

# **LOS ANGELES COUNTY COMMUNITY WORKFORCE AGREEMENT**

*Past Successes. A Plan for Future Success.*

**2020 Annual Report**





“Community Workforce Agreements are increasingly recognized as one of the best tools to bring economic equity and equal opportunity to our diverse communities. Thank you to the Los Angeles County Department of Public Works for your partnership. Working together, with the leadership of the Board of Supervisors, we are harnessing the power of these projects so that residents and targeted workers can enter lifelong careers.”

- Ron Miller, Executive Secretary of the LA/Orange Counties Building and Construction Trades Council. Representing 48 local unions and district councils in 14 construction trades

“ The County of Los Angeles is dedicated to working with communities, developers and workers to build public infrastructure that is ready for the challenges of the 21st Century. Community Workforce Agreements serve to cultivate the skilled local workforce needed to achieve that goal, while maximizing economic development opportunities for residents and businesses within the region. I salute the efforts of the LA/Orange Counties Building and Construction Trades Council and our industry partners for helping to make Los Angeles County a national center of excellence for the engineering and building trades.”

- Mark Pestrella, Director  
Los Angeles County Public Works

## Our commitment to building a better L.A. County

While we’ve marshalled the expertise and commitment of several organizations, both private and governmental, in devising this plan, together they represent a singular goal: To build a better Los Angeles County.

The Community Workforce Agreement (CWA) constitutes both the foundation of, and the roadmap for, moving forward and achieving this goal. First, by creating economic opportunities for residents. Second, by ensuring that those hired are Local Residents and Targeted Workers.

When the Board approved this agreement in late 2019, no one could have predicted the challenges that 2020 would bring. Despite those challenges, as you’ll learn from this document, we have nonetheless made great progress in our mission to create the partnerships and opportunities that will enhance the quality of life for LA County residents.

In this report, you’ll find details of the covered projects advancing their respective communities. Once complete, these covered projects will enhance a number of medical and recreational facilities, positively impacting the lives of many LA County residents.

Finally, we’ve included a summary of the progress we’ve made so far, along with a brief look at the opportunities that lay ahead. We are pleased with where we are, and look forward to working hard for, and with, the residents and businesses in LA County.

# LOS ANGELES COUNTY COMMUNITY WORKFORCE AGREEMENT 2020 ANNUAL REPORT



## An agreement that also builds a better quality of life.

In November 2019, the Los Angeles County Board of Supervisors approved the Community Workforce Agreement (CWA). The CWA is an agreement between Los Angeles County and the Los Angeles/Orange Counties Building and Construction Trades Council (LA/OC BCTC), its affiliated local unions, and the Southwest Regional Council of Carpenters that sets the terms and conditions for covered projects.

The CWA promotes labor harmony, a supply of skilled and trained craft workers, the timely completion of projects, and maximizes the local economic impact by supporting the development and employment of Local Residents and Targeted Workers. In accordance with the CWA Article 19.9, this report provides a summary of the progress of the implemented programs, including Local and Targeted Worker Hiring employment participation through the end of 2020.

# OUR PROJECTS

Building with Purpose

# MARTIN LUTHER KING, JR. BEHAVIORAL HEALTH CENTER RENOVATION (SD2)

Prime contractor: Bernards

Contract amount: \$243,467,582

Construction start date: 1/1/2020

## MLK JR Center gets needed TLC.

The Martin Luther King, Jr. Behavioral Health Center Renovation (MLK BHC) project repurposes the former hospital building (five-story building plus basement, approximately 500,000-square-feet) at the Martin Luther King Jr. Medical Campus located in the Willowbrook neighborhood.

The renovated facility will include general, urgent, and primary care; mental health outpatient and urgent care; substance use outpatient and sobering/withdrawal center; psychiatric health, mental health rehabilitation, and crisis residential programs; conference centers and other administrative programs.

The project also includes façade improvements, including new windows and extended canopy, reconstruction of the Emergency Department turnaround, and a new elevator and stair tower at the Hawkins building.



# RANCHO LOS AMIGOS NATIONAL REHABILITATION CENTER RECUPERATIVE CARE CENTER AND RESIDENTIAL TREATMENT PROGRAM (SD4)

## A campus of care for those most in need.

The project includes design and construction of the Restorative Care Village which includes Recuperative Care Centers (RCC) facility and the Residential Treatment Program (RTP) facilities at the Rancho Los Amigos National Rehabilitation Center (RLANRC) in Downey, Southeast Los Angeles.

The new RCC building will include approximately 35,000 square feet of space, 50 beds, and associated administrative, storage, activity, and support space. It will provide a clinically enriched interim housing, which offers on-site nursing support, health oversight, case management, and linkage to permanent supportive housing.

