



Los Angeles County Community Workforce Agreement

2024 ANNUAL REPORT





CONTENTS

EXECUTIVE SUMMARY	1
Introduction	1
Powering Progress	2
OUR PROJECTS–2024	3
Active CWA Covered Projects	3
Harbor - UCLA Medical Center Replacement Program	4
Hilda L. Solis Aquatic Center*	5
Walnut Park Walnut Street, et al.	6
Castaic - Hasley Hills South	7
Treasurer and Tax Collector Warehouse Deferred Maintenance Repairs Project	8
Campus Kilpatrick Wastewater Treatment System	9
Altadena - Altadena Drive and Washington Boulevard	10
Century Regional Detention Facility Roof, Elevator, and Fire Protection Deferred Maintenance Repairs	11
Los Angeles General Medical Center Residential Withdrawal Management Facility and Mental Health Urgent Care Center	12
High Desert Crisis Residential Treatment Program, Crisis Stabilization Unit, and Mental Health Hub	13

Cogswell Dam Inlet - Outlet Works Rehabilitation Project Phase 2	14
Devil's Gate Reservoir Annual Cleanout '24 and '25	15
Department of Public Health Downey Laboratory Expansion and Renovation Project	16
West Whittier/ Los Nietos Mines Boulevard, et al.	17

OUR PEOPLE	18
Work and Economic Opportunity in Los Angeles County Construction Projects	18

WORKER SPOTLIGHTS	20
Andrew Pearson	20
Stephanie Lopez	21
Diego Rios Hernandez	22
Zohar Arrayles	23
Ramon Ayala	24
Women in Trades Advisory Council	25

OUR PROGRESS	26
CWA Program-wide Local Resident and Targeted Worker Hiring	26

Executive Summary

Introduction

The Los Angeles County Public Works is committed to fostering a more inclusive and sustainable workforce through its Community Workforce Agreement (CWA). This initiative is designed to create job opportunities for local residents, particularly from historically underserved communities, by setting specific workforce participation goals for public works projects in the county. The CWA not only contributes to the county's economic growth but also strengthens the foundation of its infrastructure through skilled labor and diverse participation.

Since its inception, the CWA has evolved into a powerful tool for workforce development, focusing on increasing the representation of women, minorities, and economically disadvantaged individuals in construction and public works jobs. The agreement aligns with the County's broader goals of economic justice, environmental sustainability, and community empowerment. This report provides a comprehensive overview of the CWA's performance in 2024, highlighting the milestones achieved, the challenges encountered, and the program's ongoing commitment to improving the livelihoods of workers while delivering critical infrastructure projects.



"Our Council's Community Workforce Agreement with Los Angeles County is a prime example of economic mobility through skilled union apprenticeship. It leverages public dollars to create top - level infrastructure and lifelong careers. We're proud to partner with Public Works, and to tell the success stories of union members."

Ernesto Medrano

Executive Secretary of the LA/Orange Counties Building and Construction Trades Council, representing 48 local unions and district councils in 14 construction Trades



Powering Progress

THE COMMUNITY WORKFORCE AGREEMENT IN ACTION

Public Works' 2024 CWA Annual Report highlights the continued success and growth of the program, which has been instrumental in fostering local workforce development, promoting diversity, and ensuring high-quality infrastructure projects throughout Los Angeles County. The CWA aims to create pathways to economic opportunity for underrepresented communities by providing job opportunities, workforce training, and career advancement in the construction and public works sectors.

In 2024, Public Works successfully exceeded its workforce diversity goals, with significant contributions from people of color, and individuals from

economically disadvantaged areas. The program also facilitated the training and certification of hundreds of workers, equipping them with essential skills to meet the demands of modern public infrastructure projects. The report showcases detailed data on project participation, job placement, apprenticeship programs, and community engagement, demonstrating the CWA's impact on both the local workforce and the communities it serves. This partnership continues to play a critical role in ensuring equitable access to jobs and building a stronger, more resilient workforce for the future.



Our Projects–2024

Active CWA Covered Projects

Project Name		Construction Contract Amount
1	Harbor-UCLA Medical Center Replacement Program	\$1,112,179,000
2	Hilda L. Solis Aquatic Center	\$35,000,000
3	Walnut Park Walnut Street, et al	\$8,780,000
4	Castiac - Hasley Hills South	\$8,172,645
5	Treasurer and Tax Collector Warehouse Deferred Maintenance Repairs Project	\$11,868,000
6	Campus Kilpatrick Wastewater Treatment System	\$6,542,675
7	Altadena - Altadena Drive and Washington Boulevard	\$7,700,000
8	Century Regional Detention Facility Roof, Elevator, and Fire Protection Deferred Maintenance Repairs	\$15,463,744
9	Los Angeles General Medical Center Residential Withdrawal Management Facility and Mental Health Urgent Care Center	\$38,876,188
10	High Desert Crisis Residential Treatment Program, Crisis Stabilization Unit, and Mental Health Hub	\$26,519,447
11	Cogswell Dam Inlet - Outlet Works Rehabilitation Project Phase 2	\$7,439,500
12	Devil's Gate Reservoir Annual Cleanout '24 and '25	\$9,145,350
13	Department of Public Health Downey Laboratory Expansion and Renovation Project	\$22,690,000
14	West Whittier/Los Nietos Mines Boulevard, et al.	\$8,974,980

Harbor - UCLA Medical Center Replacement Program

The Harbor-UCLA Medical Center Replacement Program plans to enhance the patient experience with the construction of new and renovated buildings that provide users with easy wayfinding and accessibility to consolidated inpatient and outpatient services. Additionally, the new campus will optimize operational effectiveness, reduce costs, and provide outpatient facilities that accommodate planned patient visits.

The project incorporates sustainable design features that support the County's commitment to Leadership in Energy and Environmental Development (LEED) building standards. The buildings will be designed and constructed to meet LEED Gold certification.

