



**We'll be starting shortly...**

**Regional Workforce Alliance  
Quarter 3**

**Note to Participants:**

If you experience any difficulty connecting via Zoom at any time during the webinar please contact Kristi Villegas at:

[Kristi@3dnetworkscorp.com](mailto:Kristi@3dnetworkscorp.com)

# **Regional Workforce Alliance Q3**

**Monday, November 20, 2023**

# Welcome

**Minh Le**, General Manager

Energy and Environmental Services Los Angeles County, ISD



# Agenda

- 12:05 **Welcome / Opening Remarks**  
**Minh Le, General Manager**  
County of Los Angeles – ISD Energy and Environmental Services
- 12:10 **Icebreaker Question and Attendee Introductions**  
**Tessa Charnofsky, Special Services Assistant**  
SoCalREN
- 12:20 **The Convergence of Infrastructure, Sustainability and Cultivating the Future of Workforce**  
**Veronica Soto, Special Assistant to Chief Development Officer, The Development Group**  
Los Angeles World Airports
- 12:45 **Enhancing Small Business Capabilities With E-Contractor Program Offerings**  
**Shanette Anderson, Southern CA Sr. Program Manager**  
Emerald Cities Collaborative
- 1:05 **Navigating Financial Resources with the Contract Financing Assistance Program (CFAP)**  
**Janet Ramirez, Contract Base Financing Analyst**  
Merriwether and Williams Insurance Services
- 1:15 **Open Discussion**  
**Tessa Charnofsky, Special Services Assistant**  
SoCalREN
- 1:25 **Closing Remarks / Adjournment**  
**Wendy Angel, Southern California Regional Director**  
Emerald Cities Collaborative

# Icebreaker Question and Attendee Introductions

**Tessa Charnofsky**, Special Services Assistant  
SoCalREN



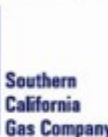
## Alliance Co-Hosts



Southern California  
REGIONAL ENERGY NETWORK



## Alliance Partners



# The Convergence of Infrastructure, Sustainability and Cultivating the Future of Workforce

**Anabel Barragan**, Workforce Development, Inclusivity, and Community Impact  
**The Development Group**, Los Angeles World Airports



# \$30 Billion Capital Improvement Program: Workforce Development & Economic Impact

**LAWA | LAX VNY**

**SoCalREN Regional Workforce Alliance  
November 20, 2023**



# LAX Stats

---

- **2023 Passengers (projected):** 75,200,000
  - **2022 Passengers:** 65,924,298
  - **Number of airlines:** 67 Airlines
  - **Number of daily domestic flights:** 1,105
  - **Number of daily international flights:** 307
  - **Number of domestic destinations:** 91
  - **Number of international destinations:** 74
  - **COVID Recovery: YTD vs. 2019:** 86%(Domestic 85%, International 89%)
  - **Cargo numbers and rank:** #5 2.75 million tons (2022)
-

# \$30 Billion Capital Improvement Program

LAWA has the industry's largest and most complex Capital Improvement Program

## Terminal Development Program

- The West Gates at Tom Bradley International
- Terminal 1.5, 2, 3, 4, 5, 6
- Terminal 4.5 Core
- Terminal 5.5 Core
- West Gates Extension

## Airport Development Program

- New Roads and Improvements
- Airport Police Facility
- Cargo Complex

## LAX Wayfinding Program

## Landside Access Modernization Program

- Automated People Mover System
- Consolidated Rent-A-Car Facility
- Auxiliary Curbs
- LAX Economy Parking Facility

## Airfield and Terminal Modernization Program

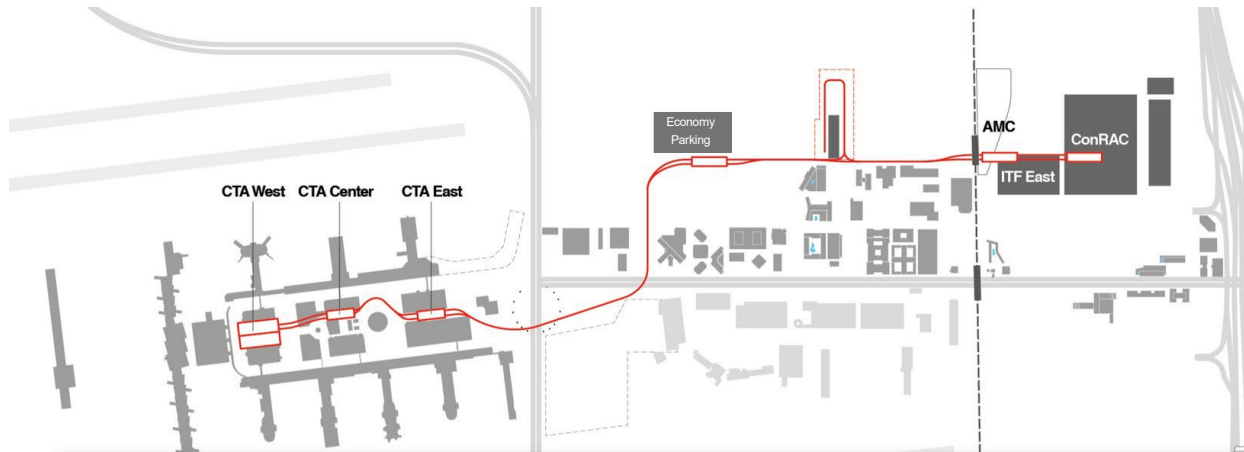
- Concourse 0
- Terminal 9
- New elevated roads and entrance to LAX
- Airfield enhancements

