



## Board Report

File #: 2019-0651, File Type: Informational Report

Agenda Number: 30.

### CONSTRUCTION COMMITTEE SEPTEMBER 19, 2019

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

**ACTION: RECEIVE AND FILE**

#### **RECOMMENDATION**

RECEIVE AND FILE the:

- A. Status update on the Project Labor Agreement and Construction Careers Policy through the quarter ending June 2019; and
- B. Metro Workforce Disparity Study on Women in the Trades.

#### **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.

This report provides an update on the PLA/CCP through the quarter ending June 2019.

#### **BACKGROUND**

In accordance to 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 on PLA/CCP construction projects is 6.90%.

Metro continues to advance several initiatives with focus on increasing the overall female participation attainment such as: development of an action plan as presented in November 2017; deployment of a performance score card including the development and distribution of Women in the Trades Resource Guide; and continued engagement with Metro's prime contractors and job

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coordinators with a focus on female worker outreach, recruitment and retention. As a result, Metro's female participation attainment on active construction projects covered by the PLA/CCP has steadily increased from 3.34% in October 2017 to 3.70% as of June 2019. The overall increase is attributed to 172 female workers gaining employment on Metro's construction projects between November 2017 and June 2019.

Moreover, Metro will continue to advance efforts to deliver upon Measure M and Metro's 28 by 2028 Initiative, the ongoing demand for skilled workforce will continue to create career opportunities for women and men within the construction industry and most specifically on Metro's infrastructure projects covered by the PLA/CCP. In recognition of the workforce demands and agency's goal to increase the participation and inclusion of women within the agency's construction projects, Metro's Diversity and Economic Opportunity (DEOD) staff commissioned a comprehensive Workforce Disparity Study to assess the availability and participation of female workers to contribute to the demand for future infrastructure projects within LA County (the Region).

## **DISCUSSION**

This report provides a status update on the construction contracts covered by the PLA/CCP as of FYQ4 2019 and an overview of the Metro Workforce Disparity Study. The report also provides an update on DEOD outreach activities in support of the targeted workforce.

### **A. PLA/CCP Status Update**

As of June 2019, there are twelve active construction contracts with PLA/CCP program requirements including three contracts subject to the Pilot Local Hire Initiative. Nine of the twelve contractors exceed the 40% Targeted Worker Goal, six contractors exceed the 20% Apprentice Worker Goal and five contractors exceed the 10% Disadvantaged Worker Goal. There are twenty completed construction contracts. The information on the completed construction contracts is provided as Attachment A.

The following table represents the active construction projects as of the June 2019 quarterly reporting period.

## **Active Construction Projects**



Project Name:	Prime Contractor:	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.90%)	Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System Category *
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	60.00%	23.51%	11.86%	3.73%	33.57%
Regional Connector Transit Corridor	Regional Connector Constructors, JV	58.83%	17.00%	9.76%	3.80%	73.86%
Westside Subway Extension Project, Section 1 – D/B	Skanska-Traylor-Shea, JV	63.32%	17.97%	12.01%	3.82%	76.48%
Westside PLE Project, Section 2 – D/B	Tutor Perini/O&G, JV	49.96%	13.36%	3.87%	4.62%	56.13%
Division 16 Southwestern Yard	Hensel Phelps/Herzog, JV	49.23%	29.89%	10.21%	4.19%	78.22%
Patsaouras Plaza Busway Station	OHL-USA, Inc.	56.75%	12.46%	4.03%	1.30%	59.92%
Westside Purple Line Extension Project, Section 3 Advanced Utility Relocations	Bubalo Construction Co.	47.56%	21.08%	12.08%	5.10%	0.00%
Metro Blue Line Signal System Rehabilitation	Mass Electric Construction	26.89%	17.06%	9.45%	0.90%	67.56%
Soundwall #11 Construction	Powell Constructors, Inc.	38.90%	12.07%	0.11%	0.01%	100%
Willowbrooks/Rosa Parks Station Improvements	Icon-West	65.03%	20.87%	5.41%	1.43%	69.85%
Metro Blue Line Track & Systems Refurbishments	RailWorks	28.20%	22.85%	4.79%	0.56%	62.29%
Metro HQ Chillers & Emergency System Replacements	EMCOR/Mesa Energy	46.01%	32.16%	20.56%	5.54%	0.00%

Please refer to the attached PLA/CCP Data Report 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 outlines the percentage of Disadvantaged Workers (based on hours worked) that have criminal records or involvement with the criminal justice system that have worked or are actively working on Metro's PLA/CCP covered projects.

Crenshaw/LAX Transit Corridor  
Prime: Walsh/Shea Corridor Constructors

The Crenshaw/LAX Transit Corridor project contractor has completed 93.70% of the estimated construction work hours for this project. The contractor currently exceeds the Targeted Worker Goal at 60.00%, Apprentice Worker Goal at 23.51%, Disadvantaged Worker Goal at 11.86% and the minority participation percentage goals. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

The contractor's overall attainment for the Female Participation Goal has increased in direct relation to the efforts that have been initiated by the contractor and Metro staff. The contractor has increased the female participation from 3.27% in September 2017 to 3.73% as of this reporting cycle which reflects a total of 186 female workers hired on the project.

Regional Connector Transit Corridor  
Prime: Regional Connector Constructors, Joint Venture

The Regional Connector Transit Corridor project contractor has completed 62.04% of the estimated construction work hours for this project. The contractor currently exceeds the Targeted Worker Goal at 58.83% and the minority participation percentage goals; however, the contractor is not meeting the 20% Apprentice Worker Goal at 17.00% or the 10% Disadvantaged Worker Goal at 9.76%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

The contractor has provided an updated Employment Hiring Plan (EHP) which outlines compliance with meeting the PLA/CCP workforce goals in the latter part of 2019. Staff will continue to monitor the contractor's EHP and work closely with the contractor towards meeting all worker goals for this project.

The contractor is not meeting the 6.90% Female Participation Goal at 3.80%. Staff continues to monitor the contractor's performance based on the plan to perform more focused outreach. A total of 83 female workers were hired on the project as of this reporting period.

Westside Subway Extension Project, Section 1 Design-Build  
Prime: Skanska-Traylor-Shea, a Joint Venture (STS)

The Westside Subway Extension Project, Section 1 project contractor has completed 59.65% of the estimated construction work hours for this project. The contractor currently exceeds the Targeted Worker Goal at 63.32%, Disadvantaged Worker Goal at 12.01%, and the minority participation percentage goals; however, the contractor is not meeting the 20% Apprentice Worker Goal at 17.97%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

The contractor has provided an updated EHP which outlines compliance with meeting the PLA/CCP workforce goals in the latter part of 2022. Staff will continue to monitor the contractor's EHP and work closely with the contractor towards meeting all worker goals for this project.

The contractor is not meeting the 6.90% Female Participation Goal at 3.82%. The contractor has committed to perform more outreach activities focusing on female recruitment as part of their effort to increase female participation. A total of 86 female workers were hired on the project as of this reporting period.

Westside Purple Line Extension Project, Section 2 Design-Build  
Prime: Tutor Perini/O&G, JV

The Westside Purple Line Extension Project Section 2 is underway and only 3.87% of the estimated construction work hours for this project have been performed. The contractor is currently exceeding the Local Targeted Worker Goal at 49.96%, and the minority participation percentage goals; however, the contractor is not meeting the 20% Apprentice Worker Goal at 13.36% or the 10% Disadvantaged Worker Goal at 3.87%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

This project falls under the United States Department of Transportation's (U.S. DOT) Pilot Local Hire Program. On October 6, 2017, the Federal Register published a notice from the USDOT announcing the withdrawal of the Pilot Local Hire program. This is one of the three construction projects awarded subject to the Pilot Local Hire Initiative.

Staff will continue to monitor the contractor's EHP and work closely with the contractor towards meeting all worker goals for this project.

The contractor has achieved 4.62% Female Participation attainment within the early phases of construction. A total of 9 female workers have been hired on the project as of this reporting period.

Division 16 - Southwestern Yard  
Prime: Hensel Phelps/Herzog, J.V.

The Division 16 Southwestern Yard project contractor has completed 99.24% of the estimated construction work hours on this project. The contractor currently exceeds the Local Targeted Worker Goal at 49.23%, Apprentice Worker Goal at 29.89%, Disadvantaged Worker Goal at 10.21%, and the minority participation percentage goals. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

This project falls under the United States Department of Transportation's (U.S. DOT) Pilot Local Hire Program. On October 6, 2017, the Federal Register published a notice from the USDOT announcing the withdrawal of the Pilot Local Hire program. This is one of the three construction projects awarded subject to the Pilot Local Hire Initiative.

The contractor has attained 4.19% Female Participation goal. A total of 53 female workers have been hired on the project as of this reporting period. Recognizing this project is nearing completion, Metro staff in coordination with the job coordinator is working with female workers on this project that are interested in obtaining a referral to work on other Metro projects. This collaborative effort is to support retention.

Patsaouras Plaza Busway Station  
Prime: OHL-USA, Inc.

The Patsaouras Plaza Busway Station project contractor has completed 88.06% of the estimated construction work hours on this project. The contractor currently exceeds the Targeted Worker Goal at 56.75% and the minority participation percentage goals; however, the contractor is not meeting the 20% Apprentice Worker Goal at 12.46% or the 10% Disadvantaged Worker Goal at 4.03%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

Metro staff issued a Notice of Non-Compliance in November 2017 for the low attainment of the Apprentice and Disadvantaged Worker Goals. The contractor submitted a revised EHP with an action plan for meeting all PLA/CCP workforce provisions by the end of the project. As of this reporting period, the contractor continues to make progress in the Apprentice Worker attainment and has committed to hiring more disadvantaged workers. Staff will continue to monitor the contractor's EHP and will work closely with the contractor towards meeting all worker goals for this project.

The contractor has one of the lowest Female Participation attainment at 1.30%. Staff issued an Executive Order 11246 Notice in early 2018 requesting the contractor to document efforts related to the recruitment of female workers as part of their effort to increase female participation. The contractor and their job coordinator committed to increase female participation by performing targeted outreach and collaborating with community-based organizations in recruiting female workers.

Westside Purple Line Ext. Section 3 - Advanced Utility Relocations



Prime: Bubalo Construction Co.

The Westside Purple Line Ext. Section 3 - Advanced Utility Relocations project contractor has completed 99.77% of the estimated construction work hours on this project. The contractor currently exceeds the Local Targeted Worker Goal at 47.56%, Apprentice Worker Goal at 21.08%, Disadvantaged Worker Goal at 12.08% and the minority participation percentage goals. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

This project falls under the United States Department of Transportation's (U.S. DOT) Pilot Local Hire Program. On October 6, 2017, the Federal Register published a notice from the USDOT announcing the withdrawal of the Pilot Local Hire program. This is one of the three construction projects awarded subject to the Pilot Local Hire Initiative.

The contractor has achieved 5.10% Female Participation attainment. This project is one of the highest as of this reporting period.

Metro Blue Line Signal System (Rehabilitation)

Prime: Mass Electric Construction Co.

The Metro Blue Line Signal System (Rehabilitation) project contractor has completed 74.97% of the estimated construction work hours on this project. The contractor is meeting the minority participation goals; however, the contractor is not meeting the 40% Targeted Worker Goal at 26.89%, the 20% Apprentice Worker Goal at 17.06% or the 10% Disadvantaged Worker Goal at 9.45%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

Metro staff issued a Notice of Non-Compliance in May 2019 for the low attainment of the Targeted, Apprentice and Disadvantaged Worker goals. The contractor submitted a revised EHP with an action plan for meeting all PLA/CCP workforce provisions by the end of the project. Staff will continue to monitor the contractor's EHP and will work closely with the contractor towards meeting all worker goals for this project.