The RTP facility includes the demolition of the existing building and construction of a new 80 bed, 50,000 square foot facility, using 5 separate structures. The project will be constructed on the northeast portion of the RLANRC site, adjacent to the RCC facility. The proposed buildings will serve as intensive treatment program for individuals being discharged from County hospital psychiatric emergency services, inpatient units, jails, and psychiatric urgent care centers. It will also provide therapy and support services to patients who are rehabilitating from physical trauma.

Prime contractor: Kemp Bros. Construction, Inc.

Contract amount: \$49,861,000

Construction start date: 05/18/2020



# RANCHO LOS AMIGOS SOUTH CAMPUS SPORTS CENTER (SD4)

Prime contractor: Ohno Construction Company

Contract amount: \$9,206,000

Construction start date: 5/20/2020

## Let the games begin!

Nothing brings people together like sports. The Rancho Los Amigos South Campus (RLASC) Sports Center Project is located in Southeast Los Angeles, on a five-acre site within the RLASC.

The project will include a multi-use, lighted sports fields and a surface parking lot. The project will also include a one-story support building with public restrooms, offices, concession area, and storage spaces.



# WHITTIER NARROWS EQUESTRIAN CENTER REFURBISHMENT (SD1)

Prime contractor: NR Development, Inc.

Contract amount: \$8,558,400

Construction start date: 5/4/2020

## Happy trails to you.

Trail riders couldn't be happier. The Whittier Narrows Equestrian Center, located in Southeast Los Angeles County, provides access to riding trails, including part of the Juan Bautista De Anza National Historic Trail.

The equestrian center is characterized by large open areas, clusters of buildings, rows of ornamental trees and scattered individual trees.

The Whittier Narrows Equestrian Center Refurbishment Project will provide updated and improved equestrian facilities for horse boarders and the public. The refurbishment work will include regrading the entire site to alleviate the flooding potential; installation of several prefabricated structures to house up to 180 horses, a covered wash rack, grooming stalls, storage structures, a restroom building, and an office building; construction of horse arenas and pens, bio retention basins, parking areas, and horse trailer loading/unloading areas; renovation of the existing restroom building to comply with current Americans with Disabilities Act requirement; upgrade of existing site utilities; and security lighting, landscaping, picnic area improvements throughout the facility.



# LAC+USC MEDICAL CENTER CHILD CARE CENTER (SD1)

Prime contractor: DLS Builders

Contract amount: \$6,343,721.00

Construction start date: January 2021

## Quality Child Care. Convenient Location.

We want to bring child care closer to those who need it. The current Los Angeles County and University of Southern California (LAC+USC) Medical Center Child Care Center is located on Mission Road in Northeast Los Angeles, a modular building complex far removed from the main campus. The existing center was renovated in 1994 for its current use.

The new child care center will include a new single-story child care center that is approximately 7,000 square feet and will be located on a County-owned site on the main campus, more conveniently located to the hospital. This central location will make the center more accessible for County staff, as well as the community, and will service approximately 72 children.



# WHITTIER AQUATICS CENTER (SD4)

Prime contractor: Morillo Construction

Contract amount: \$22,594,000.00

Construction start date: January 2021

## Get in the swim.

The Whittier Aquatics Center project, located in the West Whittier – Los Nietos community, consists of the demolition of an existing parking lot at Pioneer High School and the construction of a new Aquatic Center.

The new Aquatic Center will include a 8,400 square feet pool building, a 2,400 square feet mechanical building, a full size competitive and a half size practice swimming pools, and, other site improvements.



# OUR PEOPLE

Building on Relationships

# HOW A PHONE CALL CAN CHANGE YOUR LIFE

“This opportunity was my golden ticket out of me and my family’s poverty and no matter what situation you’re faced with there is always light at the end of the tunnel.” – Missael Herrera

Missael Herrera, a first period apprentice laborer and son of hard-working migrant parents, has come a long way since his involvement in gang violence that resulted in six years of incarceration beginning at the age of 17. During this period, Herrera took advantage of available resources and learning opportunities, which led him to discover the Anti-Recidivism Coalition (ARC). ARC provided him with guidance and resources for a smooth reintegration into his community. Upon his release in September 2019, he was supported with transitional housing in Sylmar, California. After reviewing career options with ARC, he chose a career in construction and signed up for ARC’s Second Chance Union Training Program.

The Second Chance Union Training Program is a free construction pre-apprenticeship program offered at Los Angeles Southwest College in partnership with Los Angeles/ Orange Counties Building and Construction Trades Council. Herrera started the training program in February 2020 and graduated in early May 2020.

