



# Project Labor Agreement (PLA)/ Construction Careers Policy (CCP) Report

Executive Management Committee

September 17, 2025

Item #



**Metro**

# PLA/CCP Program Achievements

- **22 Construction Projects subject to PLA/CCP**
  - **19 active projects**
    - **5 projects (have yet to begin construction)**
- **Attainment - Program Inception to June 2025**
  - 57.42 % Economically Disadvantaged
  - 21.52% Apprentice
  - 11.14% Disadvantaged
- **>\$665 Million paid to Targeted Workers \***
  - **>\$129 Million paid to Disadvantaged Workers \***
  - **>\$179 Million paid to Apprentice Workers\*\***
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts



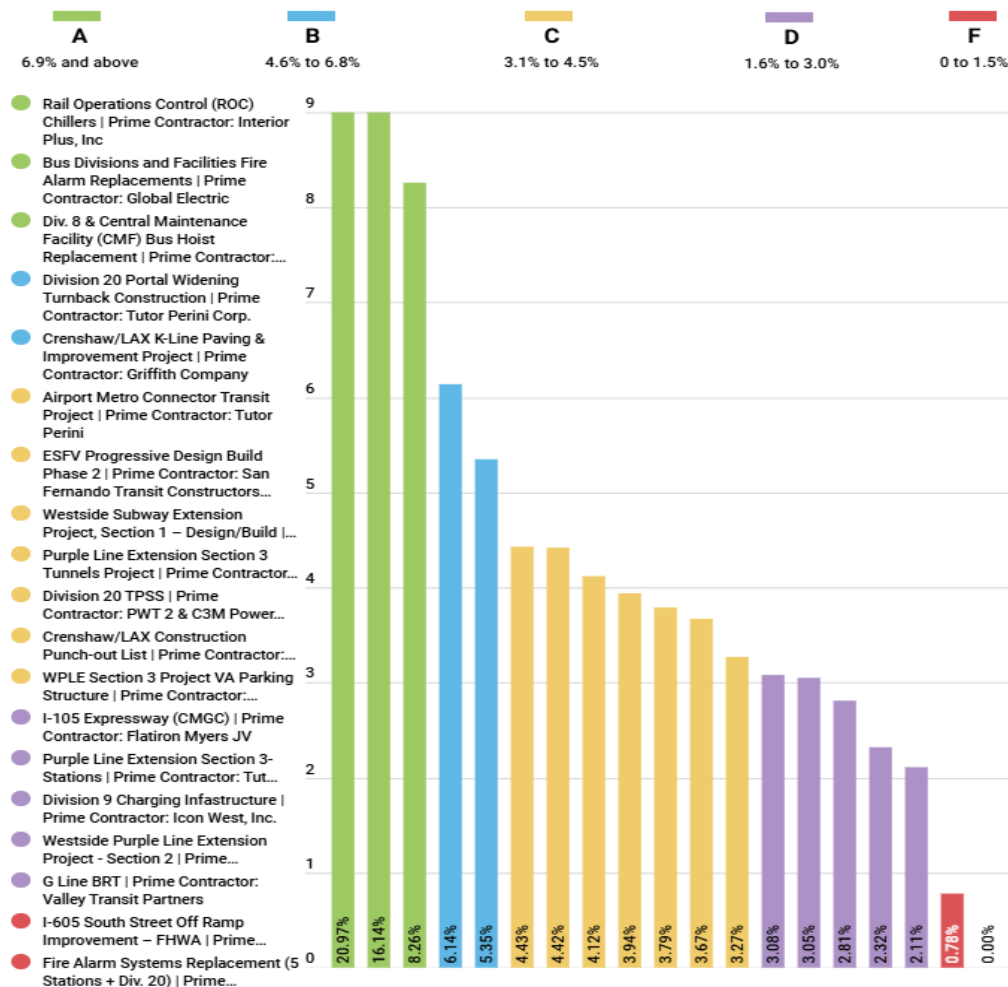
**Metro**

(\*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 3.72%
- ❖ Highest project grade attainment as of this reporting period is A grade

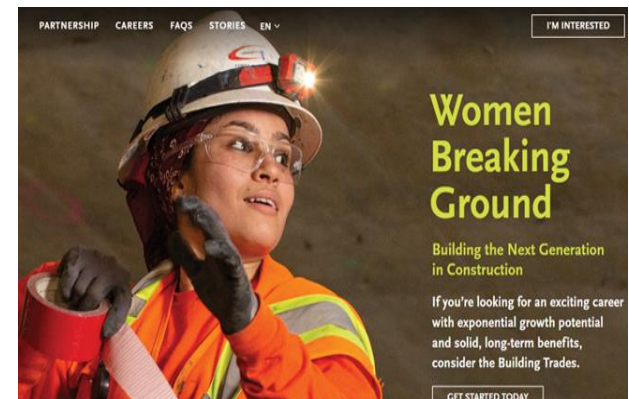
## Quarterly Report - June 2025



# Women Breaking Ground website

The Los Angeles/Orange Counties Building and Construction Trades Council, AFL-CIO, in partnership with Metro, has created a joint awareness campaign to build the construction industry's future workforce capacity with a special focus on women.

