



Board Report

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Agenda Number:

EXECUTIVE MANAGEMENT COMMITTEE APRIL 21, 2022

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

ACTION: RECEIVE AND FILE

RECOMMENDATION

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

ISSUE

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

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

BACKGROUND

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

DISCUSSION

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

2021.

PLA/CCP Status Update

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

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

Project Name	Prime Contractor	Project Completion Percent	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.9%) & Grade	Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System (*)
Crenshaw/LAX Transit Corridor	Walsh/Shea Constructors	98.60%	60.00%	23.59%	10.31%	3.60% = C	34.46%
Regional Connector Transit Corridor	Regional Connectors, JV	98.40%	61.59%	20.17%	11.09%	4.31% = C	73.26%
Westside Subway Extension Project, Sec 1	Skanska-Taylor-Shea, JV	70.89%	61.38%	20.36%	12.83%	3.71% = C	71.13%
Westside PLE Project, Section 2 – D/B	Tutor Perini/O&G, JV	33.44%	40.98%	16.00%	4.83%	2.83% = D	42.98%
Purple Line Ext. Sec. 3 – Stations Project	Tutor Perini/O&G, JV	8.55%	63.52%	10.45%	10.10%	5.57% = B	77.76%
Purple Line Ex. Sec 3 – Tunnels Project	Frontier Kemper/Tutor Perini Corp.	68.43%	38.24%	19.05%	4.90%	4.19% = C	48.69%
Soundwall #11 Construction	Powell Constructors, Inc.	99.07%	42.09%	17.29%	10.71%	0.51% = F	41.88%
Willowbrooks/Rosa Parks Station Improv.	Icon-West, Inc	99.44%	66.35%	24.39%	9.62%	1.50% = F	49.19%
Div 1 Maint. & Trans. Bldg Renovation	AP Construction, Inc.	98.79%	57.84%	25.93%	13.16%	1.39% = F	24.90%
Roof Replacement at Div. 11 & 22	Achico Design Inc.	98.89%	43.30%	32.85%	12.05%	0.84% = F	43.54%
Div 20 Portal Widening Turnback Project	Tutor Perini Corp.	47.09%	43.75%	19.79%	0.49%	4.54% = C	32.06%
Metro Center St. Project	SJ Amoroso Construction	16.34%	77.79%	7.92%	0.00%	6.38% = B	0.00%
Airport Metro Connector Site Work & Rails System	Hensel Phelps/Herzog JV	33.72%	53.21%	18.12%	4.31%	8.23% = A	0.00%
1 st /Central Street Eastside Access Improv Project (EAIP)	Griffith Company	22.93%	24.60%	18.30%	15.91%	0.00% = F	86.96%

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

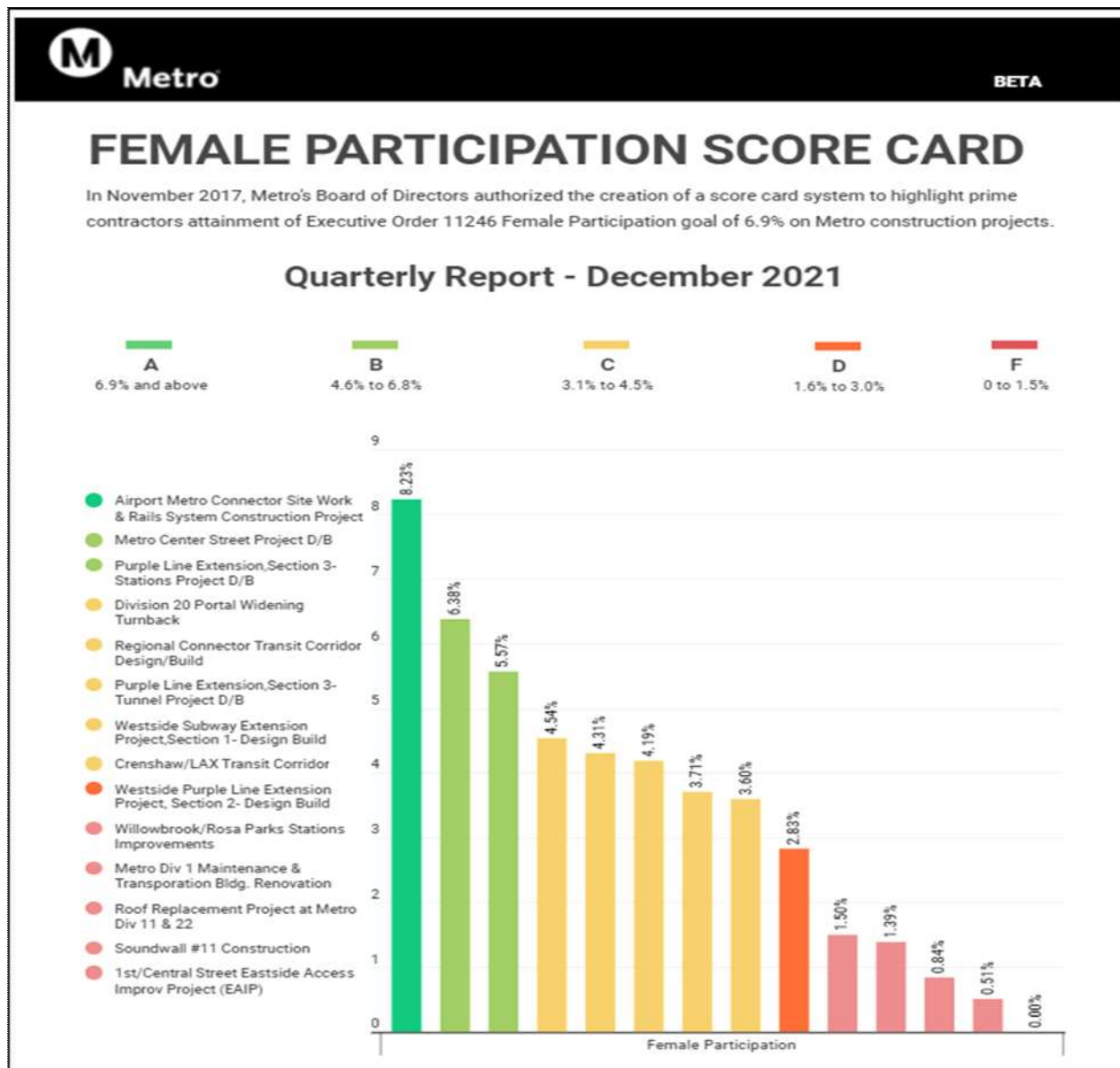
*Part of Metro's PLA/CCP workforce requirement is the utilization of disadvantaged workers on projects. One of the nine criteria for a Disadvantaged Worker is having a criminal record or other involvement with the criminal justice system. The data shown in the table above (last column) is the percentage of Disadvantaged Workers (based on hours worked) that have criminal records or involvement with the criminal justice system and that have worked or are actively working on Metro's PLA/CCP projects.

Female Workers on Active Construction Projects

In November 2017, the Metro Board of Directors (Board) approved a motion to encourage contractors on Metro construction projects to increase the participation of women by meeting or exceeding the nationwide female participation goal of 6.9% as set forth by Executive Order 11246.

Included in the motion is the creation of a report card/score card system reflecting attainment of the female participation goals for Metro Project Labor Agreement/Construction Careers Policy contractors that is aimed at encouraging contractors to exceed the 6.9% female participation goal.

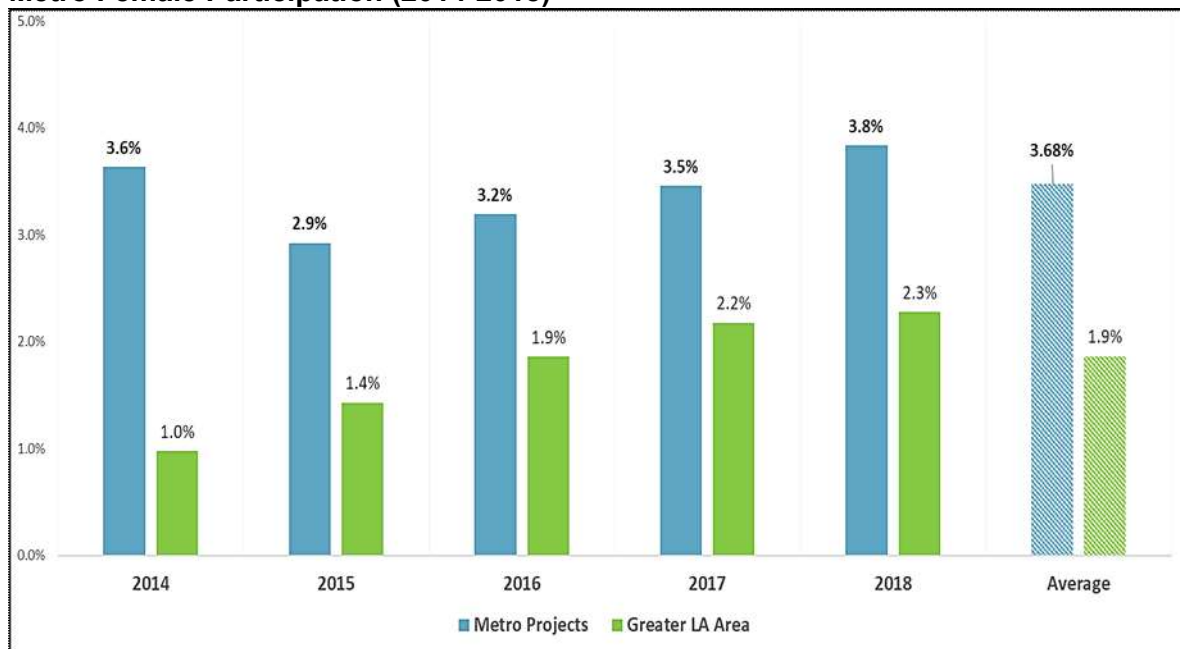
Below is the Female Participation Score Card as of December 2021.



The average female participation on Metro construction projects is at 3.68% of total work hours, which is higher compared to less than 2.0% on other non-Metro public works construction projects in the region. The national average for women in construction is below 3.0%.