Soon after, Herrera received a call from the Laborers Local 1309 with an invitation to the Laborers Union one-week boot camp in Azusa, California to become a union apprentice working for Bali Construction at a Los Angeles County Department of Public Works Project Rancho Los Amigos National Rehabilitation Center Recuperative Care Center and Residential Treatment Program. Although the boot camp was physically and mentally challenging, Herrera completed the training and was dispatched to the project to begin his career as a union apprentice on May 26, 2020. Herrera conveyed that he cannot find the words to express his gratitude for the transformational impact this construction career has had on his family and himself. Beginning with the guidance of ARC, mentoring from Matt Brooks at Bali Construction, and the support of his brothers and sisters at Laborers Local 1309, this opportunity has allowed him to support his family in life-changing ways he never thought possible after reintegrating into his community.



MISSAEL HERRERA PICTURED WITH HIS SON ON THE LEFT, AND AT THE RANCHO LOS AMIGOS RCC AND RTP PROJECT IN NOVEMBER 2020 ON THE RIGHT



# FOR THESE VETS, ONE BOOTCAMP WASN'T ENOUGH

## After-Army apprenticeship.

James Morrow, pictured on the right, is a veteran of the United States Army. He started his construction career as a carpenter apprentice at the Rancho Los Amigos RCC and RTP Project. This career opportunity for Morrow was created when Kemp Bros' wood framing subcontractor, Abdellatif Enterprises, used the CWA's Craft Request Form to request an apprentice from the Carpenters Union. The union responded to the request by enrolling Morrow into their apprenticeship program and two-day boot camp. Once Morrow completed the boot camp, he was dispatched the following week to begin his construction career at the project. Also pictured to the left is Adam McCasland, a veteran of the United States Army. McCasland is a fourth-generation carpenter and eight period apprentice with Carpenters Local 909. He was also employed by Abdellatif Enterprises during the project and will soon complete his four-year apprenticeship and become a journeyman carpenter.



FROM LEFT TO RIGHT, VETERANS ADAM MCCASLAND AND JAMES MORROW AT THE RANCHO LOS AMIGOS RCC AND RTP PROJECT IN NOVEMBER 2020

# HIRELAX HELPS YOUNG CARPENTER NAIL CAREER

## Re-framing the future.

After graduating from the HireLAX Apprenticeship Readiness Program at Los Angeles Southwest College in February 2020, Local Resident Bernard Ellis was sponsored into the Carpenters Union Apprenticeship Program by Bernard's subcontractor ISEC and began his career as a carpenter apprentice at the MLK BHC project.

In coordination with Los Angeles County Workforce Development Aging & Community Services (WDACS), the East San Gabriel Valley America's Job Center of California paid for Ellis' Red Wing construction safety boots and his first set of tools.



BERNARD ELLIS AT THE HIRELAX APPRENTICESHIP READINESS PROGRAM GRADUATION (2/28/2020)

# BUILDING A BRIGHT FUTURE ON A CHALLENGING PAST

**Stephanie Mendias is a Local Resident and third year plumbing apprentice with the United Association Plumbers Local 78 Apprenticeship Program.**

She is currently employed by Bernards' subcontractor ACCO Engineering at the MLK BHC project. Mendias remembers visiting Martin Luther King Jr. hospital when she was a child. She was raised by a single mother, and sometimes their insurance company would send them to the Martin Luther King Jr. hospital to receive medical care for low-income families.

The career opportunity to join the apprenticeship program and continue her apprenticeship career at the MLK BHC project has had a positive economic impact on her life. "Before I was used to living paycheck to paycheck living pretty much on minimum wage," she said. "Not really having any benefits, relying on Medicare when I had it and things like that. As soon as I got into the union, (there was) definitely a big wage jump and benefits."

She also spoke about starting her construction career as a woman in LA County. "It's been a great experience actually," she said. "It's a little challenging sometimes, but personally I like the challenge. It's a lot of hard work, but I feel like all women can do whatever they want to do once they put their minds to it. I think the unions do have a lot of opportunities for women. I wish we did see a lot more women on the jobsite, but I do see every day there are more women in different trades."

Prior to working at the MLK BHC project, she was often the only woman on her previous projects. It's only been a few months since Mendias joined the MLK BHC project and she is encouraged by seeing more women working on the site.

Mendias grew up in East Los Angeles and now lives in South Gate.



RIGHT: STEPHANIE MENDIAS ONSITE AT THE MLK BHC PROJECT ON JANUARY 22, 2021

ABOVE: JULIE MALDONADO, LEFT, AND STEPHANIE MENDIAS, RIGHT, STAND IN FRONT OF THE MLK BHC PROJECT THAT THEY HELPED BUILD (1/22/2021)



**"It's a lot of hard work, but I feel like all women can do whatever they want to do once they put their minds to it."**

# ONE CAREER, MANY MORE LIVES MADE BETTER

**Ruben Jaime is a Local Resident from Baldwin Park.**

He entered the Laborers Local 300 Apprenticeship Program because of the employment opportunity created by NR Development at the Whittier Narrows Equestrian Center Project.

