

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

*Construction Committee
September 15, 2022*

PLA/CCP Program Achievements

- **Attainment - Program Inception to June 2022**
 - 58.71% Economically Disadvantaged
 - 21.65% Apprentice
 - 10.84% Disadvantaged
- >\$463 Million paid to Targeted Workers *
 - >\$85 Million paid to Disadvantaged Workers *
 - >\$128 Million paid to Apprentice Workers**
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts

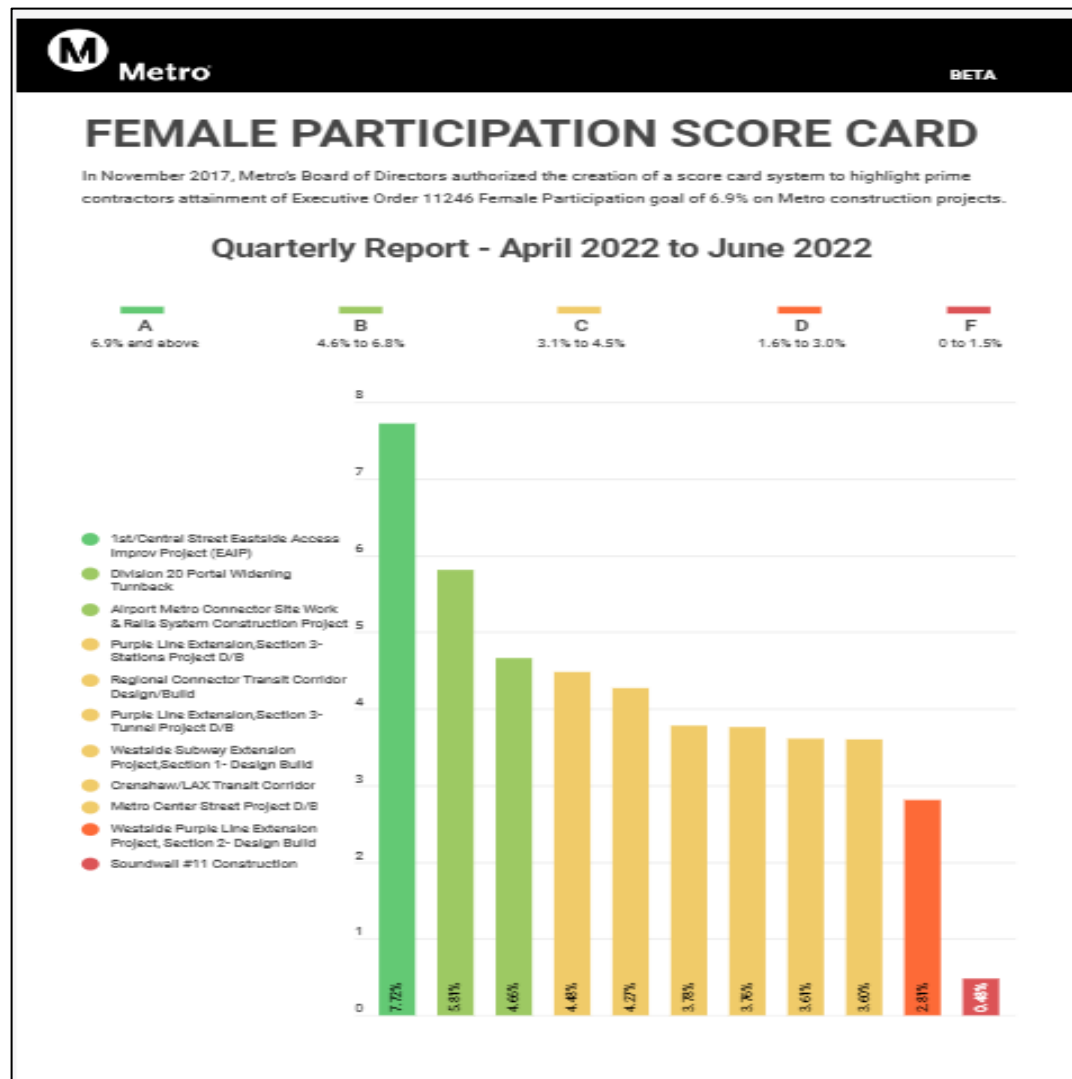
(*Based on the lowest laborers rate as of June 2017)

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

(Workers may fall into multiple categories)

