



Project Labor Agreement (PLA)/
Construction Careers Policy (CCP) Report
Construction Committee
February 16, 2023

PLA/CCP Program Achievements

- **13 Active Construction Projects**
 - **7 projects subject to Local Hire Initiative**
- **Attainment - Program Inception to September 2022**
 - 57.95% Economically Disadvantaged
 - 21.54% Apprentice
 - 10.85% Disadvantaged
- >\$475 Million paid to Targeted Workers *
 - >\$89 Million paid to Disadvantaged Workers *
 - >\$132Million paid to Apprentice Workers**
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts



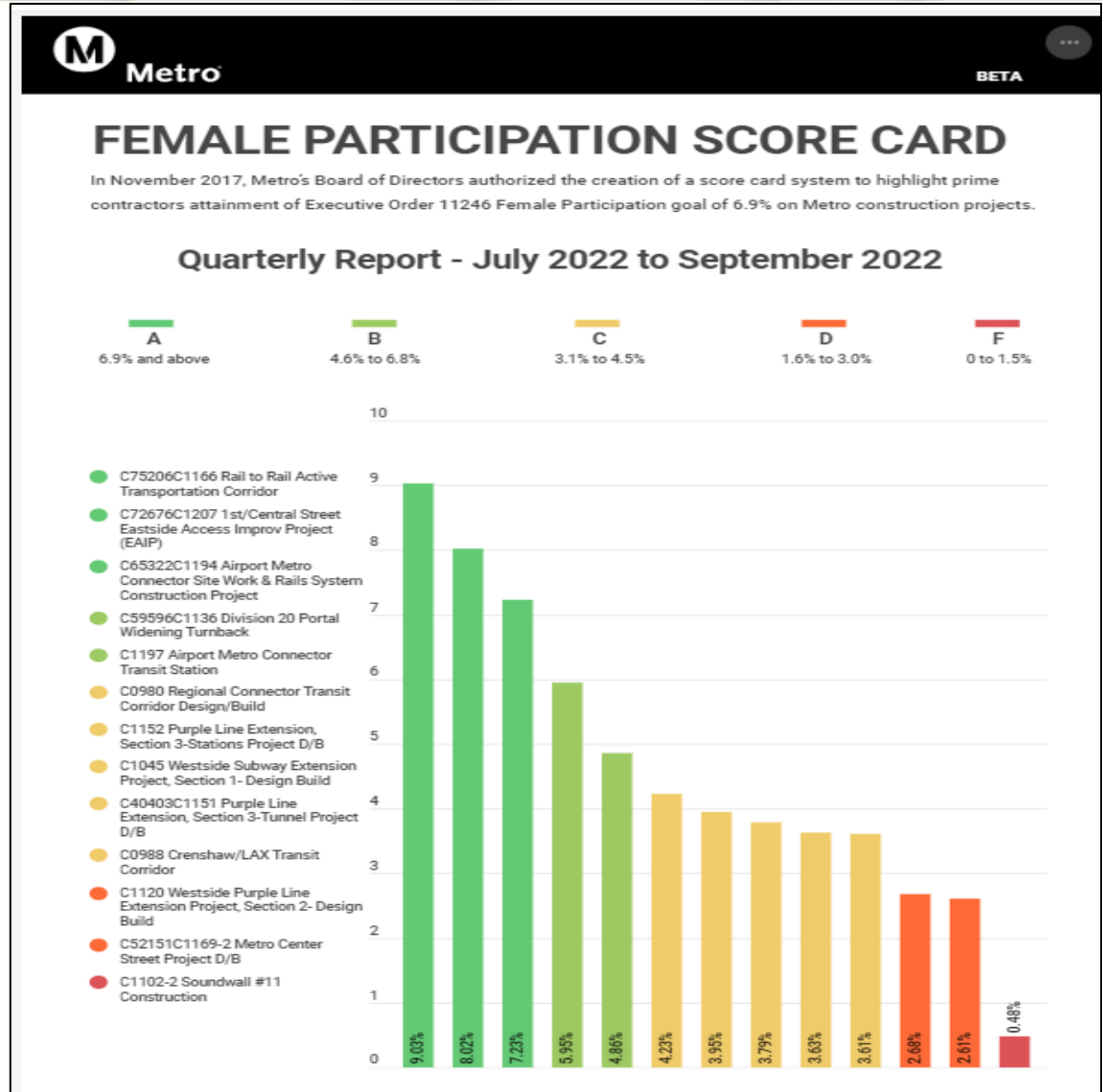
Metro

(*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

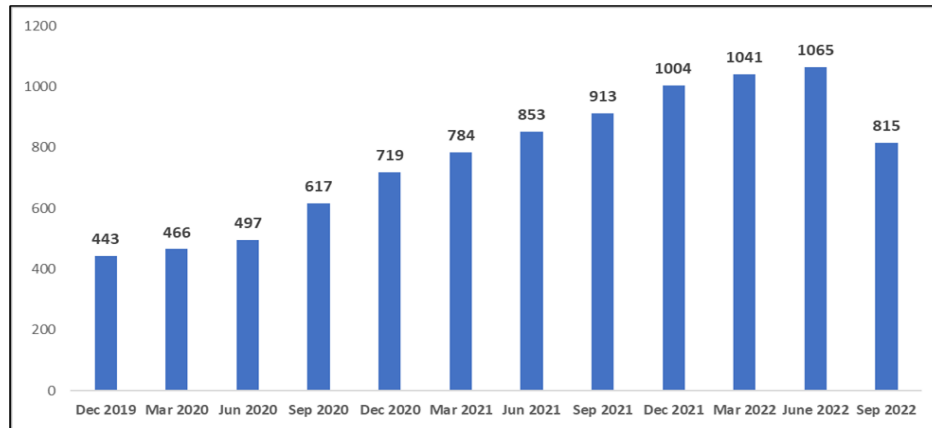
❖ Overall female participation attainment is 3.72%

❖ Highest rating as of FY23 Q1 reporting is A grade



Female Participation

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

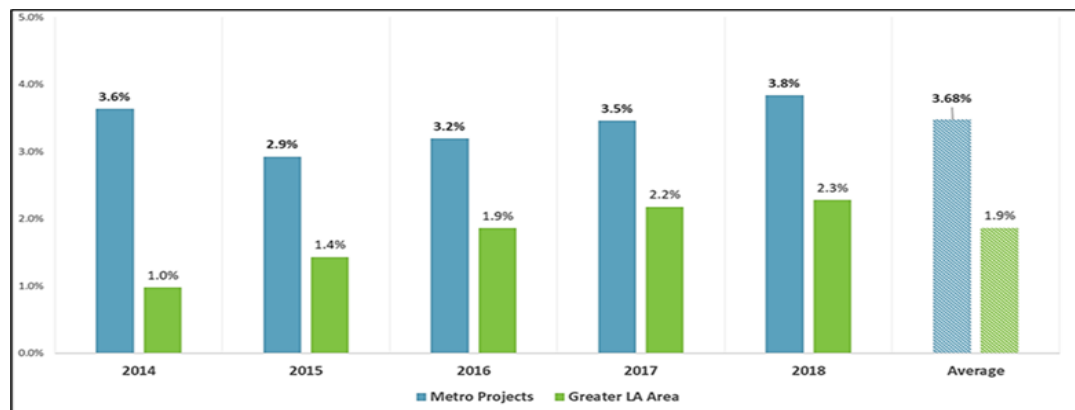


Source: As reported by the prime contractors

As of this reporting period a decrease in the no. of females due to completion of CLAX project.

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.

- 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 facility in the LA region. Target date to start Fall 2023.
- 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 Summer 2023.
- 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 WDACS in the recruiting females interested to start a career in construction and establish a system of an ongoing referral to pre-apprenticeship programs
- Collaboration with Project Home Key to support the un-housed veterans with special focus on females for employment opportunities in construction

The background features large, 3D-style letters 'M' and 'A' in a light cream color, set against a dark green circular backdrop. This is further framed by a large, curved orange shape that overlaps a dark grey/black area at the bottom.

Thank you



Metro®