



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

Construction Committee
July 15, 2026

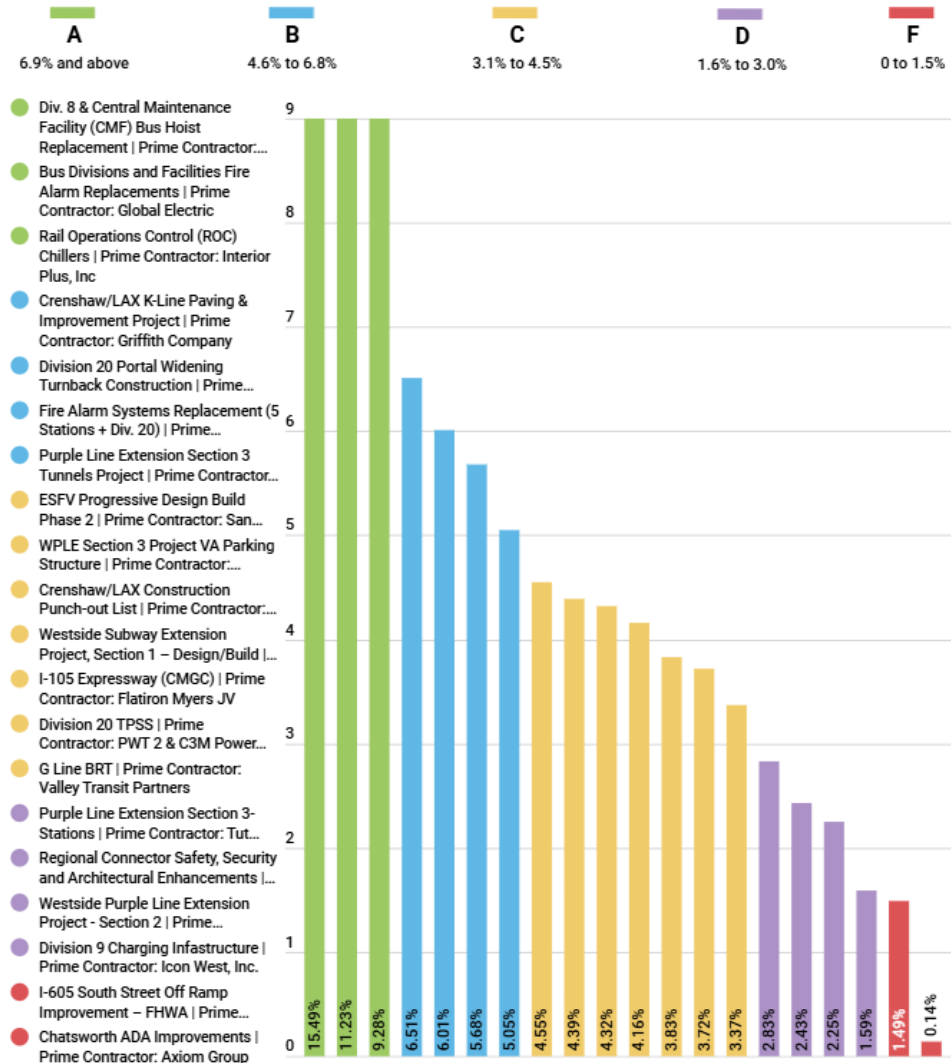
PLA/CCP Program Achievements

- **29 Construction Projects subject to PLA/CCP**
 - 20 active projects
 - 9 projects (have yet to begin construction)
- **Attainment - Program Inception to March 2026**
 - 57.12% Economically Disadvantaged
 - 21.44% Apprentice
 - 11.11% Disadvantaged
- **\$713 Million paid to Targeted Workers***
 - \$138 Million paid to Disadvantaged Workers*
 - \$198 Million paid to Apprentice Workers**
- **Exceeded Targeted/Apprentice/Disadvantaged Worker Goals**
- **No work stoppages or lockouts**