## LAX Landscape Program

BUILDING A BETTER LAX

LAX

# Landside Access Modernization Program (LAMP)



- Delivered
  - ITF East - (Economy Parking)
    - \$300 million project
    - Opened in October 2021
    - Added 4,300 new parking stalls to LAX
- In Process
  - Automated People Mover
    - \$5 billion project
    - 2.25-mile elevated train system with six stations
  - Rent-a-Car Facility
    - \$2 billion project
    - Will be largest rental car facility in the world once complete



Airport People Mover (APM)



Consolidated Rent-a-Car Facility (ConRac)



Intermodal Transportation Facility (ITF) East & West

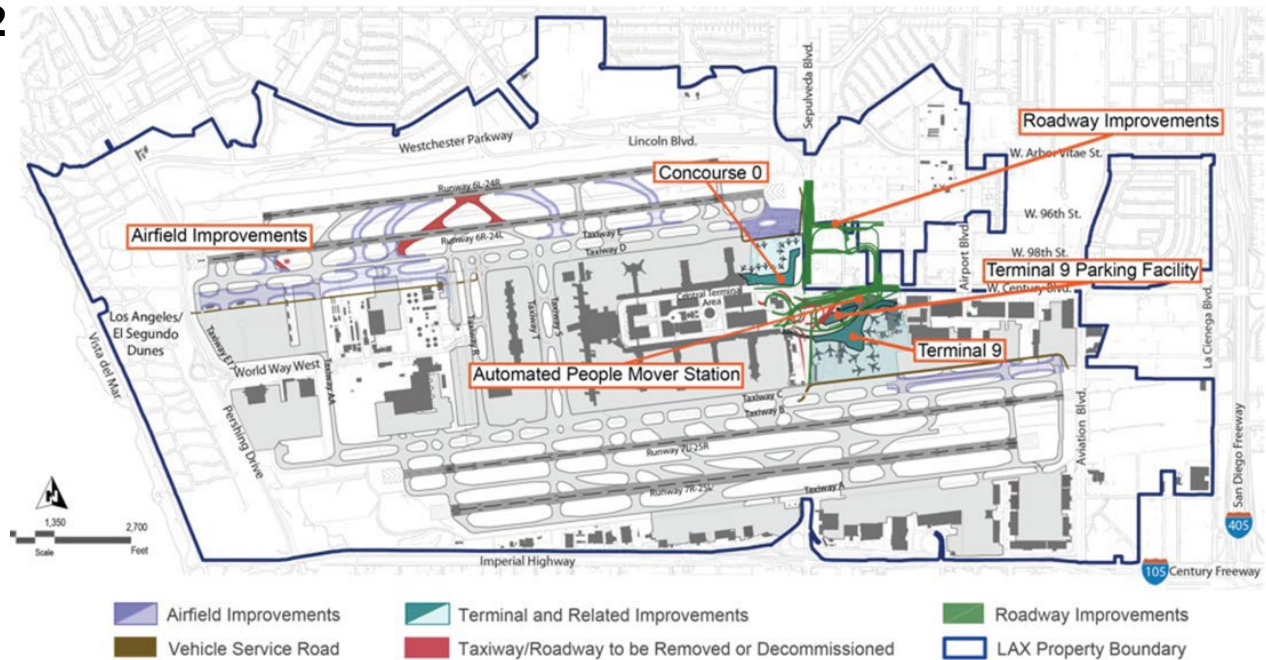


Roadway Improvements

# Airfield & Terminal Modernization Program (ATMP)

Makes up about 70% of 2022 CIP Program and includes:

- Concourse 0
- Terminal 9
- Airfield Enhancements
- Elevated roadway system to separate airport traffic from local traffic



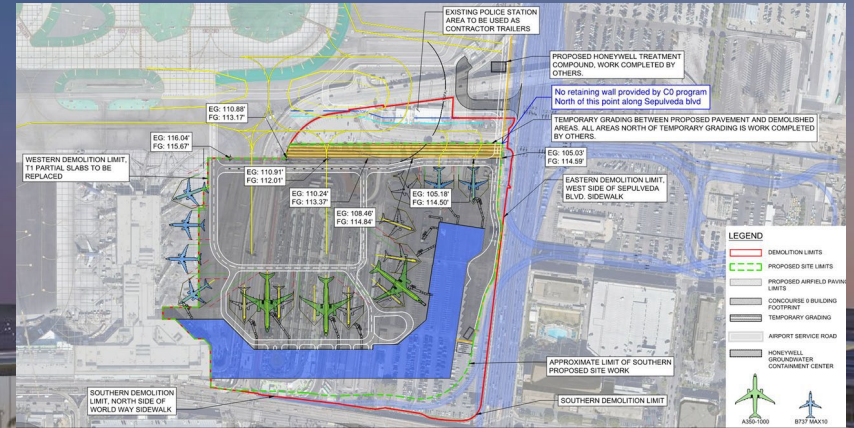
BUILDING A BETTER LAX

LAX

# Concourse 0

## Overview

- Extension of Terminal 1
- 665,000 SqFt - 3 Levels
- 9 narrow-body (4 wide-body) gates
- SWA 22 total gates between C0 & T1
- New core connecting to APM
- New domestic/international bus gate
- Domestic baggage claim devices

