

**Board Report**

File #: 2025-1012, **File Type:** Policy**Agenda Number:** 15.

**CONSTRUCTION COMMITTEE
JANUARY 14, 2026****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 2025.

ISSUE

In January 2012, the Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council (LAOCBCTC) and the Construction Careers Policy (CCP), with subsequent renewal in January 2017. The PLA and CCP encourage 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.

This report also provides updates on initiatives that stem from the Construction Workforce Disparity Study (study) and Board Motion 13.1 by Directors Horvath, Hahn, Dutra, Solis, and Yaroslavsky, which was approved by the Board on March 25, 2025 (Attachment A).

BACKGROUND

Consistent with the Board-approved PLA and CCP (PLA/CCP), prime contractors must provide Metro with monthly reports detailing their progress toward meeting the targeted worker hiring goals. Additionally, consistent with Metro's Labor Compliance Policy, prime contractors provide Metro with worker utilization data. Metro's program-wide goal for female participation in PLA/CCP construction projects is 6.90%.

In April 2024, Metro commissioned a study to evaluate the availability and participation of female workers necessary for upcoming infrastructure projects. The study aimed to address gaps in workforce diversity, with a particular emphasis on increasing female representation. It identified several barriers that hinder female participation, including challenges related to recruitment, retention, and career advancement in a traditionally male-dominated industry.

Since March 2025, staff have worked to address the study recommendations by collaborating with regional partners, Metro Leadership, and key stakeholders. The progress made in identifying opportunities related to the recommendations, as well as the next steps, has been included in this report.

DISCUSSION

Metro's PLA/CCP provides training and employment opportunities within the construction industry to individuals residing in economically disadvantaged areas and disadvantaged workers. Since Metro's PLA/CCP inception in 2012 and up to this reporting period, over \$682 million in wages have been paid to individuals residing in economically disadvantaged areas, an increase of 2.59% from last quarter's reporting, and over \$132 million in wages paid to disadvantaged workers, an increase of 2.31% from last quarter's reporting. Overall wages expended for PLA workers on all active projects were over \$24 million through the June-September 2025 quarter.

This report provides a status update on the construction contracts the PLA/CCP covers, including an overview of the Diversity and Economic Opportunity Department (DEOD) efforts to increase female participation. It also provides an update on the PLA/CCP through the quarter ending September 2025 (Attachment B).

A. PLA/CCP Status Update

As of the September 2025 reporting period, a total of 24 projects require compliance with PLA/CCP requirements. Among these, 21 are currently active construction projects. Out of these 21 projects, two contracts are subject to the National Targeted Worker Requirements, which focus on workers from economically disadvantaged areas in the United States; 19 contracts are subject to the Local Hire Initiative, which aims to hire workers from economically disadvantaged areas of Los Angeles County. Three (3) of the 24 projects shown in Attachment C have not yet begun the construction phase.

Additionally, five (5) projects are in the pre-award phase, which staff anticipate will require application of the PLA/CCP, subject to award.

Projects Subject to National Targeted Worker Requirement (from economically disadvantaged areas of the US)

Of the contractors that are subject to the National Targeted Worker requirement, two exceeded the 40% Targeted Worker Goal (from economically disadvantaged areas); one contractor exceeded the 20% Apprentice Worker Goal (individuals starting a career in construction); and two contractors exceeded the 10% Disadvantaged Worker Goal (Attachment D, Chart A).

Overall (aggregate), PLA/CCP program-wide attainment of the three workforce goals has been met and exceeded due to a collaborative effort between Metro, the Building Trade Unions, and contractors. Since the program inception in 2012, 42 completed construction contracts have been subject to the PLA/CCP requirements.

Projects Subject to Local Hire Initiative (from economically disadvantaged areas of Los Angeles County)

Of the contractors that oversee projects subject to the Local Hire Initiative requirement, 14 contractors exceeded the 40% Targeted Worker Goal (from economically disadvantaged areas); 9 contractors exceeded the 20% Apprentice Worker Goal (individuals starting a career in construction); and 13 contractors exceeded the 10% Disadvantaged Worker Goal (Attachment D, Chart B).

B. Female Workers on Active Construction Projects

In November 2017, the Board approved Motion 33.1 (by Directors Kuehl, Hahn, Garcetti, Dupont-Walker, Solis, Barger and Bowen) to encourage contractors on Metro construction projects to increase the participation of women by meeting or exceeding the federal female participation goal of 6.9%. The motion directed the creation of a report card/scorecard system reflecting the attainment of the female participation goals for Metro PLA/CCP contractors that was established to increase visibility and encourage contractors to achieve the 6.9% female participation goal (Attachment E). The scorecard as of September 2025 can be seen in Attachment F.

Staff continue to attend monthly project meetings, as needed, to communicate directly with prime contractors who are not meeting the female participation goal at key milestones of 25%, 50%, and 75% project completion.