The contract is not meeting the 6.90% Female Participation Goal at 0.90%. Staff issued a Notice of Low Female Participation in March 2019 requesting the contractor to document efforts related to the recruitment of female workers as part of their effort to increase female participation. The contractor and the job coordinator committed to increase female participation by performing targeted outreach and collaborating with community-based organizations in recruiting female workers. As of this reporting period, the contractor has hired 4 female workers on the project.

Soundwall #11 Construction

Prime: Powell Constructors, Inc.

The Soundwall #11 Construction project contractor has completed 26.10% of the estimated

construction work hours on this project. The contractor is meeting the minority participation goals; however, the contractor is not meeting the 40% Targeted Worker Goal at 38.90%, the 20% Apprentice Worker Goal at 12.07% or the 10% Disadvantaged Worker Goal at 0.11%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

The contractor has submitted an EHP which outlines compliance with meeting the PLA/CCP workforce goals at 65% project completion. Staff will continue monitoring the contractor's EHP and work closely with the contractor in meeting all worker goals for this project.

The contractor is not meeting the 6.90% Female Participation Goal at 0.01%. Staff issued a Notice of Low Female Participation in July 2019 requesting the contractor to document efforts related to the recruitment of female workers as part of their effort to increase female participation. In addition, staff will meet with the contractor to discuss the female participation goal and strategies to increase female participation.

#### Willowbrooks/Rosa Parks Station Improvements

Prime: Icon-West Inc.

The Willowbrooks/Rosa Parks Station Improvements project contractor has completed 82.65% of the estimated construction work hours on this project. The contractor currently exceeds the Targeted Worker Goal at 65.03%, Apprentice Worker Goal at 20.87% and the minority participation goals; however, the contractor is not meeting the 10% Disadvantaged Worker Goal at 5.41%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

The contractor has hired several Disadvantaged Workers on the project which should help achieve the Disadvantaged Worker Goal by the next reporting period. Staff will continue to monitor the contractor's EHP and work closely with the contractor in meeting all worker goals for this project.

The contractor has one of the lowest Female Participation attainment at 1.43%. Staff issued an Executive Order 11246 Notice on April 11, 2019 requesting the contractor to document efforts related to the recruitment of female workers as part of their effort to increase female participation. As of this reporting period, the contractor has hired 5 female workers on the project.

#### Metro Blue Line Track & System Refurbishments

Prime: RailWorks

The Metro Blue Line Track & System Refurbishments project contractor has completed 90.11% of the estimated construction work hours on this project. The contractor currently exceeds the Apprentice Worker Goal at 22.85% and the minority participation goals; however, the contractor is not meeting the 40% Targeted Worker Goal at 28.20%, and the 10% Disadvantaged Worker Goal at 4.79%. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

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Metro staff issued a Notice of Non-Compliance in May 2019 for the low attainment of the Targeted, and Disadvantaged Worker goals. The contractor submitted a revised EHP with an action plan for meeting all PLA/CCP workforce provisions by the end of the project. Staff will continue to monitor the contractor's EHP and will work closely with the contractor towards meeting all worker goals for this project.

The contractor has the lowest Female Participation attainment at 0.56%. Staff has address the Low Female Participation as part of the Notice of Non-Compliance letter issued in May 2019 requesting for an action plan to increase female participation on the project. As of this reporting period, the contractor has hired 5 female workers on the project.

Metro HQ Chillers Plan & Emergency System Replacement  
Prime: EMCOR/Mesa Energy

The Metro HQ Chillers Plan & Emergency System Replacement project contractor has completed 54.81% of the estimated construction work hours on this project. The contractor currently exceeds the Targeted Worker Goal at 46.01%, Apprentice Worker Goal at 32.16%, Disadvantaged Worker Goal at 20.56% and the minority participation percentage goals. The attainment for the 20% Apprentice Worker Goal is based on total apprentice hours.

The contractor has achieved 5.54% Female Participation attainment which is the highest as of this reporting period.

## **B. Metro Workforce Disparity Study**

As part of the ongoing effort to not only increase female participation on Metro construction projects but also to gain a greater understanding of the existing and projected availability of women in the construction workforce, DEOD staff initiated a workforce disparity study to determine the availability and participation of female workers to meet the demand for future infrastructure projects in support of Metro's projects including others throughout the Los Angeles Region. The professional services of Estolano LeSar Advisors (ELA) were retained to perform a comprehensive assessment and develop the construction workforce disparity study with focus on Metro infrastructure projects. The comprehensive report "Metro Workforce Disparity Study (Study)," which includes an overview of the current state of the construction workforce including a forecast of workforce supply and demand within the region focusing on the availability of women in the skilled trades can be viewed at [metro.net/pla](http://metro.net/pla).

An executive summary of the Study which includes recommendations are summarized within Attachment C.

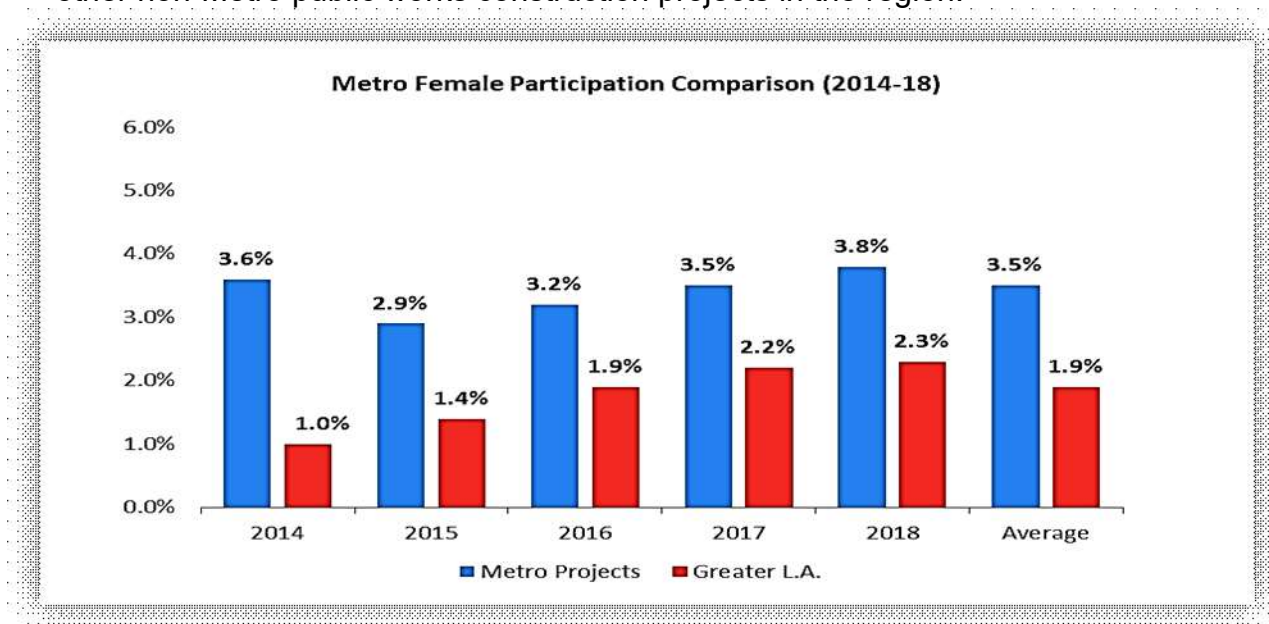
As outlined in the Study female workers continue to remain underrepresented on public works projects throughout the region; however, between 2014 and 2018 the average female participation on Metro construction projects was 3.5% compared to 1.9% of other non-Metro public works projects in the region. Furthermore, Metro's projects represented a total of 34% of the total hours performed on public works construction projects in the region over the past 5 years and, as a direct correlation,

approximately 64% of the total hours performed by female constructions workers in the region over the past 5 years were on Metro construction projects. The measurable outcomes demonstrate the effects of intentional outreach and inclusion of women within the workforce of Metro’s construction projects.

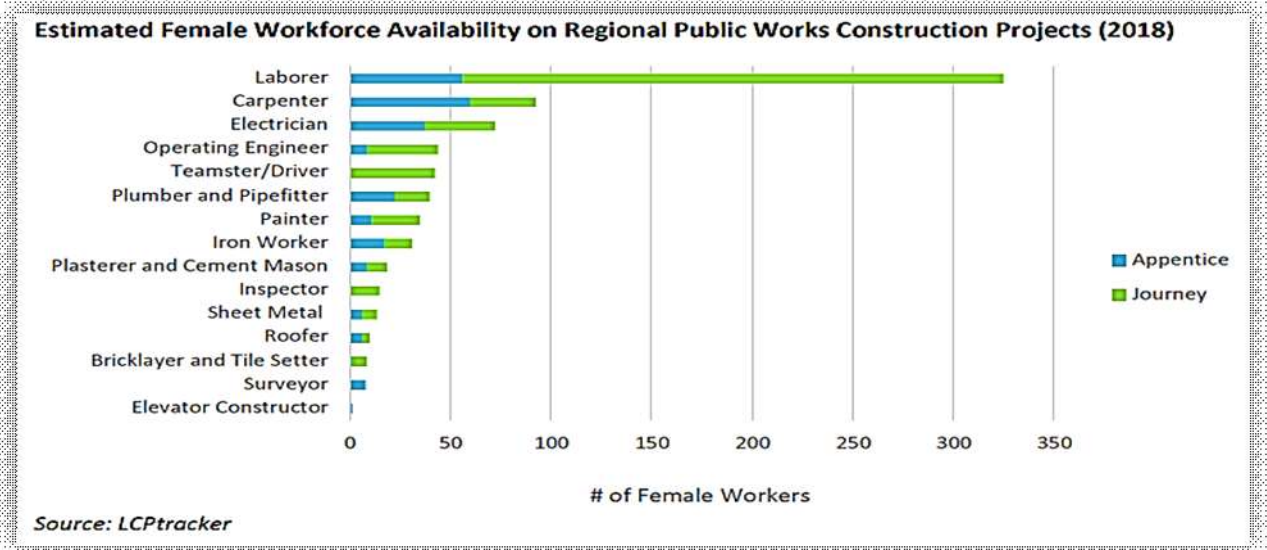
Moreover, the agency’s pipeline of infrastructure projects such as those within Measure M and the 28 by ‘28 Initiative will continue to influence the demand for the construction workforce and skilled labor and lend to opportunities within the construction career pathway. Following is summary of the key findings within the report:

Key Findings:

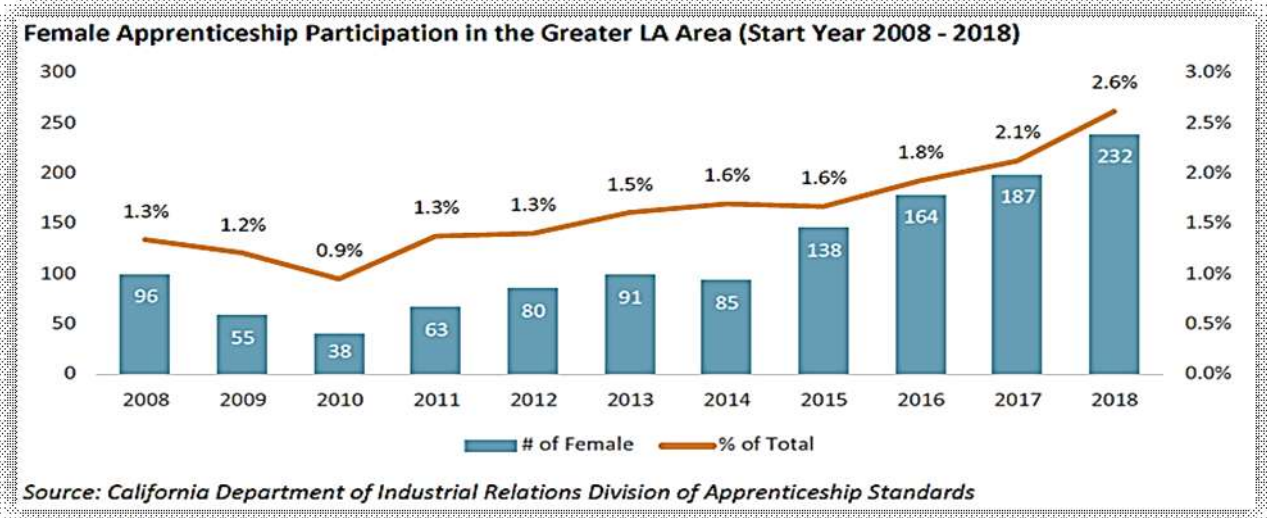
- Between 2014 and 2018 Metro’s average female participation was 3.5% compared to 1.9% of other non-Metro public works construction projects in the region.