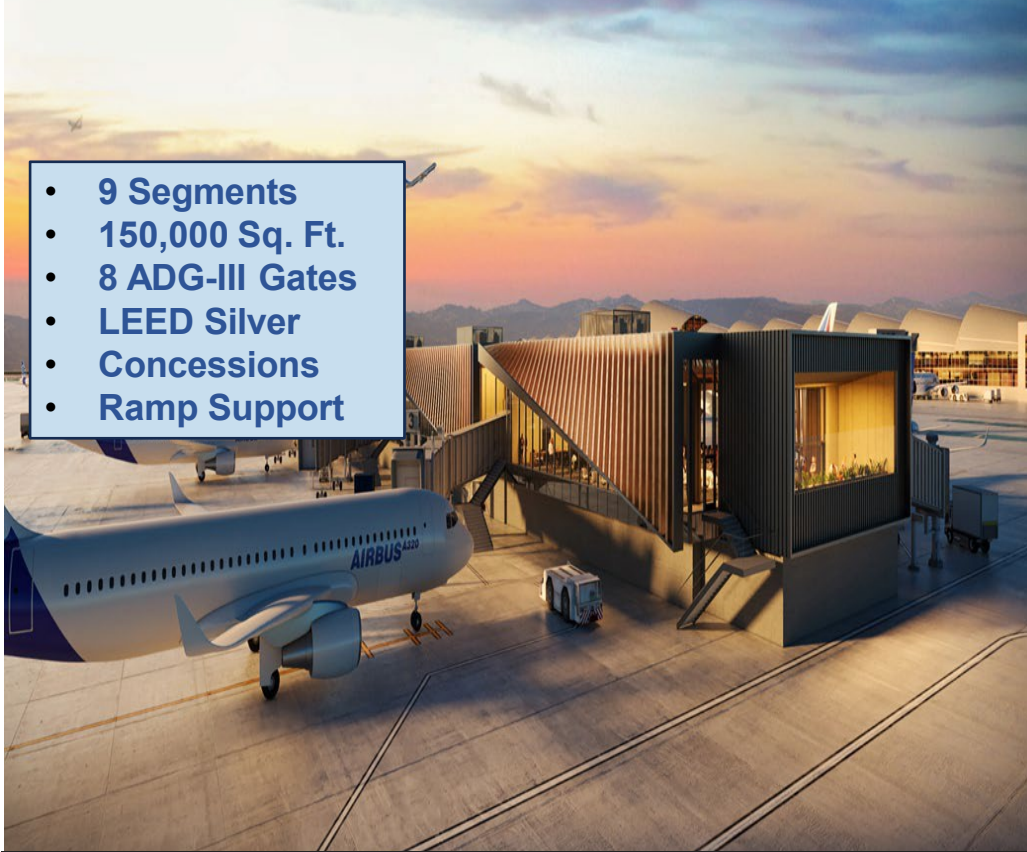


BUILDING A BETTER LAX

LAX

# West Gates Extension

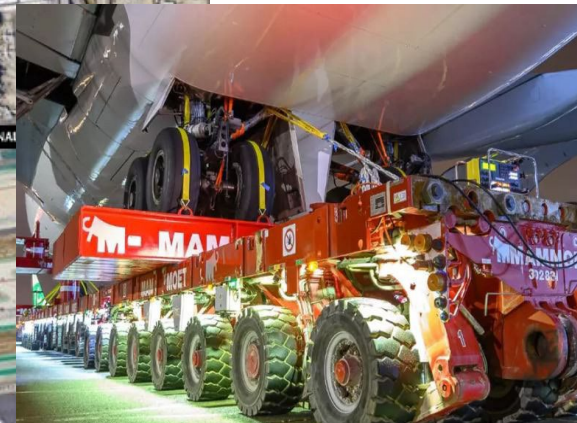
- 9 Segments
- 150,000 Sq. Ft.
- 8 ADG-III Gates
- LEED Silver
- Concessions
- Ramp Support



LOS ANGELES WORLD AIRPORTS

LAX

# Offsite Construction & Relocation (OCR) Method



LOS ANGELES WORLD AIRPORTS



# Terminal 9



## OVERVIEW

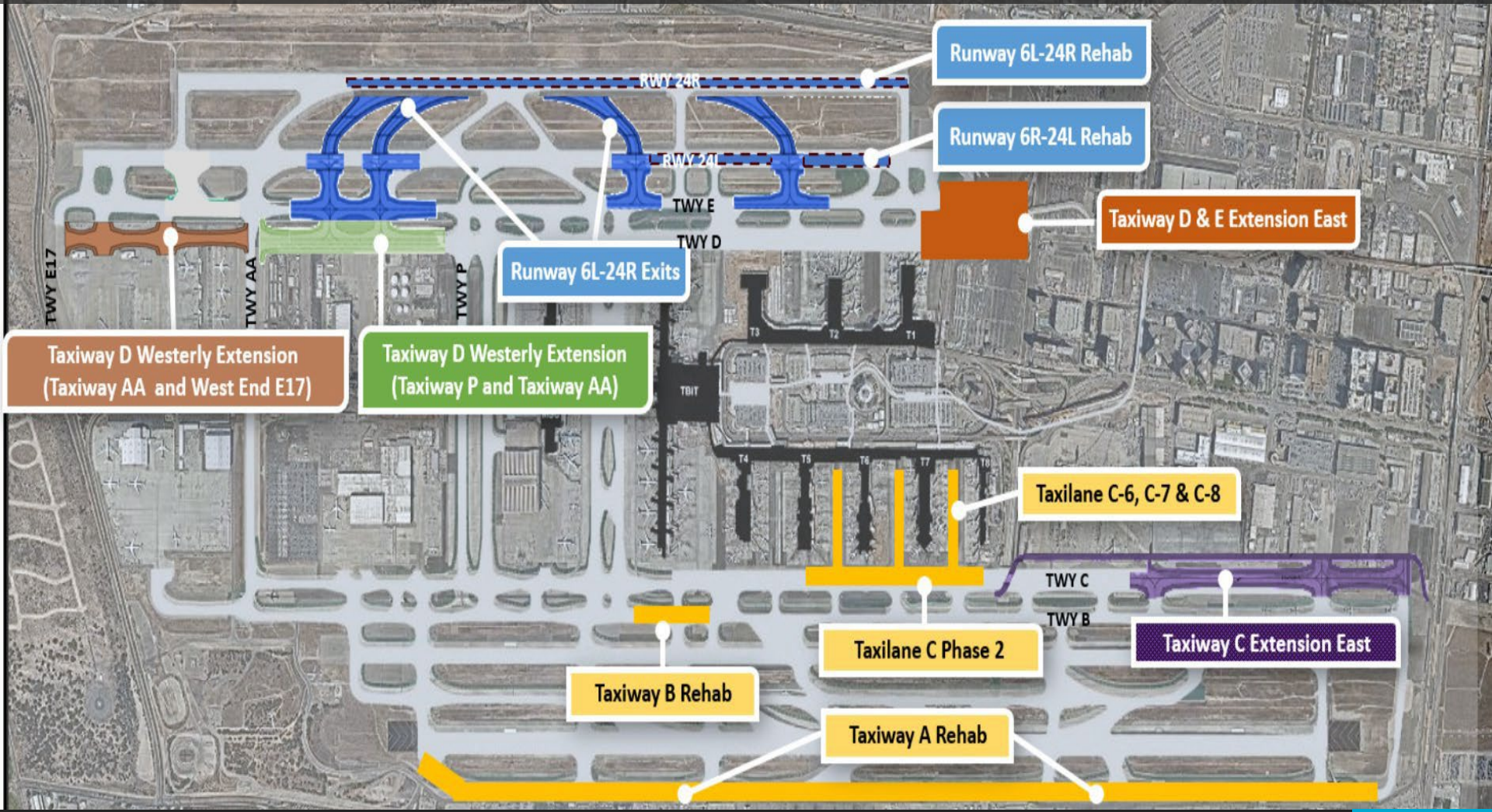
- Approx. 1.4M sq. ft of terminal building (40% larger than MSC North)
- Up to 12 Wide-Body or 17 Narrow-Body Gates
- 4-level Building Structure (Headhouse + Concourse)
- 2-levels of Parking & New Roads
- New APM Station & Pedestrian Connectivity/Walkway
- Common Use Facility serving Domestic and International Flights
- Departures / Check-in Hall
- Security Screening
- Concessions (Landside and Airside)
- Club/Lounge/Terrace Space
- Bag Claim (Domestic and International)

