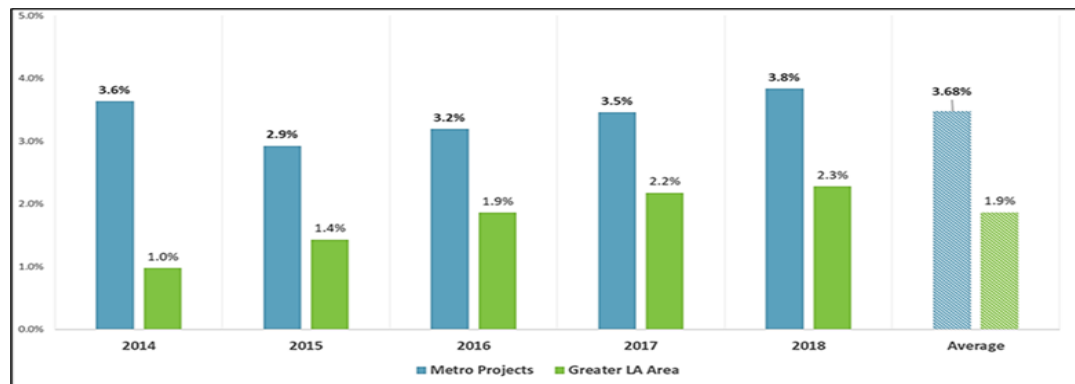


No. of female workers on Metro project has decreased due to completion of CLAX and RCC projects.

Staff is currently working with the unions and jobs coordinators to refer females that recently completed their work assignments and are out of work to other active Metro construction projects.

Source: As reported by the prime contractors

- The following chart represent Metro female participation by year in comparison to other non-Metro projects in the region



Source: Estolano Lesar Advisor - Disparity Study



# Women in the Trades Action Plan

- Metro and Laborers Union (Local 300) are in collaboration to establish a tunnel worker training in the LA region. Pre-requisite safety training classes conducted in Azusa, CA.
- 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.
  - Launch website connecting females into pre-apprenticeship training programs by 1<sup>st</sup> quarter of calendar 2024.
- 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.
- Collaborate with LA County Department of Economic Opportunity (DEO) in the recruiting females interested to start a career in construction and establish a system of an ongoing referral to pre-apprenticeship programs





Thank you



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