



## Board Report

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### EXECUTIVE MANAGEMENT COMMITTEE JANUARY 20, 2022

**SUBJECT: PROJECT LABOR AGREEMENT/CONSTRUCTION CAREERS POLICY (PLA/CCP)**

**ACTION: RECEIVE AND FILE**

#### **RECOMMENDATION**

RECEIVE AND FILE the status update on the Project Labor Agreement and Construction Careers Policy programs through the quarter ending September 2021, including updates on female participation.

#### **ISSUE**

In January 2012, the Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy (CCP), with a subsequent renewal in January 2017. The PLA/CCP encourages construction employment and training opportunities for members of economically disadvantaged areas throughout the United States on Metro's construction projects. An added value of the PLA is that work stoppages are prohibited.

In addition, Metro's PLA/CCP provides an equity platform for the historically underserved population, including women with high-wage career opportunities in the construction industry.

#### **BACKGROUND**

Consistent with the Board approved PLA and CCP (PLA/CCP), prime contractors are required to provide Metro with monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, consistent with Metro's Labor Compliance policy and federal Executive Order 11246 (EO 11246), the prime contractors provide Metro with worker utilization data by ethnicity and gender. In accordance with EO 11246, Metro's program-wide goal for female participation in PLA/CCP construction projects is 6.90%.

#### **DISCUSSION**

This report provides a status update on the construction contracts covered by the PLA/CCP, including an overview of Diversity and Economic Opportunity Department (DEOD) staff's efforts on the female

participation. This report provides an update on the PLA/CCP through the quarter ending September 2021.

### **PLA/CCP Status Update**

As of September 2021, there are thirteen active construction contracts with PLA/CCP program requirements. Twelve contractors exceed the 40% Targeted Worker Goal, seven contractors exceed the 20% Apprentice Worker Goal, and six contractors exceed the 10% Disadvantaged Worker Goal. There are twenty-seven completed construction contracts that were subject to the PLA/CCP. Overall (aggregate), PLA/CCP program-wide attainment on the three workforce goals has been met and exceeded.

The following table represents the active construction projects as of the September 2021 quarterly reporting period.

Project Name	Prime Contractor	Project Completion Percent	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.9%) & Grade	Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System (*)
Crenshaw/LAX Transit Corridor	Walsh/Shea Constructors	99.55%	59.96%	23.68%	10.31%	3.60% = C	34.53%
Regional Connector Transit Corridor	Regional Connectors, JV	93.20%	61.48%	20.03%	11.20%	4.28% = C	73.86%
Westside Subway Extension Project, Sec 1	Skanska-Taylor-Shea, JV	66.48%	61.45%	20.32%	12.78%	3.69% = C	71.57%
Westside PLE Project, Section 2 – D/B	Tutor Perini/O&G, JV	30.89%	40.48%	13.88%	3.57%	2.88% = D	24.11%
Purple Line Ext. Sec. 3 – Stations Project	Tutor Perini/O&G, JV	6.21%	64.30%	9.62%	1.38%	5.95% = B	100.00%
Purple Line Ex. Sec 3 – Tunnels Project	Frontier Kemper/Tutor Perini Corp.	51.53%	37.50%	20.13%	4.49%	4.20% = C	54.80%
Soundwall #11 Construction	Powell Constructors, Inc.	97.30%	41.74%	17.45%	10.56%	0.52% = F	41.88%
Willowbrooks/Rosa Parks Station Improv.	Icon-West, Inc	98.30%	66.57%	24.32%	9.59%	1.39% = F	49.95%
Div 1 Maint. & Trans. Bldg Renovation	AP Construction, Inc.	98.58%	57.81%	25.68%	13.86%	1.40% = F	25.00%
Roof Replacement at Div. 11 & 22	Achico Design Inc.	99.10%	45.67%	33.90%	13.40%	0.93% = F	45.60%
Div 20 Portal Widening Turnback Project	Tutor Perini Corp.	34.92%	41.16%	18.17%	0.40%	3.70% = C	0.00%
Metro Center St. Project	SJ Amoroso Construction	14.65%	77.54%	7.37%	0.00%	6.85% = B	0.00%
Airport Metro Connector Site Work & Rails System	Hensel Phelps/Herzog JV	21.14%	58.28%	12.75%	6.33%	4.09% = C	0.00%

Please refer to Attachment A (PLA/CCP Brochure) for additional information on each project.

\*Part of Metro’s PLA/CCP workforce requirement is the utilization of disadvantaged workers on projects. One of the nine criteria for a Disadvantaged Worker is having a criminal record or other involvement with the criminal justice system. The data shown in the table

above (last column) is the percentage of Disadvantaged Workers (based on hours worked) that have criminal records or involvement with the criminal justice system and that have worked or are actively working on Metro's PLA/CCP projects.

## Female Workers on Active Construction Projects

The average female participation on Metro construction projects is at 3.66% of total work hours, which is higher compared to less than 2.0% on other Non-Metro public works construction projects in the region. The national average for women in construction is below 3.0%.

