



Board Report

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REVISED
CONSTRUCTION COMMITTEE
MARCH 15, 2018

SUBJECT: FEMALE UTILIZATION ACTION PLAN UPDATE

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE the Female Utilization Action Plan Update.

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. One benefit of the PLA is to encourage construction employment and training opportunities in economically disadvantaged areas throughout the United States. Another benefit of the PLA is that work stoppages are prohibited.

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 utilization on federally funded construction contracts is 6.9%. As of the reporting period, Metro's overall female utilization attainment is 3.44%, an increase from 3.40% from the previous reporting period. This increase is attributed to Metro's Board directives to encourage contractors to increase women's workforce participation on Metro construction projects, and staff's efforts to implement the female utilization action plan. Additionally, Metro's Board authorized staff to develop a score card to report female utilization on construction contracts to highlight and encourage increased female participation.

The attached report provides a status update of staff's efforts for the development and implementation of the Female Participation Score Card including other activities to highlight female participation. The Female Participation Score Card is designed to increase awareness of contractor's female workforce attainment to the goal; and to encourage contractors to increase female participation on construction projects that are covered by Metro's PLA/CCP.

DISCUSSION

Diversity and Economic Opportunity (DEOD) staff has implemented several initiatives as part of a Female Participation Action Plan. Per the Board's authorization, staff has developed a score card for public display on Metro's PLA/CCP website. In addition, staff has implemented other activities to highlight female participation such as the redesign of Metro's PLA/CCP website and the redesign of the PLA/CCP quarterly report brochure with focus on the female utilization goal.

Recognizing the primary benefit of the PLA/CCP is that it encourages employment and training opportunities to prevailing wage construction jobs, Metro is committed to maximize efforts to increase female participation on its construction projects. A construction career on Metro's PLA/CCP projects not only provides access to prevailing wages but also an opportunity for career advancement and other health and wellness benefits. Additionally, the prevailing wage requirement minimizes the wage gap in the construction industry enabling female workers to earn more equitable salaries to male workers.

A. Female Participation Score Card

Staff has developed a Female Participation Score Card to report contractors' attainment of the EO 11246's female utilization goal for Metro's PLA/CCP construction projects. The score card will be displayed on Metro's website and published in the quarterly report. The score card includes the following elements:

- Grading scale that highlights contractor's performance with attainment of the goal;
- Grading scale with performance based on:
 - A = 6.9% and above
 - B = 4.6% to 6.8%
 - C = 3.1% to 4.5%
 - D = 1.6% to 3.0%
 - F = 0% to 1.5%
- Interactive functionality that allows the user to view performance data by contractor and project.

The score card also includes a detail summary that provides additional information pertaining to the contractor's attainment of the female utilization goal as of the reporting period such as:

- Project name
- Project value

- Number of female workers
- Total number of worker hours
- Total number of female worker hours; and
- Project completion percent.

B. PLA/CCP Website:

The redesigned PLA/CCP website provides increased focus on female participation in that it now includes the score card, sections dedicated to female participation and resources including information related to Women Build Metro LA. The webpage will also highlight contractors that receive recognition for achieving the goal.

C. Contractor Recognition

In addition to the published score card, staff has established a performance based incentive program to encourage contractors to achieve the female utilization goal. Contractor's that achieve or exceed the 6.9% female utilization goal will be recognized within the PLA/CCP quarterly report and presentation to Metro's Board of Directors. Contractors will also be highlighted on Metro's PLA/CCP website and within the published PLA/CCP report.

In effort to promote a performance based incentive program that encourages and recognizes consistent achievement of the goal, contractors that meet or exceed the goal for four consecutive quarters of the PLA/CCP reporting will be invited to participate in a meeting with Metro's Chief Executive Officer.

For this reporting period, Access Pacific, Inc. is exceeding the Executive Order 11246 female utilization goal of 6.9% with an attainment of 9.74%. Access Pacific, Inc. is performing on the Non-Revenue Maintenance Building at Vernon Yard contract and is approximately at 58% completion. The contractor's Job Coordinator for this project is PV Jobs. The Job Coordinator and contractor have demonstrated coordinated activities to achieve the female utilization goal such as: targeted outreach and recruitment for female workers; established collaborative referral sources; and coordination with the building trades. These activities are demonstrated best practices.

NEXT STEPS

Staff will continue to develop and implement the various initiatives outlined in the Female Utilization Action Plan. Additionally, staff will continue to work with contractors, job coordinators, community partners including the Building Trades to promote awareness of the Female Utilization Action Plan; and seek opportunities and areas for continued outreach, recruitment and employment of female workers on Metro's infrastructure projects.

ATTACHMENTS

Attachment A - Active Contracts

Attachment B - Female Utilization Update

Prepared by:

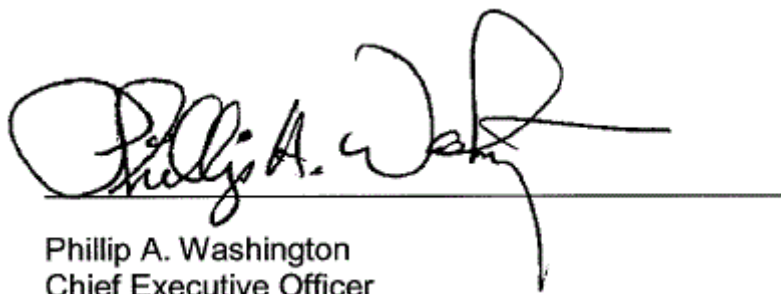
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