This Project Includes:

- 400,000 square-foot Outpatient/Support Building
- 465,000 square-foot Inpatient Tower Building with 346 inpatient beds, a new psychiatric emergency department, and a permanent rooftop helistop
- 1,500 stall above grade parking structure
- New Central Plant to serve new buildings under the jurisdiction of the California Department of Health Care Access and Information
- New Support Services Building
- New Regional Laboratory



Prime Contractor:	Hensel Phelps Construction Company
Contract Amount:	\$1,112,179,000
Construction Start Date:	6/13/2022

Hilda L. Solis Aquatic Center

In the absence of a nearby public pool, many children in La Puente, California, have found respite from the scorching summers by cooling off with a hose and a small plastic pool in their yards. The inconvenience of traveling to several cities to access a public pool for swimming lessons is a significant barrier. A public aquatics center, therefore, is not just a community resource but a lifeline for our children's safety, fostering teamwork and community and helping neighbors combat rapidly increasing summer temperatures.

The \$35 million Hilda L. Solis Aquatic Center, managed by LA County Public Works on behalf of the LA County Department of Parks and Recreation, will feature a new swimming facility and community park on a 3.1-acre site within the former campus of Temple Academy Elementary School. The design of the aquatic center includes an Olympic-sized, 50-meter competitive swimming pool, a smaller practice and recreational pool, shaded bleachers and swim team areas, and modern amenities to facilitate competitive swimming events and water sports. Adjacent to the pool area, an approximately 10,800-SF building will include classroom space for swim teams and community events, offices, locker rooms with showers, public restrooms, and a break area for aquatic center staff. Another building, perpendicular to the first and framing of the pool area, will house the pool's extensive mechanical and maintenance equipment. A one-acre park with exercise areas, a shade structure, a pollinator garden, a plaza, and an outdoor amphitheater will complete the complex and provide access to the adjacent county-owned and operated Allen J. Martin Park. The project will feature Mexican art and architecture influences, illustrating the community's love and commitment to its citizens.



Prime Contractor:	Balfour Beatty
Contract Amount:	\$35,000,000
Construction Start Date:	06/01/2023

This Project Includes:

- Olympic-size 50-meter by 25-yard competitive swimming pool
- 25-meter by 25-yard practice pool
- One-acre park with exercise areas, shade structures, a pollinator garden, a playground, and an outdoor amphitheater
- Support Building for storage and trash, includes PV panels on the roof.
- 13,180 square foot aquatic center building with classrooms, entry lobby, offices, locker rooms, lifeguard observation room, pool mechanical room and restrooms.
- New Parking Lot, exercise loop, walkways and site lighting

Walnut Park Walnut Street, et al

The Walnut Park Walnut Street, et al project includes reconstructing 7.1 miles of local roads, building new curb ramps, sidewalks, curbs, and gutters, trimming trees, pruning tree roots, and removing parkway trees damaging concrete. The project will extend the service life of the roadways, reduce vehicle wear and tear, and enhance the quality of life in the community.

This project will improve quality of life for residents and lessen wear and tear on vehicles. This project will also help to preserve natural resources by using recycled and in-place materials, resulting in cost savings and reduction in greenhouse gas, energy, and landfill deposition.

This Project Includes:

- Reconstruction of roadways with cement-treated base, recycled asphalt and rubberized asphalt surface layer for 7.1 miles of local road network
- Over 50 concrete curb ramps to be replaced to meet Americans with Disabilities Act requirements
- Over 30 damaged concrete driveway approaches to be replaced
- Sidewalk repairs due to tree root damage, etc.
- Trimming and root pruning 30 trees where sidewalk was damaged



Prime Contractor:	Excel Paving Co.
Contract Amount:	\$8,780,000
Construction Start Date:	11/01/2023

Castaic - Hasley Hills South

The project will reconstruct 5.8 miles of local roads and include other appurtenant work. The contractor will cold-mill the existing pavement to produce cold central planted recycled pavement (CCPR); pulverize and stabilize the remaining existing pavement with the underlying base material and/or soil to produce cement stabilized pulverized base (CSPB); and place a layer of rubberized hot-mix asphalt over the CCPR on CSPB to provide a long-lasting finished driving surface. The project also includes minor concrete repairs and other appurtenant work. The project will extend the service life of the roadways, reduce wear and tear on vehicles, and enhance the quality of life in the community.

This Project Includes:

- Concrete removal (non-reinforced)
- Cement Stabilized pulverized base, 8" thick
- Cold mill AC pavement
- Reconstruct manhole
- Cold central plant recycled asphalt concrete pavement, 2.5" thick
- PCC curb & gutter, type A2-8
- PCC walk, 4" thick
- Cross gutter
- Crushed miscellaneous base
- AC pavement (driveways)
- AC pavement (inverted shoulders)
- AC pavement (cross gutter)



Prime Contractor:	Sully-Miller Contracting Company
Contract Amount:	\$8,172,645
Construction Start Date:	02/2024

Treasurer and Tax Collector Warehouse Deferred Maintenance Repairs Project

The project is funded under the County's Facility Reinvestment Program and consists of replacing the damaged roof structure, and repairing and replacing the building mechanical, electrical, plumbing, and fire protection systems to meet current building codes and extend the service life of the warehouse facility.

This Project Includes:

- Repair of existing structural elements
- Replacement of rooftop mechanical equipment
- Replace electrical main switchgear and relocate service
- Replacement of existing roof sheathing and finished roof assembly
- Accessibility upgrades to existing parking, building entry access, and existing restrooms
- Replace existing fire alarm system
- Replace existing fire sprinkler system
- Replace existing roof drainage system



Prime Contractor:	PCN3, Inc.
Contract Amount:	\$11,868,000
Construction Start Date:	08/2025

Campus Kilpatrick Wastewater Treatment System

The Campus Kilpatrick Wastewater Treatment System Replacement project is installing a new package Waste Water Treatment Plant (WWTP) that will include package lift station, civil, electrical and mechanical improvements, emergency generator, new Southern California Edison (SCE) service and meter pedestal.