However, staff understand the importance of increasing female participation on Metro's projects for equity and workforce availability reasons and is actively taking measures to increase and create opportunities.

Overall, a total of over 900 female workers have worked on Metro's active construction projects.

Although, Metro's is behind on the female participation goal of 6.9%, staff continues to focus on strategies to support the outreach, recruitment, and retention of women into the trades focusing on Metro's PLA/CCP construction projects. Listed below are strategies that were implemented to increase female participation in Metro's construction projects.

- Female Participation Score Card - Staff continues to grade each contractor's performance quarterly through the utilization of a score card that reflects percentages of females hired by Metro's contractors to encourage in meeting the 6.9% goal.
- Quarterly Jobs Coordinator meetings - Staff hosts quarterly meetings with the jobs coordinators to discuss best practices and identify outreach and recruitment opportunities. The last quarterly meeting was held on November 10, 2021 with a focus on female recruitment and referral into union boot-camps or pre-apprenticeship programs.
- Transition Coordination - Staff continues to assist female workers transitioning to other active or upcoming Metro projects as projects near the end of construction.
- Notice to Prime Contractors - Staff continues to issue notices to prime contractors not meeting the female participation goal at 25%, 50%, and 75% project completion.
- Women in the Trades Resource Guide - Staff developed a comprehensive guide to recruit, employ and retain women in construction careers to assist prime contractors in recruiting female workers.
- Collaboration with Unions - Staff has established a collaboration with Laborers Union and Southwest Regional Council of Carpenters to directly refer female workers to join in the apprenticeship program. Upon completion, participants are referred to Metro's contractors for employment opportunity.

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- Outreach - Staff continuous to outreach to community-based organizations, pre-apprenticeship schools, and building trades to promote and increase female recruitment in the construction industry.

In addition, the following are strategies under development to support and increase female participation in Metro's projects.

- Establishing a coordination meeting with the Los Angeles/Orange County Building and Construction Trades Council (LAOCBTC) and the Executive Secretary focusing on increasing female participation in the construction industry to include prioritizing and dispatching female workers on Metro construction projects. In addition, pre-plan workforce availability/needs of the building trades in supporting Metro infrastructure projects.
- 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.
- Consistently support the Women Build Metro LA (WBMLA) events. The WBMLA events are geared to introduce the construction career path for women throughout Los Angeles County. Staff have invited Metro's prime contractors to participate and recruit females interested in starting a career in construction. The most recent WBMLA was held on August 19, 2021.
- 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 October 2021, Metro has supported WINTER in their grant application to the State of California - WIOA Equity and Special Populations Program.
- Metro in collaboration with prime contractors, union trades, and community-based organization to host a Construction Industry Job Fair in Fall 2022.

Furthermore, staff will continue to provide ongoing assessment of the female participation score card, monitoring of contractor's performance, and recognition of contractors that successfully meet or exceed the 6.9% goal or demonstrate highly commendable efforts in the recruitment, retention and/or professional development of women on Metro's construction projects.

### **IMPLEMENTATION OF STRATEGIC PLAN GOALS**

Metro's Project Labor Agreement/Construction Careers Policy (PLA/CCP) supports strategic plan goal #3 to enhance communities and lives through mobility and access to opportunity. Metro's PLA/CCP provides training and employment opportunities in the construction industry to individuals from economically disadvantaged areas and individuals that are socially barriered. As of this reporting period, over \$390 million in wages have been paid to individuals residing in economically disadvantaged areas and over \$70 million in wages paid to disadvantaged individuals.

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**EQUITY PLATFORM**

Metro's Project Labor Agreement and Construction Careers Policy enhance equity to marginalized and vulnerable community members by creating employment opportunities in the construction industry for workers with historical barriers to employment. In addition, through Executive Order (EO) 11246, Metro is striving to diversify the workforce on construction projects to improve access to career opportunities and serve as a catalyst for improving socio-economic status for minorities and women. As of this reporting period, all active PLA/CCP construction projects have exceeded the minority participation goal of 28.30%. Female participation is below the EO11246 goal of 6.9%, however this report summarizes the effort undertaken by staff to increase female participation, including outreaching to women in construction to obtain insight and best practices to contractors and female workers in the construction industry (details in Attachment B). Further, Jobs Coordinators working with Metro's prime contractors are performing outreach activities to disadvantaged populations with a special focus on females.

**NEXT STEPS**

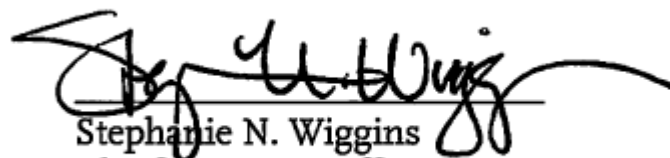
DEOD staff will continue to monitor contractor's efforts and initiate the various strategies and activities as outlined in this report. Staff will continue to monitor and deliver best practices, initiatives, and outreach efforts to promote awareness, engagement, and participation in construction career opportunities.

**ATTACHMENTS**

- Attachment A - PLA/CCP Quarterly Brochure
- Attachment B - Women in the Trades Resource Guide

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