- As of 2018 the estimated total number of female workers available to work on public works construction projects in Greater LA Area is 775 (or 1% of total available workers). Of the total number of estimated female workers approximately 250 were apprentices and 525 were journey workers. These female workers are from multiple crafts.
- The trades with highest number of female workers (including both journey workers and apprentices) were: Laborers, Carpenter, Electricians, Operating Engineer and Teamster/Driver.



- Female participation in apprenticeship programs is increasing as the number of recruits more than doubled since 2008. Based on the cohort of apprentices that started apprenticeship programs since 2008, female apprentices as a percent of total apprentices has doubled between 2008 and 2018 from 96 (1.3%) in 2008 to 232 (2.6%) in 2018.



Recognizing the workforce changes occurring within the transportation industry including the construction industry such as: an aging labor force, generational shifts and decrease in the younger population entering the construction trades at the rates of the retiring workforce, the recruitment of workers will continue to be a priority for Metro and others throughout the region in order to meet the labor demands. As women continue to enter the construction industry at higher rates than previous years, Metro staff will continue to focus efforts on the outreach, recruitment and retention of women on the agency’s projects with the intent of achieving the Executive Order 11246 female participation

goal of 6.9%. Therefore, in an effort to establish a forecast of the regional availability of female construction workers over the next ten years, ELA performed a workforce gap analysis by evaluating three growth scenarios, “No Growth,” “Moderate Growth,” and “Sustained Growth.” The growth scenarios demonstrate the ongoing workforce gap as there is not any point of time in which Metro attains 6.9% female participation within all the trades. However, the 6.9% female participation attainment is probable within the following trades: Painter, Plumbers and Pipefitters, Sheet Metal, Carpenters and Roofers. Although recruitment and retention efforts will continue to be focused on all the major trades associated with Metro’s projects, it is recommended that Metro significantly increases efforts on the trades that are anticipated to experience the largest female workforce gap such as: Operating Engineer, Iron Worker, Teamsters/Driver, Plasterer and Cement Mason, Surveyor and Elevator Constructor.

Moreover, the Study outlines additional recommendations for consideration based on the findings outlined in the report and a review of best practices in the construction industry. Following is a summary of recommendations that staff will continue to assess in developing a strategic action plan focused on short-term (less than 1 year), mid-term (1 - 5 years) and long-term (5-10 years) implementation:

- Expand and diversify the construction workforce to meet growing demand and skills-gap;
- Create a gender-balanced workforce by targeting the recruitment of females to enroll in apprenticeship readiness programs and registered apprenticeship programs;
- Continue Metro’s internal efforts through policies and programs related to supporting female participation in construction;
- Coordinate with the National Center for Women’s Equity in Apprenticeship and Employment and the Chicago Women in Trades to establish a Tradeswoman organization;
- Encourage building trades to track workforce participation;
- Encourage unconscious bias training among all contractors;
- Create a dedicated funding source to support the retention of female construction workers; and
- Others.

Staff will advance efforts for the implementation of the various adopted recommendations as outlined in the Study through a regional collaborative approach in partnership with the LA/OC Building Trades, Metro prime contractors including the job coordinators; and community-based partners.

### **C. Outreach**

DEOD's Outreach team continuously seeks opportunities to keep the community informed and engaged of construction career opportunities available through Metro's PLA/CCP. Staff collaborates with community-based organizations and other partners including the contractors on outreach events, initiatives and activities. Staff hosted the following outreach event as of this reporting period:

- Metro "Women Build METRO LA" hosted a quarterly Apprenticeship Readiness Fair on May 17, 2019 at Metro Headquarters.

The upcoming Metro "Women Build METRO LA" Apprenticeship Readiness Fair is scheduled on September 27, 2019 at the Banning's Landing Community Center located at 100 E. Water St. Wilmington, CA 90744.

### **NEXT STEPS**

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

### **ATTACHMENTS**

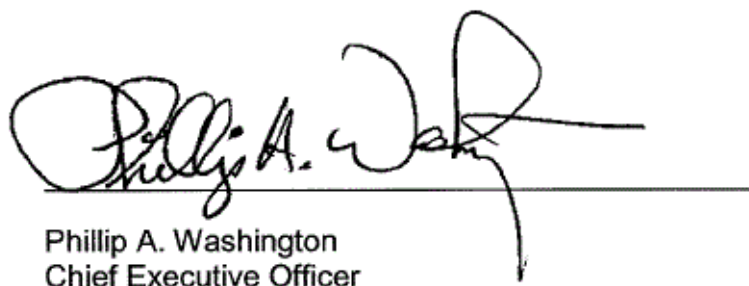
Attachment A - PLA/CCP Completed Contracts

Attachment B - PLA/CCP Update Report Data

Attachment C - Metro Workforce Disparity Study (Executive Summary)

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Phillip A. Washington  
Chief Executive Officer

## ATTACHMENT A

### Completed Contracts:

Completed Projects:	Prime Contractor:	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.90%)	*Percentage of Disadvantaged Workers that are in the Criminal Justice System Category
Crenshaw Advanced Utility Relocation Project	Metro Builders	61.41%	13.84%	21.08%	0.52%	2.90%
Westside Subway Extension Advanced Utility Relocation	Metro Builders	67.47%	11.12%	11.08%	7.48%	0.00%
Westside Subway Exploratory Shaft	Innovative Construction Solutions	50.88%	75.05%	11.23%	0.42%	96.23%
Regional Connector Transit Corridor Adv. Utility Relocation	Pulice Construction	51.61%	21.37%	22.83%	2.57%	28.39%
CNG Emergency Generator Division 7 & 8	Taft Electric	46.42%	25.51%	39.08%	4.68%	39.48%
Division 13 CNG Fueling Facility, Design/Build/Operate	Clean Energy	67.54%	20.17%	60.72%	1.69%	49.48%
Metro Blue Line Stations Refurbishments	S.J. Amoroso	56.01%	26.10%	13.62%	0.48%	28.03%
Westside Extension Project Advanced Utility Relocation (Fairfax Station)	WA Rasic	63.27%	20.61%	19.90%	2.78%	9.24%
Metro Rail Security Kiosks	Icon-West	45.90%	27.06%	20.17%	0.00%	100.00%
Westside Extension Project Advanced Utility Relocation (La Cienega Station)	Bubalo Construction	65.15%	21.76%	20.96%	0.57%	28.10%
MRL/MOL North Hollywood Station West Entrance	Skanska, USA	57.79%	24.28%	15.78%	7.44%	84.26%



Completed Projects:	Prime Contractor:	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.90%)	*Percentage of Disadvantaged Workers that are in the Criminal Justice System Category
Patsaouras Plaza POV Relocation, Pavers and Storm Drain Repair	AP Construction	76.46%	21.26%	42.56%	3.91%	6.48%
Universal City Pedestrian Bridge	Griffith Company	38.33%	27.49%	12.55%	1.57%	48.51%
MRL Pershing Square Canopy Addition and Escalator Replacements	Clark Construction, LLC	50.62%	33.68%	14.12%	1.46%	86.41%
Bob Hope Airport/Hollywood Way Station	CA Rasmussen, Inc.	42.77%	22.62%	12.71%	0.80%	69.38%
Non-Revenue Maintenance Bldg. at Vernon Yard	Access Pacific, Inc.	54.16%	20.90%	12.93%	7.64%	5.35%
Metro Blue Line Pedestrian and Swing Gates Installation	Icon-West	65.33%	25.61%	11.56%	1.02%	98.57%
Division 9 Maintenance Annex Bldg.	Metro Builders	44.96%	27.03%	12.37%	1.67%	68.35%
New Maintenance of Way/NRV Bldg 615	Clark Construction	63.67%	25.84%	10.40%	0.73%	65.15%
Division 1 Maintenance Annex Bldg.	Metro Builders	43.26%	25.04%	12.95%	7.12%	58.97%

Please refer to the attached PLA/CCP Data Report for additional information on each project.

**Crenshaw Advanced Utility Relocation Project**  
**Prime: Metro Builders**

The Crenshaw Advanced Utility Relocation project is 100% complete as of September 2014. Final reporting shows the Targeted Worker attainment at 61.41%, Disadvantaged Worker attainment at 21.08% and the minority participation percentage goals were attained; however, the Contractor did not meet the 20% Apprentice Worker goal at

13.84% and the 6.90% Female Participation goal at 0.52%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. Metro staff met with the Contractor in January 2015 and executed liquidated damages for not meeting the apprentice goal for this project. The Contractor complied with Metro's liquidated damages and this issue is closed.

Westside Subway Extension Advanced Utility Relocation  
Prime: Metro Builders

The Westside Subway Extension Advanced Utility Relocation project is 100% complete as of October 2014. Final reporting shows the Targeted Worker attainment at 67.47%, Disadvantaged Worker attainment at 11.08%, Female Participation attainment at 7.48% and the minority participation percentage goals were attained; however, the Contractor did not meet the 20% Apprentice Worker goal at 11.12%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. Metro staff met with the Contractor in January 2015 and executed liquidated damages for not meeting the apprentice goal for this project. The Contractor complied with Metro's liquidated damages and this issue is closed.

Westside Subway Exploratory Shaft  
Prime: Innovative Construction Solutions (ICS)

The Westside Subway Extension Exploratory Shaft project is 100% complete as of October 2014. Final reporting shows the Targeted Worker attainment at 50.88%, Apprentice Worker attainment at 75.05%, Disadvantaged Worker attainment at 11.23% and the minority participation percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.42%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Regional Connector Transit Corridor Advanced Utilities Relocation  
Prime: Pulice Construction

The Regional Connector Transit Corridor Advanced Utilities Relocation project was terminated for convenience in April 2015 and is now closed. Final reporting shows the Targeted Worker attainment at 51.61%, Apprentice Worker attainment at 21.37%, Disadvantaged Worker attainment at 22.83% and the minority participation percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 2.57%.