The project includes demolition of the old waste water treatment system and installation of a new waste water treatment system with a back-up emergency generator and upgrades to electrical service from SCE. The project also includes the construction of a concrete retaining wall and a new fence, rehabilitation of the effluent pond, replacement of sewer lines, and installation of a 12,000-gallon above-ground recycled water storage tank for irrigation of the existing landscape at Campus Kilpatrick. In addition, the project includes removal of the temporary Waste Water Treatment System (WWTS) and subsequent habitat restoration of the impacted footprint.

This Project Includes:

- Install new above grade 12,000 gallon polyethylene effluent storage tank
- Connect to the irrigation system
- Install new 10 inch gravity sewer line connected to Man Hole, including jack and bore 10 inch sewer and casing under Encinal Canyon road.



Prime Contractor:	Lucas Builders, Inc.
Contract Amount:	\$6,542,675
Construction Start Date:	04/01/2024

Altadena - Altadena Drive and Washington Boulevard

Los Angeles County Public Works will be reconstructing approximately 2 miles of roadway along Altadena Drive and Washington Boulevard in the City of Pasadena and the Los Angeles County unincorporated community of Altadena.

This project will improve quality of life for residents and lessen wear and tear on vehicles. This project will also help to preserve natural resources by using recycled and in-place materials, resulting in cost savings and reduction in greenhouse gas, energy, and land fill deposition.

This Project Includes:

- Parkway improvements
- Curb ramps upgrades
- Roadway reconstruction
- Traffic signal modifications and associated striping modifications



Prime Contractor:	Sully-Miller
Contract Amount:	\$7,700,000
Construction Start Date:	05/01/2024

Century Regional Detention Facility Roof, Elevator, and Fire Protection Deferred Maintenance Repairs

The project consists of refurbishing the existing elevators in the east and west housing areas; there are four geared traction elevators at each housing tower for a total of eight elevators. The refurbishment work will provide safe, reliable elevator access to all floors of the building for service delivery by the staff of the Sheriff's and Health Services Departments. In addition, the project will include replacing the facility's fire alarm system. In order to be consistent with fire alarm system installations used in similar County-owned facilities, Public Works will be using Simplex system components. The continued use of these components will support cost-effective improvements in the fire and life safety performance of the building.

This Project Includes:

- New 2-story 33,650 SF freestanding Building
- Refurbishing of cabs
- Signaling systems for eight elevators
- hoist way equipment
- Replacement of all machinery, controllers, hoist way equipment
- Repair and replacement of existing supporting mechanical, electrical, and fire life safety systems
- Upgrades of existing illuminated exit signs, pull stations, smoke detectors, heat detectors, strobe devices, audible devices (horns), fire control panels, heating, ventilation, and air conditioning duct smoke detectors
- Control for existing smoke management system
- Flow detector for sprinkler system
- Monitoring panel/dispatch area



Prime Contractor:	PR Construction, Inc.
Contract Amount:	\$15,463,744
Construction Start Date:	05/07/2024

Los Angeles General Medical Center Residential Withdrawal Management Facility and Mental Health Urgent Care Center

The Residential Withdrawal Management Facility (RWMF) and Mental Health Urgent Care Center (MHUCC) on the Los Angeles General Medical Center (LAGMC) Campus is envisioned to be a safe and dignified facility that offers mental health and substance use withdrawal support to those in our community.

The RWMF is a short-term residential facility providing 31 beds for those in need of withdrawal support for a maximum stay of 14 days. Residents will receive substance abuse treatment and be enveloped in a group environment that encourages healing in a social setting. The RWMF will be overseen by Los Angeles County of Public Health (DPH) and operated by a contract provider.

The MHUCC facility will treat adults and adolescents seeking immediate, acute mental health care, and is planned to operate 24/7 with the ability for clients to remain for a maximum of 23 hours, 59 minutes. The MHUCC will be overseen by Los Angeles County of Mental Health (DMH) and operated by a Contract provider.

This Project Includes:

- Photovoltaic System
- RWMF Commercial Kitchen
- Secured Outdoor Courtyard spaces
- Staff & Administrative offices
- LEED Gold Certification
- New 2-story 33,650 SF freestanding Building
- New Surface Parking Lot with 8 spaces including Accessible, EV charging, & Van Accessible
- Sitework Improvements including hardscape, landscape and stormwater treatment



Prime Contractor:	Charles Pankow Builders, Ltd
Contract Amount:	\$38,876,188
Construction Start Date:	05/20/2024

High Desert Crisis Residential Treatment Program, Crisis Stabilization Unit, and Mental Health Hub

These facilities will provide health and mental health services to the public in disadvantaged areas in the Antelope Valley. It will provide more space to house more patients and additional support staff. There will be a new outdoor courtyard designed to encourage social interaction among clients, as well as offering therapeutic spaces for patients, visitors, and staff. The new site connectivity and accessibility will increase connectivity with the Urgent Care Center building while creating a safe environment with clear visibility, wayfinding, and technology.

The Crisis Residential Treatment Program (CRTP) is a facility that can intake adults who require services beyond what a mental health care center can provide. The CRTP would be the first of its kind in the Antelope Valley and is expected to receive 275 to 400 clients annually. The Crisis Stabilization Unit (CSU) would provide a much needed resource to residents who lack personal transportation or cannot afford to make the 50-mile commute to next closest crisis stabilization unit. In addition, the CSU will be an alternative to emergency room visits and hospitalization. A minimum of 2,920 individuals will be seen annually at the CSU.

