



Metro

**REGULAR BOARD MEETING
July 23, 2009**

SUBJECT: LOCAL HIRE PROGRAM STATUS

ACTION: RECEIVE AND FILE

RECOMMENDATION

Receive and file status on the development and implementation of the Local Hire Program Policy.

ISSUE

On March 26, 2009, the Metro Board adopted a motion to develop a local hire policy for all large Metro projects receiving federal economic stimulus funding. The purpose of the local hire policy is to promote employment and job training opportunities in Los Angeles County for residents who reside in or near the project areas.

BACKGROUND

In response to the Board's motion, Metro staff prepared a draft local hire policy outline (Attachment A).

DISCUSSION

Metro construction projects that receive federal economic stimulus funding for projects that exceed \$50 million will require a local hire program. Further, the local hire policy sets forth employment goals of 30% local residents which includes a 5% at-risk goal.

A local resident is defined as an individual who resides within five miles of the project. If the 30% goal is not attainable within a five-mile radius, efforts must be made to employ residents that reside closest to the project and within the County of Los Angeles. An at-risk local resident is an individual who has faced various barriers to employment.

NEXT STEPS

In September 2009, staff will submit the Local Hire Program document to the Board for review and approval.

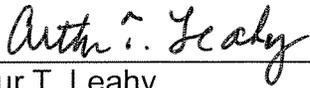
ATTACHMENTS

Draft Local Hire Policy Outline (Attachment A)

Prepared by: Keith A. Compton, Manager DEOD



Lonnie Mitchell
Chief Administrative Services Officer



Arthur T. Leahy
Chief Executive Officer

RECEIVE AND FILE ATTACHMENT A

Local Hire Program Outline

Purpose

The purpose of this policy is to establish a local hiring program on large construction projects that receive economic stimulus funds. The local hire program seeks to provide employment and training opportunities to Los Angeles County residents.

Policy

1. The execution of the program will be a joint effort between MTA and successful bidders (herein referred to as Contractor) on large construction projects.
 - MTA will provide oversight and enforcement of the Local Hire Program
 - MTA will work with contractor to ensure local hire outreach, recruitment, training and placement is accomplished.
 - MTA will review the local hire programs' progress monthly to determine the effectiveness of the program.
2. Large projects are defined as:
 - Construction projects exceeding \$50 million,
 - Projects funded with economic stimulus funding
3. Projects exceeding \$50 million will have a 30% local hire goal, which will include a 5% at-risk hire goal.
 - Local residents within a 5 mile radius of the project area will be counted toward the local hire goal when hired on the project.
 - If the local hire goal cannot be met within the 5 mile radius, residents adjacent to the project, and within the County of Los Angeles will be counted toward the local hire goal.
 - At-Risk individuals are those who have experienced barriers to employment such as limited education, homelessness and very low income.
4. Contractors will be required to submit an Outreach Plan to MTA for review and approval. The Plan must include:
 - Details of efforts the contractor and subcontractors will undertake to outreach to local area residents for employment and job training opportunities.

- Advertising sources the contractor will use to inform the community about the local hire program.
 - A list of community based organizations the contractor will work with to identify potential local hires for training and employment opportunities.
5. Project Labor Agreements (PLA) will be executed on each applicable project as a tool to enforce and promote local hire goals. In addition, the PLA will:
- Guarantee no work stoppage throughout the life of the project.
 - Provide apprenticeship training opportunities and career development through employment opportunities and union membership.
6. The contractor will be required to submit detailed monthly reports containing the following:
- Name, address, gender, ethnicity of applicant;
 - Date applicant completed local hire form;
 - Agency referring individual;
 - Trade desired (if applicable);
 - Applicants referred to training programs;
 - Applicants who graduated from training programs;
 - Applicants hired or not hired and reason;
 - Rate of pay for local hired workers;
 - Number of local resident hours worked compared to total hours worked;
 - Number of local hires compared to non-local hires;
 - Percentage attained compared to the local hire program goal; and
 - Other tracking information determined to be necessary.
7. MTA will receive and review monthly aggregate progress reports submitted by the prime contractor to determine contractor's / subcontractor's compliance with the local hire program goals.
- MTA will meet with the contractor on a monthly basis to review local hire activity including applications, training referrals, job placements, etc.
8. The contractor's Local Hire Program Officer and MTA staff will report local hire participation to the Board on a quarterly basis.