CNG Emergency Generator Division 7 and 8  
Prime: Taft Electric

The CNG Emergency Generator Division 7 and 8 project is 100% complete as of May 2015. Final reporting shows the Targeted Worker attainment at 46.42%, Apprentice Worker attainment at 25.51%, Disadvantaged Worker attainment at 39.08% and the

minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 4.68%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Division 13 CNG Fueling Facility, Design/Build/Operate  
Prime: Clean Energy

The Division 13 CNG Fueling Facility, Design/Build/Operate project Contractor is 100% complete as of June 2015. Final reporting shows the Targeted Worker attainment at 67.54%, Apprentice Worker attainment at 20.17%, Disadvantaged Worker attainment at 60.72% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 1.69%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Metro Blue Line Station Refurbishments  
Prime: S.J. Amoroso

The Metro Blue Line Station Refurbishments project Contractor is 100% complete as of August 2015. Final reporting shows the Targeted Worker attainment at 56.01%, Apprentice Worker attainment at 26.10%, Disadvantaged Worker attainment at 13.62% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.48%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Westside Subway Extension Advanced Utility Relocation (Fairfax Station)  
Prime: W.A. Rasic

The Westside Subway Extension Advanced Utility Relocation – Fairfax Station project is 100% complete as of December 2015. Final reporting shows the Targeted Worker attainment at 63.27%, Apprentice Worker attainment at 20.61%, Disadvantaged Worker attainment at 19.90% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 2.78%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Metro Rail Security Kiosks  
Prime: Icon-West

The Metro Rail Security Kiosks project is 100% complete as of March 2016. Final reporting shows the Targeted Worker attainment at 45.90%, Apprentice Worker attainment at 27.06%, Disadvantaged Worker attainment at 20.17% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.00%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Westside Extension Project Advanced Utility Relocation (La Cienega)  
Prime: Bubalo Construction

The Westside Extension Project Advanced Utility Relocation project is 100% completed as of October 2016. Final reporting shows the Targeted Worker attainment at 65.15%, Apprentice Worker attainment at 21.76%, Disadvantaged Worker attainment at 20.96% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.57%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance  
Prime: Skanska

The Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance project is 100% completed as of November 2016. Final reporting shows the Targeted Worker attainment at 57.79%, Apprentice Worker attainment at 24.28%, Disadvantaged Worker attainment at 15.78%, Female Participation goal at 7.44% and the minority percentage goals were attained. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Patsaouras Plaza POV Relocation, Pavers and Storm Drain Repairs  
Prime: AP Construction

The Patsaouras Plaza Privately-Owned-Vehicle Relocation, Pavers and Storm Drain Repairs project is 100% completed as of April 2017. Final reporting shows the Targeted Worker attainment at 76.46%, Apprentice Worker attainment at 21.26%, Disadvantaged Worker attainment at 42.56% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 3.91%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Universal City Pedestrian Bridge  
Prime: Griffith Company

The Universal City Pedestrian Bridge project is 100% completed as of June 2017. Final reporting shows the Apprentice Worker attainment at 27.49%, Disadvantaged Worker goal at 12.55% and the minority participation percentage goals were attained; however, the Contractor did not meet the 40% Targeted Worker goal at 38.33% and the 6.90% Female Participation goal at 1.57%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. Staff executed liquidated damages for not meeting the Targeted Worker goal for this project. The assessed liquidated damages were utilized during negotiations to offset the contractor's claimed additional costs and this issue is closed.

MRL Pershing Square Canopy Addition and Escalator Replacement  
Prime: Clark Construction, LLP

The MRL Pershing Square Canopy Addition and Escalator Replacement project Contractor is 100% completed as of August 2017. Final reporting shows the Targeted Worker attainment at 50.62%, Apprentice Worker attainment at 33.68%, Disadvantaged Worker attainment at 14.12% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 1.46%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Bob Hope Airport/Hollywood Way Station  
Prime: CA Rasmussen

The Bob Hope Airport/Hollywood Way Station project is 100% completed as of April 2018. Final reporting shows the Targeted Worker attainment at 42.77%, the Apprentice Worker attainment at 22.62%, Disadvantaged Worker attainment at 12.71% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.80%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Non-Revenue Maintenance Building at Vernon Yard  
Prime: Access Pacific Inc.

The Non-Revenue Maintenance Building at Vernon Yard project is 100% completed as of May 2018. Final reporting shows the Targeted Worker attainment at 54.16%, the Apprentice Worker attainment at 20.90%, Disadvantaged Worker attainment at 12.93%, Female Participation goal at 7.64% and the minority percentage goals were attained. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Metro Blue Line Pedestrian & Swing Gates Installation  
Prime: Icon West

The Metro Blue Line Pedestrian & Swing Gates Installation project is 100% completed as of July 2018. Final reporting shows the Targeted Worker attainment at 65.33%, the Apprentice Worker attainment at 25.61%, Disadvantaged Worker attainment at 11.56%, Female Participation goal at 1.02% and the minority percentage goals were attained. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Division 9 Maintenance Annex Building  
Prime: Metro Builders

The Division 9 Maintenance Annex Building project is 100% completed as of January 2019. Final reporting shows the Targeted Worker attainment at 44.96%, the Apprentice Worker attainment at 27.03%, Disadvantaged Worker attainment at 12.37%, Female Participation goal at 1.67% and the minority percentage goals were attained. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

New Maintenance of Way/NRV Bldg. 61S  
Prime: Clark Construction

The New Maintenance of Way/NRV Bldg. 61S project is 100% completed as of April 2019. Final reporting shows the Targeted Worker attainment at 63.67%, the Apprentice Worker attainment at 25.84%, Disadvantaged Worker attainment at 10.40%, Female Participation goal at 0.73% and the minority percentage goals were attained. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Division1 Maintenance Annex Building  
Prime: Metro Builders

The Division 1 Maintenance Annex Building project is 100% completed as of May 2019. Final reporting shows the Targeted Worker attainment at 43.26%, the Apprentice Worker attainment at 25.04%, Disadvantaged Worker attainment at 12.95%, Female Participation goal at 7.12% and the minority percentage goals were attained. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

## **ATTACHMENT B**

# **Project Labor Agreement (PLA) / Construction Careers Policy (CCP) Update**

**Report Data Through  
June 2019 Reporting Period**

# Crenshaw/LAX Transit Corridor Project

PLA Targeted Worker Attainment: Prime: Walsh/Shea

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
6,768,599.06	60.00%	23.51% Based on Total Apprenticiable Work Hours	11.86%

Percentage Project Complete Based on Worker Hours: 93.70% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
6,768,599.06	11.71%	1.35%	21.55%	62.63%	0.97%	1.79%	76.66%	3.73%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# Regional Connector Transit Corridor Project

**PLA Targeted Worker Attainment:** Prime: R.C.C., Joint Venture

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
2,037,881.36	58.83%	17.00% Based on Total Apprenticesable Work Hours	9.76%

Percentage Project Complete Based on Worker Hours: 62.04% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
2,037,881.36	7.07%	0.76%	24.82%	60.53%	0.87%	5.96%	69.23%	3.80%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Subway Extension Project, Section 1 – D/B

**PLA Targeted Worker Attainment: Prime: S.T.S., Joint Venture**

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
1,942,748.73	63.32%	17.97% Based on Total Apprenticeable Work Hours	12.01%

**Percentage Project Complete Based on Worker Hours: 59.65%(rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/ Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
1,942,748.73	10.12%	1.83%	21.83%	61.75%	0.36%	4.11%	74.06%	3.82%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Purple Line Extension Project, Section 2 – D/B PLA Targeted Worker Attainment: Prime: Tutor Perini/O&G, JV

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
140,228.23	49.96%	13.36% Based on Total Apprenticeable Work Hours	3.87%

Percentage Project Complete Based on Worker Hours: 3.70%(rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/ Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
140,228.23	3.45%	1.03%	21.52%	67.39%	0.47%	6.15%	72.34%	4.62%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Division 16: Southwestern Yard

**PLA Targeted Worker Attainment: Prime: Hensel Phelps/Herzog, JV**

## Report Data Through June 2019

No. of Work Hours*	Local Targeted Economically Disadvantaged Worker Utilization(%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
639,876.32	49.23%	29.89% <small>Based on Total Apprenticable Work Hours</small>	10.21%

**Percentage Project Complete Based on Worker Hours: 99.24% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
639,876.32	7.72%	1.54%	21.31%	60.49%	0.24%	8.70%	69.99%	4.19%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Patsaouras Plaza Busway Station

**PLA Targeted Worker Attainment:** Prime: OHL-USA, Inc.

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
74,853.75	56.75%	12.46% <small>Based on Total Apprenticesable Work Hours</small>	4.03%

**Percentage Project Complete Based on Worker Hours: 88.06% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
74,853.75	1.32%	2.90%	17.17%	73.56%	0.21%	4.85%	77.99%	1.30%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Purple Line Ext. Sec 3 – Advanced Utility Rel

## PLA Targeted Worker Attainment: Prime: Bubalo Construction Co.

### Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
37,912.05	47.56%	21.08% <small>Based on Total Apprenticesable Work Hours</small>	12.08%

Percentage Project Complete Based on Worker Hours: 99.77% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
37,912.05	0.17%	1.02%	1.19%	89.41%	0.00%	8.21%	90.60%	5.10%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Blue Line Signal System (Rehabilitation)

**PLA Targeted Worker Attainment: Prime: Mass Electric Construction**

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
33,362.40	26.89%	17.06% <small>Based on Total Apprenticesable Work Hours</small>	9.45%

**Percentage Project Complete Based on Worker Hours: 74.97% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
33,362.40	5.61%	1.47%	26.08%	59.86%	1.81%	5.17%	68.75%	0.90%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Soundwall # 11 Construction

**PLA Targeted Worker Attainment: Prime: Powell Constructors, Inc.**

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
80,270.47	38.90%	12.07% <small>Based on Total Apprenticesable Work Hours</small>	0.11%

**Percentage Project Complete Based on Worker Hours: 26.10% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
80,270.47	3.70%	0.00%	10.07%	81.93%	0.01%	4.29%	85.64%	0.01%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# Willowbrooks/Rosa Parks Station Improvements

**PLA Targeted Worker Attainment: Prime: Icon-West, Inc.**

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
46,390.44	65.03%	20.87% <small>Based on Total Apprenticesable Work Hours</small>	5.41%

**Percentage Project Complete Based on Worker Hours: 82.65% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
46,390.44	4.23%	1.51%	17.82%	73.60%	0.00%	2.83%	79.34%	1.43%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Blue Line Track & System Refurbishments

## PLA Targeted Worker Attainment: Prime: RailWorks

### Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
127,416.15	28.20%	22.85% <small>Based on Total Apprenticesable Work Hours</small>	4.79%

Percentage Project Complete Based on Worker Hours: 90.11% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
127,416.15	8.15%	2.73%	20.26%	51.55%	1.43%	15.87%	63.86%	0.56%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro HQ Chillers Plan & Emergency System Replacement

PLA Targeted Worker Attainment: Prime: EMCOR/Mesa Energy

## Report Data Through June 2019

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
9,204.00	46.01%	32.16% <small>Based on Total Apprenticesable Work Hours</small>	20.56%

Percentage Project Complete Based on Worker Hours: 54.81% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
9,204.00	18.72%	0.00%	30.85%	40.35%	9.47%	0.61%	68.54%	5.54%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Crenshaw/LAX Advanced Utilities Relocations

PLA Targeted Worker Attainment: Prime: Metrobuilders

Report Data Through Oct 31, 2014 **(FINAL)**

No. of Work Hours	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
61,708.26*	61.41%		21.08%
43,277.52**		13.84%	

Percentage Project Complete Based on Worker Hours: 100%

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
61,708.26	11.66%	0.01%	22.02%	66.29%	0.01%	0.00%	77.97%	0.52%



\* Total Cumulative Project Hours as Reported by Prime Contractor.