The following chart represents Metro female participation by year in comparison to other non-Metro projects in the region.

Metro Female Participation (2014-2018)



Source: Estalano Lesar

Advisors - Disparity Study

Staff met with prime contractors that have a score of “D” or below to find out any potential concerns leading to the low female participation on their project. Listed below are some issues that were raised;

- One of the contractors stated that their work activities are performed night-time, thus creating difficulties in recruiting females to work graveyard.

Metro Response: Metro established a Women in the Trades Resource Guide (see attachment B) to assist females in the construction trades with available supportive services and as a toolkit for both contractors and female workers.

- Sponsoring of females in the trades must conform with California Department of Industrial Relation (DIR) 20% apprentice utilization. Thus, creating difficulty in sponsoring large number of females in the trades, since sponsored worker is required to start as an apprentice.

Metro Response: Prime Contractors were advised to pre-plan their workforce needs with emphasis to prioritize sponsorship of female workers into various trades. Metro is requesting updated Employment Hiring Plan's from applicable contractors.

- Female attainment fluctuates as project completion progress. Start of project typically results in higher female attainment due to limited number of workers at the beginning. As the project near completion, female attainment mirrors the region average of less than 3%.

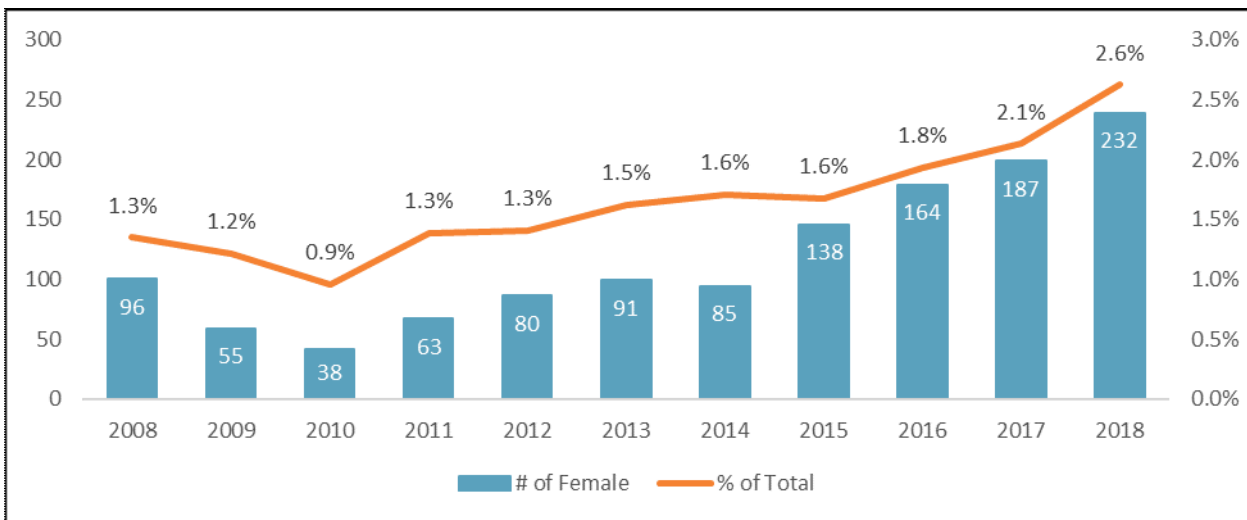
Metro Response: Metro is in the process of planning a Joint Awareness Campaign to focus on recruiting women to start a career in construction. Joint Awareness Campaign will be a collaborative effort between the trades, community-based organizations, and prime contractors.

- Contractors request for female workers from the unions are not being adhered to due to lack of available female workers in the trades.

Metro Response: Metro is in the process of planning a Joint Awareness Campaign to focus on recruiting female to start a career in construction. Joint Awareness Campaign will be a collaborative effort between the trades, community-based organizations, and prime contractor to increase female workers in the construction industry.

Additionally, Metro's **Workforce Disparity Study** conducted in May 2019 indicates that the Los Angeles region does not have the adequate available females in construction to meet the 6.9% goal. In addition, the Workforce Disparity Study provides the female apprenticeship participation in the greater LA Area which as of 2018 has a participation rate of 2.6%.

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

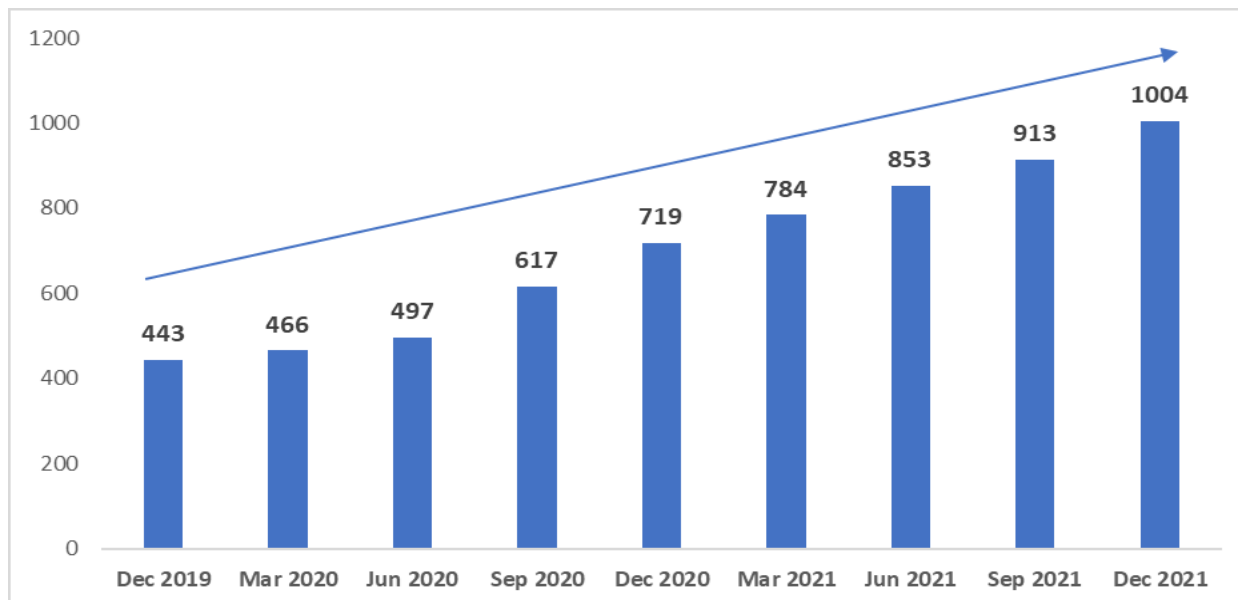


Source: California Department of Industrial Relations Division of Apprenticeship Standards

Staff understands the importance of increasing female participation on Metro’s projects for equity and workforce availability reasons and is actively taking measures to increase and create opportunities.

Overall, a total of over 1000 female workers have worked on Metro’s PLA/CCP construction projects. Below is a chart of the no. of female within the last two years on construction projects.

No. of Females on Metro Projects



Source: As reported by the prime contractors. This table counts each individual tradeswomen only once (no double counting), even if an individual worked on multiple projects.

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

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

- Outreach - Staff continuous to outreach to community-based organizations, pre-apprenticeship schools, and building trades to promote and increase female recruitment in the construction industry.
- Established a partnership with the Los Angeles/Orange County Building and Construction Trades Council (LAOCBTC) and the Executive Secretary to focus on increasing female participation in the construction industry which includes prioritizing and dispatching female workers on Metro construction projects.

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

- Metro and Laborers Union (Local 300) collaborating to establish a tunnel worker training facility in the LA region. Currently the only training facility for tunnel worker is in Seattle, Washington which creates hardship for individuals to participate. Establishment of a local tunnel worker training facility will help fulfill the LA regions need for tunnel workers with priority given to females interested to start a career in the construction industry.
- Metro in partnership with Building Next Gen, LA County AJCC, East Los Angeles Community College, and trades to host an in-person job-fair event on April 13, 2022, to promote careers in construction. This event will focus on recruiting females interested to start a career in construction.
- Metro to plan a Joint Awareness Campaign in collaboration with LAOCBTC, union trades, prime contractors, and community-based organization with a focus of building future workforce capacity with special focus on females.
- Consistently support the Women Build Metro LA (WBMLA) events. The WBMLA events are geared to introduce the construction career path for women throughout Los Angeles County. Staff have invited Metro's prime contractors to participate and recruit females interested in starting a career in construction.
- Collaborate with Women in Non-Traditional Employment Role (WINTER) to continuously seek grant opportunities to help empower, train, educate and prepare women for transformative careers in the construction industry. Metro has supported WINTER in their grant application to the State of California - WIOA Equity and Special Populations Program. In addition, Metro shall provide continuous employment referral to female graduates of WINTER on Metro project sites.

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

IMPLEMENTATION OF STRATEGIC PLAN GOALS

Metro's Project Labor Agreement/Construction Careers Policy (PLA/CCP) supports strategic plan goal #3 to enhance communities and lives through mobility and access to opportunity. Metro's PLA/CCP provides training and employment opportunities in the construction industry to individuals from economically disadvantaged areas and individuals that are socially barriered. As of this reporting period, over \$426 million in wages have been paid to individuals residing in economically disadvantaged areas and over \$78 million in wages paid to disadvantaged individuals.