He previously applied to the Laborers Apprenticeship Program in 2019 but was unable to enter the program until July of 2020, a direct result of the CWA referral system. Jaime conveyed that this opportunity provided better wages and benefits than his previous jobs and had a positive economic impact on his family. He has four children, two boys and two girls, ranging from age 8 to 20.



REUBEN JAIME AT THE WHITTIER NARROWS EQUESTRIAN CENTER PROJECT

# FIRST, THEIR COUNTRY, NOW OTHERS IN NEED

**Saul Sandoval, Eduardo Valles, and Edgar Miranda are three veterans from Plumbers Local 78 employed by Pro-Craft Construction, a plumbing subcontractor to Kemp Bros at the Rancho Los Amigos RCC and RTP project.**

Sandoval is a veteran of the United States Navy, and Valles and Miranda are both veterans of the United States Marine Corps. The three of them, together, have worked more than 1600 hours on the project. The project is currently achieving 27% Targeted Worker employment participation, which far exceeds the CWA's requirement of 10% Targeted Worker employment participation. Miranda achieved a significant milestone in his career at the project when he completed his apprenticeship in December with Plumbers Local 78 and became a journeyman.



VETERANS SAUL SANDOVAL, EDUARDO VALLES AND EDGAR MIRANDA AT THE RANCHO LOS AMIGOS RCC AND RTP PROJECT

# FINDING THE RIGHT FIT

**Julie Maldonado is a Local Resident, single mother, and third year steamfitter apprentice with the United Association Local 250 Apprenticeship Program. She is currently employed by Bernards' subcontractor, ACCO Engineering, at the MLK BHC project.**

Prior to becoming a steamfitter, Julie Maldonado worked in human resources for 18 years in the healthcare industry. About three years ago, she felt like she wanted something more challenging in her life. "As a single mom, you always want to better yourself and make more money. I had an interest in becoming a welder," she said.

She looked at various programs and knew a journeyman from Local 250 who suggested she apply to the Local 250 apprenticeship program because of the demand for women in the trades.

She enjoys "wrenching" on cars and hands-on work, so she focused on becoming a welder. "When I got the opportunity to go find out about Local 250 I jumped on it and I was fortunate enough to go through the process - taking the test, the interview and then getting called for my first jobsite," she said.

She uses social media to encourage other women to join the construction trades because it is rewarding.

"There are a lot of women who are intimidated because it's such a male dominated trade and I like being that one-percenter," she said. "I'm always highlighting the cool things I do at work. I work with power tools, I braise, I solder, and it's just awesome. I want people to know if I could do it, anybody could do it."

Her perspective on being a woman in the trades in LA County has changed since she first started looking into a welding career.

"The stigma to me initially before I got into the trade was a little scary because I come from a background where you think there are guys in construction and they're going to belittle women and then there's people who have been in the trade for so long that feel that women don't belong in the worksite and the construction trade," she said. "It's not really like that (at) all. As for my encounters on various job (sites) I worked for, including this one (MLK BHC project), I get along with everybody, I talk to the foremen, the other trades and I think everybody just appreciates seeing a female doing it just as well as they can."

**"I'm always highlighting the cool things I do at work. I work with power tools, I braise, I solder and it's just awesome."**

