



Project Labor Agreement (PLA)/  
Construction Careers Policy (CCP) Report  
Construction Committee  
September 21, 2023

# PLA/CCP Program Achievements

- **17 Active Construction Projects**
  - **10 projects subject to Local Hire Initiative**
- **Attainment - Program Inception to June 2023**
  - 58.14% Economically Disadvantaged
  - 21.20% Apprentice
  - 10.96% Disadvantaged
- >\$524 Million paid to Targeted Workers \*
  - >\$98 Million paid to Disadvantaged Workers \*
  - >\$142 Million paid to Apprentice Workers\*\*
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts



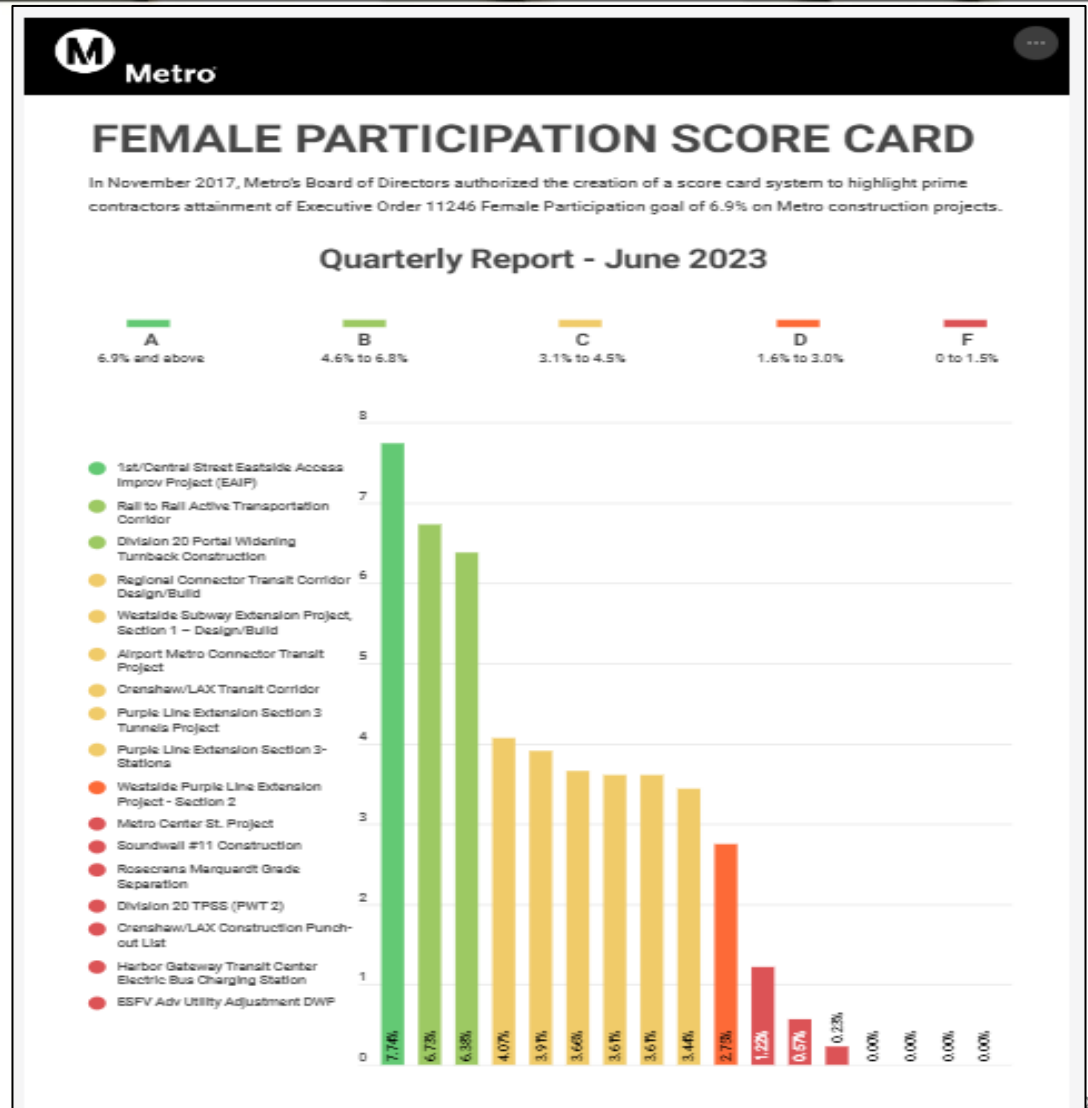
**Metro**

(\*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

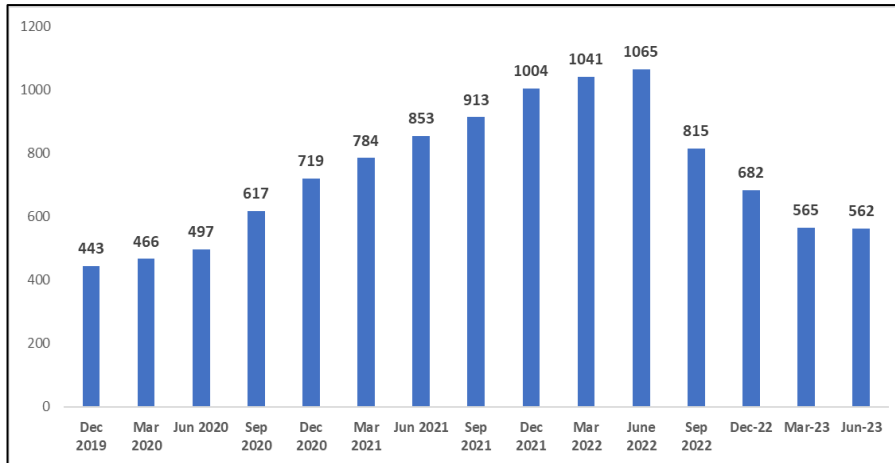
❖ Overall female participation attainment is 3.70%

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



# Female Participation

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

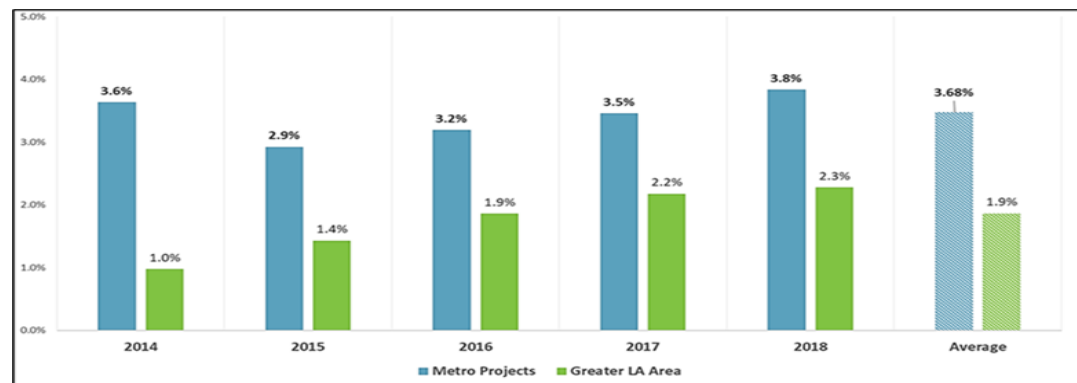


Source: As reported by the prime contractors

As of this reporting period a decrease in the no. of females due to completion of CLAX and 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 early 2024.
- 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 Winter 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 Department of Economic Opportunity (DEO) in the recruiting females interested to start a career in construction and establish a system of an ongoing referral to pre-apprenticeship programs

# Update on Board Motion 29 – Construction Workforce Disparity Study

Staff is currently working on commissioning a third-party consultant with the following timeline for completion:

- Statement of Work – Completed in May 2023
- Metro VCM to issue solicitation by August 2023
- Proposal due by October 2023
- Proposal evaluation to be completed by November 2023
- Contract approval and award by December 2023

Upon award of the contract, the period of performance to complete the Construction Disparity Study is seven months, and expected to have a full report submitted to Metro by August 2024. Staff shall report back to the Board the results and findings of the study in October/November 2024.



Thank you



Metro®