BUILDING A BETTER LAX

LAX



# Airfield Improvement Program

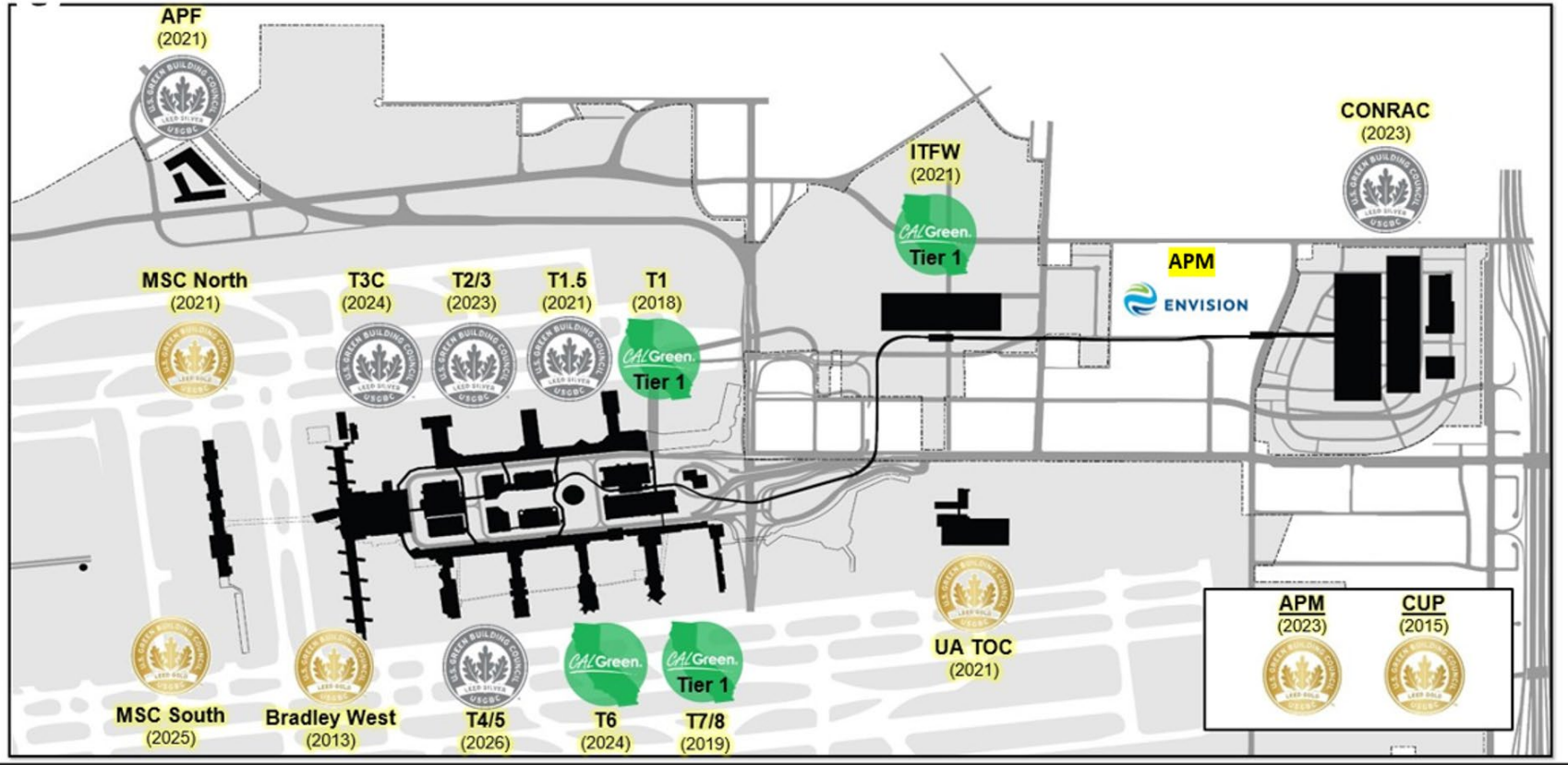


# Cargo Modernization

- 8th Busiest Cargo Hub in the world, over 2.9M tons in 2021
- 3 Cargo Areas covering totaling 261 acres of land
- 27 Existing Buildings totaling 2.6M Square Feet of Floor Area