\*\* Total Apprenticeable Cumulative Hours as Reported by Prime Contractor.

# Westside Subway Extension Advanced Utilities

PLA Targeted Worker Attainment: Prime: Metrobuilders

Report Data Through November 2014 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
37,731.76	67.47%	11.12%	11.08%

Percentage Project Complete Based on Worker Hours: 100%

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
37,731.76	3.92%	0.00%	12.76%	76.87%	0.00%	6.45%	80.79%	7.48%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Subway Extension Exploratory Shaft

PLA Targeted Worker Attainment: Prime: Innovative Constructive Solutions

Report Data Through October 2014 **(FINAL)**

No. of Work Hours	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
*18,049.25	50.88%		11.23%
**238.50		75.05%	

Percentage Project Complete Based on Worker Hours: 100%

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
18,049.25	11.40%	0.00%	22.71%	33.18%	1.19%	31.52%	45.77%	0.42%



- \* Total Cumulative Project Hours as Reported by Prime Contractor.
- \*\* Total Apprenticeable Cumulative Hours as Reported by Prime Contractor.

# Regional Connector Advanced Utility Relocations

PLA Targeted Worker Attainment: Prime: Pulice

Report Data Through May 2015 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
58,903.00	51.61%	21.37% Contractor Reported Based on Total Work Hours	22.83%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
58,903.00	1.36%	0.41%	17.43%	80.30%	0.00%	0.50%	82.07%	2.57%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# CNG Emergency Generator Division 7 and 8

PLA Targeted Worker Attainment: Prime: Taft Electric Company

Report Data Through May 2015 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
3,289.50	46.42%	25.51% Based on Total Apprenticeable Work Hours	39.08%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
3,289.50	14.47%	1.92%	38.21%	45.40%	0.00%	0.00%	61.79%	4.68%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# Division 13 CNG Fueling Facility, Design/Build/Operate

PLA Targeted Worker Attainment: Prime: Clean Energy

Report Data Through June 2015 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
11,496.00	67.54%	20.17% <small>Based on Total Apprenticeshipable Work Hours</small>	60.72%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
11,496.00	31.21%	3.03%	26.54%	39.23%	0.00%	0.00%	73.47%	1.69%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Blue Line Station Refurbishments

PLA Targeted Worker Attainment: Prime: S.J. Amoroso

## Report Data Through June 2015 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
41,274.75	56.01%	26.10% Based on Total Apprenticesable Work Hours	13.62%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
41,274.75	16.59%	1.55%	20.72%	61.14%	0.00%	0.00%	79.28%	0.48%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Subway Extension Project AUR (Fairfax Station)

PLA Targeted Worker Attainment: Prime: W.A. Rasic

## Report Data Through December 2015 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
37,510.00	63.27%	20.61% <small>Based on Total Apprenticesable Work Hours</small>	19.90%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
37,510.00	9.44%	0.01%	13.39%	77.08%	0.00%	0.09%	86.53%	2.78%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Rail Security Kiosks

## PLA Targeted Worker Attainment: Prime: Icon-West

### Report Data Through March 2016 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
7,281.75	45.90%	27.06% <small>Based on Total Apprenticesable Work Hours</small>	20.17%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
7,281.75	48.19%	0.27%	15.16%	34.78%	0.87%	0.72%	84.11%	0.00%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Extension Project AUR (La Cienega Station)

PLA Targeted Worker Attainment: Prime: Bubalo Construction

Report Data Through October 2016 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
52,043.60	65.15%	21.76% <small>Based on Total Apprenticesable Work Hours</small>	20.96%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
52,043.60	4.84%	0.00%	7.52%	87.64%	0.00%	0.00%	92.48%	0.57%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# MRL/MOL North Hollywood Station West Entrance

PLA Targeted Worker Attainment: Prime: Skanska

Report Data Through November 2016 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
85,105.00	57.79%	24.28% <small>Based on Total Apprenticesable Work Hours</small>	15.78%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
85,105.00	11.06%	0.40%	27.47%	56.58%	1.04%	3.45%	69.08%	7.44%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Patsaouras Plaza POV Relocation, Pavers & Storm Drain PLA Targeted Worker Attainment: Prime: AP Construction

Report Data Through April 2017 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
18,173.00	76.46%	21.26% <small>Based on Total Apprenticesable Work Hours</small>	42.56%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
18,173.00	6.96%	0.35%	3.31%	89.06%	0.00%	0.33%	96.37%	3.91%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Universal City Pedestrian Bridge

PLA Targeted Worker Attainment: Prime: Griffith Company

Report Data Through June 2017 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
109,020.00	38.33%	27.49% <small>Based on total Apprenticeable Work hours</small>	12.55%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/ Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
109,020.00	8.50%	4.11%	22.25%	61.79%	0.62%	2.83%	75.02%	1.57%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# MRL Pershing Square Canopy & Escalator Replacement

PLA Targeted Worker Attainment: Prime: Clark Construction, LLP

## Report Data Through June 2017 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
22,562.00	50.62%	33.68% <small>Based on Total Apprenticesable Work Hours</small>	14.12%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
22,562.00	6.13%	1.91%	41.21%	46.93%	1.15%	2.67%	56.12%	1.46%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Bob Hope Airport/Hollywood Way Station

PLA Targeted Worker Attainment: Prime: C.A. Rasmussen, Inc.

## Report Data Through April 2018 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
21,378.00	42.77%	22.62% <small>Based on Total Apprenticesable Work Hours</small>	12.71%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
21,378.00	2.78%	0.13%	10.20%	73.09%	0.04%	13.75%	76.04%	0.80%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Non-Revenue Maintenance Bldg. at Vernon Yard

PLA Targeted Worker Attainment: Prime: Access Pacific, Inc.

## Report Data Through May 2018 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
12,350.00	54.16%	20.90% <small>Based on Total Apprenticesable Work Hours</small>	12.93%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
12,350.00	0.39%	0.22%	11.91%	82.01%	0.52%	4.96%	83.14%	7.64%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Blue Line Pedestrian & Swing Gates

## PLA Targeted Worker Attainment: Prime: Icon-West

### Report Data Through July 2018 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
62,860.00	65.33%	25.61% <small>Based on Total Apprenticesable Work Hours</small>	11.56%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
62,860.00	5.09%	0.02%	12.09%	76.59%	0.00%	5.07%	81.70%	1.02%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Division 9 Maintenance Annex Bldg.

PLA Targeted Worker Attainment: Prime: Metro Builders, Inc.

## Report Data Through January 2019 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
19,006.00	44.96%	27.03% <small>Based on Total Apprenticesable Work Hours</small>	12.37%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
19,006.00	3.59%	0.40%	9.74%	71.36%	0.00%	14.91%	75.35%	1.67%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Design Build – Maintenance of Way Bldg. 61S

PLA Targeted Worker Attainment: Prime: Clark Construction, Inc.

## Report Data Through April 2019 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
231,555.84	63.67%	25.84% <small>Based on Total Apprenticesable Work Hours</small>	10.40%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
231,555.84	1.20%	2.83%	18.74%	62.22%	0.14%	14.86%	66.39%	0.73%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Division 1 Maintenance Annex Bldg.

PLA Targeted Worker Attainment: Prime: Metro Builders, Inc.

## Report Data Through May 2019 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
27,168.74	43.26%	25.03% <small>Based on Total Apprenticesable Work Hours</small>	12.95%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

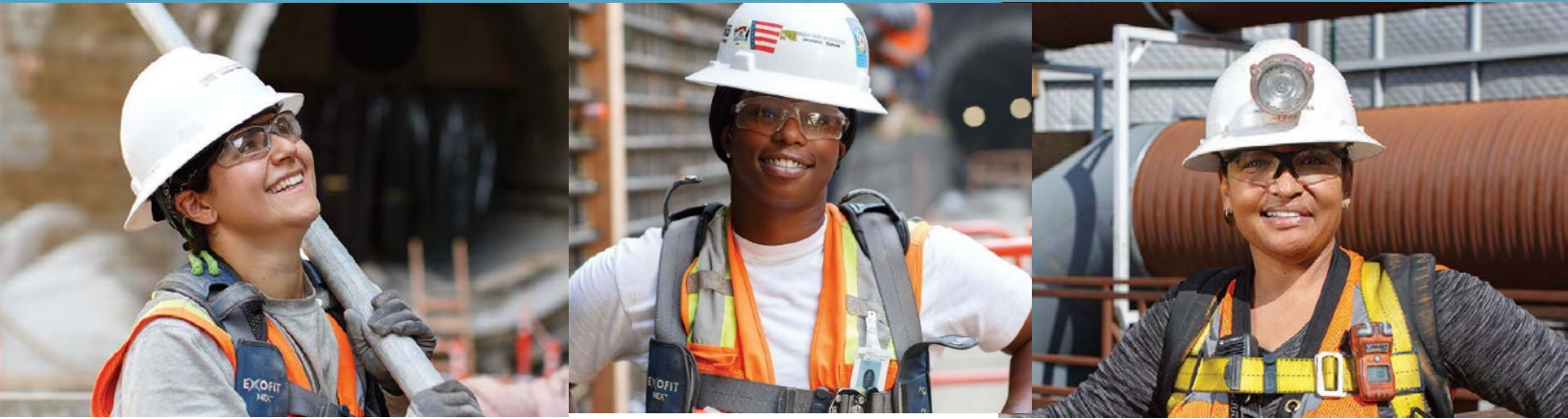
## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
27,168.74	3.69%	0.90%	2.53%	80.57%	0.00%	12.31%	85.16%	7.12%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# METRO WORKFORCE DISPARITY STUDY EXECUTIVE SUMMARY



Prepared for:

Prepared by:



**Metro**  
With ICF and Inclusive Economics

**Estolano LeSar**  
ADVISORS



# EXECUTIVE SUMMARY

## Background

In November 2017, the Los Angeles County Metropolitan Transportation Authority (Metro) Board of Directors (Board) approved a motion to encourage contractors on Metro construction projects to increase women’s workforce participation to meet or exceed the nationwide female participation goal of 6.9% as set forth by Executive Order 11246. The female participation goal is expressed in terms of hours of training and employment as a proportion of the total number of hours to be worked by the contractor’s aggregate workforce. The purpose of the workforce disparity study is to determine the availability and utilization of female workers to meet the demand for the future infrastructure projects in the region. The study includes an overview of the current state of the construction workforce, including a forecast of workforce supply and demand within the Greater Los Angeles Area focusing on the availability of women.