JULIE MALDONADO ONSITE AT THE MLK BHC PROJECT ON JANUARY 22, 2021

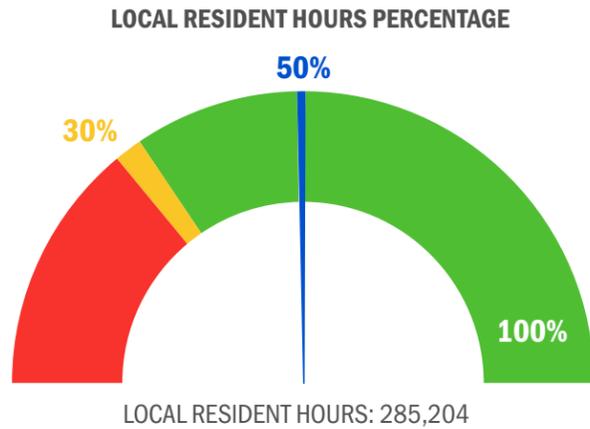
# OUR PROGRESS

*Building on Shared Goals*

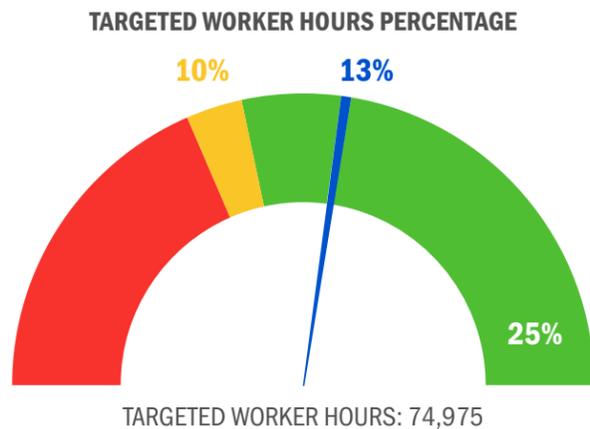
# HOW THE CWA WORKER PROGRAM WORKS FOR LOCAL WORKERS

## CWA Program Wide Local Resident And Targeted Worker Hiring\* (CWA Article 7.4)

The CWA requires that at least 30% of the California Construction Labor Hours worked on each project be performed by Local Residents. During the first year of CWA implementation, covered projects achieved 50% Local Resident employment participation program wide.



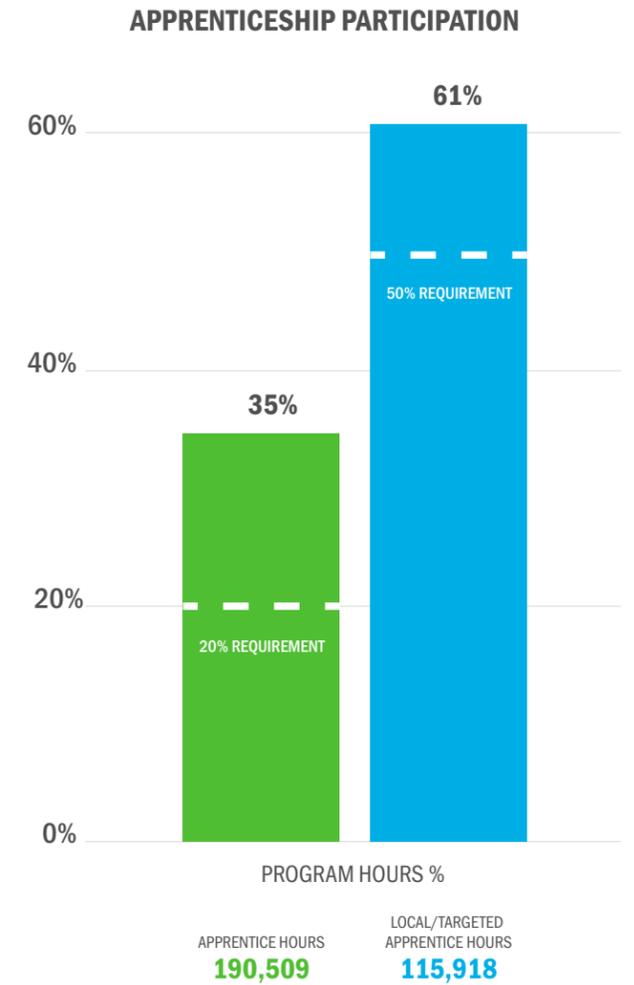
The CWA requires that at least 10% of the total California Construction Labor Hours work on each project be performed by Targeted Workers. During the first year of CWA implementation, covered projects achieved 13% Targeted Worker employment participation program wide.



## CWA Program Wide Apprenticeship Participation\*

Of the total California Construction Labor Hours, CWA requires that a minimum of 20% be worked by apprentices, unless a craft Union or their apprenticeship committee receives an exemption from the use of apprentices by the State Division of Apprenticeship Standards. Program wide, CWA projects are currently achieving 35% apprentice employment participation.

CWA requires that 50% of the California Construction Labor Hours performed by apprentices be performed by Local Residents and Targeted Workers. Program wide, 61% of apprentice hours worked are performed by Local Residents and Targeted Workers.

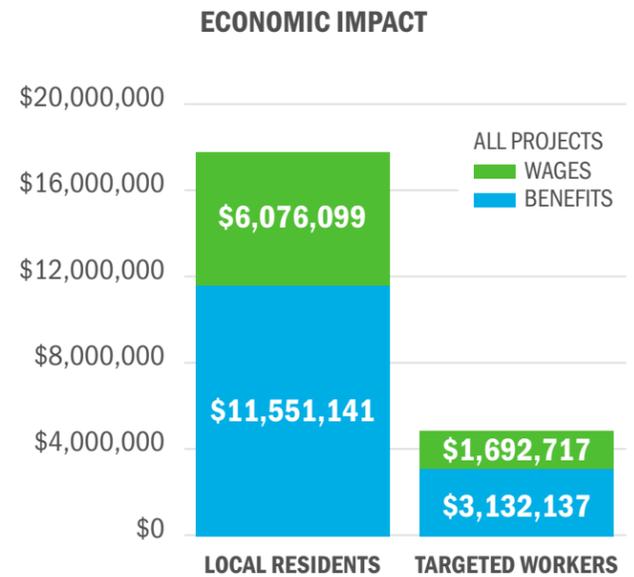


## Local Resident and Targeted Worker Economic Impact\*

Local Residents received approximately \$17.6 million in wages and benefits and worked 285,204 hours during the first year on CWA covered projects.

