

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

Construction Committee
January 14, 2026



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PLA/CCP Program Achievements

- **24 Construction Projects subject to PLA/CCP**
 - **21 active projects**
 - **3 projects (have yet to begin construction)**
- **Attainment - Program Inception to September 2025**
 - 57.29% Economically Disadvantaged
 - 21.41% Apprentice
 - 11.09% Disadvantaged
- **>\$682 Million paid to Targeted Workers***
 - >\$132 Million paid to Disadvantaged Workers*
 - >\$188 Million paid to Apprentice Workers**
- **Exceeded Targeted/Apprentice/Disadvantaged Worker Goals**
- **No work stoppages or lockouts**



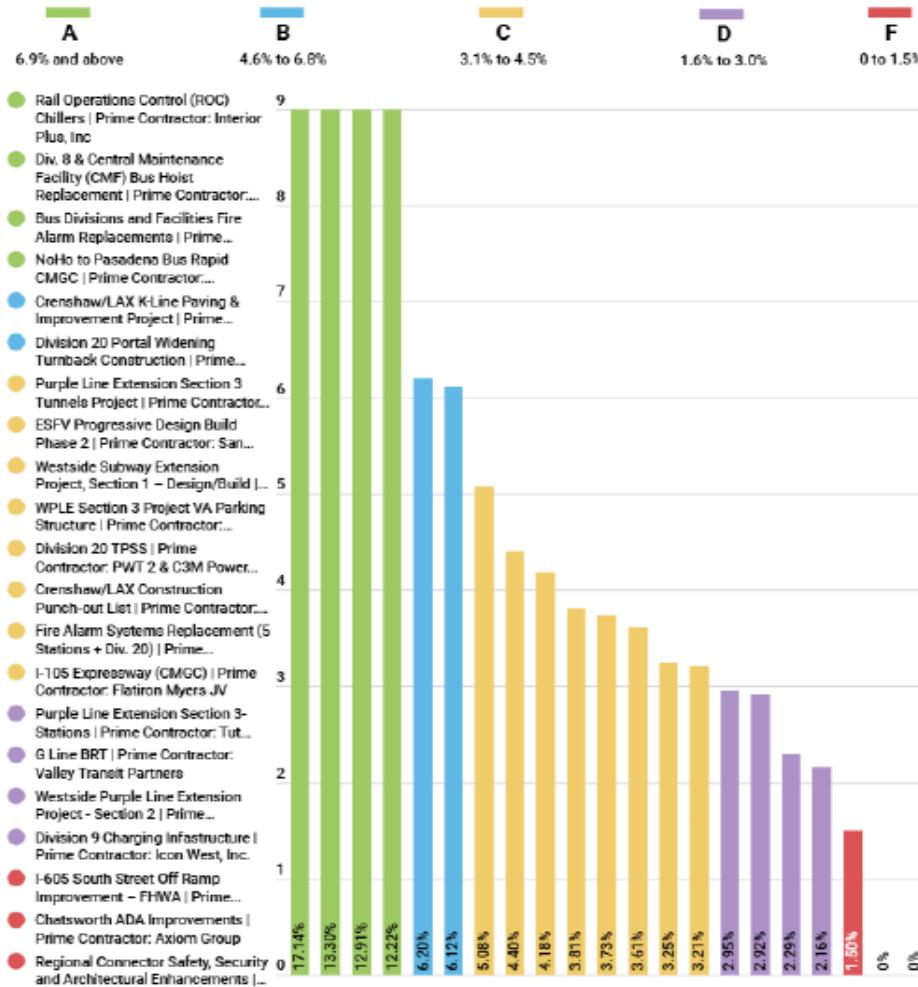
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(*Based on the lowest laborer's rate as of June 2017)
(**Based on the lowest apprentice rate as of January 2017)
(Workers may fall into multiple categories)

Female Participation Score Card

Quarterly Report - September 2025

- ❖ Overall female participation attainment is 3.75%
- ❖ Highest project grade attainment as of this reporting period is A grade



Women Breaking Ground website

LA Metro, in partnership with the Los Angeles/Orange Counties Building and Construction Trades Council, AFL-CIO, 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 September 2025, over 1,300 individuals have been triaged and given information and resources on starting a career in construction. Over 388 individuals were referred to a pre-apprenticeship training program sponsored by the LAOCBCTC Apprentice Readiness Fund. Thus far, 38 individuals have enrolled in pre-apprenticeship training, and 33 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



PLA/CCP & Motion 13.1 Updates

No.	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.	Continued Discussions
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 was held on December 12, 2025. It was co-chaired by LA County's Department of Equal Opportunity, and Los Angeles World Airports.	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 Q4FY27.	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. In coordination with the Metro Marketing team, plans to launch the social media portion of the campaign are also being planned.	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 confirmed to begin January 2026.	Upcoming