Female Participation Score Card

Quarterly Report - March 2026

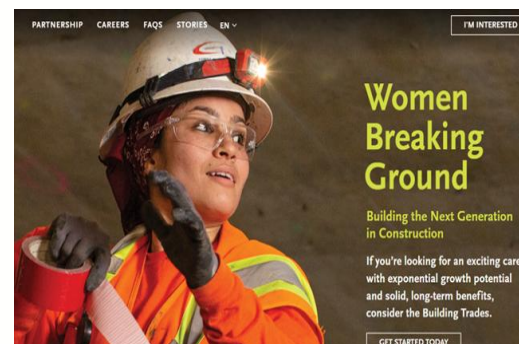
- ❖ Overall female participation attainment is 3.69%
- ❖ Highest project grade attainment as of this reporting period is A grade



Women Breaking Ground Website

LA Metro, in partnership with the Los Angeles/Orange Counties Building and Construction Trades Council, AFL-CIO, has created a joint awareness campaign to build the construction industry's future workforce capacity with a special focus on women.

- LA Metro's "Women Breaking Ground" website gives women that are interested in a career in construction an avenue for learning more about how to join an apprenticeship readiness training program and get connected to resources.
- Through the end of March 2026, over 1,500 individuals have been triaged and given information and resources on starting a career in construction. Over 407 individuals were referred to a pre-apprenticeship training program sponsored by the LAOCBCTC Apprentice Readiness Fund. Thus far, 38 individuals have enrolled in pre-apprenticeship training, and 37 have graduated from the program. 8 of these individuals have been placed in union apprenticeship jobs.
- The Women Breaking Ground website will run through FY26 in partnership with the LA/OCBCTC.



PLA/CCP & Motion 13.1 Updates

No.	Recommendation	Action	Status
1.	Expand Cultural Competency Plan Requirements	Through collaboration among PLA/CCP, County Counsel, Vendor/Contract Management, the Project Management Office, and the Office of Equity and Race, new Community Benefits and Workforce Development language was developed to strengthen accountability, inclusivity, and workforce equity. The updated requirements promote safe and inclusive workplaces through zero-tolerance harassment policies, effective reporting procedures, and meaningful employee engagement.	Completed
2.	Establish a Regional Roundtable to activate discussions on goal setting for regional public contracting agencies	The first Regional Roundtable meeting was held on June 24, 2025, and hosted regional workforce contributors, and Metro leadership in attendance. The second Regional Roundtable was held on December 12, 2025. It was co-chaired by LA County's Department of Economic Opportunity (DEO), and Los Angeles World Airports (LAWA). The third Regional Roundtable took place on April 27, 2026, and was hosted by the DEO.	Ongoing
3.	Conduct a Women in the Trades Regional Summit	The Women in Trades Regional Summit is meant to educate female construction workers about union benefits and connect them with the necessary resources. The event aligns with the establishment of a Female Advisory Group as part of the Regional Roundtable and is proposed to take place in late 2026.	In Development
4.	Establish a Female Advisory Group	On May 20, 2026, PLA/CCP staff convened the inaugural Female Advisory Group planning meeting, bringing together representatives from WINTER, Los Angeles World Airports (LAWA), IBEW Local 11, Skanska, and Metro's Diversity and Economic Opportunity Department (DEOD). As planning for the Summit progresses, the Female Advisory Group will serve as both a strategic advisory body and an action-oriented forum and will meet on a regular basis.	Ongoing
5.	Launch a Targeted Social Media Campaign	The "Built by HER!" Campaign launched in July 2025 and targets young women between the ages of 18 to 24 to introduce a pipeline to construction careers through various methods. In coordination with the Metro Marketing team, plans to launch the social media portion of the campaign are also being planned.	Continued Discussions
6.	Metro WINTER Program	Continued Metro support to facilitate WINTER, and the LA County JCOD collaboration to launch its first all-female Pre-Apprentice Construction Readiness training cohort confirmed to begin June 2026.	Ongoing

PLA/CCP Outreach Activities



Youth Career Fair Video

- Click the [link](#) to watch PLA/CCP Youth Construction Career Day promotional video.