## Diversifying Metro’s Construction Workforce

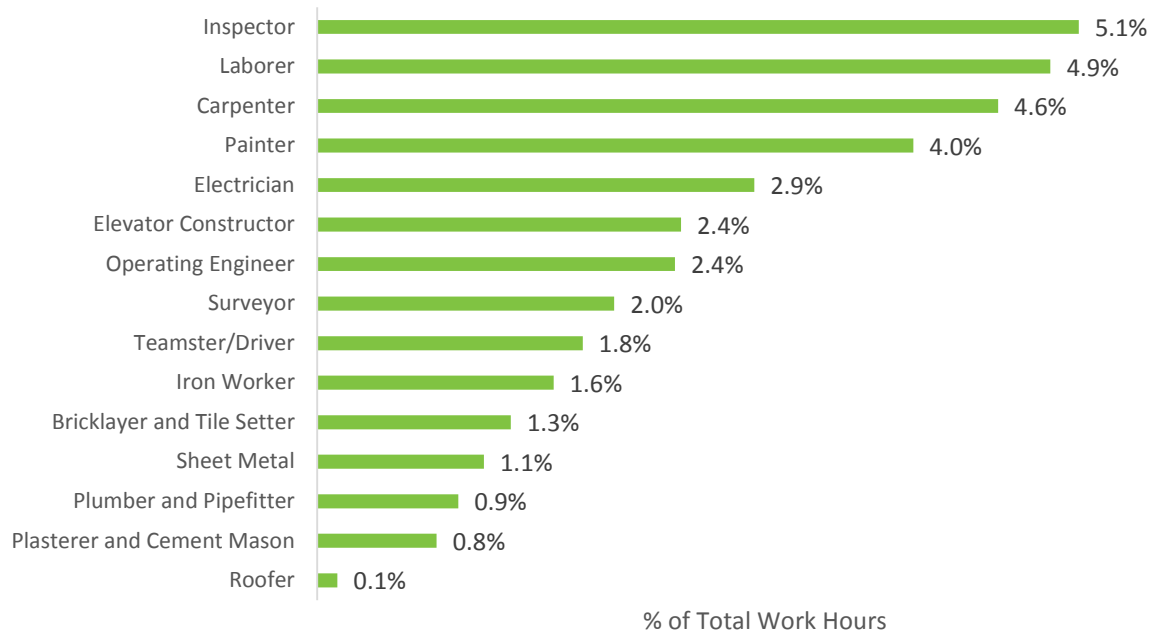
As of December 2018, all contractors on projects subject to Metro’s Project Labor Agreement (PLA) have exceeded their attainment in Metro’s minority participation goal of 23.8%. However, female workers remain significantly underrepresented on Metro’s construction projects. None of the current Metro PLA/CCP projects have met the 6.9% female participation goal. The average female participation on Metro construction projects between 2014 and 2018 is 3.5% compared to 1.9% on other Non-Metro public works construction projects in the region.



## Overview of Metro Construction Projects

Metro’s projects represented a total of 34% of the total hours performed on public works construction projects in the region over the past 5 years. The data also shows that women are working more hours on Metro projects. Approximately 64% of the total hours performed by female construction workers in the region over the past 5 years were on Metro projects. This is a significant achievement and demonstrates Metro’s role as a leader and its capacity to impact the construction workforce. According to LCPtracker, the top construction trades based on the *percentage of total work hours* performed by female construction workers on Metro projects from 2014 and 2018 were: **Inspector, Laborer, Carpenter, Painter, and Electrician.**

### Female Participation on Metro Construction Projects by Trade (2014 – 2018)

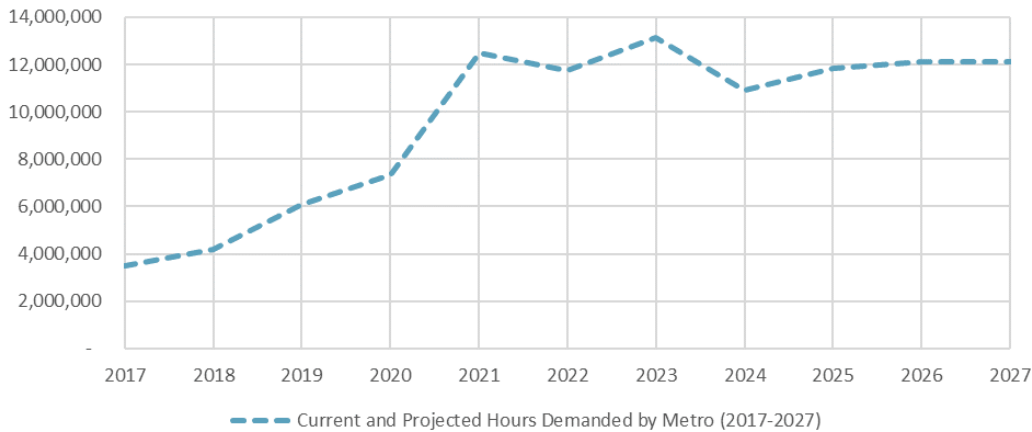


Source: LCPtracker

### Metro Construction Workforce Demand

The Greater LA Area is in a period of high construction activity with dozens of transportation infrastructure projects already underway. With new long-term funding sources, Metro will likely shape and be affected by the demand for construction workers for years to come. Based on Metro’s pipeline of projects through Measure M and the acceleration of 28 by '28 Initiative, Metro is anticipated to see projected construction demand peak at approximately 13 million construction work hours in 2023.

### Current and Projected Workforce Demand for Metro Projects (Total Work Hours)



Source: Metro, LCPtracker, ELA, and ICF

Here are key findings from the Metro Construction Demand Analysis:

- > Analysis shows that the estimated total workforce demand on Metro projects in terms of total work hours by trade indicates a high demand for **Laborers, Operating Engineers, Carpenters, Electricians, and Iron Workers**.
- > in order for Metro to meet its female participation goal in 2017, the female workforce would have needed to perform at least 239,922 of the total work hours. Instead, a total of 185 women performed 120,376 (or 3.5%) work hours in 2017.
- > An estimated **1,770 women will be needed in 2027** to perform over 836,000 of the total work hours on Metro projects in order to meet Metro's female participation goal of 6.9%.

### Female Construction Workforce Availability

The U.S. Census Bureau data indicates that both the male and female construction workforce share the same characteristics in terms of the workforce growth rate and the age distribution of the workforce. Below are key findings based on the workforce data on private construction projects:

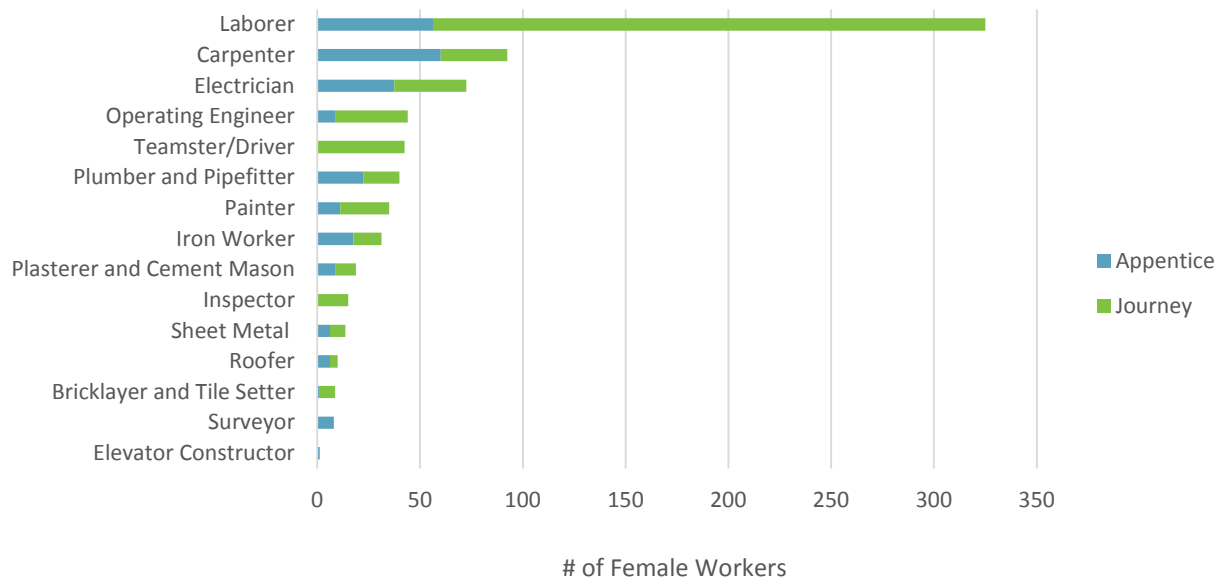
- > A majority of the construction workforce for both male and females is between the ages of 25 and 54. The female construction workforce in the older age range of 55 years and over is higher compared to the male construction workforce. the construction workforce is also experiencing an aging labor force.
- > Young people are not entering the construction trades at the rates they used to while older workers are not leaving the workforce at the rates they used to. As the older construction workforce continues to grow faster than the young workers entering the trade, the region will need to recruit more workers to replace those who will retire from the construction industry soon.

### Current and Projected Regional Female Construction Workforce Availability (Apprentices and Journey Workers)

According to data from LCPTracker, the estimated total number of female workers available to work on public works construction projects in Greater LA Area in 2018 was 775 (or 1% of the total workers available).

- > Of the total number of estimated female workers, approximately 250 were apprentices (or 32% of total female workers) and 525 were journey workers (or 68% of total female workers).
- > The trades with the highest number of female workers (including both journey workers and apprentices) were: **Laborer, Carpenter, Electrician, Operating Engineer, and Teamster/Driver**.
- > The trades with the highest number of female journey workers were Laborer (51% of total female journey workers) followed by Operating Engineer (8% of total female journey-workers).
- > The trades with the highest number of female apprentices were Carpenter (24% of total female apprentices) followed by Laborer (23% of total female apprentices).

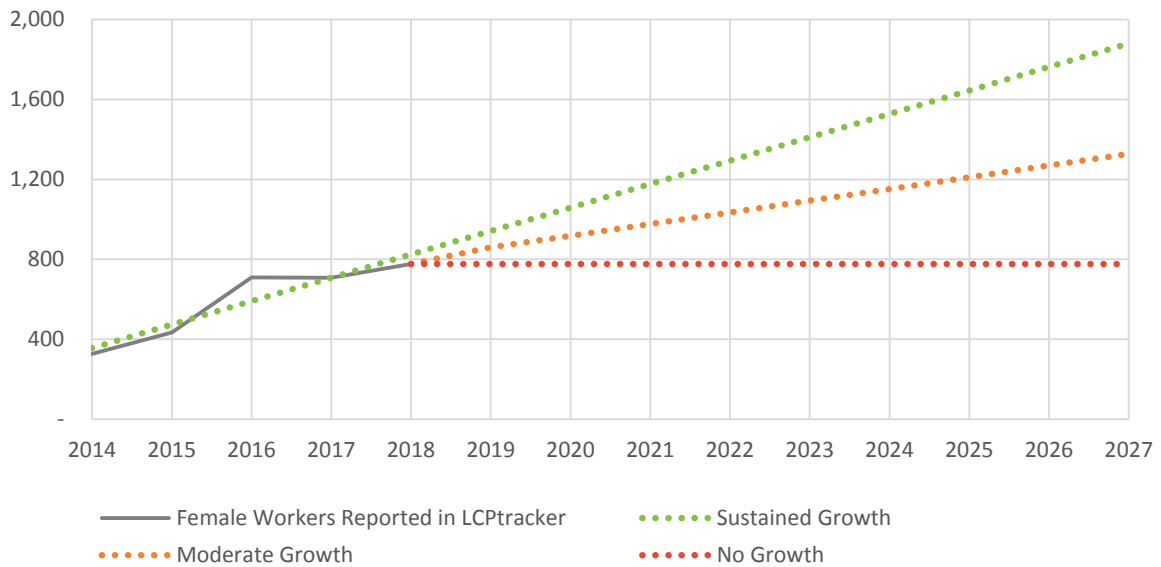
### Estimated Female Workforce Availability on Regional Public Works Construction Projects (2018)



Source: LCPtracker

Based on two growth scenarios “Moderate Growth” and “Sustained Growth” evaluated in this study, the projected female construction workforce is estimated to increase between 981 to 1,178 in 2021. The female construction workforce could reach up to a range of 1,332 to 1,879 workers in 2027. These projections assume that significant female recruitment and retention efforts are made in the region.