In addition, notices are issued to prime contractors to encourage increased female participation on their projects. For contractors receiving a score grade of “D” or below, notices are issued immediately with recommendations to conduct outreach and implement other efforts aimed at improving female participation.

In LA County, 50% of the adult population are female. The average female participation on Metro construction projects is currently 3.75% of total work hours compared to less than 2.0% on other non-Metro public works construction projects in the Southern California region. The national average for women in the construction building trades is 4.0% and the federal participation goal is 6.9%. As PLA/CCP staff continue to learn information on nationwide best practices, these practices are then shared with jobs coordinators and labor unions to support the recruitment and retention of women in the trades, which remains a regional challenge. These initiatives get implemented through the programs such as Multi-Craft Core Curriculum (MC3) and LA County Justice, Care, and Opportunities Department (JCOD).

A chart showing female participation in Metro’s PLA/CCP construction projects over the last four years can be seen in Attachment G.

[Women Breaking Ground Website <https://womenbreakground.com>](https://womenbreakground.com)

In March 2024, Metro launched the “Women Breaking Ground” website which provides women, who are interested in a career in construction, an avenue for learning how to join an apprenticeship readiness training program and how to get connected to resources.

Through September 2025, over 1,300 individuals have been triaged and given information and resources on starting a career in construction. Over 388 individuals were referred to a pre-apprenticeship training program sponsored by the LAOCBCTC Apprentice Readiness Fund, representing an increase of 22 from the previous reporting period. Thus far, 38 individuals have enrolled in pre-apprenticeship training, 33 have graduated from the program and 5 have been placed on Union Apprenticeship jobs.

The website includes testimonials of women who have worked in the trades and gives an overview of their experience. The website is also a tool for women who are already in the trades to get connected to the unions, contractors, and more resources to be placed on a construction job. It is made available through physical outreach materials and digital marketing ads and is accessible through the Metro careers website that can be located in the promo box titled "[Women](https://www.metro.net/about/careers/women/)".

Metro continues to advance strategies to support, the outreach, recruitment, and retention of all workers in the disadvantaged workforce categories. These strategies, led by the PLA/CCP staff, are proactive measures that address the regional needs for additional workers. These efforts spread awareness and sparked interest for women in the region.

C. Ongoing Strategies

Listed below are ongoing strategies being implemented by Metro to increase the overall workforce capacity, with a specific focus on increasing female participation on Metro's construction projects.

1. Female Participation Score Card - Staff continue to grade each contractor's performance quarterly by using a score card that reflects percentages of worked hours performed by females hired by Metro's contractors to encourage meeting the 6.9% goal.
2. Jobs Coordinator Meetings - Staff conduct periodic meetings with job coordinators to discuss best practices and identify outreach and recruitment opportunities.
3. Transition Coordination - Staff work with the unions and jobs coordinators to refer female workers who have completed their previous work assignments to other active Metro construction projects.
4. Women in the Trades Resource Guide (Attachment H) - Staff developed a comprehensive guide to recruit, employ, and retain women in construction careers, to assist prime contractors in recruiting female workers.
5. Collaboration with Unions - Staff established a collaboration with the Laborers Union and Southwest Regional Council of Carpenters to directly refer female workers to the apprenticeship programs. Upon completion, participants are referred to Metro's contractors for employment opportunities.

6. Outreach - Staff continue to reach out to community-based organizations, pre-apprenticeship schools, and building trades to promote career opportunities and to increase female recruitment in the construction industry (Attachment I). During this reporting period, Metro staff participated in eight job fairs which resulted in seven individuals being referred to job coordinators for pre-apprenticeship programs and/or direct placement.

The following are long-term strategies and efforts to support workforce needs and to increase female participation on Metro's projects:

1. Continue to collaborate with Women in Non-Traditional Employment Roles (WINTER) to help empower, train, educate, and prepare women for transformative careers in the construction industry. In addition, Metro provides continuous employment referrals to female graduates of WINTER on Metro project sites.
2. Continue to collaborate with the LA County Department of Economic Opportunity (DEO), LA County Department of Public Works, and City of Los Angeles Economic Workforce Development Department (EWDD) in recruiting individuals interested in starting a career in construction and establishing an ongoing referral system of individuals to pre-apprenticeship programs available through the LA County DEO network of services.
 - In September 2025, PLA staff began coordinating with the Los Angeles County Department of Public Works (LACDPW) to participate in Women in Trades Advisory Council (WITAC) meeting, which focuses on female participation language in LACDPW, Community Workforce Agreement (CWA). Construction and regional stakeholders, including the LA/OC Building and Trades Council, the Apprentice Readiness Fund, IBEW 11, will also attend. This collaboration will help PLA/CCP identify challenges and learn best practices to improve tradeswomen's participation across Metro projects.
3. Partner with the Los Angeles/Orange County Building and Construction Trades Council (LAOCBTC) and its Executive Secretary focused on increasing the workforce in the construction industry, including prioritizing and dispatching female workers on Metro construction projects.
4. On September 26, 2025, PLA/CCP staff met with a childcare service provider identified at the North America's Building Trades Unions (NABTU) Tradeswomen Build Nations Conference. Working with our regional partners, PLA/CCP staff will continue to evaluate the potential for this, or similar organizations, as a means to address this potential barrier to careers in construction.
5. Continued Metro support to facilitate WINTER, and the LA County Justice, Care, and Opportunities Department (JCOD) collaboration to launch its first all-female Pre-Apprentice

