



Project Labor Agreement (PLA)/  
Construction Careers Policy (CCP) Report  
Construction Committee  
May 18, 2023

# PLA/CCP Program Achievements

- **13 Active Construction Projects**
  - **7 projects subject to Local Hire Initiative**
- **Attainment - Program Inception to December 2022**
  - 58.13% Economically Disadvantaged
  - 21.44% Apprentice
  - 10.83% Disadvantaged
- >\$491 Million paid to Targeted Workers \*
  - >\$91 Million paid to Disadvantaged Workers \*
  - >\$135 Million paid to Apprentice Workers\*\*
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts



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(\*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)

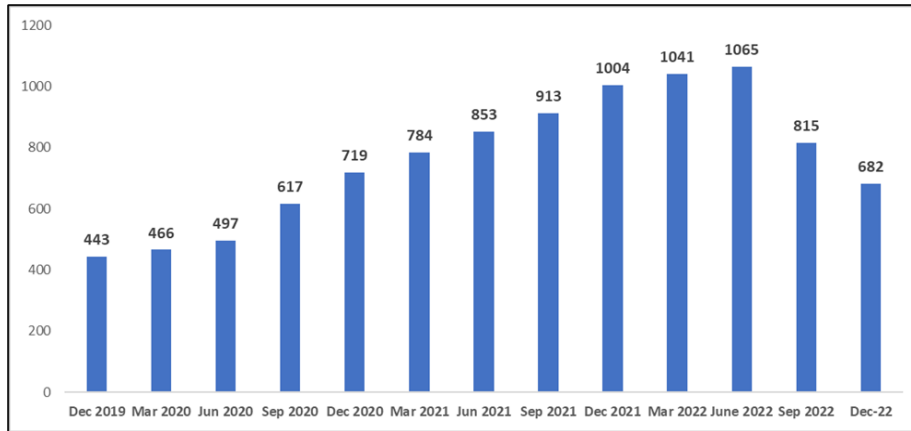
# Female Participation Score Card

- ❖ Overall female participation attainment is 3.72%
- ❖ Highest rating as of FY23 Q2 reporting is A grade



# Female Participation

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

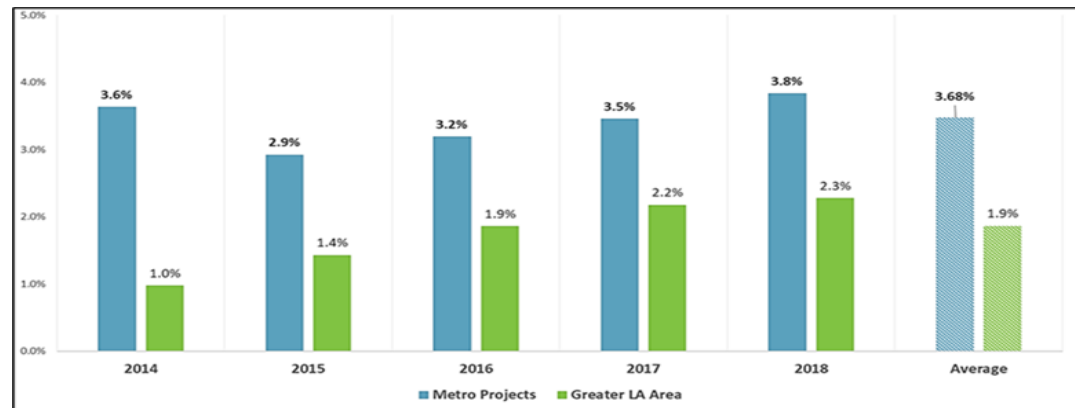


Source: As reported by the prime contractors

As of this reporting period a decrease in the no. of females due to completion of CLAX and near completion of RCC projects.

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/Winter 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
- Staff is currently working on a refresh on the female construction workforce disparity study and will report back to the Board on findings and recommendations of the study.

The background features a large, stylized graphic of the letters 'M' and 'A' in a light cream color, set against a dark green circular backdrop. This is further framed by a wide, curved orange band. The bottom portion of the image is a solid black area.

Thank you



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