EQUITY PLATFORM

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

NEXT STEPS

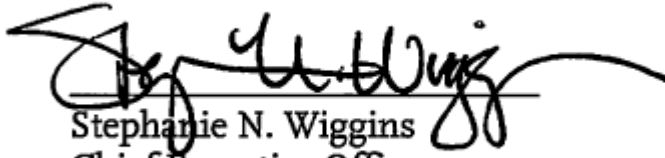
DEOD staff will continue to monitor contractor's efforts and initiate the various strategies and activities as outlined in this report. Staff will continue to monitor and deliver best practices, initiatives, and outreach efforts to promote awareness, engagement, and participation in construction career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

ATTACHMENTS

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

Prepared by: Angela Scott, Senior DEOD Representative (213) 922-1028
Michael Flores, Manager, DEOD (213) 922-6387
Miguel Cabral, Executive Officer, DEOD (213) 418-3265

Reviewed by: Debra Avila, Deputy Chief, Vendor/Contract Management Officer
(213) 418-3051



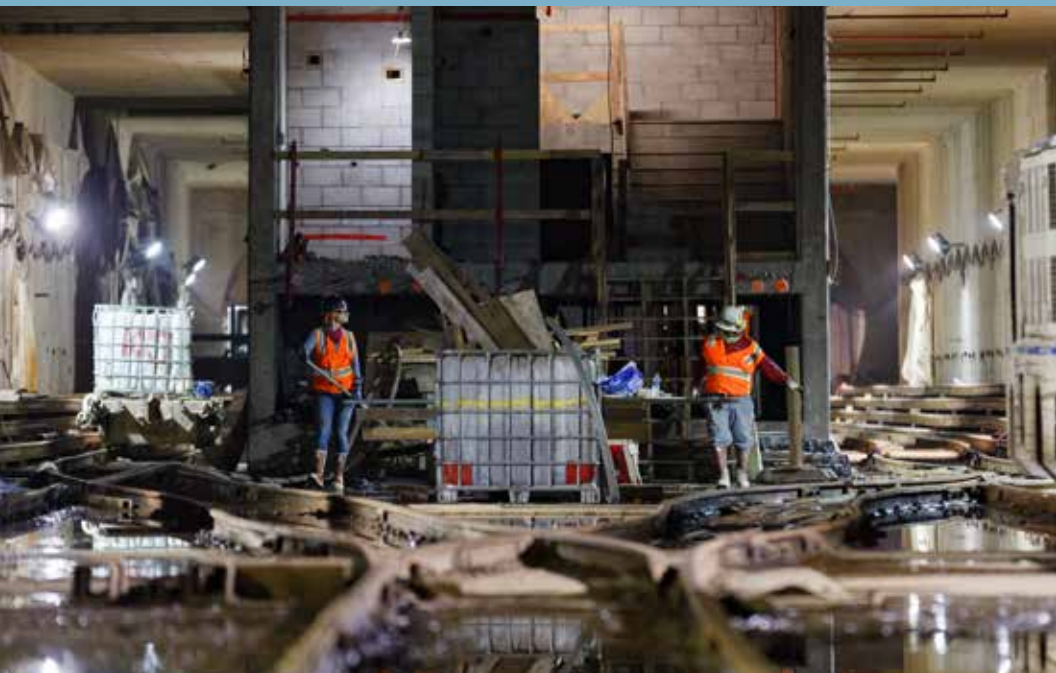
Stephanie N. Wiggins
Chief Executive Officer

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PLA/CCP



Metro's Project Labor Agreement and Construction Careers Policy

December 2021



Metro[®]



Overview

In January 2012, the Metro Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy (CCP). The primary benefit of the PLA is that it encourages construction employment and training opportunities in economically disadvantaged areas throughout the United States on federally-assisted contracts. Another benefit is that it prohibits work stoppages.

The PLA goals are:

- > **40% participation of construction workers residing in economically disadvantaged areas**
- > **20% apprentice participation**
- > **10% participation of disadvantaged workers (meeting two of nine disadvantaged criteria)**

Consistent with the Board-approved PLA/CCP, prime contractors are required to provide monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, per Metro's Labor Compliance policy and Federal Executive Order 11246, prime contractors provide Metro with worker utilization data by ethnicity and gender. (See page 6).

Economically Disadvantaged – Area where the median household income is less than \$40K per year.

Disadvantaged – Economically disadvantaged; also satisfying at least two of the following nine categories: 1) homeless, 2) single custodial parent, 3) receiving public assistance, 4) lacking GED or high school diploma, 5) criminal record or history with criminal justice system, 6) chronically unemployed, 7) emancipated from foster care, 8) veteran from Iraq or Afghanistan war, or 9) apprentice with less than 15% hours needed to graduate to journeyworker. Criminal justice system percentages are a subset of the 10% Disadvantaged hours category.

Figures at a Glance

PLA CONTRACTS – INCEPTION TO DATE



CONTRACT VALUE



*Two projects have been awarded but have not yet started.

APPRENTICE WORKERS



CRENSHAW/LAX
TRANSIT CORRIDOR
PROJECT (PROJECT
BEGAN 8/2013)



REGIONAL CONNECTOR
TRANSIT CORRIDOR
PROJECT (PROJECT
BEGAN 9/2014)



WESTSIDE SUBWAY
EXT. PROJECT,
SEC 1 – DESIGN
BUILD (PROJECT
BEGAN 11/2015)



WESTSIDE PURPLE
LINE EXTENSION
PROJECT, SECTION
2 (PROJECT BEGAN
4/2017)

PLA WORKER HOURS (PROGRAM-WIDE) ACTIVE AND CLOSED PROJECTS

22,654,619.93 hours

TOTAL CONSTRUCTION HOURS
THROUGH DEC 2021

17,051,160.48 hours

TOTAL APPRENTICEABLE HOURS
THROUGH DEC 2021

58.21% (13,188,221.75 hours)

ECONOMICALLY DISADVANTAGED

21.86% (3,726,927.71 hours)

APPRENTICE

10.69% (2,421,250.46 hours)

DISADVANTAGED

Fast Facts on Metro's Project Labor Agreement

- > Metro is the **first** transit agency in the nation to adopt a PLA that includes a targeted hiring emphasis on apprentices, low income and previously excluded members of society into the trades.
- > The U.S. Secretary of Labor visited Metro and the Crenshaw/LAX Transit Corridor Project in August 2014 and highlighted the PLA/CCP as a success and national model.
- > **No** work stoppages or lockouts have occurred since the start of the program.



Female Participation in Construction

Through its Project Labor Agreement and Construction Careers Policy, Metro is striving to diversify the workforce on construction projects to improve access to career opportunities and serve as a catalyst for improving socio-economic status for minorities and women. Although the national average for women in construction is below 3%, Metro's goal is to exceed Executive Order 11246's goal of 6.9%. Metro's current female participation average is 3.66%.


In November 2017, Metro's Board passed a motion authorizing the agency to create and publish a score card system that reflects percentages of women hired by Metro contractors; develop an incentive program to encourage contractors to exceed the national goal; and require contractors to demonstrate how they are promoting a diverse and inclusive work environment.


Female Participation Score Card


DECEMBER 2021


The Metro Board voted to create a score card system to highlight those contractors who meet and exceed the Executive Order 11246 female participation goal of 6.9% on Metro construction projects.


ACTIVE PROJECTS	PRIME CONTRACTOR	GRADE	%
Airport Metro Connector Site Work & Rails System Construction Project	Hensel Phelps/Herzog	A	8.23%
Metro Center Street Project Design/Build	Amoroso Construction Co., Inc.	B	6.38%
Purple Line Extension, Section 3 – Stations Design/Build	Tutor Perini/O&G, JV	B	5.57%
Division 20 Portal Widening Turnback	Tutor Perini Corp	C	4.54%
Regional Connector Transit Corridor Design/Build	Regional Connector Constructors, JV	C	4.31%
Purple Line Extension, Section 3 – Tunnel Project D/B	Frontier Kemper/Tutor Perini, JV	C	4.19%
Westside Subway Extension Project, Section 1 – Design/Build	Skanska, Traylor, Shea, JV	C	3.71%
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	C	3.60%
Westside Purple Line Extension Project, Section 2 – Design/Build	Tutor Perini/O&G, JV	D	2.83%
Willowbrook/Rosa Parks Station Improvements	Icon-West	F	1.50%
Metro Div 1 Maintenance & Transportation Bldg. Renovation	AP Construction, Inc.	F	1.39%
Roof Replacement Project at Metro Div 11 & 22	Archico Design Build Inc.	F	0.84%
Soundwall #11 Construction	Powell Constructors, Inc.	F	0.51%
1st/Central Street Eastside Access Improv Project (EAIP)	Griffith Company	F	0.00%

 **A** 6.9% and above

 **B** 4.6% to 6.8%

 **C** 3.1% to 4.5%

 **D** 1.6% to 3.0%

 **F** 0% to 1.5%

To view the Score Card detail summary, visit metro.net/pla.

Current PLA/CCP Project Attainments

TARGETED WORKER ACTIVITY BY ACTIVE PROJECT (CUMULATIVE)	% PROJECT COMPLETE	PLA/CCP			% OF DISADV WORKERS IN THE CRIMINAL JUSTICE SYSTEM CATEGORY
		GOAL 40% ECON DISADV	GOAL 20% APPRENTICE	GOAL 10% DISADV	
Crenshaw/LAX Transit Corridor	98.60%	60.00%	23.59%	10.31%	34.46%
Regional Connector Transit Corridor Design/Build	98.40%	61.59%	20.17%	11.09%	73.26%
Westside Subway Extension Project, Section 1 – Design/Build	70.89%	61.38%	20.36%	12.83%	71.13%
Westside Purple Line Extension Project, Section 2 – Design Build	33.44%	40.98%	16.00%	4.83%	42.98%
Purple Line Extension, Section 3 – Tunnel Project D/B	68.43%	38.24%	19.05%	4.90%	48.69%
Purple Line Extension, Section 3 – Stations Project D/B	8.55%	63.52%	10.45%	10.10%	77.76%
Soundwall #11 Construction	99.07%	42.09%	17.29%	10.71%	41.88%
Willowbrook/Rosa Parks Station Improvements	99.44%	66.35%	24.39%	9.62%	49.19%
Metro Div 1 Maintenance & Transportation Bldg Renovation	98.79%	57.84%	25.93%	13.16%	24.90%
Roof Replacement Project at Div 11 & 22 D/B	98.89%	43.30%	32.85%	12.05%	43.54%
Division 20 Portal Widening Turnback	47.09%	43.75%	19.79%	0.49%	32.06%
Metro Center Street Project D/B	16.34%	77.79%	7.92%	0.00%	0.00%
Airport Metro Connector Site Work & Rails System Construction Project	33.72%	53.21%	18.12%	4.31%	0.00%
1st/Central Street Eastside Access Improv Project (EAIP)	22.93%	24.60%	18.30%	15.91%	86.96%

*Project hours increased from added scope of work.

