



Project Labor Agreement (PLA)/
Construction Careers Policy (CCP) Report
Construction Committee
May 16, 2024

PLA/CCP Program Achievements

- **15 Active Construction Projects**
 - **10 projects subject to Local Hire Initiative**
- **Attainment - Program Inception to December 2023**
 - 58.16% Economically Disadvantaged
 - 21.26% Apprentice
 - 10.86% Disadvantaged
- >\$559 Million paid to Targeted Workers *
 - >\$104 Million paid to Disadvantaged Workers *
 - >\$152 Million paid to Apprentice Workers**
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts



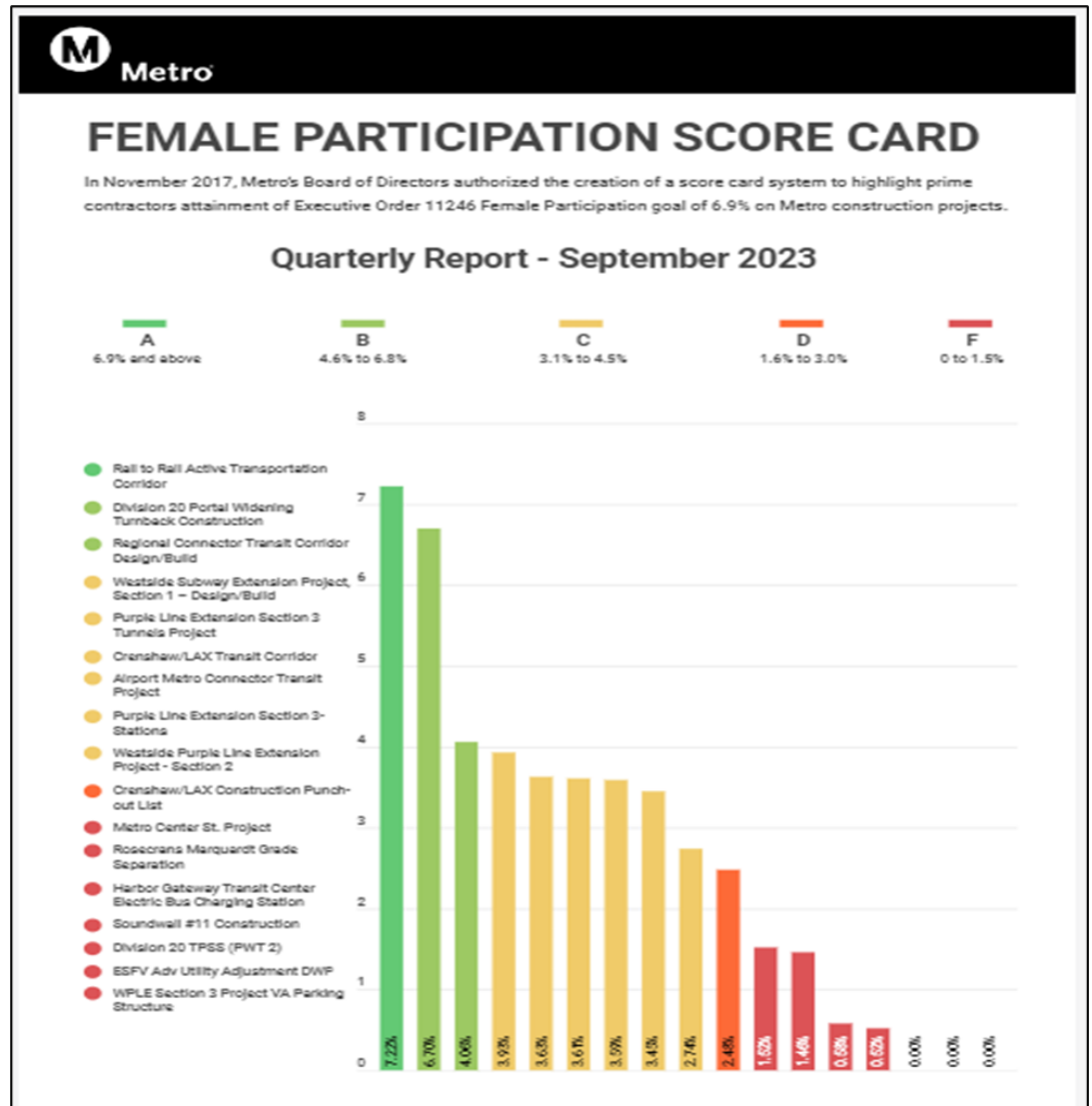
Metro

(*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

❖ Overall female participation attainment is 3.78%

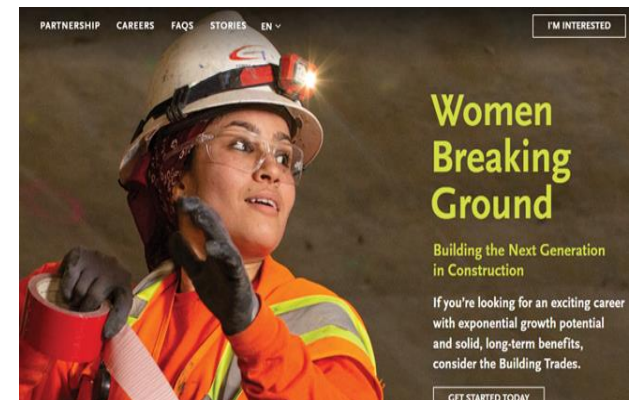
❖ Highest project grade attainment as of this reporting period is A grade



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.

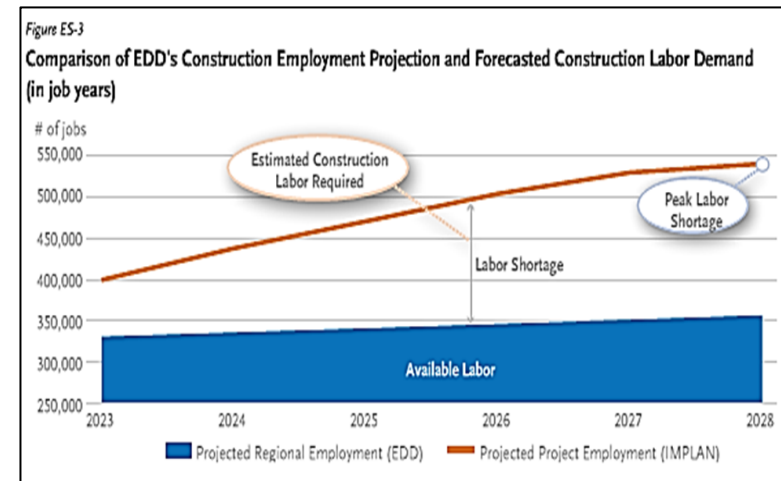
- [On March 1, 2024, in celebration of Women's History Month, LA Metro's Joint Awareness Campaign launched a brand-new website, "Women Breaking Ground" \(\[www.womenbreakground.com\]\(https://www.womenbreakground.com\)\).](https://www.womenbreakground.com)
- LA Metro's "Women Breaking Ground" website 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.
- Individuals that sign up will receive a response within 48 hours by Council staff with the best course of action in starting a career in construction.
- The Women Breaking Ground website will run through FY2026 in partnership with the LA/OC Building and Construction Trades Council.



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 to draw interest in the trades and provide resources.
- ✓ Collaboration with the Laborers Union and Laborers Training School in establishing a Tunnel Worker School in the LA region.
- ✓ 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
- ✓ Metro in discussion with the LA Economic Workforce Development Dept (EWDD) and the LAOCBTC Apprentice Readiness Fund in establishing a regional collaboration in terms of recruitment and establishment of more pre-apprenticeship programs.



Source: Construction Market Analysis



PLA/CCP Activities

Metro has met with the Executive Secretary of the LA/OC Building and Construction Trades Council (LAOCBCTC) of the labor workforce shortage as reported in the Construction Market Analysis report (Board Rpt. 2024-0009).

LA/OC Building and Construction Trades Council

Mr. Ernesto Medrano
Executive Secretary
LA/OC Building and Construction Trades Council