Targeted Workers received more than \$4.8 million in wages and benefits and worked 74,975 hours during the first year on CWA covered projects.

Overall, 981 Local Residents and 195 Targeted Workers were employed on CWA covered projects in 2020.



\* Data is compiled from Certified Payroll Reports ("CPR") for work performed through week ending December 31, 2020 for CPRs received as of January 15, 2021. Hours, wages, and benefits are approximations based on CPR data.

# CREATING CONNECTIONS THAT LEAD TO OPPORTUNITIES



GROUP PHOTO FROM THE MARCH 11, 2020 LOCAL RESIDENT AND TARGETED WORKER HIRING EVENT AT THE MLK BHC PROJECT. PICTURED ARE LOCAL RESIDENT AND/OR TARGETED WORKER EMPLOYMENT CANDIDATES ALONGSIDE CONTRACTORS, UNION REPRESENTATIVES AND THE COUNTY'S CWA PROJECT LABOR COORDINATOR TEAM.

## CWA Article 19 Implementation Progress Report

The LA County Public Works Project Labor Coordinator (PLC) team focused on conducting outreach to the identified organizations included in Article 19 of the CWA to begin the process of establishing the career pipeline system for Local Residents and Targeted Workers. Overall, the engagement level from each organization supports the mission to one, create a skilled and diverse local workforce that is reflective of the population surrounding each CWA covered project and two, build a framework that maximizes career opportunities for Local Residents and Targeted Workers.

The PLC team coordinated the following tasks related to CWA Article 19.

In early 2020, the PLC team coordinated and conducted multiple meetings with Los Angeles County WDACS to discuss the newly adopted CWA, engage the support services network managed by WDACS through the America's Job Centers of California and begin the coordination of utilizing the WDACS network to assist with outreach and recruitment of Local Residents and Targeted Workers, as well as provide support resources to Local Residents and Targeted Workers who may be employment candidates for CWA covered projects. In September 2020, the PLC team scheduled reoccurring monthly meetings with Article 19 partners to continue to develop and implement strategies for increasing resources provided to Local Residents and Targeted Workers, as well as improve the number of Local Residents and Targeted Workers who are given an opportunity to start their construction careers on CWA covered projects. These partners include: WDACS, LA/OC BCTC's Apprenticeship Readiness Fund, Helmets to Hardhats and each Contractor's Jobs Coordinator.

The PLC team engaged LA/OC BCTC Apprenticeship Readiness Fund through Ben Garcia to coordinate recruitment and referral of vetted Multi-Craft Core Curriculum (MC3) pre-apprenticeship program graduates who are Tier 1 Local Residents and/or Targeted Workers. In coordination with Ben Garcia, the PLC team compelled the referral of vetted employment candidates to the appropriate Jobs Coordinators and contractor hiring managers. The Jobs Coordinators are the entities contracted or employed by the prime contractors to facilitate implementation of the Local and Targeted Hiring Requirements of the CWA.

The PLC team engaged directly with MC3 pre-apprenticeship training programs and other sources for Local Residents and Targeted Workers, such as Los Angeles Trade Technical College's two-year construction degree program graduates, to conduct outreach, partner and recruitment of Local Residents and Targeted Workers.

The PLC team engaged in proactive contractor training immediately after contract award by conducting award to conduct the detailed CWA contractor orientation, which strongly emphasizes the Article 19 requirements, as well as the Local Resident, Targeted Workers, and Apprenticeship participation requirements. This proactive approach was a key to the CWA program exceeding the requirements for Local Resident, Targeted Worker, and Apprentice employment participation on CWA covered projects.

As required by CWA Articles 13 and 18, the PLC team coordinated numerous CWA pre-job conferences with all contractors performing CWA-covered work. The initial pre-job conference with the prime contractor occurs prior to work beginning, and subsequent pre-job conferences are scheduled as needed during each new phase of work to address subcontractors and scopes of work that are about to commence. At each pre-job conference, the PLC team reviews the Local Resident, Targeted Worker and Apprentice utilization requirements, as well as the Article 19 compliance. Together with Ben Garcia from the LA/OC BCTC Apprenticeship Readiness Fund, the PLC team addresses the process and procedures for compliance with Article 19, including the system for getting vetted referrals of Local Residents and Targeted Workers who are interested in starting their construction careers on CWA covered projects.