Construction Readiness training cohort. To allow time for the remodeling of the dormitories, the training start was rescheduled to January 12, 2026. To date 30 potential trainees have completed the interest program and will attend a virtual orientation hosted by WINTER.

Outreach to High Schools and Youth

Metro DEOD staff are dedicated to partnering with industry leaders to significantly enhance apprenticeship programs to effectively build capacity for present and future projects. Below are impactful activities that the team has implemented to inspire high school and community college students to spark their interest in pursuing rewarding careers in the trades. These efforts will inform and empower the next generation of skilled workers.

1. Over the past quarter (June through September 2025), Metro PLA/CCP staff concentrated outreach efforts on community organizations throughout the Los Angeles region to promote careers in the construction industry, particularly since outreach to students was limited due to the summer break. Participating institutions included Construction Industry Education Foundation (CIEF) LA Trades Day, LA City Youth Source, GRID Rooftop Ready Job Fair, East LA College, Metro's Transportation Career Academy Program (TCAP), YouthBuild, and California Conservation Corps.
2. Metro staff will continue to expand engagement with youth to generate interest in trades and create a pipeline of opportunities. The SEED School is also introducing students to a variety of careers, including those within the infrastructure sector.
3. A partnership meeting was convened with both Youth Build and the Conservation Corps by PLA/CCP staff, with a path forward where staff will host 3 student field trips to Metro's new Talent Hub to introduce construction careers. The first field trip took place in October 2025 and additional trips are scheduled to take place in March 2026, and May 2026.
4. On August 6, 2025, Metro staff presented the Women Breaking Ground website and construction career pathways at Congresswoman Maxine Waters' outreach event at Imperial Courts in Watts. Hosted by the South Bay Workforce Investment Board, the event connected residents with information on pre-apprenticeship programs, building trades, and public works opportunities. Attendees engaged with representatives from several trade unions, training programs, and contractors.

Metro will also continue to collaborate with the LA/OC Building Construction Trades Council and its union affiliates to assist in the recruitment efforts of workers.

D. Status Update to Board Motion 13.1

During Metro's Board meeting on March 27, 2025, the Board approved Motion 13.1, which was proposed by Directors Horvath, Hahn, Dutra, Solis, and Yaroslavsky (refer to Attachment A). PLA/CCP staff have been actively engaged in implementing, developing, researching, and meeting to advance the following initiatives and recommendations:

1. Expand Cultural Competency Plan requirements to integrate Community Benefits and Workforce Equity Components into RFP procurements

- DEOD is working with the County Counsel, Vendor/Contract Management, and Office of Equity and Race to review the Cultural Competency Plan and receive guidance regarding the framework.

2. Establish a regional roundtable to activate discussions on goal setting for regional public contracting agencies

The first Regional Roundtable was held on June 24, 2025, with the regional workforce contributors in attendance. The second Regional Roundtable meeting was held on December 12, 2025. The Los Angeles County Department of Economic Opportunity and Los Angeles World Airports agreed to serve as the Co-Chairs for the Regional Roundtable. The agenda for this second meeting included the following items:

- Discuss Challenges: Examine the systemic barriers to attracting, recruiting, and retaining women in the construction workforce, and explore cross-agency opportunities to address these challenges;
- Identify Solutions: Collaboratively develop strategies to overcome identified barriers and support increased participation and retention of women in the skilled trades across the region; and
- Take Action: Implement agreed-upon strategies through individual agencies or as a coordinated Regional Roundtable effort.

3. Conduct a Women in the Trades Regional Summit

- PLA/CCP staff are coordinating with regional partners to plan the Women in the Trades Regional Summit. The goal of the Summit is to provide the next generation of female construction workers with insights regarding the benefits of working with trade unions, as well as connecting them to valuable resources. The anticipated date for the event is late 2026.

4. Establish a Female Advisory Group

- Advanced the development of a draft plan for a Female Advisory Group that will host its own Women in the Trades Regional Summit. The event will allow the future generation of female construction workers to learn about the benefits of working with the Trade Unions and connect them with resources. This will be coordinated with the Regional Roundtable described above.