# LAWA Core Value: Sustainability



# CIP WORKFORCE DEVELOPMENT

**Workforce, Education & Training** to meet skilled worker demand to execute \$30 billion Capital Improvement Program (CIP)

- **Trades & Professional Services**
- **Youth Engagement**

3



**\$859,374,385 TOTAL  
WAGES EARNED**

**\$1.8 M GRANTS  
RECEIVED TO DATE**



**81,185 HIGH WAGE  
CONSTRUCTION JOBS**



**2,500+ YOUTH AT  
CONSTRUCTION CAREERS DAY**



**LAWA | LAX VNY**

# Inclusivity & Workforce Development Requirements

- **XBE Participation Requirements**
  - Report DBE, MBE, WBE LGTBQ-BE participation
- **Key Staff & Organizational Chart**
- **Inclusivity & Workforce Development Plan**
- **Mentor Protégé**
  - Mentor/Mentee Agreement
  - Measurable Outcomes
- **Cash Flow Strategy & Prompt Payment**
- **Transformational Programs for Airport Impact Area Residents**
  - Local Worker Hiring/HireLAX
  - Youth Workforce Development
  - Internship Program
  - Scholarships
- **Community Investment**
  - K-12 Title 1 Schools STEAM Engagement
  - Community-At-Large

# Workforce Development

Cultivating a workforce to build and maintain a World Class airport



**INTERNSHIPS**



**INSPECTION**

**IMPACTLAX**

**Connect  
with Us!**



**BUILDING A BETTER LAX**

**LAX**



# HireLAX Apprenticeship Readiness Program

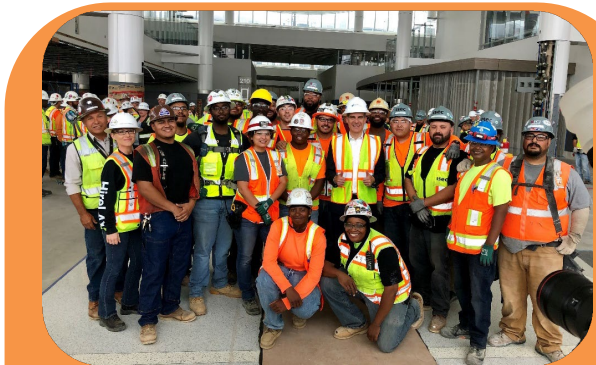
## No Cost, 8-Week (240 Hours) Training

- Multi-Craft Core Curriculum (MC3), 120-hr union course
- OSHA-10 and First Aid Certification
- Hands-On Projects
- Employment Development
- Life Skills Training
- Physical Fitness / Conditioning
- <https://www.lawa.org/en/lawa-employment/lawa-hirelax>

## HireLAX Construction Management College Certificate

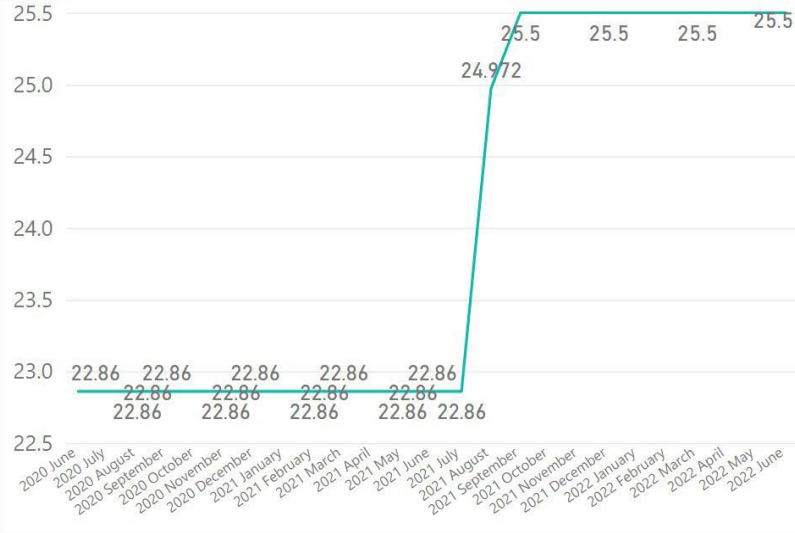
Prepare HireLAX graduates for next career pathway:

- Potential Opportunities: Project Manager, Inspector, Facilities Manager (Public/Private), Construction Company Owner
- Curriculum: Business Law, Accounting, Communications, Contract Compliance, Microsoft Office Software, BIM



Total Graduates:	397
African American:	44%
Hispanic:	49%
Women:	19.2%
Criminal Justice:	32.4%
Total Wages:	\$15.2M
Total Hours:	340,000
	+
Average Hourly Wage:	\$44.77

