



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

Construction Committee

February 19, 2025



Metro

PLA/CCP Program Achievements

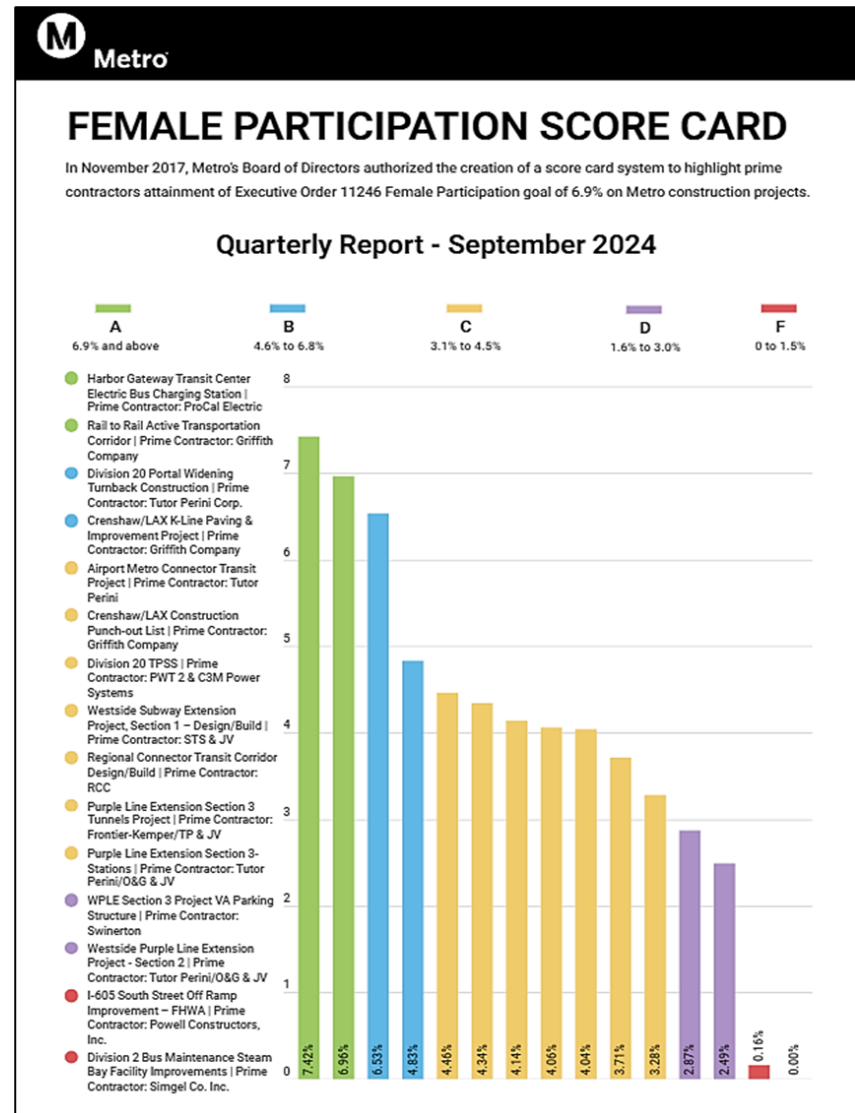
- **22 Construction Projects subject to PLA/CCP**
 - **15 active projects**
 - **7 projects (have yet to begin construction)**
- **Attainment - Program Inception to Sept 2024**
 - **58.05% Economically Disadvantaged**
 - **21.77% Apprentice**
 - **10.99% Disadvantaged**
- **>\$610 Million paid to Targeted Workers ***
 - **>\$115 Million paid to Disadvantaged Workers ***
 - **>\$168 Million paid to Apprentice Workers****
- **Exceeded Targeted/Apprentice/Disadvantaged Worker Goals**
- **No work stoppages or lockouts**



(*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

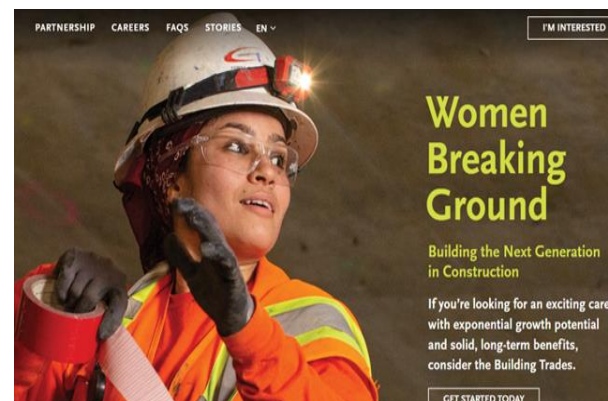
- ❖ Overall female participation attainment is 3.91%
- ❖ Highest project grade attainment as of this reporting period is A grade



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 September 2024, over 900 individuals have been triaged and given information and resources on starting a career in construction. Over 167 individuals were referred to a pre-apprenticeship training program sponsored by the LAOCBCTC Apprentice Readiness Fund. Thus far, 13 individuals have enrolled in pre-apprenticeship training, and 12 have graduated from the program.
- The Women Breaking Ground website will run through FY26 in partnership with the LA/OCBCTC.



PLA/CCP Activities

Listed below are strategies implemented to increase the overall workforce capacity, with a specific focus on increasing female participation on Metro's construction projects and the construction industry

- ✓ Outreach – attend jobs fairs, collaborate with the trade unions, community-based organizations and high-schools. In addition, will continue to expand engagement with high schools in the LA region including Pomona Unified School District to draw interest in the trades and provide resources.
- ✓ Continuous partnership with LA/OC Building & Construction Trades Council and its union affiliates in the recruitment of workers.
- ✓ Collaborate with LA County Department of Economic Opportunity (DEO) and City of Los Angeles Workforce Director in recruiting individuals interested to start a career in construction and establish a system of an ongoing referral to pre-apprenticeship programs.
- ✓ In partnership with the Los Angeles Unified School District (LAUSD) and LAOCBTC Apprentice Readiness Fund to introduce careers in construction through the establishment of pilot pre-apprenticeship program on selected LAUSD campus.
- ✓ Metro and DEO has partnered and initiated a cohort of other agencies to plan the soon to be launch Workforce Subcommittee for Infrastructure Los Angeles. The sub-committee focus will be workforce development to support infrastructure projects in the region.