The proposed Mental Health Hub (MHH) will be an expansion of the current program housed at the High Desert Regional Health Center (HDRHC). 850 individuals are seen per year at the HDRHC's current location. The MHH would allow for an additional 2,650 individuals to be seen on an annual basis.

This Project Includes:

- Construction of an adult CRTP building with 16 beds at the High Desert Campus
- Construction of a new MHH and CSU for with a focus on the children and youth at the High Desert Campus
- An increase in the number of parking spaces
- The property consists of 6 acres in the City of Lancaster, including the existing mental health urgent care center, and the facilities will occupy the project site of about 4 acres



Prime Contractor:	The Penta Building Group, Inc.
Contract Amount:	\$26,519,447
Construction Start Date:	06/26/2024

Cogswell Dam Inlet - Outlet Works Rehabilitation Project Phase 2

Perform and complete the rehabilitation of three butterfly valves, one sluice gate and other incidental and appurtenant work at Cogswell Dam to extend their service life and ensure continued operation of the dam. It is urgent to perform the critical rehabilitation of these three valves and one sluice gate during the dry season, when access is made available to equipment while the reservoir is dewatered as part of the ongoing Cogswell Reservoir Post-Fire Emergency Restoration Project. The project will ensure continued safe operation of Cogswell Dam which provides crucial flood protection to downstream communities

This Project Includes:

- BV steel disk and body refurbishment- butterfly valve numbers 1, 2, 3 (abrasively blast, cavitation filling, coating)
- BV disc seat and clamp ring assembly replacement – butterfly valve numbers 1, 2, 3 (disassembly, fabrication, re-assembly)
- BV disc perforation repairs
- Sluice gate refurbishment (remove, abrasively blast, cavitation filling, coating, reinstall)
- Steel liner rehabilitation- butterfly valve numbers 1, 2, 3
- Steel liner rehabilitation- sluice gate
- Steel doors- outlet structures 2 and 3 (abrasively blast and coating)
- Trash rack abrasive blasting/recoating – outlet structure 1, 2, 3
- Concrete surface repairs (demolition, formwork, pour)
- Hydraulic cylinder refurbishment – butterfly valve numbers 1, 2, 3



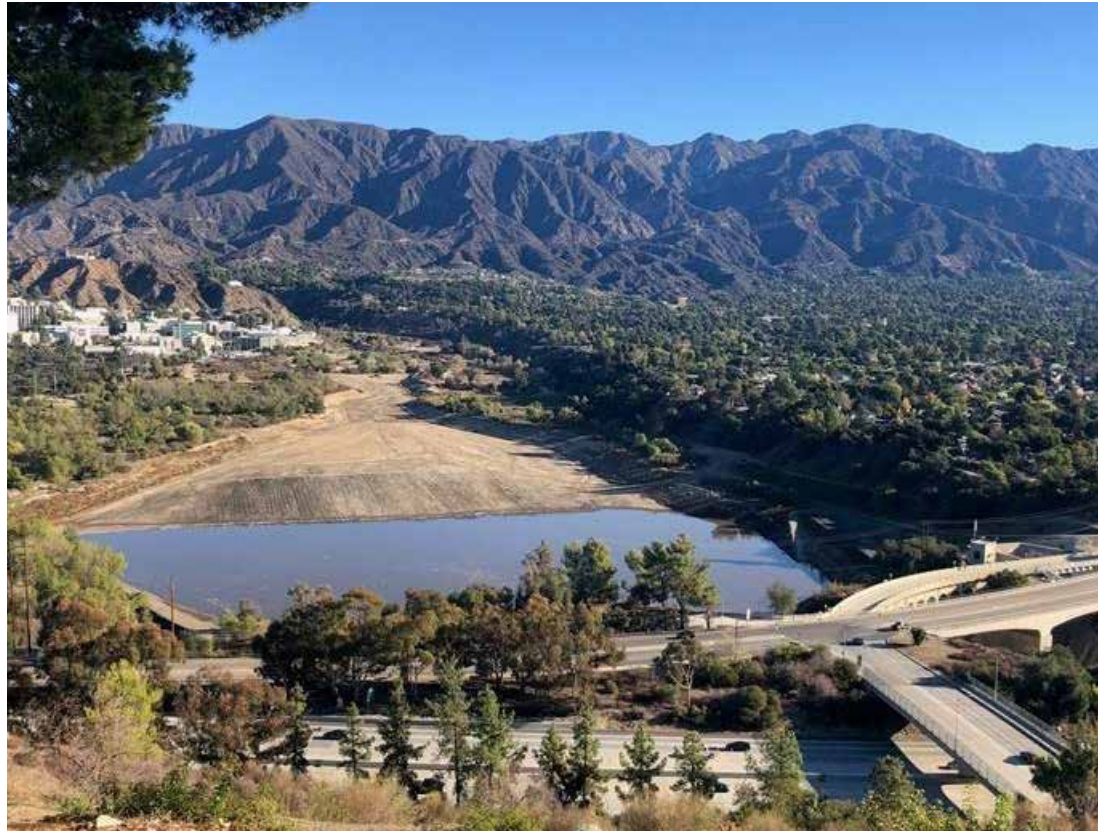
Prime Contractor:	Kiewit Infrastructure West Co
Contract Amount:	\$7, 439, 500
Construction Start Date:	06/28/2024

Devil's Gate Reservoir Annual Cleanout '24 and '25

The Devil's Gate Reservoir Annual Cleanout '24 and '25 is part of Los Angeles County Public Works' ongoing sediment management efforts to preserve the reservoir's capacity for flood control and water conservation. The project will remove accumulated sediment and debris, stabilize embankments, and restore the low-flow channel to optimize water conveyance. These improvements will enhance flood protection, reduce sediment buildup, and support long-term water and stormwater management, ensuring the safety and resilience of downstream communities along the Arroyo Seco.