5. Launch a targeted social media campaign (Built by HER!) focused on women, youth, and mentorship opportunities.

The “Built by HER!” campaign launched in July 2025, targeting young women between the ages of 18 to 24, introducing a pipeline to construction careers by way of sourcing future construction workers to the Women Breaking Ground website. Posters have been produced in both English and Spanish and are being distributed to High Schools and Youth Career and Employment programs throughout the Region. Guests of Metro’s Gateway Headquarters building were able to see the Built by HER! advertisement on the Video Wall that is located on the 3rd level of Metro’s Gateway building outside of the boardroom. The advertisement video streamed from August 13, 2025, through October 16, 2025. In coordination with the Metro Marketing team, plans to launch the social media portion of this campaign are also being planned.

Additionally, as a component of the approved Motion, an amendment by Director Dupont-Walker requested a report back on the status of efforts to address cultural competency requirements for historically underutilized populations, including other cultural sensitivities and disparities. In response to Director Dupont-Walker’s request in Motion 13.1, staff submitted a report on underutilized and underrepresented apprentices in the May 2025 quarterly update. The second part of the analysis will focus on journeyman workers in the same categories, which is underway.

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.

EQUITY PLATFORM

Metro’s Project Labor Agreement (PLA) and Construction Careers Policy (CCP) continue to create employment opportunities for marginalized community members in the construction industry for workers with historical barriers to employment.

Hundreds of disadvantaged workers, as defined in Section 1.8 of the PLA and Section 3.9 of the CCP, have benefited from obtaining a meaningful career through Metro’s PLA/CCP program which resulted in over \$132 million in paid wages to disadvantaged workers, from inception to September 2025. For the June-September 2025 reporting period \$2.9 million was paid to disadvantaged workers.

Metro has continued ongoing efforts undertaken by staff to increase female participation, including outreach to women in construction to obtain insight and best practices for contractors and female workers in the construction industry (details in Attachment B). In addition, Metro supports efforts to remove barriers and expand awareness of construction career opportunities for women by encouraging contractors to hire and sponsor females into the construction trades and by working with Metro’s Women and Girls Governing Council (WGGC) to continuously uplift women into the construction industry. During the January-March 2025 reporting period, staff presented the Workforce Disparity Report, that provided an assessment of the availability of female tradeswoman in the workforce, and recommendations to increase inclusion. Staff are moving forward with the next steps for the report, as directed by Motion 13.1 (Attachment A).

These strategies have contributed to an average female participation rate in Metro construction projects (3.75%) which is higher than historical participation rates in other non-Metro public works construction projects in the region (less than 2%) and the national average for women in construction (4%). Additionally, staff monitor each project's female attainment monthly and assist contractors in continually increase female participation. Furthermore, the response to Motion 13.1 will help staff introduce collaborative mechanisms to increase female participation and identify additional cultural sensitivities and disparities for historically underserved populations as they seek employment in the trades. Expanding upon this response will assist staff in eliminating barriers for employment from these populations.

VEHICLE MILES TRAVELED OUTCOME

VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit. Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

While this item does not directly encourage taking transit, sharing a ride, or using active transportation, it is a vital part of Metro operations, as it is the goal of Metro's PLA/CCP program to provide employment opportunities to economically disadvantaged individuals of Los Angeles County. Because the Metro Board has adopted an agency-wide VMT Reduction Target, and this item supports the overall function of the agency, this item is consistent with the goals of reducing VMT.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

NEXT STEPS

Staff will continue to monitor the contractors' efforts and initiate the various strategies and activities as outlined in this report. Staff will continue to provide updates on actions related to Motion 13.1 within future quarterly PLA/CCP reports.

ATTACHMENTS

- Attachment A - Motion 13.1
- Attachment B - PLA/CCP Quarterly Brochure
- Attachment C - Upcoming PLA/CCP Projects
- Attachment D - Active National and Local Hire Charts
- Attachment E - Motion 33.1
- Attachment F - Female Participation Scorecard
- Attachment G - Quarter Female Participation Percentage Chart
- Attachment H - Women in the Trades Resource Guide
- Attachment I - Metro DEOD PLA/CCP Outreach Activities

Prepared by:

Oluwatimilehin (Tim) Famuyibo, Diversity and Economic Opportunity Department Representative, (213) 922-2561
Angela Scott, Principal, Diversity and Economic Opportunity Department, (213) 922-1028
Maia Siprashvili, Director, Diversity and Economic Opportunity Department, (213) 922-2652
Wendy White, Deputy Executive Officer, Diversity and Economic Opportunity Department, (213) 922-2648
Tashai R. Smith, Executive Officer, Diversity and Economic Opportunity Department, (213) 922-2128

Reviewed by:

Sharon Gookin, Deputy Chief Executive Officer (213) 418-3101



Stephanie Wiggins
Chief Executive Officer