Max Rate by Year and Month Name



Last Craft

PLUMBER

Last Classification

Apprentice Plumber, Pipefitter, Steamfitter 2

Wages Earned

\$156,428.64

Hours Worked

4,344.00

Latest CPR Date

06/21/22

Cohort/Graduation Date

007.2020a

Gross Pay running total in Year by Year



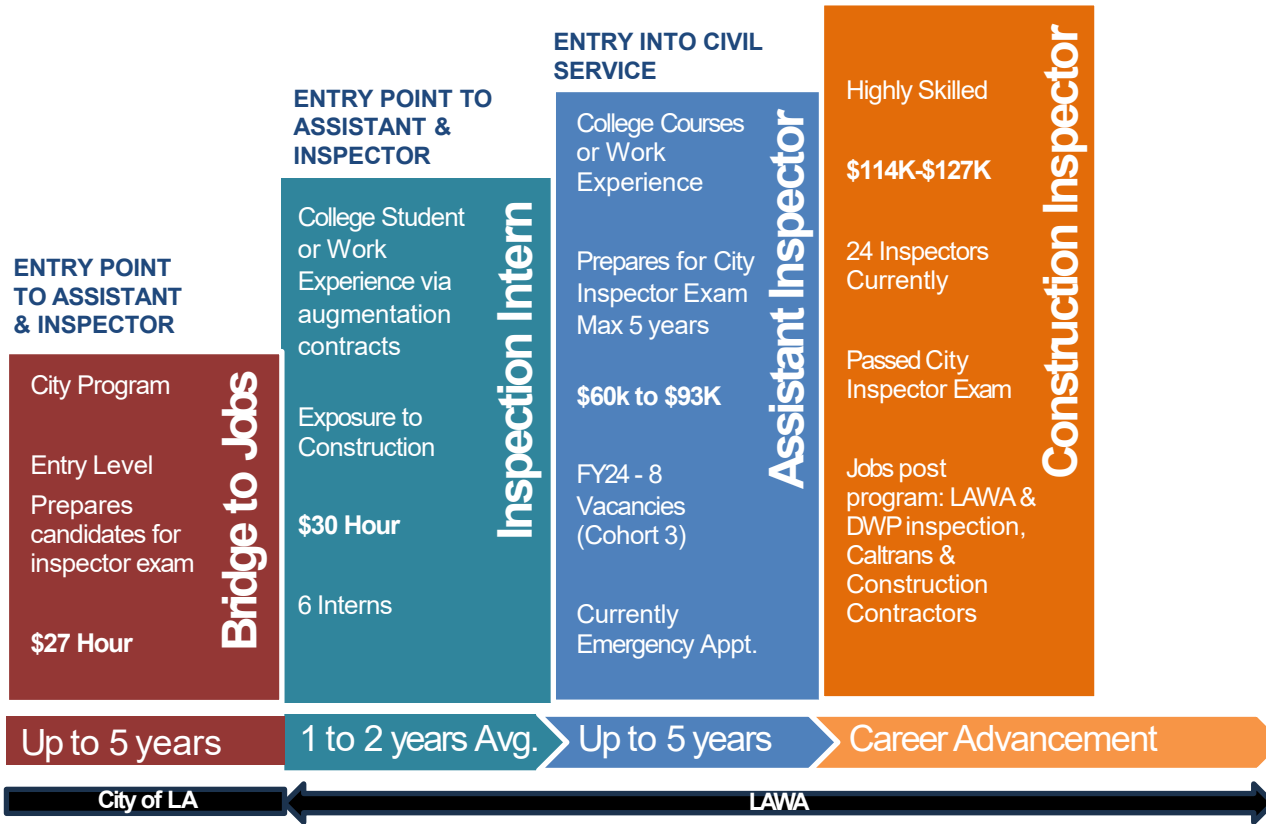
Hours Worked Running Total by Year



\*Worker trajectory information limited to available data in LCPTracker system used by LA agencies and major contractors. Excludes data in City of Los Angeles Online Certified Payroll System (OCPS).