Female Participation Score Card

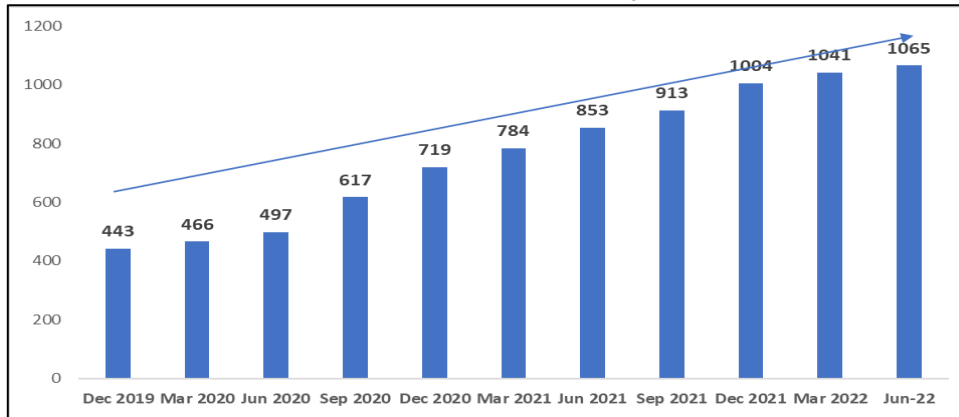
- ❖ Overall female participation attainment is 3.73%
- ❖ Highest rating as of FY22 Q4 reporting is A grade



Success Stories

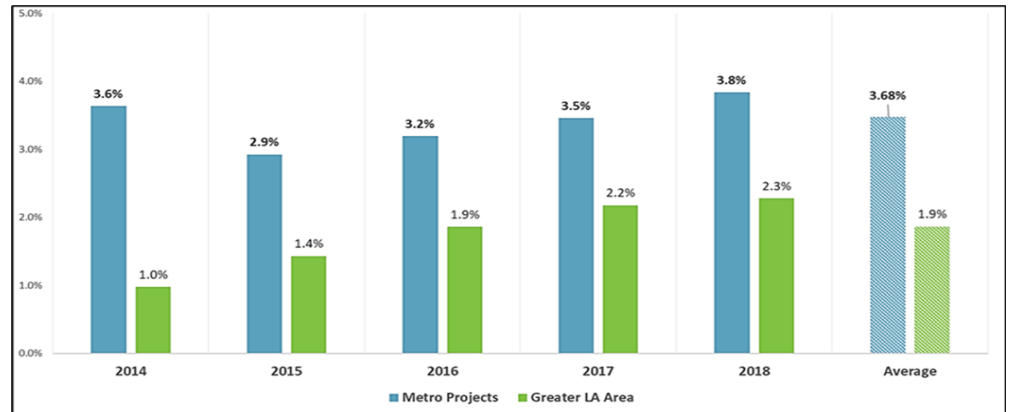
- Over 1000 females have worked on Metro PLA/CCP construction projects

No. of Females on Metro Projects



Source: As reported by the prime contractors.

- The following chart represents Metro female participation by year in comparison to other non-Metro projects in the region.



Source: Estalano Lesar Advisors – Disparity Study

Women in the Trades Action Plan

- Metro and Laborers Union (Local 300) collaborating to establish a tunnel worker training facility in the LA region. Currently the only training facility for tunnel worker is in Seattle, Washington which creates hardship for individuals to participate. Establishment of a local tunnel worker training facility will help fulfill the LA regions need for tunnel workers with priority given to females interested to start a career in the construction industry. Laborers Training School is in the process of establishing a committee to assist in the development of class curriculum and support.
- 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.
- 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
- Collaboration with Project Home Key to support the un-housed veterans with special focus on females for employment opportunities in construction

FHWA Approves Metro's PLA

FHWA has approved the utilization of Metro's PLA/CCP Local Hire provisions on FHWA assisted construction projects. This is the first time that Metro has been able to secure this type of approval from FHWA. The four projects that received approval are:

- I-605 South Street Off-Ramp project
- I-105 CMGC Project
- Union Stations Master Plan/Alameda Esplanade
- Reconnecting Union Station to the Historic Cultural Communities of Downtown Los Angeles

Through this action, Metro is demonstrating its commitment to contribute to the economic recovery from the COVID-19 pandemic, creating equitable employment opportunities, and promoting workforce development, specifically for economically and socially disadvantaged individuals across the Los Angeles County region.



Thank you



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