### Regional Availability of Female Construction Workers (2014 – 2027)



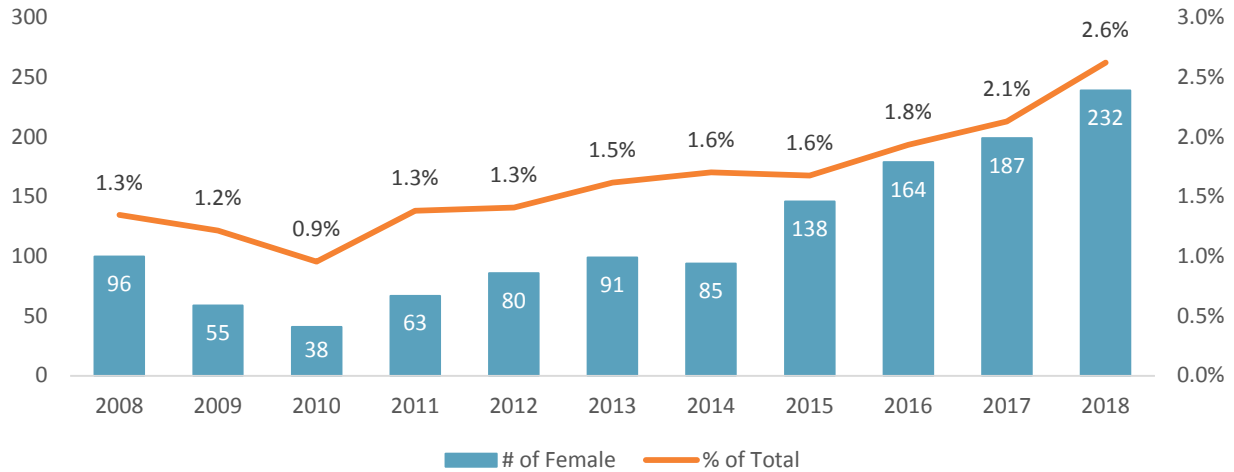
Source: LCPtracker, ELA, and Inclusive Economics

### Female Apprenticeship Recruitment Trends

Female participation in apprenticeship programs is increasing with the number of recruits more than doubled since 2008. Based on the cohort of apprentices that started apprenticeship programs since

2008, female apprentices as a percent of total apprentices has doubled between 2008 and 2018 from 96 (1.3%) in 2008 to 232 (2.6%) in 2018.

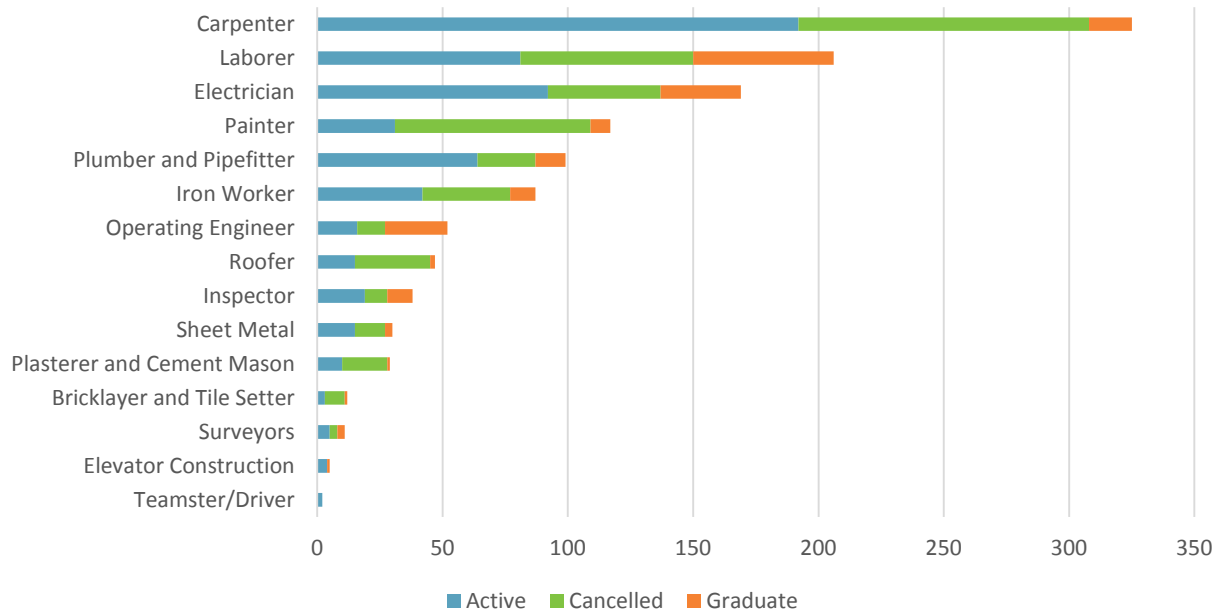
**Female Apprenticeship Participation in the Greater LA Area (Start Year 2008 - 2018)**



Source: California Department of Industrial Relations Division of Apprenticeship Standards

The trades with the highest number of overall female recruitments were (1) Carpenter; (2) Laborer; (3) Electrician; (4) Painter; and (5) Plumber and Pipefitter. This is consistent with the trades with the highest number of available female construction workers in the overall region, which were Laborer, Carpenter, Operating Engineer, Electrician, and Teamster/Drivers.

**Female Apprentices in the Greater LA Area by Trade and Status (Start Year 2008 – 2018)**



Source: California Department of Industrial Relations Division of Apprenticeship Standards

## Apprenticeship Readiness Programs

Pre-Apprenticeship Programs, also called Apprenticeship Readiness Programs, are a critical component of the training pipeline. These programs are often run by community-based organizations or situated within high schools or community colleges. These programs offer exposure to a range of construction trades through work experiences and visits from people working in that trade. This exposure is valuable for participants and provides hands-on experience for what it is like to work in a particular trade that would provide better prepare individuals in registered apprenticeship programs and help improve retention and graduation rates. The Women in Non-Traditional Employment Roles (WINTER) organization runs a robust program that focuses on female recruitment. Significant efforts, particularly in this program, is needed to boost recruitment of female construction workers in order to meet Metro's female participation goal of 6.9%. Here are a few key statistics from WINTER's apprenticeship readiness program in FY 2017-18:

- > Out of 130 women who attended WINTER's program orientation, 70 ended up enrolling in the program
- > The program completion rate that year was 93%
- > The age range of female participants were 18-44—the average age was 33
- > 50 women were placed in apprenticeship programs upon graduation, while 10 were placed in employment within the construction industry

## Construction Workforce Gap Analysis

In 2017, Metro did not meet its 6.9% female participation goal overall, or within any of the 15 key trades. Based on Metro's existing workforce gap, women would have needed to perform 119,545 more hours in 2017 in order to meet the 6.9% female participation goal. The projected gap based on three scenarios are as follow:

- > Under a "No Growth" scenario, Metro is projected to meet and/or exceed the 6.9% female participation goal by 2021 in the following trades: **Painter, Plumbers and Pipefitter, Sheet Metal Worker, and Roofers**. Metro would not reach the 6.9% goal for any other trade by 2027 under this scenario.
- > Under a "Moderate Growth" scenario, Metro would achieve the 6.9% female participation goal in the following trades by 2021: **Painter, Plumbers and Pipefitter, Sheet Metal Worker, and Roofers**. However, Metro would not reach the 6.9% goal by 2027 for the overall workforce or in the following trades: Operating Engineer, Teamsters/Driver, Iron Worker, Plasterers and Cement Mason, Elevator Constructor, Surveyor, Bricklayers and Tile Setter, and Electrician.
- > Under a "Sustained Growth" scenario, Metro would achieve the 6.9% female participation goal for **Carpenters, Painters, Plumbers and Pipefitters, Sheet Metal Workers, and Roofers** by 2021. By 2024, Metro's total workforce would reach the overall 6.9% goal. However, Metro would not reach the 6.9% goal by 2027 in the following trades Operating Engineer, Iron Worker, Teamsters/Driver, Plasterer and Cement Mason, Surveyor, and Elevator Constructor.

The region should focus recruitment and retention efforts for all 15 major trades associated with Metro's projects. However, a significant push should be placed on the trades that are anticipated to experience the largest female workforce gap on Metro Projects, such as the following trades: **Operating Engineer, Iron Worker, Teamsters/Driver, Plasterer and Cement Mason, Surveyor, and Elevator Constructor**.

## Barriers to Opportunity for Women in Construction

The lack of encouragement and support, coupled with the insular nature of the male-dominated trades, create a hostile and unwelcome environment for women. Together, these factors reinforce a perception that women do not belong in the trades. Drawing from interviews with stakeholders and a review of the literature, the following barriers were identified as most pertinent to preventing women from entering the industry:

1. Lack of Awareness and Exposure to Trades
2. Hiring Practices and Poor On-The-Job Training
3. Hostility and Sexual Harassment
4. Lack of Mentorship and Kinship Networks
5. Scheduling and Childcare

## Recommendations

Based on the findings in this report and a review of best practices in the construction industry, the following recommendations aim to:

- > Expand and diversify the construction workforce to meet growing demand and skills-gaps;
- > Create a gender-balanced workforce by targeting the recruitment of females to enroll in apprenticeship readiness programs and registered apprenticeship programs;
- > Promote and support the retention of female construction workers by addressing the barriers and challenges for women in construction;
- > Develop the capacity and pathways for women in leadership and career growth on the job and/or within their union; and
- > Fully utilize the current female construction workforce by providing women with opportunity to work more hours on a project.

### Short-Term Recommendations (Less than 1 year)

- 1.) Continue Metro's internal efforts through policies and programs related to supporting female participation in construction
- 2.) Expand upon Metro's Expose, Educate, and Employ (E3) Initiative to include to exposure to and training in construction related fields.
- 3.) Engage Metro Board Members in advocating for the recruitment and retention of female workers regionally
- 4.) Participate and/or host more career fairs, workshops, and conferences in collaboration with public agencies, community partners and the building trades to recruit and retain female workers in construction
- 5.) Convene a meeting with the building trades and prime contractors

### Mid-Term Recommendations (1-5 years)

- 1.) Coordinate with the National Center for Women's Equity in Apprenticeship and Employment and the Chicago Women in Trades to establish a local Tradeswoman organization
- 2.) Encourage the formation of a Regional "Creating Supply" Committee
- 3.) Encourage building trades to track workforce participation

- 4.) Encourage unconscious bias training among all contractors
- 5.) Revise current Request for Proposals requirements for Metro construction projects to encourage contractors to provide a workforce development strategy
- 6.) Create a dedicated funding source to support the retention of female construction workers

#### Long-Term Recommendations (5-10 years)

- 1.) Renegotiate the PLA with LA/OCBCTC to include incentives and/or mandates in supporting females in the construction trades
- 2.) Monitor the Governor's proposed budget and statewide initiatives for funding that supports Early Childhood Development