# Inspector Workforce Development Pathway

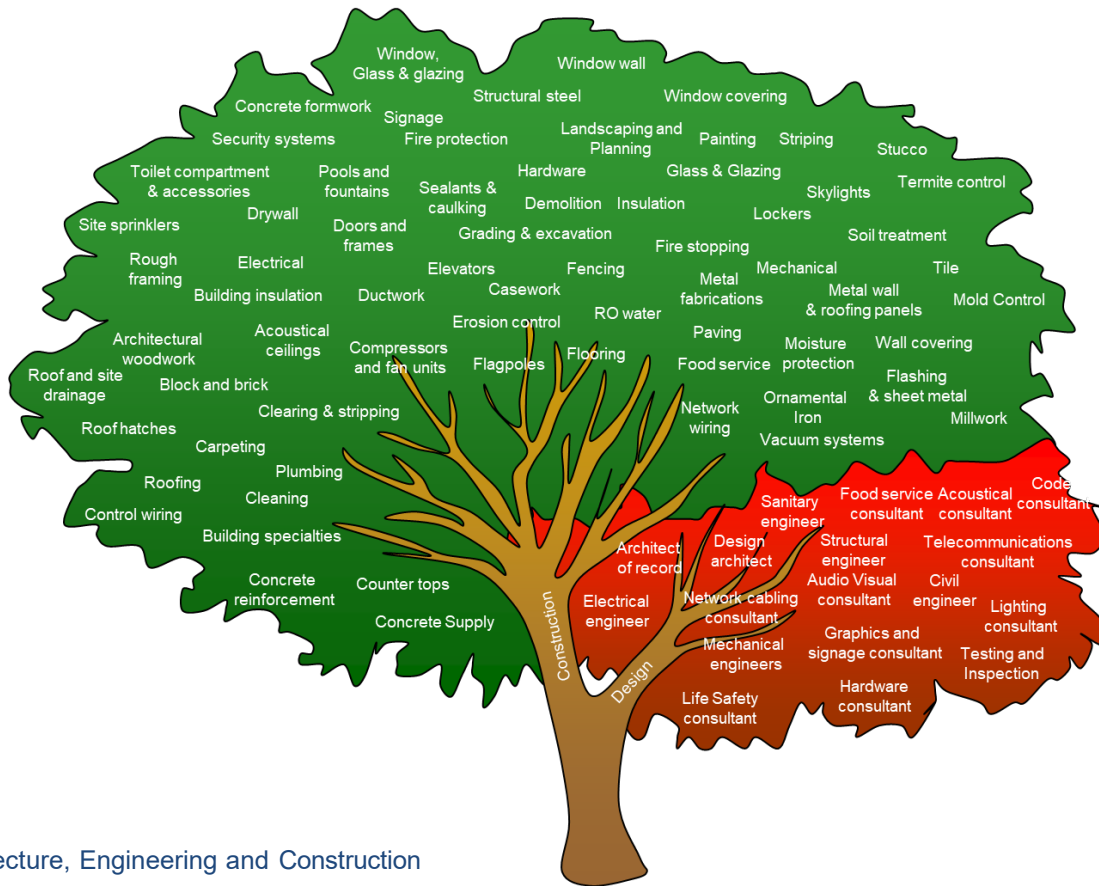


**New Cohort of Assistant Inspectors**

Started:	2018
Recruitment:	September 2023
Expected Hire:	October 2023
Outreach:	Colleges, BTJ, HireLAX Graduates

Senior Inspectors, Principal Inspectors and Chief Inspectors

# Youth Exposure to ACE\* Careers



- ✓ Meet CIP Demand
- ✓ Increase Diversity
- ✓ Gender Equity
- ✓ Quality Careers with High Wages and Benefits
- ✓ Community Wealth

\*Architecture, Engineering and Construction

# Youth CIP Workforce Pipeline

New

## HireLAX Girls Build LA! Careers Exploration Program

- Gender Equity
- Build self- confidence and enthusiasm for construction careers

## STEAM-Connect for Title 1 Schools



- Provide exposure and learning experiences to inspire an interest in design, construction and other STEAM careers.
- Expand access through Architecture Construction Engineering Students (ACES).

## CIP Internship Program

- Supports CIP skilled worker demand
- Cultivate the next generation of industry professionals
- Increase industry diversity
- Meaningful employment that reinforces STEAM Pathways



### CIP Procurements

Proposers develop strategy to expose and engage youth in STEAM careers; and Internship Program to employ interns in all project scope of work.



*Regional Collaboration will maximize  
local economic impact for  
disadvantaged communities of color.*

Questions?

LAX

[www.lawa.org](http://www.lawa.org)

# Enhancing Small Business Capabilities With E-Contractor Program Offerings

**Shanette Anderson**, Southern CA Sr. Program Manager  
Emerald Cities Collaborative



# Southern California REGIONAL ENERGY NETWORK

The logo for the Southern California Regional Energy Network features a stylized map of California in dark blue, positioned to the right of the text. Below the map is a circular graphic composed of several colored segments (green, yellow, orange, red, purple) arranged in a ring.

The County of Los Angeles/Southern California Regional Energy Network (SoCalREN) was created to harness the collective power of residents, businesses, and the public sector to achieve an unprecedented level of energy savings across Southern California.



Public Agencies



Residential



Financing



WE&T

## **SOCALREN OBJECTIVES:**

- Provide comprehensive solutions to Public Agencies and their surrounding communities.
- Build an effective, flexible, and collaborative program structure for local governments.
- Leverage external resources to provide services and resources beyond energy efficiency.
- Become a cost-efficient leader.

Learn more about the Southern California Regional Energy Network at [socalren.org](http://socalren.org)

# E-Contractor Training Program

## Objective

Contractors enrolled in the E-Contractor Academy Training Workshop will benefit from the support and guidance offered by procurement managers and industry experts.

There is no cost to participate, but there is a time investment required.

The E-Contractor Academy Training Workshops are designed to prepare small contractors to compete and perform energy efficiency retrofit projects.

## Requirements

Contractors must possess a current California Contractors State License Board (CSLB) Contractor License.

# E-Contractor Program Model





# E-Contractor Program Offerings

## E-Contractor Academy

This multi-week program prepares small, minority, and disadvantaged contractors to compete for and perform energy efficiency retrofit projects throughout Southern California.

*Inland Empire Contractor Training Academy September to October 2023*



# E-Contractor Program Offerings

## The E-Contractor Academy Training Workshops

These workshops cover multiple opportunities and topics to help contractors better understand trends and requirements out in the field and in the office.

- Access to Capital
- Heat Pumps In Retrofit Construction
- Prevailing Wages & Labor Compliance
- SoCalREN Programs and Incentives for Contractors
- Debunking the Myths of Being a Union Contractor
- Title 24, Part 6 Energy Code Workshop – **\*Dec 13<sup>th</sup>**

# E-Contractor Program Offerings

## One-on-One Technical Assistance / Coaching

Small, minority, and disadvantaged contractors who enroll in the E-Contractor Academy receive free, personalized, one-on-one technical assistance/coaching to help them to better prepare to compete for energy efficiency projects.

Support is available for contractors who would like to receive assistance, business development, certification assistance, marketing, Bid/RFP review, referrals to resources, partners, project opportunities, and more, including retrofits through the SoCalREN Multifamily and Public Agency Programs.

We help business owners and personnel set strategic business goals, define growth, and tailor a plan to build capacity that is specific to their business.

**THANK YOU!**



**Shanette Anderson**

Sr. Program Manager

[shanderson@emeraldcities.org](mailto:shanderson@emeraldcities.org)

# Navigating Financial Resources with the Contract Financing Assistance Program (CFAP)

**Janet Ramirez**, Contract Base Financing Analyst  
Merriwether and Williams Insurance Services





# Los Angeles Regional Contractor Development and Bonding Program

November 20, 2023

## About Us

- Full-Service Property & Casualty Insurance Brokerage Firm
- Dedicated Construction/OCIP Practice
- Specialty Programs – SPARTA / Prompt Cover
- Bonding & Technical Assistance Programs
- Offices: San Francisco, Los Angeles, Oakland
- Small, Woman, Minority Owned Firm



# Program Purpose & Mission

To reduce the barriers of bonding/capacity, enabling greater and successful participation of small, local, minority, women and disabled veteran owned businesses in public contract opportunities.





