



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

Executive Management Committee  
May 15, 2025  
Item #26

# PLA/CCP Program Achievements

- **21 Construction Projects subject to PLA/CCP**
  - **17 active projects**
    - **4 projects (have yet to begin construction)**
- **Attainment - Program Inception to March 2025**
  - 57.46 % Economically Disadvantaged
  - 21.63% Apprentice
  - 11.18% Disadvantaged
- **>\$640 Million paid to Targeted Workers \***
  - **>\$125 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)

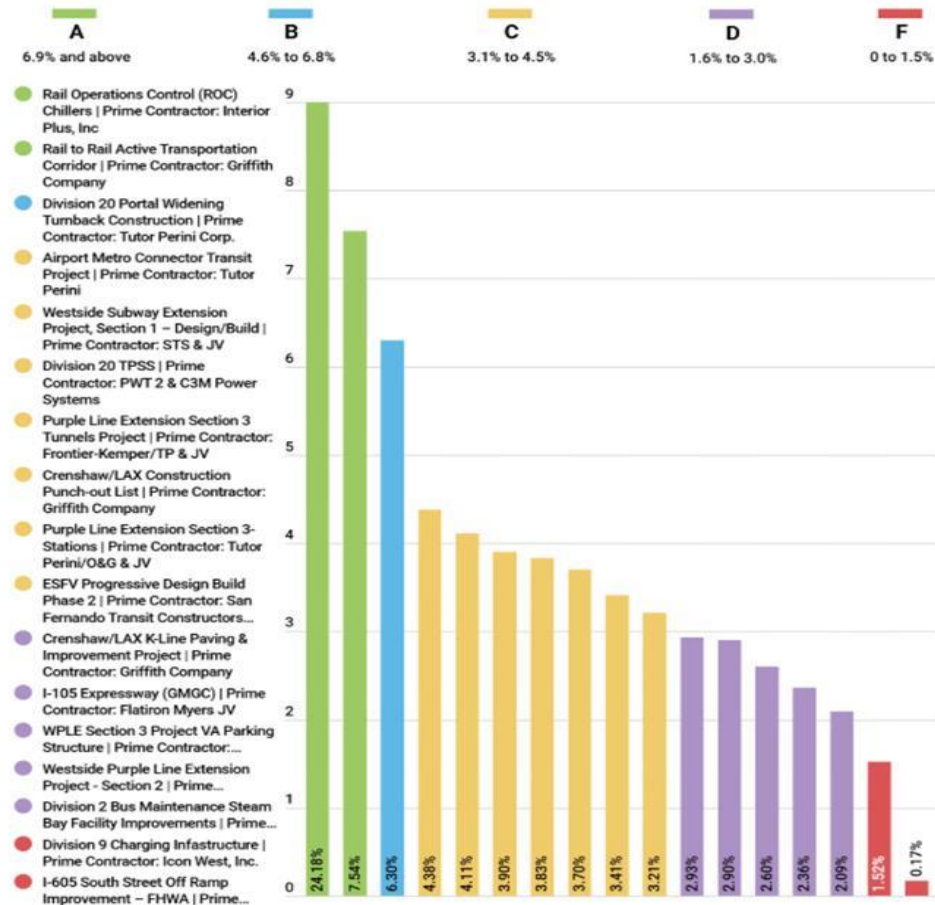
(\*\*Based on the lowest apprentice rate as of January 2017)

(Workers may fall into multiple categories)

# Female Participation Score Card

## Quarterly Report - March 2025

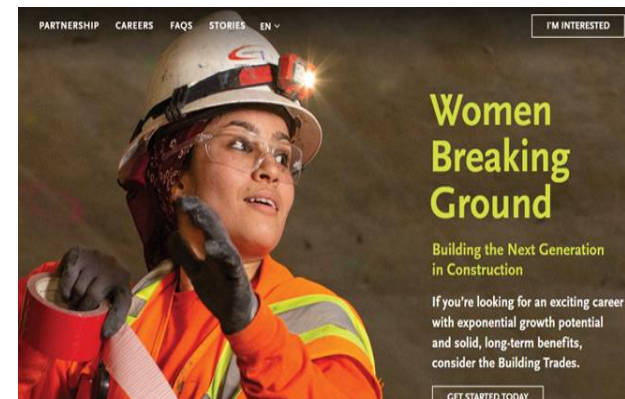
- ❖ Overall female participation attainment is 3.84%
- ❖ Highest project grade attainment as of this reporting period is A grade



# 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 March, over 1,000 individuals have been triaged and given information and resources on starting a career in construction. Over 247 individuals were referred to a pre-apprenticeship training program sponsored by the LAOCBCTC Apprentice Readiness Fund. Thus far, 17 individuals have enrolled in pre-apprenticeship training, and 15 have graduated from the program. 4 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