Data through December 2021

Current Projects Executive Order 11246 Attainments

ACTIVE PROJECTS SUBJECT TO METRO'S PLA/CCP	AFRICAN AMERICAN	ASIAN	CAUCASIAN	HISPANIC	NATIVE AMERICAN	OTHER/ NOT SPECIFIED	GOAL 28.30% MINORITY	GOAL 6.90% FEMALE
Crenshaw/LAX Transit Corridor	11.21%	1.48%	20.60%	63.19%	0.79%	2.75%	76.67%	3.60%
Regional Connector Transit Corridor Design/Build	5.54%	0.86%	20.53%	65.53%	0.76%	6.78%	72.69%	4.31%
Westside Subway Extension Project, Section 1 – Design/Build	8.94%	1.65%	21.33%	61.64%	0.50%	6.04%	72.73%	3.71%
Westside Purple Line Extension Project, Section 2 – Design/Build	5.56%	1.59%	24.02%	63.46%	1.18%	4.19%	71.79%	2.83%
Purple Line Extension Project, Section 3 – Tunnel Project D/B	5.04%	0.71%	26.99%	62.07%	1.61%	3.58%	69.43%	4.19%
Purple Line Extension Project, Section 3 – Stations Project D/B	0.89%	2.31%	23.88%	71.96%	0.12%	0.85%	75.28%	5.57%
Soundwall #11 Construction	3.52%	0.01%	11.94%	80.11%	0.00%	4.41%	83.64%	0.51%
Willowbrook/Rosa Parks Station Improvements	3.70%	2.09%	16.11%	69.26%	0.06%	8.77%	75.11%	1.50%
Metro Div 1 Maintenance & Transportation Bldg. Renovation	5.39%	0.00%	3.33%	59.24%	0.33%	31.71%	64.96%	1.39%
Roof Replacement Project Div 11 & 22	2.11%	1.59%	6.43%	75.47%	0.00%	14.39%	79.17%	0.84%
Division 20 Portal Widening Turnback	5.22%	0.88%	27.81%	62.80%	0.71%	2.58%	69.61%	4.54%
Metro Center Street Project D/B	16.27%	3.37%	46.49%	32.91%	0.00%	0.96%	52.55%	6.38%
Airport Metro Connector Site Work & Rails System Construction Project	3.56%	3.15%	17.13%	60.41%	0.15%	15.61%	67.27%	8.23%
1st/Central Street Eastside Access Improv Project (EAIP)	15.91%	0.00%	2.64%	75.73%	0.00%	5.71%	91.64%	0.00%

Closed project attainments may be found by visiting Metro's PLA/CCP website at metro.net/pla.

Based on contractors reported data as of December 2021

Metro is building the workforce of

Metro's PLA/CCP facilitates new training and apprenticeship opportunities. These programs also help those who reside in economically disadvantaged areas.

Here's a look at just a few of the workers who have found success.



Frances Macias Aguilar

Frances Macias Aguilar is a mother of eight who has a passion for the construction trades. As a member of Laborers Local 300, Frances is certified in lane closures and works on the team that handles traffic control for the Regional Connector Transit Corridor Project in the heavily congested streets of downtown Los Angeles. Frances' job is to close street lanes to traffic throughout the various active construction sites in the city. Francis says joining the laborers has changed her life dramatically, she looks forward to moving up the ladder and bringing more females into this male-dominated field.



Patricia Allen

As a child, Patricia was determined to be different and reject the gender roles that were expected of her. After making some mistakes within the justice system, Patricia decided that she needed to make a positive change in her life. Fourteen years ago, Patricia found the change she was looking for when a friend suggested that she look into a career in construction and encouraged her to register for the Laborers Union Bootcamp, (B.O.O.T.S.), and that's just what she did. While in training, Patricia earned the respect of her female peers and motivated them to push themselves as she had, to overcome the fear of entering a male dominated field and constantly reminded them to work hard because, "You are only as good as your training." Throughout her career in construction, Patricia has been able to provide a comfortable life for herself and her son. Patricia also has the distinction of being the only female miner on the Westside Purple Line Extension Project and hopes that her work will inspire other women to follow in her footsteps.

tomorrow.

opportunities for workers across the region.
disadvantaged areas to find jobs and training opportunities on Metro projects.
is working on PLA and Measure R projects:



Jacquie Anzaldo

Jacquie Anzaldo was raised in Wilmington, CA, a single mother with a criminal background has beaten the odds of her employment barriers post incarceration. Jacquie was given a second chance in life when sponsored into Local 300 Laborers Union, which led to her current employment on the Westside Purple Line Subway Extension Project, Section 1. Jacquie is grateful for the opportunity to be able to rebuild her life and have a career in construction.



Guy Denuccio

Guy is a 1st Period Laborers Apprentice on Metro's Purple Line Extension, Section 1 project. A native of Southern California, Guy enjoys baseball and was a standout athlete in his youth. Before working for Skanska on PLE Section 1, Guy made some regrettable decisions and was incarcerated for nine years. While incarcerated, he vowed to never repeat the same mistakes and promised himself he would get out and begin a life and career his family would be proud of. After being paroled, Guy enrolled in an MC3 training program. After completion, he was given the opportunity to begin working right away. Guy thinks back to his time in the criminal justice system and says, "I'm never going back; this opportunity has given me a chance to change my life and I am proud to be part of building the future of Los Angeles."



Catherine Dillon

Catherine Ann Dillon was born in Lancaster, CA, and was educated through the Saddleback Academy homeschool program. After high school, she worked at a Scout Camp for young adults. While working at the camp, Catherine watched her father welding, and she showed interest. He began to teach her basic welds. From that point, Catherine decided to reach out to Ironworkers Local 433 and register with their Union. Shortly after registering with Local 433, Catherine contacted Skanska, and seeing her potential, they sponsored her into the union. Catherine is now an Eighth Period Apprentice and loves being a part of the team working on Metro's Westside Purple Line Extension Project.



Jenna Dorough

In 2017, Jenna Dorough graduated from Women in Non-Traditional Employment Roles' (WINTER) pre-apprenticeship training program as a Carpenter. Since then, Jenna has become certified in OSHA 30, CPR and HAZPOWER training and recounts her story of how she became interested in the building trades. Originally a security guard on a construction project, she was inspired by women on the job site, considering construction is traditionally a male-dominated field. Currently, Jenna is working on Metro's Regional Connector project as a Carpenter where she works every day to gain as much knowledge as possible and ultimately achieve her goal of becoming a crane operator and welder. With her success, Jenna was honored by WINTER this past November 2018 as the Female Craft Worker of the Year.



Jermaine Edwards

Jermaine Edwards was born and raised in Southeast Los Angeles. After time in prison, he decided he wanted to turn his life around and begin a career in construction, and found an opportunity to work as a Skill Craft Laborer on the Crenshaw/LAX Transit project. Jermaine remains humble about his current success, and even mentors some of his fellow coworkers who have recently transitioned from the prison system into the workplace.



Eric Falcon

After spending 15 years of incarceration, Eric Falcon vowed to never return to prison. Eric wanted a better life for himself and his family, which led him to attend a pre-apprenticeship training sponsored by Southwest Carpenters Training through the “My Brother’s Keeper” program. Upon completion of the program, Eric was hired as a Carpenter (Local 409) on the Westside Purple Line Subway Extension Project, Section 1. A husband and father of three, Eric grew up in the South Los Angeles area, where he continues to reside and raise his family. Eric is grateful for the opportunity that Westside Purple Line team has provided him.



Jessica Flores

Born in East Los Angeles, Jessica attended Eagle Rock High School. Later, Jessica obtained her Welding certificate from Pasadena City College. While working at the Broad Art Museum, Jessica observed the construction work taking place across the street at Metro’s Regional Connector project site. Through this interest, Jessica made the courageous decision to begin a career in construction. Jessica registered and completed the Laborers Union Bootcamp construction training program, (B.O.O.T.S.). Upon completion of her rigorous training, she immediately applied for work at the Regional Connector project and was hired by Skanska. Proudly, Jessica is now a Sixth Period Apprentice and loves her new career.



Dezdon Lewis

Dezdon Lewis was recently awarded the prestigious “Participant of the Year” award from Playa Vista Jobs (PV Jobs) and a Certificate of Recognition from Congresswoman Lucille Roybal-Allard. After being incarcerated for a number of years, Dezdon knew it was time to make a change and teamed up with PV Jobs, who helped him get a job placement within the building trades on Metro’s Crenshaw/LAX Transit Corridor project. For Dezdon, what began as an entry-level ditch digging position has transitioned into a role of leadership and responsibility, where he is now an Inspector in Charge of Segment Eight Health, Safety and Environment on the project. Dezdon recounts his journey from his time in the criminal justice system to his new leadership role, and actively encourages former inmates to “look above” their situations, create life goals and stick to them.



Belia Lopez

Belia has always taken a nontraditional approach to life. Since her youth, she has always enjoyed working with her hands and was always fascinated with figuring out how things work. After working in autobody shops for over five years, Belia decided it was time to make a change. The construction industry seemed like a natural transition and she enrolled in an MC3 training program. Belia is currently a 1st Period Apprentice with IBEW Local 11 and is working as an electrician on Metro’s Purple Line Extension, Section 1 project. Belia states that she has enjoyed every aspect of the challenges she has faced in the construction industry and looks forward to continuing her personal growth and development in the trades.



John Mackey

John Mackey works on the Regional Connector project in downtown Los Angeles. Although he struggled with finding a job, he says his new position changed his life dramatically and has allowed him to successfully save money, and he plans to start his own business. Due to this job, he is no longer living at the LA Mission on Skid Row and has moved to a transitional living home. John compared his new job on the Regional Connector project to “winning the lottery.”



Marely Mendoza

Marely Mendoza is a single mother of four and native of Los Angeles, California. A few years ago, she was introduced to construction by family and found her calling in the building trades. Since then, she has completed the Laborer's Training Academy and began her career in the trades as Laborer with Local 300. Marely's journey in the trades has led her to work on mega projects, including Metro's Crenshaw/LAX Transit Corridor and most recently, Metro's Purple Line Extension, Section 2.