- LA Metro's "Women Breaking Ground" website gives women that are interested in a career in construction an avenue for learning more about how to join an apprenticeship readiness training program and get connected to resources.
- Through the end of June 2025, over 1,000 individuals have been triaged and given information and resources on starting a career in construction. Over 366 individuals were referred to a pre-apprenticeship training program sponsored by the LAOCBCTC Apprentice Readiness Fund. Thus far, 35 individuals have enrolled in pre-apprenticeship training, and 30 have graduated from the program. 5 of these individuals have been placed in union apprenticeship jobs.
- The Women Breaking Ground website will run through FY26 in partnership with the LA/OCBCTC.



# PLA/CCP Outreach Activities

"If you can believe it, the mind can achieve it"

**M Metro**

**Women Breaking Ground**  
Building the Next Generation in Construction

**M Metro**

**WATTS EMPLOYMENT CENTER**

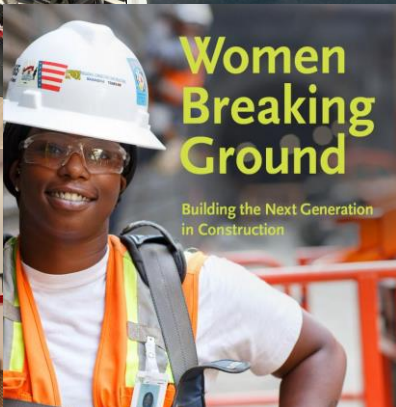
**TCAP 2025 GRADUATION CEREMONY**  
FRIDAY, AUGUST 1, 2025  
8:30 AM - 1:30 PM  
Los Angeles Trade Technical College  
400 W. Washington Blvd., Los Angeles, CA 90070  
Coliseum Location E3

**Transportation Career Academy Program**  
Newsletter Booklet 025  
20th - August 1st

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**Built by HER!**  
Are you HER? You can become the next generation in construction.  
Learn more, visit [womenbreakground.com](https://womenbreakground.com) today.

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# PLA/CCP Updates

	Recommendation	Action	Status
1	Expand Cultural Competency Plan Requirements	Staff are in the process of strategizing with V/CM and PMO to determine the applicability of community benefits and workforce equity components to the current cultural competency requirements.	Ongoing
2	Establish a Regional Roundtable to activate discussions on goal setting for regional public contracting agencies	The first Regional Roundtable meeting was held on June 24, 2025, and hosted regional workforce contributors, and Metro leadership in attendance. The next Regional Roundtable is planned for October 2025. It will be co-chaired by LA County's Department of Equal Opportunity, and Los Angeles World Airports.	Launched / Ongoing
3	Conduct a Women in the Trades Regional Summit	The Women in Trades Regional Summit is meant to educate female construction workers about union benefits and connect them with the necessary resources. The event aligns with the establishment of a Female Advisory Group as part of the Regional Roundtable and is proposed for Q4FY26.	In Development
4	Establish a Female Advisory Group	Development of a female advisory group that will host its own Women in the Trades Regional Summit. It will allow future female construction workers to learn about Trade Union benefits and connect them to resources; it will be done in conjunction with the Regional Roundtable.	In Development
5	Launch a Targeted Social Media Campaign	The "Built by HER!" Campaign launched in July 2025 and targets young women between the ages of 18 to 24 to introduce a pipeline to construction careers through various methods. Initiated coordination with the Metro Marketing team to develop the "Built by HER!" social media campaign and timeline for launch.	Launched / Ongoing
6	Metro WINTER Program	Continued Metro support to facilitate WINTER, and the LA County JCOD collaboration to launch its first all-female Pre-Apprentice Construction Readiness training cohort proposed to begin October 2025.	Upcoming
7	Conduct surveys with Contractors that have met or exceeded the Female Participation goal of 6.9%	Metro staff surveyed Contractors and the perspective Jobs Coordinators who support them, that have met or exceeded the Female Participation goal of 6.9% and received A grades on the Female Scorecard to evaluate their success stories and share best practices.	Completed