

FAQs

What is the “Pilot Local Hire Initiative”?

The “Pilot Local Hire Initiative” enables Metro to implement local hiring requirements on Federal Transit Administration (FTA) contract opportunities advertised during the four-year pilot period of May 21, 2021 through May 21, 2025.

Targeted hiring will be focused to Community Area Residents (within a 5-mile radius of the project site), Local Area Residents and Disadvantaged Workers whose primary residence is within Los Angeles County.

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What is the Project Labor Agreement?

The Project Labor Agreement (PLA) is an agreement between Metro and the building trades who are the primary source of labor on Metro construction projects.

What is the goal of the PLA?

The PLA provides for skilled workers, a commitment to no work stoppages, and the ability to implement a targeted hiring program aimed to provide jobs to economically disadvantaged workers.

Are there hiring goals associated with the PLA?

Metro’s PLA includes the following targeted hiring goals: 40% for those residing in economically disadvantaged areas, 10% for those meeting the disadvantaged classification and 20% apprentice hiring. Half of the apprentices are to be from the disadvantaged classification.

What are the criteria for the disadvantaged classification?

Workers who face at least two of the following barriers to employment will be classified as disadvantaged: are homeless; a custodial single parent; receive public assistance; lack a GED or high school diploma; has a history of involvement with the criminal justice system; has

experienced chronic unemployment; is emancipated from foster care; is a veteran ; is an apprentice with less than 15% of the hours required to graduate journey-level.

Are there other transit agencies with similar programs?

Metro is the first transit agency in the nation to implement a PLA with a targeted hiring program on federally funded projects.

What is the geographic scope of the PLA?

*** NOTE**

The new "[Pilot Local Hire Initiative](#)" enables Metro to implement local hiring requirements on Federal Transit Administration (FTA) contract opportunities advertised during the four-year pilot period of May 21, 2021 through May 21, 2025.

Therefore, all advertised and awarded projects covered by Metro's PLA/CCP from the period of May 21, 2021 **through May 21, 2025** will be subject to the "**LOCAL**" hiring requirements regardless of the funding source.

Will the PLA provide opportunities for new apprentices?

The PLA provides opportunities for new apprentices to develop life-long careers in the construction industry. 20% of the total hours worked on the project will be worked by apprentices with half of the apprentices qualifying as disadvantaged workers.

How will workers be hired under the PLA?

The Los Angeles/Orange County Building Construction Trades Council will be the primary source of construction labor for Metro construction projects covered by the PLA. Contractors, subcontractors and employers who have successfully bid on Metro Projects will engage a jobs coordinator to identify and refer targeted workers.

Will the PLA assist veterans who are seeking employment?

The employers and the Unions agree to coordinate with the center of Military Recruitment, Assessment and Veteran's Employment to reach out to veterans interested in entering into a career in the construction industry.

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