

**MOTION BY SUPERVISORS JANICE HAHN
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Creating Economic Opportunity for Displaced Local Workers in the Wake of the Phillips 66 Refinery Closure

The Los Angeles County Board of Supervisors recognizes the significant economic and social impacts of the forthcoming closure of the Phillips 66 Los Angeles Oil Refinery, located in the Wilmington community and the City of Carson. Scheduled to cease operations in the fourth quarter of 2025, this closure will result in the loss of an estimated 600 full-time employee jobs and 300 contractor positions, many of whom are highly skilled workers with specialized expertise in fields, such as industrial operations, mechanical engineering, electrical systems, safety compliance, and environmental management. These individuals live and raise families in our communities. The County needs to marshal its resources to provide assistance with job training to enhance skills and resources for job placement for these soon to be displaced workers.

The Phillips 66 refinery workforce includes operators trained to run complex refinery processes, skilled trade workers, such as welders, pipefitters, and engineers responsible for maintaining the integrity of critical infrastructure. Many of these roles require years of technical training and certifications, which makes these workers' skills highly valuable but also requires targeted efforts to find similar jobs and/or transition to new industries with aligned career pathways. Additionally, many of the contractors have

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developed expertise in construction, maintenance, and industrial safety, which can be leveraged in burgeoning sectors like renewable energy, infrastructure development, and advanced manufacturing.

As these individuals face an abrupt transition, the County must mobilize its resources to support them in upskilling, transitioning into high-growth industries, and identifying new career opportunities and pathways, including those within the County, such as hard-to-hire skilled trade positions in the Internal Services Department. The County can also leverage its own programs, including Preparing Los Angeles for County Employment (PLACE). Similarly, the County can connect workers to opportunities in transportation electrification, hydrogen infrastructure, and public sector roles that require similar skills and technical and safety compliance expertise.

Recognizing that many of these employees and contractors are long-term residents of Los Angeles County, raising families in our communities, and contributing to the local economy, it is essential the County work to ensure that these displaced workers have a seamless transition into new career opportunities and pathways. We must prioritize immediate and long-term strategies to support these workers and their families while contributing to the County's economic development and sustainability goals.

WE, THEREFORE, MOVE that the Board of Supervisors:

1. Direct the Department of Economic Opportunity (DEO), in collaboration with the Internal Services Department (ISD) and the Department of Human Resources (DHR), to consult with labor and trades partners, the Los Angeles Economic Development Corporation and any other relevant stakeholders, and once such consultation has been done, to report back in 60 days in writing with an action plan to assist the workers affected by the Phillips 66 Los Angeles Oil Refinery closure with enhanced

job training and job placement resources, including opportunities for County employment, such as hard-to-hire skilled trade positions in ISD, Public Works, Fire Department, and any other County positions for which these displaced workers may be qualified candidates. The action plan should include:

- 1) DEO partnering with the South Bay Workforce Investment Board and the City of Los Angeles as Rapid Response leads for this Local Workforce Development Area on a comprehensive plan for the closure and layoffs, including expediting essential and hiring and training resources, hosting Good Jobs Fairs, and unlocking emergency workforce development resources, as available.
- 2) DEO, in coordination with ISD and DHR, to develop recommendations and a proposed process for Board adoption to offer displaced Phillips 66 workers training and placement in County hard-to-hire skilled trade positions in order to fill ISD critical vacancies, leveraging lessons learned and processes used with the County's Preparing Los Angeles for County Employment (PLACE) program, and any other recommendations for connecting these workers with County employment opportunities, training or programs for which they may be qualified to apply.

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