### Pre-job conference process in action

Missael Herrera's story was made possible by the work of Ben Garcia and the PLC team, working closely with the involved contractors and union.

Kemp Bros' subcontractor, Bali Construction was introduced to Ben Garcia of the LA/OC BCTC Apprenticeship Readiness Fund at one of the CWA pre-job conferences for the Rancho Los Amigos National Rehabilitation Center RCC and RTP project. Matt Brooks from Bali Construction requested that Ben provide a list of vetted Local Residents and Targeted Workers for potential interviews with Bali Construction. After interviewing Herrera, Bali Construction sponsored him into the Laborers Local 1309 Apprenticeship Program. The process resulted in Missael Herrera's hiring on May 26, 2020.

### Article 19 framework in action

On March 11, 2020, Bernards held a hiring event where subcontractors of the MLK BHC project interviewed numerous MC3 graduates referred by LA/OC Building Trade's Apprenticeship Readiness Coordinator. Several sponsorship opportunities were identified at this event; however, contractors reevaluated their hiring policies due to the uncertainty surrounding the COVID-19 pandemic. Nevertheless, the event was successful in laying the foundation for subcontractor engagement with MC3 pre-apprenticeship program graduates and Local Residents and Targeted Workers seeking employment opportunities. The MLK BCH project is currently exceeding the CWA's requirements for Local Resident and Targeted worker employment on the project.

# WOMEN WORKING FOR WORKING WOMEN

## Women in Trades Advisory Council

The Women in Trades Advisory Council is required by CWA Section 19.2 and has been established as a forum to engage in dialogue and recommendation development that defines and implements strategies to increase female recruitment, training, placement, and retention. The inaugural Women in Trades Advisory Council meeting occurred on Wednesday, January 27, 2021 at 10 a.m.

Throughout the first year of CWA implementation, the PLC team coordinated the launch of the Council with both internal and external stakeholders, including meetings with various stakeholders and ongoing internal discussions about the timing of the Council's formation and the selection of Advisory Council co-chairs.

As an example of stakeholder outreach, on March 25, 2020, the PLC team met with representatives from the Women and Girls Initiative to discuss their program and seek advice about best practices. In addition, the co-chairs met with creators of Metro's "Women Build Metro" program on January 7, 2021 to receive feedback about existing efforts at Metro. The PLC team facilitated several planning sessions and assisted the co-chairwomen with the launch of the Council.

Public Works selected Michelle Chimienti, principal engineer, as the County's appointed co-chair of the Advisory Council. Chimienti has been with Public Works for 19 years and is a licensed civil engineer and envision sustainability professional. She has worked on a number of large-scale construction projects for the County, which has involved extensive interactions with a number of trade employees. She is a member of the Public Works Women's Leadership Committee and routinely conducts entry level interviews for Public Works. Chimienti is an active Public Works mentor/mentee team member who works for successful on-boarding, assistance, and retention of new employees. She earned her bachelor's degree in civil engineering with an emphasis on environmental engineering from the University of Southern California and her master's degree in civil engineering from Tufts University, Massachusetts.

The Los Angeles and Orange Counties Building and Construction Trades Council selected Leslie Reinmiller as their appointed co-chair of the Advisory Council. Reinmiller recently retired as training director from the Sheet Metal, Air, Rail and Transportation (SMART) Union Local 105 apprenticeship office after a 35-year career in the trade. Her career as a woman in the trades started as a SMART union apprentice in 1985, when very few women were enrolled in the program. After spending 12 years in the field, she moved into a role at the SMART Local 105 apprenticeship office, and since then helped many women launch their careers as SMART Local 105 apprentices throughout LA County.