Ricshawn Moore

Growing up, Ricshawn Moore faced all of the challenges many of our young men face in today's communities. Raised by a hardworking mother in Compton after his father passed away when Ricshawn was just two, he spent too much time on the streets as a teen and ended up struggling with gangs. Ricshawn kept an open mind, worked hard and today is earning a living as a union-scale laborer on the much-anticipated Crenshaw/LAX Transit Corridor Project.



Cynthia Piña

Cynthia Piña grew up in Rosemead, CA, and moved to Watts 10 years ago. During her time in Watts, she became involved with the wrong crowd and moved in and out of the justice system. As a mother of two, she was determined to turn her life around. She enrolled herself in a pre-apprenticeship program and upon completion was hired as a Laborer (Local 300) on the Westside Purple Line Subway Extension Project, Section 1. Through hard work and dedication, Cynthia now is a 4th Period Apprentice, continually learning new skills and progressing in her trade.



Petra Sanchez

Petra Sanchez is a single mother of two and a former Jobs Coordinator for Women in Non-Traditional Employment Roles, (WINTER). When her role with WINTER came to an end, Petra decided that she would pursue the very same path she had been leading other women to pursue in WINTER's pre-apprenticeship training program. Since completing her training, Petra has been working on Metro's Crenshaw/LAX Transit Corridor project as an Operating Engineer. Petra states that this new opportunity has provided the stability and flexibility that she was looking for and she is thrilled to be part of the city's transportation future.



Kimberly Taylor

Kimberly Taylor is a veteran of the construction industry. Seven years ago she decided that she wanted to be part of something more challenging, both mentally and physically; and she decided that construction was the career for her. Today, Kimberly is working on Metro's Westside Purple Line Extension Project as a Gas Detection Technician. Kimberly plays a vital role not only ensuring the safety of her fellow workers on this project but also keeping the project on schedule. She is proud of the work she does and the impact that women like her have made in this industry.



Jason Thomas

After spending some time in prison, Jason Thomas attended a pre-apprenticeship boot camp sponsored by the Los Angeles County Federation of Labor/ LAOC Building Trades, Los Angeles Trade Technical College and ARC. The day after his graduation, Jason interviewed with Walsh Shea Corridor Constructors, and now is working on the Crenshaw/LAX Transit Corridor project, as an Operating Engineer (Local 12).



Angel Valles

Angel Valles is relatively new to the construction industry having only entered the “My Brother’s Keeper” program for construction pre-apprentice training last year. Since then, Angel has relished the opportunity to develop the skills necessary to have an impactful and lasting career in the industry as a Carpenter. For the past seven months, she has been working as a 1st Period Apprentice on Metro’s Regional Connector Transit Corridor project. When asked what triggered her interest in the trades, Angel responded, “I wanted a physically demanding career that would allow me to use my hands and teach me the skills I need to become a better carpenter.”



Lorrie Williams

Lorrie is a 3rd Period Apprentice from the Pile Drivers/ Carpenters Union working on the Regional Connector project. Lorrie started her career in the trades later than most, having spent many years working in refineries as fire-watch and performing other related tasks. Lorrie decided that she wanted to know more about the construction industry and work in something more hands on, which led her to join the trades. After completing the Maxine Waters MC3 program, Lorrie attended an event where she met representatives from Skanska, the prime contractor for the Regional Connector project. Lorrie found that safety is a big area of interest for her and hopes to work in safety coordination one day. Currently, she holds eight OSHA certificates and is working on obtaining the Construction Health and Safety Technician (CHST) certificate. Lorrie wakes up happy to go to work and loves that she can be a part of history by shaping the LA landscape for future generations.



Whitney Winans

Whitney Winans, a determined 25-year-old from Compton, CA, who now resides in South Los Angeles, does not let anything stand in the way of her success. As a participant of the Southwest Carpenters Training through the “My Brother’s Keeper” program, Whitney is now a 1st Period Apprentice working on the Crenshaw/ LAX Transit Corridor Project. Whitney encourages other young women to consider a career in construction.

Women Build Metro LA (WBMLA)

Women Build Metro LA is a culmination of community advocates, stakeholders and decision makers, including private and public sectors. Together we are committed to increasing the ranks of qualified women candidates for apprenticeship and placement with all Trades. With our partners and stakeholders, including our Women Build Metro LA Committee, we are passionate about increasing female participation, given that women currently make up less than 3% of the construction trade workforce. We are proud to educate and support women's introduction into all aspects of the transportation industry, including administration, professional ranks, operations and more.

Contact Us

For more information, please contact Metro's Diversity & Economic Opportunity Department:

Miguel Cabral, *Executive Officer*
213.418.3270

Michael Flores, *Manager*
213.922.6387

Angela Scott, *Senior DEOD Representative*
213.922.1028

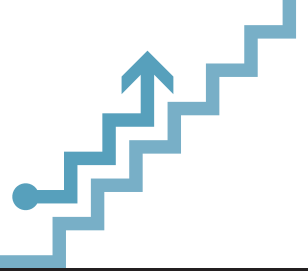
PLA Hotline
888.887.3674



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Women in the Trades Resource Guide

A Comprehensive Guide to Recruit, Employ
and Retain Women in Construction Careers




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Encouraging Contractors to Increase Women's Workforce Participation on Metro Construction Projects

The purpose of this resource guide is to provide insight and best practices to contractors and female workers in the construction industry. This guide should be used as a toolkit for contractors to recruit, employ and retain women in construction careers. Metro encourages contractors to not only use the resources in this guide, but to share this information with their subcontractors, jobs coordinators, site foreman and construction workers. Additionally, contractors are to use the toolkit to promote an inclusive workforce to foster a safe, productive and diverse work environment.

Table of Contents

- 1. Outreach Strategies 1**
 - 2. Recruitment 4**
 - 3. Training Resources/Pre-Apprenticeship Recruitment 5**
 - 4. Worker Retention 7**
 - 5. Worksite Best Practices 8**
 - 6. Contractor Dos and Don'ts 9**
 - 7. Construction Resource Services 11**
- 



1. Outreach Strategies

An effective outreach strategy is critical in reaching women candidates interested in construction careers. Contractors should conduct outreach for each construction project and should participate in events sponsored by community-based organizations. Examples of the most effective outreach strategies include:

a. Conduct outreach job fairs for your construction projects.

- > Invite jobs coordinators, Metro staff and the Los Angeles/ Orange County Building and Construction Trades Council (LA/OCBCTC) to attend your outreach event and provide support. Contact the joint labor-management apprenticeship programs of the building trades-affiliated unions: laocbuildingtrades.org/apprenticeship-building-trades.
- > Conduct job fairs prior to the start of the construction project, periodically, or as needed as appropriate on large projects.
- > Properly advertise the job fair to receive maximum participation and highlight the opportunities and benefits that can spark interest for women construction workers in your advertisement.

b. Establish a collaborative workforce network with the job coordinators and workforce partners, such as America's Job Centers of California (AJCC). Participate in their outreach events, which are listed on their websites. A few of the workforce partner organizations are:

1. Women Build Metro Los Angeles outreach events
2. Women in Non-Traditional Employment Roles (W.I.N.T.E.R.)
3. Flintridge Center
4. LAX Pre-Apprentice Construction Training
5. Playa Vista Jobs (PV Jobs)
6. 2nd Call
7. Friends Outside in Los Angeles County
8. Youth Build

C. Utilize Los Angeles WorkSource Centers/AJCCs to sponsor or host on-site recruitments at their locations. Publicize your efforts to attract the candidate pool in which you need to fulfill your specialized hiring requirements. Below is a list of Los Angeles City and County-funded WorkSource/AJCC centers that have construction sector recruiting and/or training initiatives.

1. Goodwill Industries (Northeast Los Angeles WorkSource Center): info@goodwillsocal.org
2. Coalition for Responsible Community Development (Vernon – Central/LA Trade Tech College WorkSource Center): coalitionrcd.org
3. Arbor ResCare East Los Angeles:
rescare.com/workforceservices/locations/?state=California
4. Managed Career Solutions (MCS) Pomona Valley:
mcsocalifornia.com/locations
5. El Proyecto del Barrio (Sun Valley WorkSource Center):
elproyecto.us
6. Harbor Gateway (Harbor/San Pedro WorkSource Center):
pacific-gateway.org/harbor
7. South Los Angeles (LA Southwest College):
jvsla.org
8. South Bay/Inglewood One Stop: sbwib.org/home
9. Housing Authority of the City of Los Angeles: (HACLA Watts WorkSource) Center: ewddlacity.com/index.php/employment-services/adults-age-24-and-older/worksource-centers#watts-los-angeles
10. Asian American Drug Abuse Program (AADAP West Adams WorkSource Center): aadapinc.org
11. Veterans AJCC (Bob Hope Patriotic Hall, LA): jvs-socal.org/programs-and-services/worksource-center-services/overview

12. United Auto Workers (UAW Crenshaw South Los Angeles WorkSource Center): *letc.com*
13. Watts Labor Community Action Committee (WLCAC Watts WorkSource Center): *wlcac.org*
14. Pacific Asian Consortium in Employment (PACE WorkSource Center): *pacela.org*

d. Coordinate with Metro’s Workforce Initiative Now-Los Angeles (WIN-LA) to provide supportive services and career coaching for candidates seeking careers in the construction industry. To learn more about WIN-LA, please visit winla.metro.net.

e. Coordinate with local Employment Development Department (EDD) office to track unemployed candidates through their base wage file and statewide database.

f. Coordinate with Metro staff to utilize Metro’s social media platforms (i.e. Facebook, Instagram, popular online job banks and event pages to reach potential candidates).

g. E-blast your recruitment event flyers to share outreach efforts with community-based organizations and workforce partners.

h. Attend workforce development meetings focused on providing training and employment opportunities for women in the construction industry.

i. Participate in outreach events within the community, community colleges and vocational training schools.