This Project Includes:

- Excavation and removal of 250,000 cubic yards of sediment offsite to restore reservoir capacity.
- Repair side slopes to prevent erosion and maintain structural stability.
- Regrade the reservoir bottom to restore the low-flow channel.
- Vegetation management to facilitate maintenance and operational efficiency.



Prime Contractor:	Ames Construction, Inc.
Contract Amount:	\$ 9,145, 350
Construction Start Date:	07/24/ 2024

Department of Public Health Downey Laboratory Expansion and Renovation Project

The Public Health laboratory facility in Downey provides critical diagnostic and surveillance testing for the County, local municipalities, other surrounding Southern California jurisdictions, and private entities to help protect local communities against communicable disease threats. The laboratory facility will be refurbished and expanded to support the current programs and staff operations, including appropriate space to receive and handle specimens, store supplies, and properly perform testing using the latest state of the art molecular equipment.

This Project Includes:

- A new stand-alone approximately 16,000 square-foot, two-story Biological Safety Level 2 laboratory building addition
- An approximately 1,250 square-foot, single-story warehouse addition to the existing laboratory building
- Minor renovation and reconfiguration of the receiving warehouse space in the existing laboratory building
- Associated site utilities, landscaping, and parking lot improvements
- The project is fully funded with a grant from the Federal Centers for Disease Control and Prevention



Prime Contractor:	New Creation Engineering & Builders, Inc
Contract Amount:	\$22, 690, 000
Construction Start Date:	08/20/ 2024

West Whittier/ Los Nietos Mines Boulevard, et al.

The West Whittier/Los Nietos Mines Boulevard, et al. project is resurfacing major roadways to enhance traffic flow, pedestrian safety, and roadway durability in the unincorporated communities of West Whittier/Los Nietos. The project includes parkway improvements, curb ramp upgrades, and the installation of a new roundabout with landscaping upgrades. The project will improve the quality of life for residents by increasing pedestrian visibility, reducing crossing times, promoting walkability, and improving overall accessibility.

This Project Includes:

- Resurface 3.0 miles of major roadways
- Install permanent roundabout
- Traffic signal and streetlighting upgrades
- Curb extensions and continental crosswalks
- Parkway and curb ramp upgrades



Prime Contractor:	Excel Paving Company
Contract Amount:	\$8,974,980
Construction Start Date:	09/24/2024

OUR PEOPLE

Work and Economic Opportunity in Los Angeles County Construction Projects

Los Angeles County remains dedicated to fostering economic opportunities for local residents, businesses, and communities through its Covered Projects. By partnering with contractors, unions, and community organizations, a strong framework has been established to cultivate a skilled workforce that reflects the County's diverse population.

Key initiatives focus on targeted outreach and recruitment of Local Residents and Targeted Workers, including veterans, to assess career readiness and facilitate their entry into pre-apprenticeship and apprenticeship programs. From 2022 through 2024, 16 pre-apprenticeship recruitments have successfully been hired by contractors across the previously listed CWA-covered projects, placing them on a path to launching their careers in construction.

To strengthen workforce training efforts, the County has partnered with local pre-apprenticeship programs authorized to teach the Multi-Craft Core Curriculum (MC3). These programs provide direct assistance, such as employment support services and financial aid for initiation fees, helping participants overcome barriers to employment.

The Los Angeles County Department of Economic Opportunity (DEO) plays a pivotal role in these initiatives, collaborating with stakeholders to expand access to economic advancement.

DEO's involvement includes facilitating connections between job seekers and training programs, providing resources for employment assistance, and supporting outreach efforts that

prioritize local and underserved populations.

Another fundamental role is The Apprenticeship Readiness Fund, which was established to provide financial resources and support services that help individuals prepare for and succeed in apprenticeship programs, enhancing access to career pathways in the construction industry.



Over the past year, coordinated efforts among contractors, unions, the Apprenticeship Readiness Fund, and community organizations have focused on recruiting and preparing Local Residents and Targeted Workers for careers in construction. Outreach initiatives, in collaboration with small enterprises, non-profits, and veteran assistance organizations, have successfully facilitated workforce entry through MC3 pre-apprenticeship programs or direct Apprenticeship Program placement based on candidates' skills and experience.

To expand recruitment, the County and contractors have worked together on outreach events, apprenticeship program tours, and direct engagement with potential workers. Additionally, referrals to employment assistance providers and financial aid for necessary fees have been secured through partnerships with economic opportunity agencies, ensuring broad accessibility to training programs. Recognizing the need for continuous workforce development, stakeholders have worked to establish and enhance MC3 pre-apprenticeship programs tailored to project-specific labor demands. Graduates of these programs receive priority placement into Apprenticeship Programs and employment opportunities on Covered Projects. Additionally, experienced workers receive credit for prior experience, expediting their transition into the workforce as apprentices or Skilled Journeypersons. The Project Labor Coordinator, in collaboration with the County and general contractors, provides regular updates, including MC3 pre-apprentice sponsorship highlights and detailed monthly reports outlining hiring progress, workforce development outcomes, and the broader economic benefits to the community. Through these efforts, Los Angeles County continues to strengthen its commitment to economic opportunity and workforce development within the construction industry.



Worker Spotlights

Andrew Pearson

Rebuilding Futures on Solid Ground

Meet Andrew Pearson, a man whose journey is a testament to resilience, hard work, and second chances. Today, Andrew is part of the dedicated construction team working on the Harbor-UCLA Medical Center Replacement Program, helping to build a state-of-the-art healthcare facility that will serve countless Angelenos. But just a few years ago, his life looked very different.

After serving time in prison, Andrew faced an uphill battle trying to reintegrate into society. Struggling with homelessness, he refused to let his past define his future. Brother's Keeper, a local workforce development program, connected him with the Hensel Phelps team who provided opportunities in the construction industry, where he discovered not only a job, but a career with purpose.