# CDABP Program Services



# Contractor Development Program Services

- Obtaining or Increasing Bonding Capacity
- Contractor Development, Capacity Building and Technical Services
- Contract Based Financing Program – Contract Financing Assistance Program (CFAP)
- Dedicated Account Manager (Business Development)
- Agency Collateral Support
  - Bid, Performance & Payment Bonds for Qualified Contractors
- Accounting Cost Subsidy
  - \$3,200 for CPA Prepared Financial Statements
- Weekly Bid Opportunities, Project and Event Email Alerts

# CDABP Program Resources



# Contract Financing Assistance Program (CFAP)

## Key Things To Know

Must be an **Eligible Contractor** –  
**SLBE/DBE/SBE**

Construction  
Contracts (Service  
Contracts will be  
considered)

**Contract/Accounts  
Receivable** Used As  
Collateral

Money Released As  
**Needed** – NOT All  
Up Front

Funds **Reserved** for  
Approved Project  
Only

Interest and Fees  
Required, But  
**Compete**  
• With Market Rate

- For Sponsor Contracts Preferred
- Prequalified and Work with CDABP  
**Before** Time of Bid
- Max of \$350,000 per total  
project Third Party Funds  
Administration **Required**
- ~ Market Rate Interest + 1% Fees
- Helps **Bid** on More Projects Previously  
Unreachable
- May Boost **Credit Score**
- Learn Skills of **Cash Flow**: Can I afford  
it? Will This Make Money?
- Improves Likelihood of Getting **Future**  
Capital from **Traditional Lender**

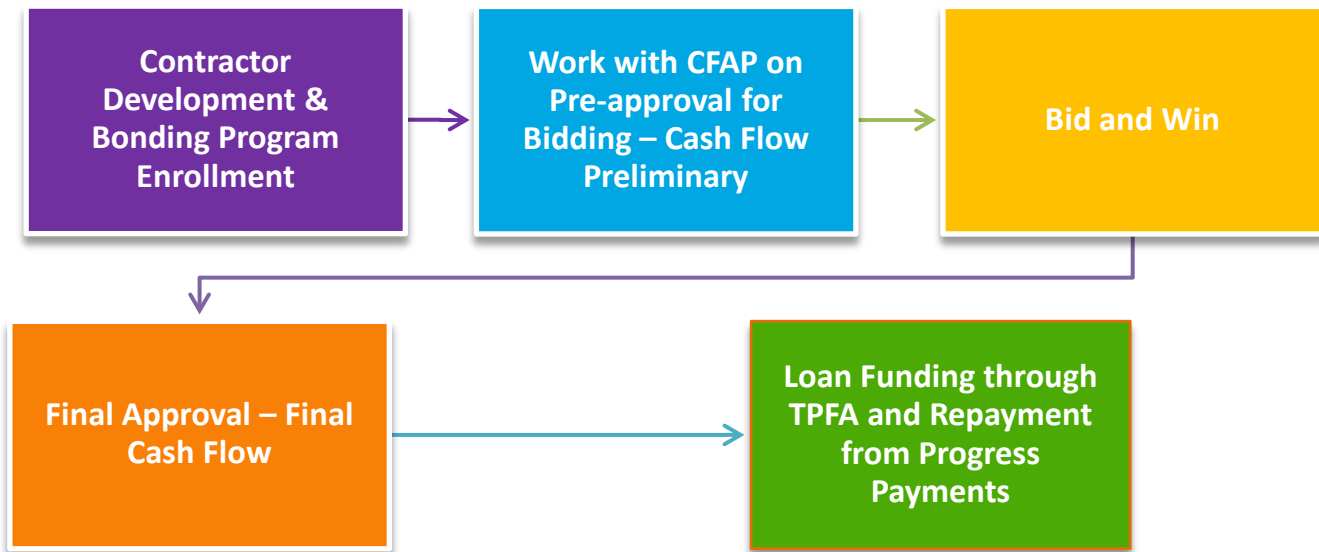


## CFAP – What's Different?

- ❑ **Contract/accounts receivable** used as collateral funding amount based on project cash flow
- ❑ Money released **as needed** Funds **reserved** for approved project only
- ❑ TPFA controls loan distribution to direct-pay contract expenses
- ❑ Interest and fees required **Below** market rate
  - Contract **Bills** paid first -> then **lender** -> then **Contractor**
- ❑ Contract progress monitored and CFAP contractor provided contract support through completion



# CFAP – Process Flow



# Q&A



# Merriwether & Williams Insurance Services

L.A. Regional Contractor Development and Bonding Program

550 South Hope Street, Suite 1835  
Los Angeles, CA 90071  
(213) 258-3000  
[mwisinfo@imwis.com](mailto:mwisinfo@imwis.com)





## Open Discussion

**Tessa Charnofsky**, Special Services Assistant  
SoCaIREN



# Question 1

**Finding:** Many hires are word of mouth, or from family/friends, rather than from job fairs or from training programs.

**Discussion:** How can we ensure that employers know where to look for **trained workers** and that they tap **training programs** we work so hard to develop?



# Question 2

**Finding:** “Soft skills” like problem solving, prioritizing, being proactive, and work ethic are often lacking in new hires.

**Discussion:** Should training programs incorporate more classes dedicated to **soft skills**?



# Closing Remarks

Wendy Angel, Southern California Regional Director  
Emerald Cities Collaborative