1. Women Build Metro Los Angeles-Apprenticeship Readiness Fairs
2. LA Metro Community Outreach and Veteran Events
3. Los Angeles Community Job Fairs
4. Los Angeles Trade Technical College Job Fairs
5. Los Angeles Economic Development Department (EDD) Job Fairs
6. California Community Connection Corporation (C4) Construction & Associated Careers Awareness Day (Los Angeles Trade Technical College)

Keep records of all outreach activities as required by your PLA/CCP contractor and jobs coordinator responsibilities. Inform PLA/CCP staff of outreach events to be posted on Metro’s PLA/CCP upcoming events page.



2. Recruitment

Best practices for a successful recruitment are the pillars of every great employment hire. By utilizing the suggested best practices below, one can effectively outreach to skilled and qualified construction applicants.

- a.** Contractors and jobs coordinators must have an accurate understanding of open and upcoming craft positions that need to be filled.
- b.** The contractor's Employment Hiring Plan (EHP) should also include estimates of which crafts will be needed and when they should be used during the project.
- c.** In the event a contractor's workforce participation has a female percentage below 6.9%, their hiring focus should be on recruiting female workers for the crafts to be used for upcoming scopes of work.
- d.** The contractor should assess their outreach efforts and follow up with workforce partners through the job coordinator to receive possible candidates that are qualified for the upcoming scopes of work.
- e.** Host your recruitment event at a location that is easily accessible for candidates, such as America's Job Center, Union Hall, or a community-based organization facility, such as Inglewood One Stop, LAUSD MC3 Location, Local 300 Bootcamp location.

- f.** Work with Metro staff to advertise your recruitment by posting to LA Metro’s social media platforms (i.e. Facebook, Instagram, as well as popular online job banks, or event pages).
- g.** E-blast flyers of recruitment events to reach the maximum number of female candidates as possible.
- h.** Work with your community-based organization partner to assist with prescreening, recruiting and scheduling interviews with candidates prior to the recruitment event.
- i.** Ensure that new candidates entering the construction field have been enrolled in or have completed the MC3 training curriculum. Refer to Section 7.
- j.** Track the status of interviewed candidates and create a list of potential recruits that have not yet been selected. This list should be utilized when future hiring needs arise.
- k.** Utilize the *Request for Craft Employees* form and keep record of your requests. The Request for Craft Employees form is used to request workers that help the contractor meet their Targeted Worker, Apprentice Worker, Disadvantaged Worker, Minority and Female Worker percentage goals.

3. Training Resources / Pre-Apprenticeship Recruitment

The following is a list of Pre-Apprenticeship training programs approved by the Building Trades (LA/OCBCTC) that offer the MC3 curriculum. Please see Attachment A for additional information.

1. Anti-Recidivism Coalition
2. Flintridge Center
3. Women in Non-Traditional Employment Roles (WINTER)
4. Antelope Valley College
5. Cerritos College
6. Career Expansion, Inc.
7. Long Beach City College

8. Los Angeles Southwest College
9. Los Angeles Trade Tech College
10. Los Angeles Unified School District Local District North West (High School Programs)
11. YouthBuild Charter School of California (16- to 24-year-olds, 15 locations in LA County)
12. Los Angeles Unified School District Adult Education/ East Los Angeles Occupational
13. Los Angeles Unified School District Adult Education/ Maxine Waters Employment Preparation Center

Contractors must ensure that all new construction candidates have enrolled in an MC3 training course. It is important for contractors to use job coordinators that will refer MC3 graduates to contractors and LA/OCBCTC-recognized apprenticeship training facilities.



4. Worker Retention

Contractors are highly encouraged to focus on retaining female workers. Some best practices for retention are listed below.

- a.** Work with Metro staff and job coordinators to transition workers from projects that are 80% complete to lower any lag time from one project to the next. Utilize the *Female Worker Transition Tracking* sheet to support this effort.
- b.** Implement gender-specific portable toilets on the construction site.
- c.** Engage female workers and offer training and support for career advancement.
- d.** Allow new construction workers to job shadow other apprentices and/or journeymen.
- e.** Create a women's supportive network group on the project/ worksite during the onboarding process. This will allow new female employees to gain both professional and personal support from their peers.
- f.** Network with other job coordinators to assist with placing women on other regional construction projects.
- g.** Be proactive! Encourage your workers to learn additional skills in their trade that will allow for advancement in their trade.
- h.** Provide supportive resources for workers, such as child care, transportation, gender-specific restrooms, financial literacy, a harassment free workplace, and other services mentioned in Section 7.



5. Worksite Best Practices

- a.** Ensure all construction staff are aware that the construction site has a zero tolerance for discrimination and sexual harassment.
- b.** Post Equal Employment Opportunity, Non-Discrimination and Sexual Harassment policies in inconspicuous locations at the project site.
- c.** Implement separate male and female restrooms for privacy.
- d.** Follow up with female construction apprentices to ensure they are learning new skills and preparing for advancement.
- e.** Consider implementing child care services for construction workers, or build relationships with service providers to foster assistance with child care.
- f.** Consider joining business networking groups that are specific to the construction industry, or can be a pipeline to recruiting new construction candidates.

6. Contractor Dos and Don'ts

Outreach Dos

1. Conduct outreach events/job fairs for your construction projects.
2. Work with your job coordinators and Metro PLA/CCP staff when implementing outreach events.
3. Maintain an open line of communication with your job coordinator.
4. Work with your local community-based organizations, as well as the city and county WorkSource Centers with outreach efforts.
5. Know your local America's Job Centers of California (AJCC) and Employment Development Department (EDD) office to locate unemployed female construction workers.
6. Advertise and promote outreach efforts on social media outlets.
7. Create a strong community-based e-mail distribution list to e-blast outreach events.
8. Build relationships with local vocational schools for outreach and recruiting events.

Outreach Don'ts

1. Do not forget to stress that Metro strives to increase the representation of females on Metro construction projects.
2. Do not work in silos. Work with your job coordinator for outreach, recruitment, retention and other PLA/CCP requirements.
3. Do not disengage with the community. Inform community-based organizations and partners of your upcoming projects and/or current projects with Metro.
4. Do not solely promote outreach efforts internally. Use social media.
5. Do not hold outreach events during the same time. (Example: always 8-11 am on Fridays). Host events at different times to allow female candidates with various schedules the opportunity to attend.

Recruitment Dos

1. Meet regularly (weekly or monthly) with your job coordinator to understand the project's workforce needs.
2. Review the project's Employment Hiring Plan (EHP) and utilize the Request for Craft Employees form to recruit women and under-represented workers for the project.
3. Find qualified candidates through your job coordinator and their workforce partners.

4. Host recruitments at easily accessible locations to hire female and targeted workers, such as local AJCCs, WorkSource Centers, union halls, and other community-based organizations.
5. Use social media to promote your recruiting efforts (i.e.) Instagram, Facebook, LinkedIn, Indeed.com, Construction Jobs, Inc., (*constructionjobs.com*).
6. Provide support for your job coordinator's recruitment efforts. Supply signage, job availability, access to prime contractor business agents and recruiters, upcoming craft or training openings, marketing materials, etc.
7. Communicate with Metro when hiring issues arise (both positive and negative).
8. Share Best Practices at Metro job coordinator quarterly meetings.
9. Highlight female participation success stories.

Recruitment Don'ts

1. Do not ignore or circumvent your job coordinator's efforts.
2. Do not dismiss your Targeted Worker Summary Report as this identifies where the project's workforce needs exist.
3. Do not implement hiring practices without using the **Request for Craft Employees** form. This form can be referenced as proof of your efforts to recruit female workers and comply with PLA/CCP requirements.

Training Resources/Pre-Apprenticeship Recruitment Dos

1. Work closely with your job coordinator to develop relationships with MC3 approved pre-apprentice training facilities to refer candidates interested in construction careers.
2. Closely review the Targeted Worker Summary Reports for your project and tailor your recruitments to address low female participation and other low categories.
3. Use the approved Request for Craft Employees form to recruit workers for the project. Use this form to recruit female and minority workers to document your efforts to promote a diverse workforce.

Training Resources/Pre-Apprenticeship Recruitment Don'ts

1. Do not refer potential construction candidates to non-MC3 pre-apprenticeship training schools. The MC3 Curriculum is proven to assist with training job-ready construction candidates and maintain strong retention on projects.
2. Do not ignore the Targeted Worker Summary Report, or **Request for Craft Employee** form. Identify if and when a recruitment will be needed to continue to maintain your efforts of having a diverse workforce.

7. Construction Resource Services

Women's Support Services, FamilySource, WorkSource and YouthSource Services

Bradley/Milken Family Source Center	1773 E Century Bl LA, CA 90002	213.473.3607	cdd.lacity.org/fam_index.html
WLCAC (Watts Action Labor Community Action Committee) FamilySource, & WorkSource Center	1212 E 108th St LA, CA 90059	323.563.5639	wlcac.org
HACLA (Housing Authority of the City of Los Angeles) Imperial Courts	2220 E 114th St LA, CA 90059	323.249.7751	ewddlacity.com/index.php/employment-services/adults-age-24-and-older/worksource-centers#watts-los-angeles
1736 Family Crisis Center (emergency crisis, legal, youth, and mental health services)	2116 Arlington Av LA, CA 90018	323.737.3900	1736familycrisiscenter.org
NEW Economics for Women Family Source Center	Los Angeles & Valley Locations	213.483.2060	neweconomicsforwomen.org
El Nido Family Source Center	4060 S Figueroa St LA, CA 90037	323.998.0093	elnidofamilycenters.org
Brotherhood Crusade YouthSource Center (after-school program/tutoring)	4401 Crenshaw Bl LA, CA 90043	323.545.1130	brotherhoodcrusade.org/venue/youthsource-center
Vernon Central WorkSource Center	400 W Washington Bl, LA, CA 90015	213.763.5951	coalitionrcd.org
Archdiocesan South LA – Exposition Park YouthSource Center	4060 S Figueroa St, LA, CA 90037	323.731.8596	ayela.org
Challengers Boys & Girls Club (before- and after-school pick up & drop off)	5029 S Vermont Av, LA, CA 90037	323.971.6161	bgcmla.org