Through grit and determination, Andrew proved himself on the job site, learning new skills and earning the respect of his crew. Combined with opportunities created by the economic transformation, his hard work paid off. Today, he is living in a high-rise apartment in downtown Los Angeles with his wife, and together they recently welcomed a baby into the world; a milestone he once thought was out of reach.

Andrew's story is a powerful reminder that with the right support and opportunities, people can turn their lives around. We're proud to have him on our team, helping to lay the foundation both for this vital healthcare project and for his own brighter future.

"I found this to be great for me and my family because I found something greater than myself to be apart of, I learned how great we could be if we come together and unite, we could build great things."



Andrew Pearson
Western States Regional Council of Carpenters Union Local 323



Worker Spotlights

Stephanie Lopez

Overcoming the Odds

Stephanie Lopez is a trailblazer in the construction industry, a field where she has not only broken down barriers but has also become a source of inspiration for countless women. Her journey, marked by determination and resilience, highlights the challenges of entering a traditionally male-dominated industry and the rewards that come with pushing through those hurdles.

Stephanie's entry into construction wasn't an easy path. Facing skepticism and overcoming gender-based challenges, she fought hard to prove her capabilities. Her perseverance led her to enroll in the Bridging Outstanding Opportunities with Tradeswomen Skills (BOOTS) program, where she honed her skills and built a strong foundation for her career. The BOOTS program is a Carpenter's apprenticeship readiness program designed specifically for women, providing them with the tools and knowledge necessary to excel in the trades. It played a crucial role in equipping Stephanie with the technical expertise and confidence needed to excel in her field.

Upon graduating from BOOTS, Stephanie landed her first union apprenticeship gig on the Harbor UCLA Medical Center Replacement Program under the Los Angeles County Public Works. Working with Hensel Phelps, one of the leading names in construction, she quickly demonstrated that hard work and dedication know no gender. Her role on this project not only allowed her to

"Working with the unions has been such a positive part of my life right now," she says. "If any women are considering it, I would 10/10 recommend it. Break that wall down and go for it."



Stephanie Lopez
Western States Regional Council of Carpenters Union Local 909

apply her skills but also showcased her commitment to quality and excellence in every task she undertook.

Today, Stephanie continues to thrive at Hensel Phelps, where she has found a welcoming and inclusive work environment that embraces diversity. The supportive culture at her workplace has been crucial in her ongoing success, reinforcing her belief that with the right team and attitude, the construction industry can be a space where everyone can contribute and succeed.

Beyond professional success, Stephanie finds deep personal fulfillment in her work. She cherishes the ability to support her family and sees her career as a way to pave a smoother path for future generations of women in construction. Stephanie is profoundly grateful for the BOOTS

program, the Western States Regional Council of Carpenters Union Local 909, Hensel Phelps, and Los Angeles County for providing her with opportunities that have helped shape her career.

As Stephanie continues to build her career, she remains committed to making the construction industry more inclusive and dynamic. Her story serves as a reminder that every challenge is an opportunity for growth, and every barrier broken makes the way a little easier for those who follow.

Worker Spotlights

Diego Rios Hernandez

Journey from Hospitality to Construction

Diego Rios Hernandez is proving that hard work and perseverance can open doors to life-changing opportunities. As a brand-new laborer apprentice with Laborers Union Local 1309, Diego kicked off his construction career at the Harbor-UCLA Medical Center Program, an opportunity he never imagined when he was working as a server in the hospitality industry.

Diego grew up on Santa Catalina Island, a unique upbringing that instilled in him a strong work ethic and deep appreciation for community. His journey to the trades began with the Long Beach City College MC3 Pre-Apprenticeship Program, where he built the foundation needed for a career in construction. Determined to secure a better future, Diego took his education a step further, earning an Associate's Degree in Construction Technology during the pandemic. His dedication paid off when he attended a job fair, where The Solis Group (Jobs Coordinator) and Hensel Phelps (Prime Contractor) connected him with Bali Construction, the subcontractor that ultimately hired him.

Before stepping onto the job site, Diego endured the Laborers' Boot Camp, an experience he describes as "extremely tough" but unforgettable. While it tested his limits, he's grateful for the challenge, knowing it prepared him for the physical demands of the trade. Now, working on a project as significant as Harbor-UCLA Medical Center, Diego is not only building a stronger future

"I wanted to prove to my parents that I am capable of being someone in this world. I want to thank everyone who believed in me. Now I am doing something with my life."



Diego Rios Hernandez Laborers Union Local 909

for himself—he's making his family proud. His parents beam with pride, and his uncles, who have long been in the construction industry, welcome him into the brotherhood of the trades. With higher wages, steady income, and union benefits, Diego is experiencing firsthand the life-changing impact of a career in construction. His gratitude extends to the Long Beach and Los Angeles County communities for paving the way for opportunities like this. Congratulations, Diego, on this exciting new chapter! We can't wait to see where your journey takes you.



Worker Spotlights

Zohar Arrayles

Forged by Family, Strengthened by Brotherhood



Zohar Arrayles

Western States Regional Council of Carpenters Union Local 213

Zohar Arrayles, a Carpenter Apprentice with Nevell-Standard Joint Venture (NSJV), is one of many success stories made possible through Los Angeles County's CWA. Since starting work on the Harbor-UCLA Medical Center Replacement Program in September 2024, Zohar has embraced the opportunity to grow in a meaningful career while contributing to a vital public works project.

Born and raised in Boyle Heights, Zohar was brought up by a single mother who worked hard to support him and his two brothers. Her strength and dedication instilled in him a deep sense of responsibility and resilience—values he now carries with him on the job.

"I remember my mom working super hard and carrying the load for all of us—that's where I got my work ethic," he said.

