

WIN-LA

WORKFORCE INITIATIVE NOW
METRO LOS ANGELES



PLA/CCP



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Metro's Project Labor Agreement
and Construction Careers Policy



Overview

In January 2012, the Metro Board approved the Project Labor Agreement (PLA) with the Los Angeles and Orange Counties Building and Construction Trades Council, with a subsequent renewal in January 2017. The primary benefit of the PLA is that it encourages construction employment and training opportunities in economically disadvantaged areas throughout the U.S. on federally assisted contracts. Another benefit is that it prohibits work stoppage.

The PLA Goals are:

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

Economically Disadvantaged

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

Disadvantaged

Economically disadvantaged and also meeting two of the following nine categories:

- > Homeless
- > Single Custodial Parent
- > Receiving Public Assistance/Lacking GED or HS Diploma
- > Criminal Record
- > Chronically Unemployed
- > Emancipated from foster care
- > OIF/OEF Veteran
- > Apprentice with less than 15% of hours needed to graduate to journey worker

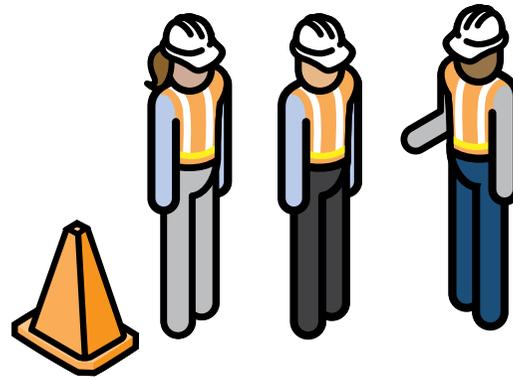


Metro is the first transit agency in the nation to adopt a PLA that includes a targeted hiring emphasis on apprentices, low-income and previously excluded members of society into the trades.

Fast Facts

- > Metro is the **first transit agency** in the nation to adopt a PLA that includes targeted workers.
- > The U.S. Secretary of Labor visited the **Crenshaw/LAX Transit Corridor Project** in August 2014 and highlighted the PLA/CCP as a success.
- > **No work stoppages or lockouts** have occurred since the start of the program.
- > The Construction Trades are among the **fastest growing industries** in the United States.
- > There is currently a skilled labor shortage in construction and the industry has a **4.5% projected growth rate** over the next five years, making construction the leading industry in wage and employment growth.

Source: Bureau of Labor Statistics



Multi-Craft Core Curriculum (MC3)

In 2007, the building trades' national Standing Committee on Apprenticeship and Training created an Apprenticeship Readiness [training] Program (ARP) that would empower participants to make informed decisions about which craft to pursue. These training programs are sponsored by State and Local Building Trades Council, training coordinators and JATCs in cooperation with local community groups, government agencies and schools.

The goals of the ARPs are to (1) increase the number of candidates for apprenticeship across all crafts; (2) to increase the diversity of apprenticeship candidates by recruiting women, people of color and veterans; and (3) to increase the retention rate among the apprentices by providing them with a deeper understanding of both the industry and the role of craft unions in construction.

Building Trades ARPs use the Multi-Craft Core Curriculum (MC3), a comprehensive, 120-hour apprenticeship preparation curriculum. The MC3 provides a gateway for community residents to gain access to building trades registered apprenticeships, which are jointly administered by labor and management. In 2012, the U.S. Department of Labor recognized the MC3 with its Registered Apprenticeship Innovator and Trailblazer Award.

Metro is building the workforce of tomorrow.

Metro's PLA/CCP facilitates new training and apprenticeship opportunities for workers across the region. These programs also help those who reside in economically disadvantaged areas to find jobs and training opportunities on Metro projects.

Here's a look at just a few of the workers who have found success working on PLA and Measure R projects.



Guy Denuccio

Guy is a 3rd 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, he made some regrettable decisions and was incarcerated for 9 years. While in prison, Guy 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.

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, and the construction industry seemed like a natural transition, so she enrolled in an MC3 training program. Belia is currently a 1st Period Apprentice with IBEW Local 11

After being paroled, Guy enrolled in an MC3 training program and was given the opportunity to begin working right away. He reflects on 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."

and is working as an electrician on Metro's Purple Line Extension – Section 1 project. Belia says she has enjoyed the challenges she has faced in the construction industry and looks forward to continuing her personal growth and development in the trades.

Steps to a Construction Career

STEP 1

CHOOSE A TRAINING PROGRAM

- > Pre-apprentice programs
- > Trade schools and community colleges
- > Worksource centers
- > Job corps
- > Community-based organizations
- or
- > Go straight to a union

STEP 2

GET REFERRED

- > Get referred to a union apprenticeship training program in one of the 17 building trades



STEP 3

TAKE AN EXAM

- > Take an apprenticeship exam



STEP 4

INTERVIEW

- > Interview for the apprenticeship you want

STEP 5

Construction Apprentices Program

THIS IS A PAID PROGRAM APPROXIMATELY FIVE YEARS LONG



TRAINING PLUS UNION MEMBERSHIP

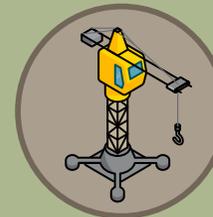
Requirements vary based on trade specific apprenticeship programs.

- > Paid classroom instruction
- > Paid on-the-job training
- > Benefits
- > Start earning right away

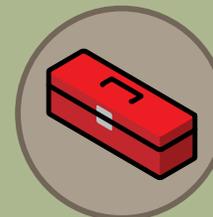


STEP 6

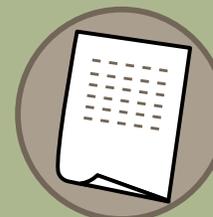
After Certificate of Completion



- > Gain work experience



- > Become a journey person



- > Maintain union membership and stay on the hiring list

WOMEN BUILD METRO **Los Angeles**

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 female candidates for apprenticeship and placement with all trades.

With our partners and stakeholders, including our Women Build 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.



We are committed to increasing the ranks of qualified female candidates for apprenticeship and placement with all trades.

For information on the steps to beginning a career in construction, visit us at metro.net/pla or call Metro's Diversity & Economic Opportunity Department at 888.887.3674.



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