Para Los Niño's Pico Union/Central LA YouthSource Center	234 S Loma Dr LA, CA 90026	213.413.1466	paralosninos.org/services/student-community-services/youth-workforce-services
CRCD (Coalition for Responsible Community Development) VCN YouthSource Center	1006 E 28th St LA, CA 90011	323.521.1910 x 210	coalitionrcd.org

Child Care & After-School Programs

Crystal Stairs, Inc. (child care services)	5110 Goldleaf Cir LA, CA 90056	323.299.8998	crystalstairs.org
Children's Collective, Inc. (child day care, women & family services)	8616 La Tijera Bl Suite 100 LA, CA 90045	310.733.4388	childrenscollective.org
After-School All-Stars	5670 Wilshire Bl Suite 620 LA, CA 90036	323.938-3232	afterschoolallstars.org
Youth Policy Institute (YPI)	6464 Sunset Bl Suite 650 LA, CA 90028	800.999.6877	ypiusa.org
LA's Best Afterschool Enrichment	711 E 14th Pl LA, CA 90021	213.745.1900	lasbest.org
arc After School Programs (elementary, middle and high schools)	370 Amapola Av Suite 208 Torrance, CA 90501	310.671.4400	arc-experience.com/programs/los-angeles
YMCA (before- and after-school care)		213.380.6448	ymcala.org/metro/classes/school-age-child-care
MOMSLA (after-school, summer camps, and more)			info@MomsLA.com https://momsla.com/11-school-programs-los-angeles
LA County Parks & Recreation Centers (homework clubs, sports)			http://parks.lacounty.gov/kids-family/?row=1#afterSchoolProgramsColumn
LA Public Library System (Youth STEAM=Science! Technology! Engineering! Art! Math! academic, homework club & adult literacy tutoring)			lapl.org/steam/welcome

Gender Sensitivity & Management Training Resources

Traliant On-Line Sensitivity Training	929.223.4336	traliant.com/online-anti-harassment-anti-discrimination-sensitivity-training
Minority Aids Project, (M.A.P.)	323.936.4949	minorityaidsproject.org
Southern California Sanitation (Port-O-Potty Rental)	800.850.8871 Construction Sales: 626.786.4479	southerncaliforniasanitation.com
A&J Portables Los Angeles, Orange, Riverside & San Bernardino	562.299.8582	ajportabletoilets.com
National Construction Rentals	323.838.1800	rentnational.com/los-angeles
Eagle Portables, Inc.	310.537.0516	eagleportables.com
Associated General Contractors of America (AGC) On-Line Gender Sensitivity Training		www.agc.org/learn/resource-library/training-video-diversity-rules-harassment-sensitivity-correction-training
Pro Trade Craft Breaking Down Gender Bias: A Tool Kit for Construction Business Owners		protradecraft.com/breaking-down-gender-bias-toolkit-construction-business-owners
Slide Share on LinkedIn		slideshare.net/MrP26/basic-gender-sensitivity-training

Ex-Offender/New Contributor Resources

PV Jobs	4112 S Main St LA, CA 90037	323.432.3955	pvjobs.org
Shields for Families	11601 S Western Av, LA, CA 90047	213.242.5000	shieldsforfamilies.org/contact-us
Friends Outside	1827 E 103rd St LA, CA 90002	323.249.9683	friendsoutsidela.org
Volunteers of America Los Angeles	543 Crocker St LA, CA 90013	213.286.0333	voala.org
Timelist	3801 Somerset Dr LA, CA 90008	323.389.8664	timelistgroup.org
Clean 360	212 W Regent St Inglewood, CA 90301	424.702.5555	clean360.org

Homeboy Industries (gang/ex-offender training and employment)	130 W Bruno St LA, CA 90012	323.526.1254	homeboyindustries.org
Legal Aid Foundation (various locations within LA County)		800.399.4529	lafla.org
California Department of Corrections and Rehabilitation Female Offender Treatment & Employment Program	Various Locations throughout Southern California		cdcr.ca.gov/rehabilitation/FOTEP.html
Help For Felons			helpforfelons.org
LARRP (The Los Angeles Regional Reentry Partnership)			lareentry.org
Jobs for Felons Hub			jobsforfelonshub.com

Healthcare/Housing Resources

WIC (Women Infants & Children)		855.942.7867 WICVendorInfo@ cdph.ca.gov	cdph.ca.gov/Programs/CFH/DWICSN/Pages/Program-Landing1.aspx
South LA Health Projects (women & children's health services)	2930 W Imperial Highway, Suite 601, Inglewood, CA 90303	323.757.7244	slahp.org
South Central Family Health Center	4425 S Central Av LA, CA 90011	323.908.4200	scfhc.org
Watts Health Care	Various locations throughout South LA	323.564.4331	wattshealth.org
Village Health	4077 W. Pico Bl LA, CA 90019	323.733.0471	villagehealthfoundation.org
California Black Women's Health Project	9800 S La Cienega Bl, Suite 905 Inglewood, CA 90301	310.412.1828	cabwhp.org
T.H.E. Clinic, Inc.	Various locations in Los Angeles & South LA	323.730.1920	tohelpeveryone.org

Healthcare/Housing Resources (cont.)

Umma Community Clinic	711 W Florence Av LA, CA, 90044	323.789.5610	ummaclinic.org
H.O.P.I.C.S. Homeless Outreach Program/Integrated Care System	5715 S Broadway, LA, CA 90037	323.948.0444	hopics.org
P.A.T.H. People Assisting the Homeless	Los Angeles, Hollywood, & Ventura locations	323.644.2200	epath.org
Union Rescue Mission	545 S San Pedro St, LA, CA 90013	213.347.6300	urm.org
The Los Angeles Homeless Services Authority (LAHSA)	811 Wilshire Bl Suite 600 LA, CA 90017	231.683.3333	lahsa.org
L.A. Opportunity Youth Collaborative “Ruth’s Place”	4775 S Broadway LA, CA 90037	323.432.8440	laoyc.org/location/ ruths-place
Operation HOPE (home buyers program)	707 Wilshire Bl LA, CA 90017	213.891.2900	operationhope.org
Jenesse Center, Inc. (domestic violence shelter)		323.299.9496 800.479.7328	jenesse.org
Covered California			healthofcalifornia.com
Good Shepherd Shelter (domestic violence shelter)			goodshepherdshelter.org
Los Angeles County Housing Resource Center			housing.lacounty.gov

Financial Literacy Resources

LA Public Library Financial Literacy Training	630 W 5th St LA, CA 90071	213.228.7700	lapl.org/money-matters
U.S. Small Business Administration	330 N Brand Bl Suite 1200 Glendale, CA 91203	818.552.3437	sba.gov/learning-center.org
MCS Hollywood BusinessSource Center	4311 Melrose Av LA, CA 90028	323.454.6115	mcscalifornia.com/hollywood-businesssource
Vermont Slauson Economic Development Corporation BusinessSource Center	1130 W Slauson Av LA, CA 90044	323.753.2335	vsedc.org
West Angeles Community Development Corp.	6028 Crenshaw Bl LA, CA 90043	323.751.3440	westangelescdc.org/financial-literacy
PACE Women's Business Center	1055 Wilshire Bl Suite 900B LA, CA 90017	323.353.9400	pacelabdc.org/programs-and-services/small-business-consulting-services
Operation HOPE	(Located inside Los Angeles Youth Empowerment) 750 W 7th St LA, CA 90081		operationhope.org/losangeles
CalCPA Education Foundation			www.calcpa.org

The provided list of services and providers is to be used as a guide, and is not inclusive of all services and providers in the LA region.

Contact Us

For more information, please visit metro.net/pla or contact Metro's Diversity & Economic Opportunity Department:

Miguel Cabral, *Executive Officer*
213.418.3270

Michael Flores, *Director (Interim)*
213.922.6387

Angela Scott, *Senior DEOD Representative*
213.922.1028

Melvin Santos, *DEOD Representative*
213.922.2178



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Project Labor Agreement (PLA)/
Construction Careers Policy (CCP) Report
Executive Management Committee
April 21, 2022

PLA/CCP Program Achievements

- **Attainment - Program Inception to December 2021**
 - 58.28% Economically Disadvantaged
 - 21.84% Apprentice
 - 10.79% Disadvantaged
- >\$426 Million paid to Targeted Workers *
 - >\$78 Million paid to Disadvantaged Workers *
 - >\$120 Million paid to Apprentice Workers**
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts

(*Based on the lowest laborers rate as of June 2017)

(**Based on the lowest apprentice rate as of January 2017)

(Workers may fall into multiple categories)