Before entering the construction industry, Zohar worked in maintenance and picked up jobs wherever he could. Thanks to the County's CWA, he was given a path into union construction and now enjoys the stability and purpose that come with building something that serves the community. "It feels good to go to work every day. I finally feel like I'm where I'm supposed to be."

Working under the CWA has provided Zohar with access to union wages, benefits, and training opportunities. These have helped him support his two daughters and set long-term goals for his career. In five years, he hopes to become a journeyman carpenter and eventually lead his own crew.

"It feels good to go to work every day. I finally feel like I'm where I'm supposed to be."

Zohar takes pride in working on a project that directly benefits the public and appreciates the sense of community and brotherhood that comes with the job. He also finds strength in the camaraderie he's built on-site—especially with fellow apprentice and HireLAX MC3 pre-apprenticeship program graduate, Ramon Ayala. The two support and learn from each other as they grow their skills together on this landmark project.

Grateful for the opportunity Los Angeles County has created through its CWA, Zohar encourages others to consider a future in the trades. "We need more people in construction—don't be afraid to step up and do the work. It's worth it."



Worker Spotlights

Ramon Ayala

From Patient's Son to Hospital Builder

Ramon Ayala's story is a testament to the power of Los Angeles County's CWA to open doors and create meaningful opportunities for local residents. A native of Watts in South Los Angeles, Ramon is now working as a carpenter apprentice on the Harbor-UCLA Medical Center Replacement Program, a project made possible through the County's commitment to an inclusive and community-driven workforce.

Before entering the construction industry, Ramon worked in housekeeping and security—roles that helped support his family but left him seeking a long-term career. When the hotel where he worked closed down, he saw it as an opportunity to pursue something greater. That's when he enrolled in the HireLAX Pre-Apprenticeship Program, a transformative experience that introduced him to the trades and equipped him with the skills and certifications—such as OSHA 10—needed to start his apprenticeship.

Construction was always in Ramon's blood. His father, a welder, often brought him along to work, where he developed an early appreciation for tools and building things by hand. Today, Ramon proudly walks in his father's footsteps, contributing to one of the County's most vital infrastructure projects.

For Ramon, working on Harbor-UCLA is deeply personal. As a child, he often accompanied his mother to the hospital as she battled kidney issues. Thanks to the care she received, she recovered—and now, decades later, Ramon is part of the team improving the very facility that once supported his family.

"I'm thankful to HireLAX, Flintridge Center, and the Carpenters Union for believing in me."



Ramon Ayala

Western States Regional Council of Carpenters Union Local 714

Since being brought on by Nevell-Standard JV in September 2024, Ramon has quickly advanced in both skill and confidence. He's taken on leadership roles within his crew, saved up to buy a car and his own tools, and moved his wife and three children into a better neighborhood. Thanks to the CWA's support for union careers, Ramon now receives union benefits including healthcare, pension, annuities, and paid vacation—benefits that offer his family long-term security and the ability to plan for the future.

Ramon is proud to be building a career through the County's Community Workforce Agreement. "I'm thankful to HireLAX, Flintridge Center, and the Carpenters Union," he says.

Looking ahead, Ramon hopes to become a journeyman and eventually a foreman carpenter. But for now, he's focused on continuing to grow and contribute each day to a project that is not only rebuilding a hospital—but strengthening a community.

Women in Trades Advisory Council

UPDATES

The Women In Trades Advisory Council (WITAC), established under CWA Section 19.2, serves as a vital forum for dialogue and strategic guidance aimed at enhancing the recruitment, training, placement, and retention of women in skilled trades. Bringing together industry leaders, labor representatives, and key stakeholders, the Council remains committed to expanding opportunities for women and fostering an inclusive workforce.

In alignment with ongoing efforts to increase female participation in the construction industry, the Council actively collaborates with the Women and Girls Initiative, a valued partner of Los Angeles County since 2020. The Women and Girls Initiative is dedicated to advancing gender equity by providing support, resources, and opportunities that empower women and girls to achieve economic stability and success. Additionally, the Council works closely with the Los Angeles and Orange County Building and Construction Trades Council and the Apprenticeship Readiness Fund to support pre-apprenticeship programs and outreach efforts designed to prepare women for successful careers in the trades.

These strategic partnerships and initiatives reflect the Council's unwavering dedication to empowering women, promoting gender equity, and strengthening the skilled trades workforce across the region.

LEADERSHIP TRANSITION

In 2023, the Advisory Council welcomed a new co-chair, Diana Limon, representing the International Brotherhood of Electrical Workers (IBEW). Diana brings a wealth of experience in workforce development, mentorship, and advocacy for women in the trades. Having started her career as an apprentice, she later advanced to the roles of foreman and labor compliance specialist, spending 15 years ensuring fair labor practices and project labor agreement compliance. From 2018 to 2022, she served as Director of Apprenticeships, and she currently holds the position of Director for Recruitment and Support. Diana's leadership is driven by a strong commitment to increasing the participation of women in the trades. She succeeds Leslie Reinmiller, whose invaluable contributions helped shape the Council's early initiatives and outreach efforts. We are confident that Diana will continue to build on this legacy and drive impactful progress.

Our Council continues to benefit from the leadership of Michele Chimenti, who serves as a co-chair representing Los Angeles County Public Works. With 23 years of experience at Los Angeles County Public Works, Michele began her career as a civil engineer and currently holds the position of Assistant Deputy Director. Her passion for advancing women in construction is evident through her dedication to fostering meaningful industry partnerships and expanding opportunities for women in skilled trades. Michele strongly emphasizes the importance of collaboration with trade organizations to drive sustainable workforce initiatives.