Metro

LOS ANGELES COUNTY  
**JUSTICE  
CARE  
AND  
OPPORTUNITIES**  
DEPARTMENT

# Status Update to Board Motion 13.1

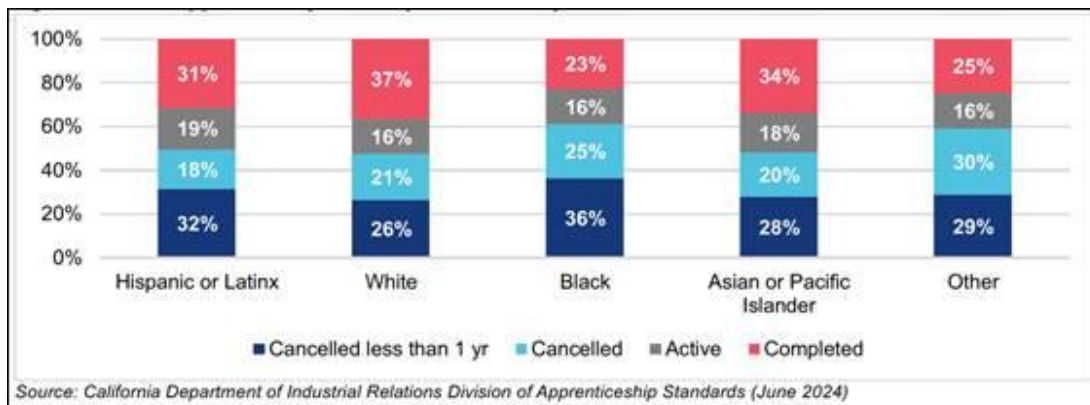
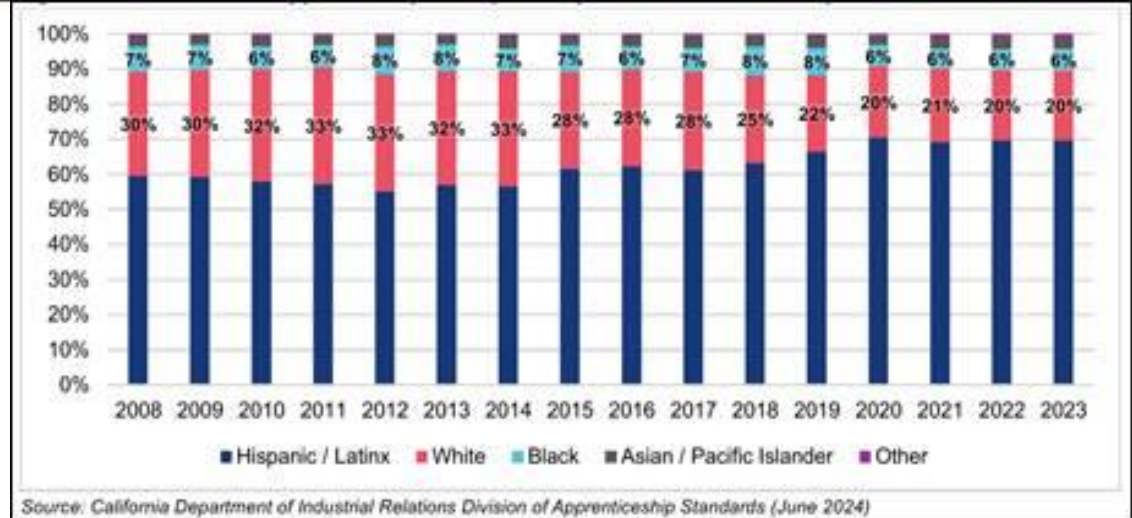
1. Scheduled the first Regional Roundtable meeting for June 2025, with regional workforce contributors.
2. Advanced development of draft plan for a Female Advisory Group that will host its own Women in the Trades Regional Summit.
3. Initiated coordination with the Metro Marketing team to develop the “Built by HER!” social media campaign and timeline for launch.
4. 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 July 2025.
5. 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.
6. Metro staff to survey contractors that have met or exceeded higher grades in the female scorecard to evaluate their success stories and share best practices.



# Motion 13.1 - Underutilized Population

## Greater LA annual union apprenticeship enrollment from 2008 to 2023:

- Has generally increased since 2010
- Hispanic/Latinx represent the majority of new participants
- Black apprentices has remained consistent between 6% to 8%



## Among all apprentices registered in Greater LA since 2008:

- Black apprentices have the highest overall cancellation rate
- Over 60% of apprenticeships cancelled and 40% cancelled within one year of program start.
- 50% cancellation rate among Hispanic/Latinx apprentices.