WOMEN IN TRADES ADVISORY COUNCIL  
CO-CHAIRPERSON MICHELE CHIMIENTI



WOMEN IN TRADES ADVISORY COUNCIL  
CO-CHAIRPERSON LESLIE REINMILLER

# GIVING BACK TO THOSE WHO'VE GIVEN SO MUCH

## Helmets To Hardhats

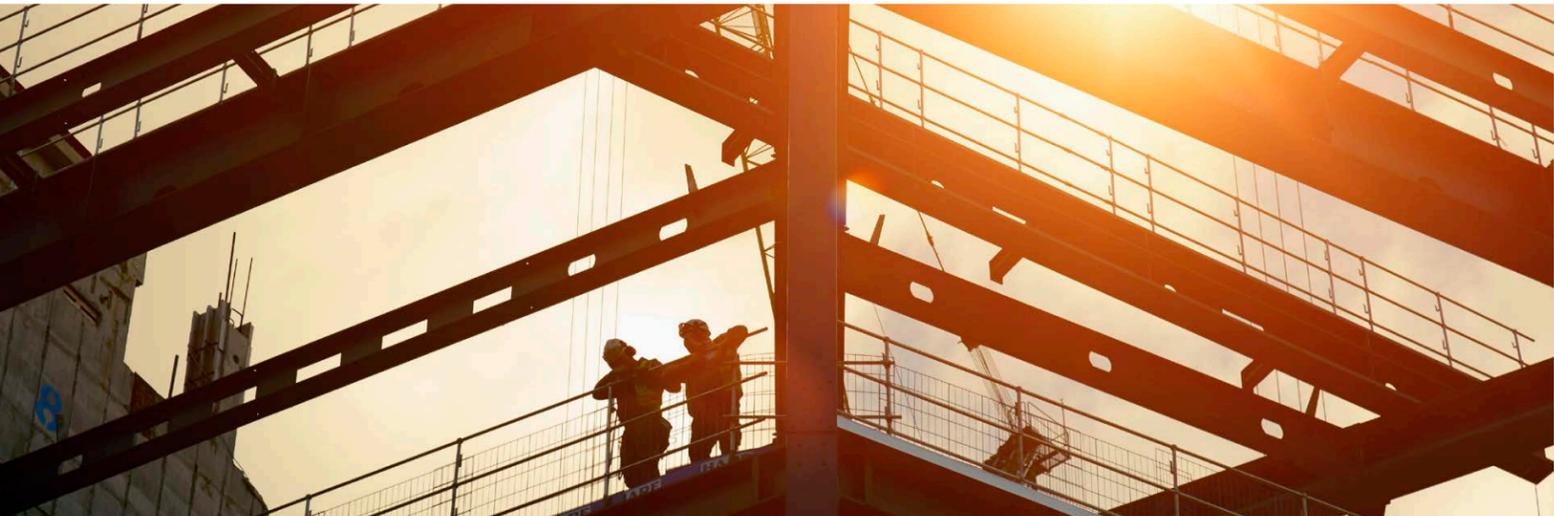


QUINCY LUNFORD (LEFT) FROM HELMETS TO HARDHATS WITH A REPRESENTATIVE FROM GENERAL CONTRACTOR BERNARDS (RIGHT) AT THE MLK BHC PROJECT

Helmets to Hardhats is a non-profit resource for veterans interested in careers in the building and construction trades industry. In addition to the program's mentoring and support network, Helmets to Hardhats maintains an innovative website and database of veterans who are seeking employment in construction. The PLC team uses the Helmets to Hardhat database to identify local veterans interested in a career in construction, and to connect them with contractors on CWA covered projects. Furthermore, the PLC team coordinates the introduction of Helmets to Hardhats' Southwestern Region representative, Quincy Lunford, with prime contractors and Project Jobs Coordinators on active CWA projects. These introductions provide contractors and Project Jobs Coordinators with access to local veterans who are interested in beginning or continuing their career in construction. The PLC team is utilizing Helmets to Hardhats to create project specific signage to promote outreach and recruitment of veterans on CWA projects.

# OVERCOMING CHALLENGES, CREATING OPPORTUNITIES

## Article 19 - Obstacles to Success and Opportunities for Enhancement



COVID-19 continues to be an obstacle to providing construction career pathways for Local Residents and Targeted Workers. Many MC3 apprenticeship readiness programs were temporarily suspended in March of 2020, limiting the number of trainings available to Local Residents and Targeted Workers. Additionally, some apprenticeship programs' intake process for new apprentices were put on hold due to COVID-19 safety concerns. From March through June, all MC3 apprenticeship readiness programs combined placed 86 LA County residents according to the Los Angeles and Orange Counties Building and Construction Trades Council's Apprenticeship Readiness Fund. As of June 2020, some MC3 apprenticeship readiness programs have resumed and there have been career placements recorded on projects within LA County. As MC3 apprenticeship programs resume and apprenticeship programs adjust to the COVID-19 pandemic, it is expected that Local Residents and Targeted Workers will receive additional opportunities to launch their careers on CWA covered projects, and those Local Residents and Targeted Workers will be featured or reported in future quarterly reports.

With the launch of the Women in Trades Advisory Council, an emphasis will be placed on increasing the employment of female craft workers on CWA covered projects. During the first year of CWA implementation, 1.43% of the craft workers were women on CWA covered projects. Although that percentage is nearly double the female participation on all other projects covered by the County's Local and Targeted Worker Hiring Policy, it will remain a major initiative in 2021 and beyond to improve female craft employment and retention on both County projects and within the construction industry as a whole in LA County.

# PAST SUCCESSES. A PLAN FOR FUTURE SUCCESS.

## Los Angeles County Community Workforce Agreement 2020 Annual Report