Diana Limon
WITAC Co-Chairperson



Michele Chimenti
WITAC Co-Chairperson

Our Progress

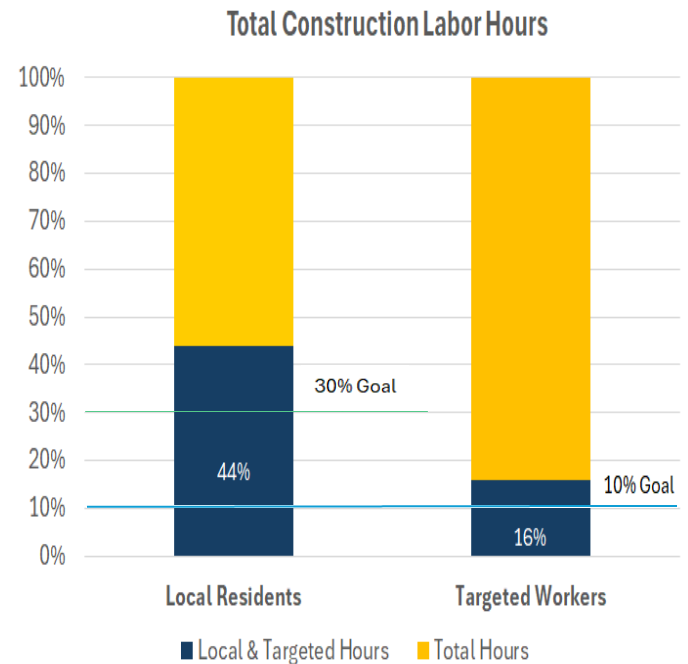
CWA Program-wide Local Resident and Targeted Worker Hiring

Local Resident Hours Percentage

Under the CWA, a minimum of 30% of total construction labor hours on each project must be completed by Local Residents. Through the implementation of the CWA, Local Residents have consistently secured employment on public works projects. In 2024, this commitment resulted in surpassing the 30% goal with Local Residents complementing 44% of total labor on CWA-covered projects, amounting to 434,492 hours.

Targeted Workers Hours Percentage

The CWA has a requirement that 10% of total labor hours must be performed by Targeted Workers. In 2024, CWA-covered projects have significantly exceeded its threshold, achieving 16% participation. This equates to 158,147 labor hours worked by Targeted Workers, demonstrating the program's ongoing success in providing job opportunities for individuals from disadvantaged backgrounds. This increase highlights the CWA's effectiveness in fostering workforce inclusivity and economic mobility.

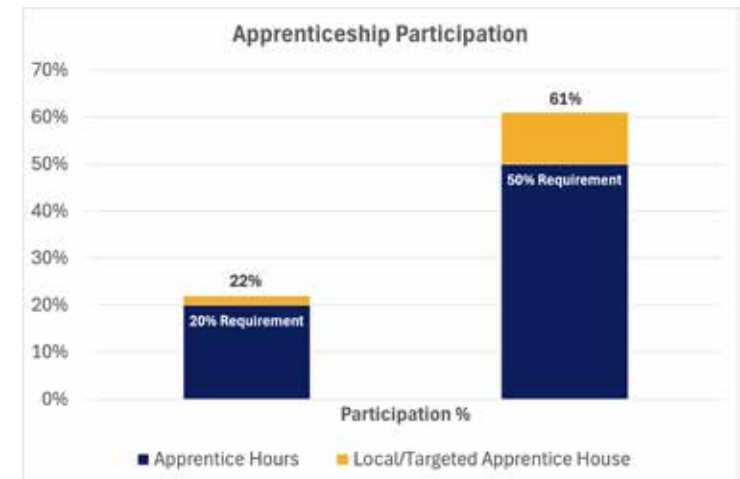


CWA Program Wide Apprenticeship Participation

The CWA requires that at least 20% of total construction labor hours be performed by apprentices, unless an exemption is granted. Currently, CWA projects are exceeding the requirement with apprentices contributing 22% of total labor hours, accounting for 194,735 hours.

Additionally, at least 50% of all apprentice hours must be completed by Local Residents and Targeted Workers. CWA projects are surpassing the requirement with 61% of apprentice hours. This is an equivalent to 123,355 hours being performed by an individual in this group.

These figures highlight the importance of the program's strong commitment to workforce development and local job opportunities in construction.



Apprentice Hours

194,795

Local Targeted/Apprentice House

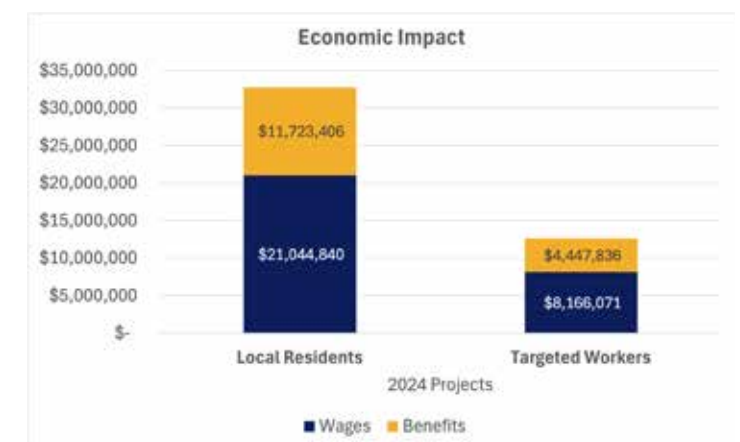
123,355

Local Resident and Targeted Worker Economic Impact

Under these CWA-covered projects, Local Residents earned approximately \$32.8 million in wages and benefits, working a total of 434,492 hours.

Targeted Workers earned more than \$12.6 million in wages and benefits (such as health insurance, pension, vacation and holiday, and training), contributing about 158,147 hours of labor.

Overall, there were a total of 1,896 Local Residents and 351 Targeted Workers employed on CWA projects in 2024.





For CWA related questions, please email CWA@pw.lacounty.gov
or call (626) 458-2548.

lacounty.gov | pw.lacounty.gov