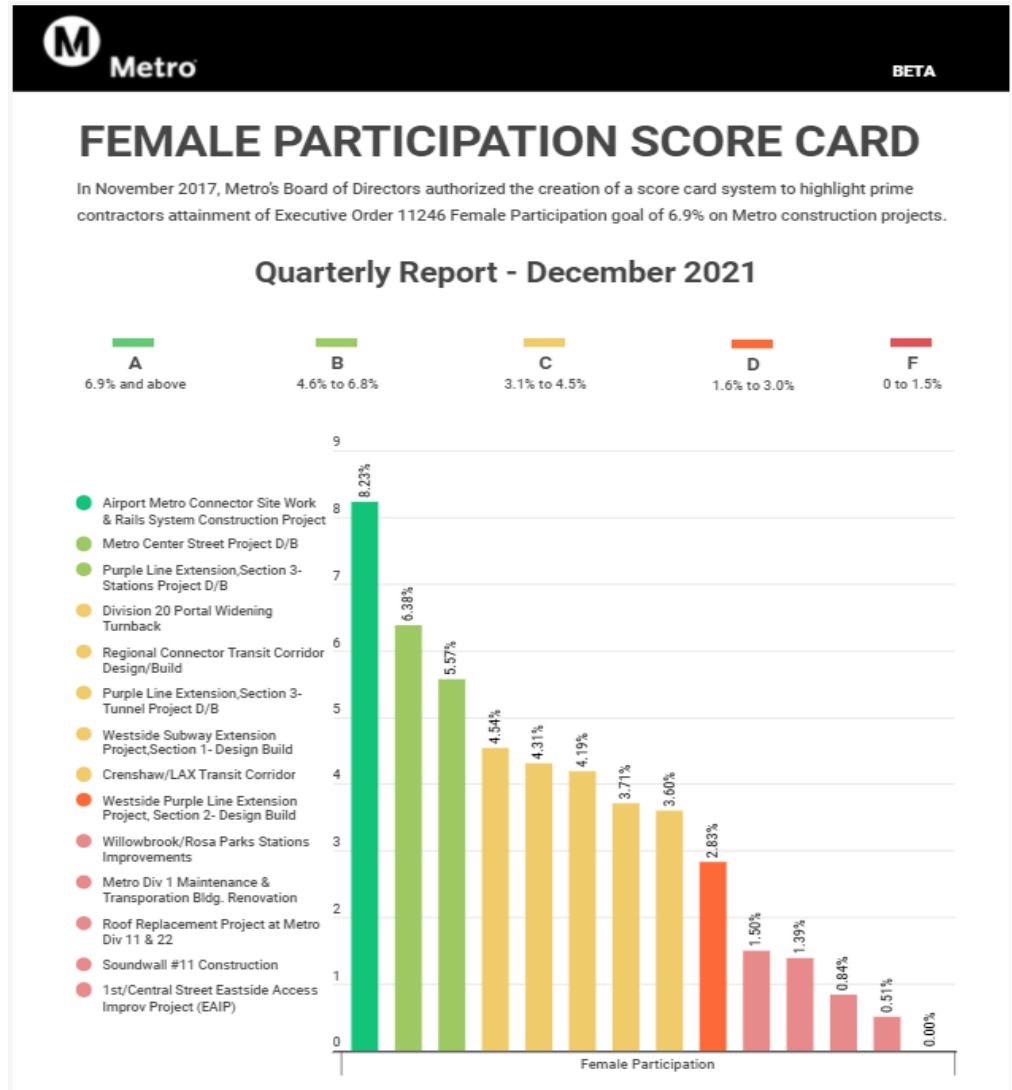
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Prime Contractors

- Metro's mega-project prime contractors are in attendance
- We thank them for their continued partnership in ensuring that Metro's goals are met

Female Participation Score Card

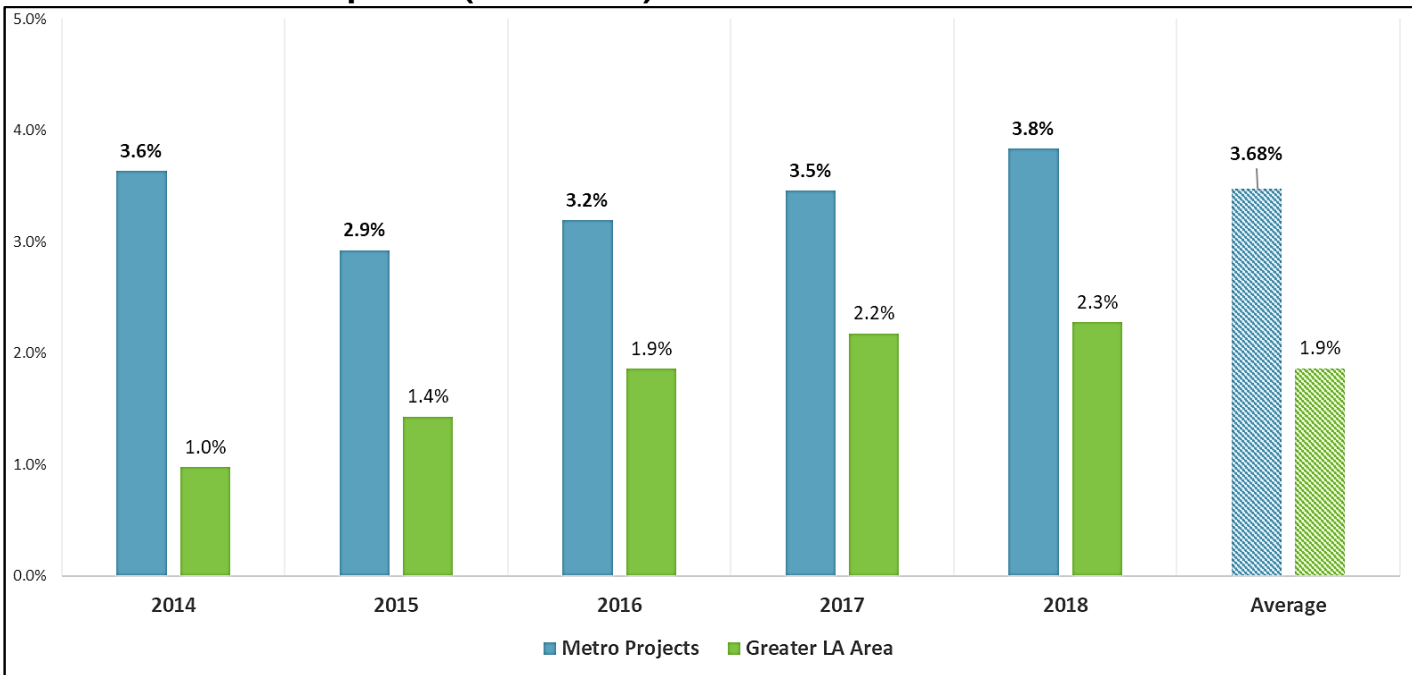
- ❖ Overall female participation attainment is 3.69%
- ❖ Highest rating as of FY22 Q2 reporting is A grade



Metro Female Participation Comparison

- Chart Below represents Metro female participation in comparison to other non-Metro projects in the region.

Metro Female Participation (2014-2018)



Source: Estalano Lesar Advisors – Disparity Study

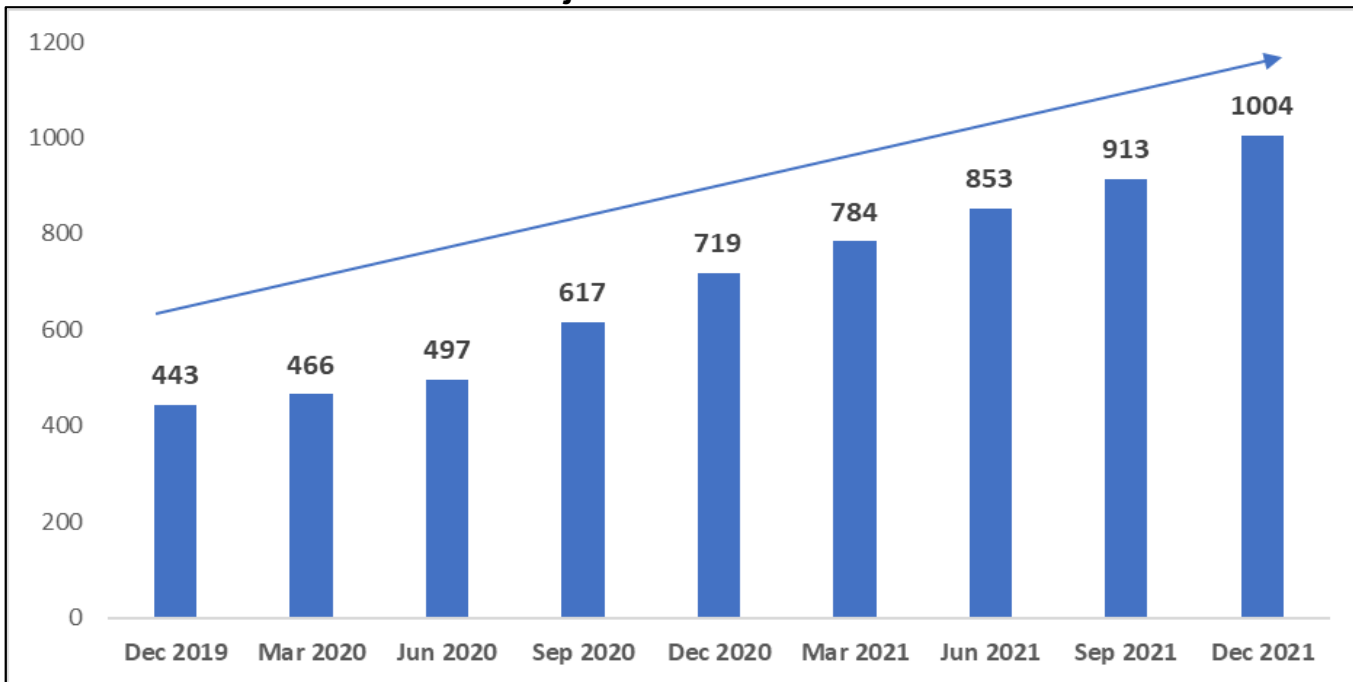


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Success Stories

- Over 1000 females have worked on Metro PLA/CCP construction projects

No. of Females on Metro Active Projects



Source: As reported by the prime contractors



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Women in the Trades Action Plan

- Metro and Laborers Union (Local 300) collaborating to establish a tunnel worker training facility in the LA region. Currently the only training facility for tunnel worker is in Seattle, Washington which creates hardship for individuals to participate. Establishment of a local tunnel worker training facility will help fulfill the LA regions need for tunnel workers with priority given to females interested to start a career in the construction industry.
- Metro in partnership with Building Next Gen, LA County AJCC, East Los Angeles Community College, and trades to host an in-person job-fair event on April 13, 2022. This event will focus on recruiting females interested to start a career in construction.
- Metro to plan a Joint Awareness Campaign in collaboration with LAOCBTC, union trades, prime contractors, and community-based organization with a focus of building future workforce capacity with special focus on females.
- Collaborate with Women in Non-Traditional Employment Role (WINTER) to continuously seek grant opportunities to help empower, train, educate and prepare women for transformative careers in the construction industry. In addition, Metro shall provide continuous employment referral to female graduates of WINTER on Metro project sites.
- Consistently support the Women Build Metro LA (WBMLA) events.



Support of Women Build Metro LA (WBMLA)

TEAM Members:

- Jan Davis – Asst. DEOD Representative
- Olga Lopez – Sr. DEOD Representative
- Angela Scott – Sr. DEOD Representative
- Sidney Urmancheev – DEOD Representative
- Michael Flores – Manager, DEOD

PLA/CCP 10 Year Anniversary Video

Video link (here)



Thank you



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