# METRO WORKFORCE DISPARITY STUDY

CONSTRUCTION COMMITTEE  
ITEM # \_\_\_\_\_  
September 19, 2019

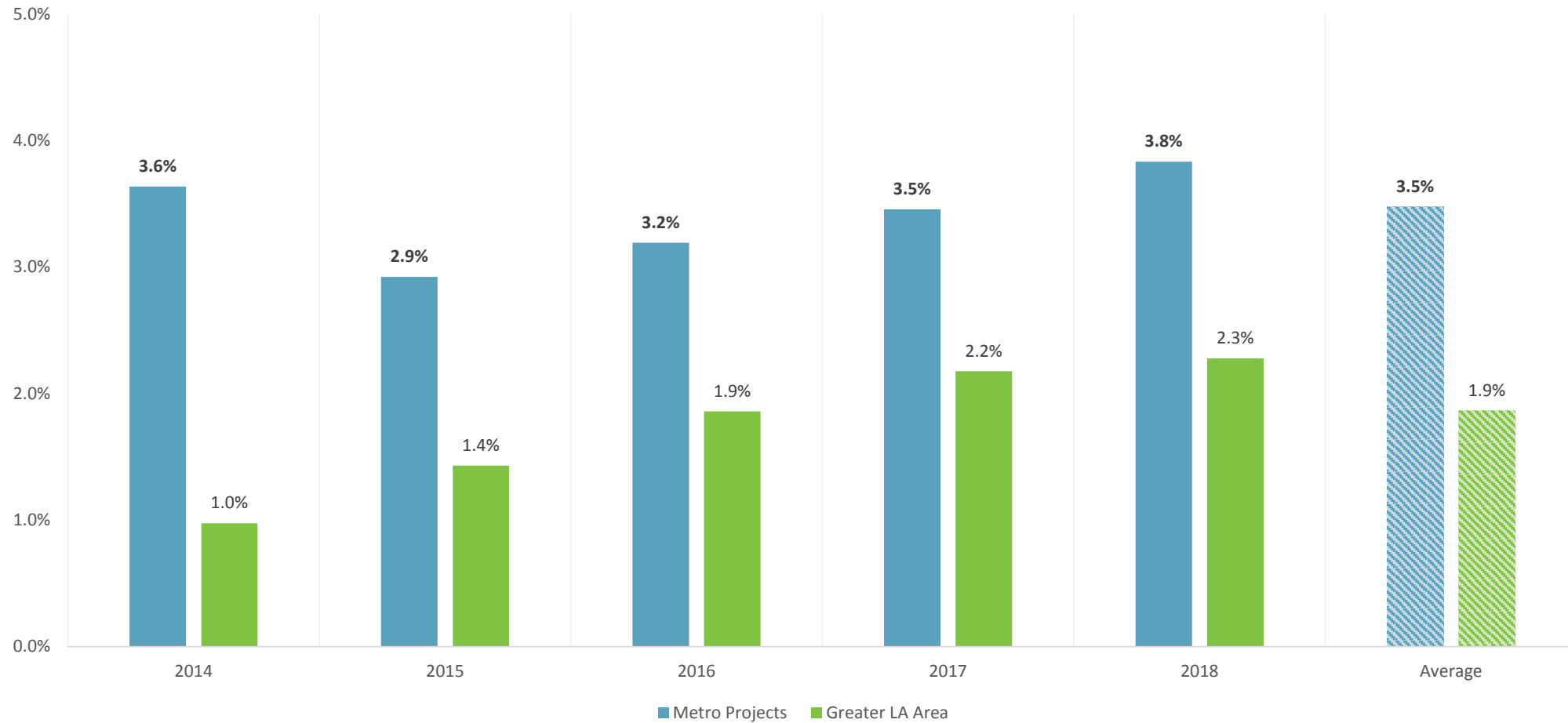


# Metro Female Participation

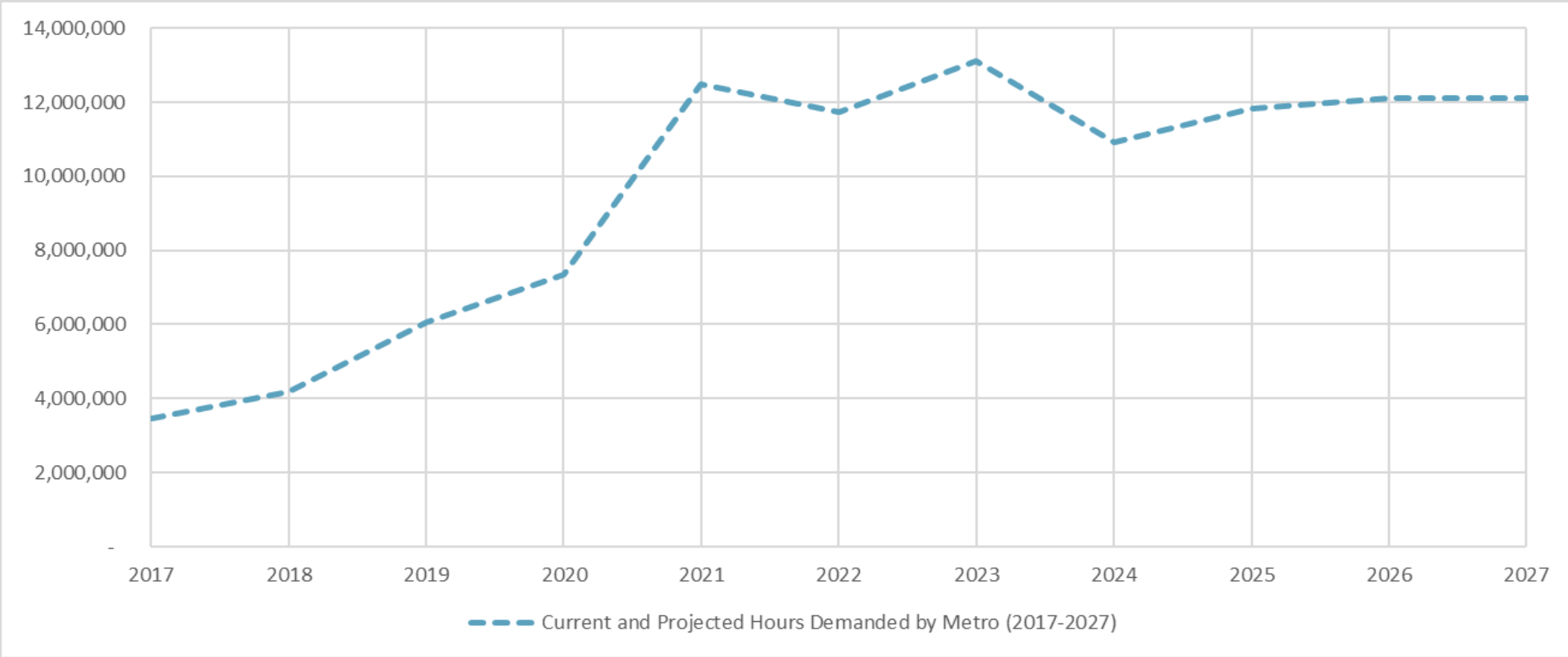
Metro's projects represented a total of 34% of the total hours performed on public works construction projects in the region over the past 5 years. Approximately 64% of the total hours performed by female construction workers in the region over the past 5 years were on Metro projects.

-Estolano LeSar Advisors

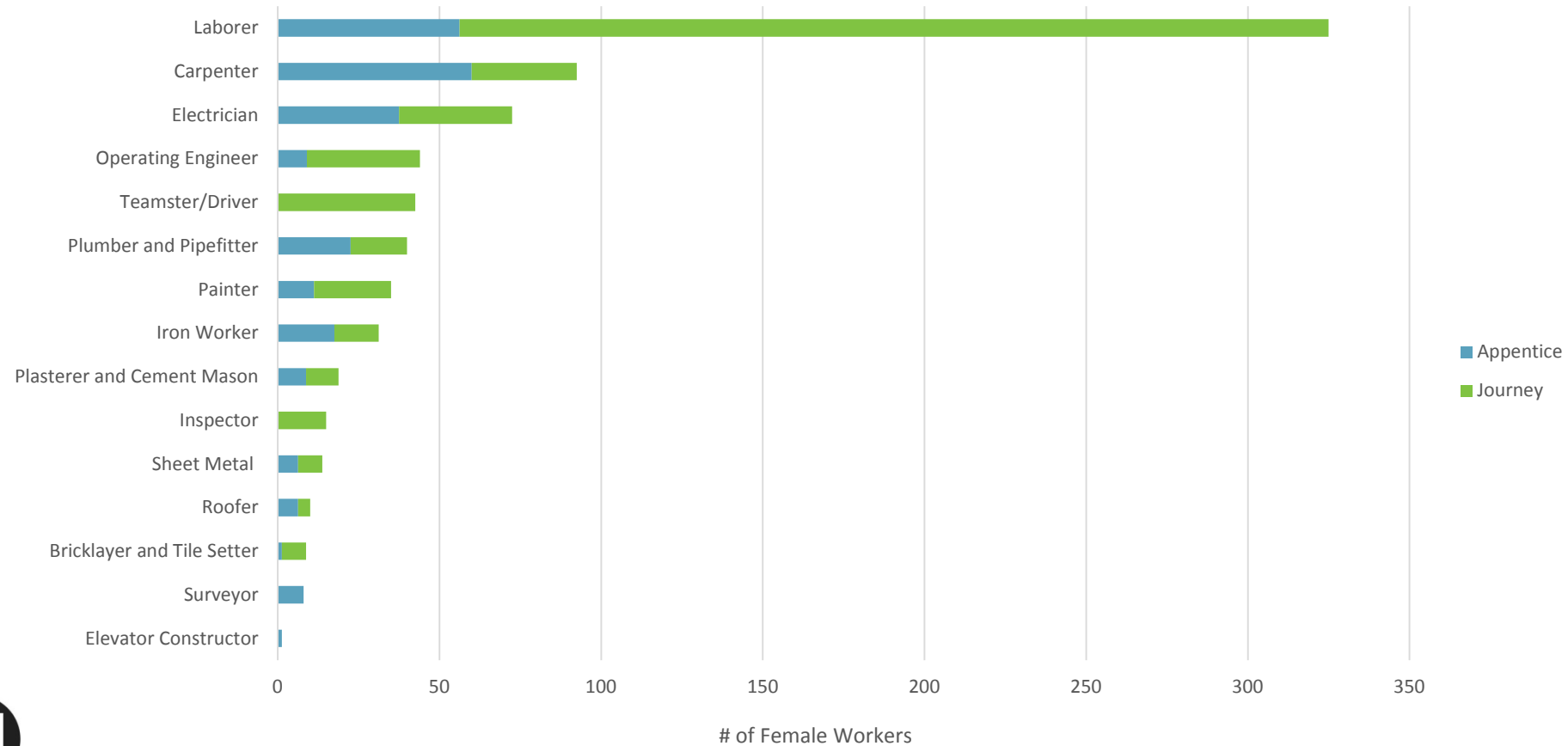
# Metro Female Participation (2014-18)



# Metro Construction Workforce Demand



# 2018 Regional Female Workforce Availability (Public Works Construction Projects)



# Barriers to Opportunity for Women in Construction

- Lack of Awareness and Exposure to Trades
- Hiring Practices and Poor On-The-Job Training
- Hostility and Sexual Harassment
- Lack of Mentorship and Kinship Networks
- Scheduling and Childcare

# Summary of Recommendations

- Target recruitment of females for apprenticeship readiness programs
- Promote and support the retention of female construction workers by addressing the barriers and challenges for women in construction
- Coordinate with the National Center for Women's Equity in Apprenticeship and Employment and the Chicago Women in Trades to establish a local Tradeswoman organization
- Create a dedicated funding source to support the retention of female construction workers

# \$25.9 Million Contract to All-Female Owned Consultant Support Services Group



KDG Construction Consulting



Destination Enterprises



Rohadfox Construction Control  
Services Corporation



Fariba Nation Consulting