

CITY OF LOS ANGELES

CALIFORNIA

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Council File Number: 24-1314

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The Honorable Karen Bass
Mayor, City of Los Angeles
Room 303, City Hall

City Council
c/o City Clerk
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Attention: Energy and Environment Committee and Economic Development and Jobs
Committee

**TRANSMITTAL: REPORT BACK FROM THE ECONOMIC AND WORKFORCE
DEVELOPMENT DEPARTMENT IN RESPONSE TO COUNCIL
MOTION REGARDING A TRANSITION PLAN TO ASSIST
WORKERS AFFECTED BY THE PHILLIPS 66 REFINERY
CLOSURE**

RECOMMENDATION

The General Manager of the Economic and Workforce Development Department (EWDD) respectfully requests that the Energy and Environment Committee and Economic Development and Jobs Committee:

1. NOTE and FILE this report, as it is provided for informational purposes only, and no action is necessary.

FISCAL IMPACT

This report has no impact on the City of Los Angeles (City) General Fund (GF).

BACKGROUND

On October 16, 2024, the Phillips 66 (P66) Company announced plans to close its Los Angeles oil refinery and cease operations by the end of 2025. The refinery has two facilities linked by a roughly five-mile pipeline, including a crude oil processing facility located on 235 acres in Carson and a separate 424-acre facility in Wilmington, where the product is refined and sent to market. Layoffs began in December 2025, impacting union, non-union, and contractor jobs in skilled positions.

This WIOA Title I financially assisted program or activity is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.

On October 22, 2024, the City Council considered a motion, Council File [24-1314](#), instructing EWDD to assign staff and prepare a transition plan to assist workers affected by the planned P66 refinery closure in Los Angeles. On December 3, 2025, the City Council Energy and Environment (EEC) and the Economic Development and Jobs (EDJC) Committees adopted an [Amended Motion](#) to Council File Number [24-1314](#) to request an update from the EWDD about the outcomes of activities related to the P66 refinery closure including data on the number of employees assisted and the number of affected employees who were able to find new employment or enter job training programs.

The EWDD, in partnership with the South Bay Workforce Investment Board (SBWIB), has engaged a regional partnership comprised of the Los Angeles County (County) Department of Economic Opportunity (DEO), County Department of Human Resources, United Steel Workers – Local 675 (USW-Local 675), Los Angeles / Orange County Building Trades (LAOCBT), the Miguel Contreras Foundation (MCF), California Federation of Labor Unions (CFLU), and Los Angeles Community College District (LACCD) / Los Angeles Harbor College (LAHC) to develop a comprehensive response to the Los Angeles area P66 plant closures.

As of the date of this report, Phillips 66 has not filed a Worker Adjustment and Retraining Notification (WARN) notice as required by state law. Nevertheless, the EWDD, with its network of partners, has continued to carry out workforce development activities for the impacted employees.

This report provides a summary of the regional response and planned activities to mitigate the scheduled layoffs impacting an estimated 600 employees and 300 contracted employees who work at the P66 refinery in Carson and Wilmington sites. The report also provides the number of resource and job fair activities coordinated and the number of assisted employees. The services and activities organized were made available to all the impacted P66 employees.

Approximately 350 impacted employees have accessed resources and services since the initial engagement in October 2024. Considering that individuals must formally enroll into workforce programs in order for the EWDD to track individual-level outcomes, data regarding the number of P66 employees who entered new employment or training is incomplete.

EMPLOYMENT SEPARATION UPDATE

The P66 refinery began employee separation activities in December 2025. The first two rounds of layoffs occurred on December 1st and 15th of 2025, displacing a total of 155 employees. Separations are expected to continue through the second quarter of 2026.

REGIONAL RESPONSE

In response to the announcement of the planned P66 refinery closures, the EWDD contacted the P66 refinery and the USW-Local 675 local labor union to extend its “Rapid Response” (RR) services. Since October 2024, the EWDD’s RR team has been actively engaged in conversations with the regional administration of P66 refinery and with the representatives from USW-Local 675 to coordinate transitional services and activities for all affected employees and contractors.

The transitional services and activities coordinated to date from October 24, 2024 to December 2025, include resource fairs, on-site office hours, job fairs, rapid response information, resume building and interview workshops, and referrals to local WorkSource Centers (WSC) and other resources.

The following is a summary of P66 Worker Assistance Events coordinated by the EWDD and its partners and the number of workers assisted to date.

Table 1: Data Table – P66 Worker Assistance Events (October 2024 - December 2025)

Activity	Number	Dates	Workers In Attendance
Resource Fair – USW-Local 675 in Carson	2	02/27/25 and 02/28/25	Approx. 60
Office Hours at P66 Refinery for walk-in support and general needs assessment.	16	April 2025	34
P66 Employee Meeting – a preview of Rapid Response and transitional services.	2	04/29/25 and 04/30/25	General Meeting
First resume workshops – Wilmington, Carson, and Virtual	3	05/20/25 - 05/22/25	32
Employee Benefits Session and Workforce Development Resources	8	09/29/25 - 10/02/25	42
Job Fair – Wilmington	1	07/15/25	200
Job Fair – Carson	1	07/16/25	150
Workshops – Resume Building and Interview Techniques	9	October 2025	63
Resource Fair and Job Fair – USW-Local 675 in Carson	2	12/03/25 and 12/17/25	3
WorkSource Center Enrollments (WIOA Program)			3
Entered Job Training <i>* Training initiatives still in development</i>			0*
Job Placements <i>** Based on employer self-reported data, pending confirmation</i>			23**

Coordination with Organized Labor

Since the announced plant closure, the EWDD has worked to align workforce services with labor representatives for P66 employees. On January 22, 2025, the EWDD along with the regional partners that included three of the local WSC (Harbor, West LA, and South LA), convened at the Headquarters of USW-Local 675 in Carson to discuss available resources for the impacted members of the union in a planning session. The discussion also revolved around how to effectively deliver resources to assist members with post-employment transition. Although the employer had not filed an actual WARN, and therefore, the exact date(s) of separation had not yet been determined, it was confirmed that the two plants would shut down during the second quarter of 2026. The planning session and the projected timeline for separation of the employee from their employment provided an insight into the development of strategic delivery of transitional services and resources that will include RR activities.

Initial Resource Fair

As a result of the planning session with the regional partners and the USW-Local 675, a two-day Resource Fair was held February 27-28, 2025 for the P66 refinery workers at the USW-Local 675 headquarters in Carson, which featured Harbor Gateway WSC, Harbor Occupational Center, and other workforce development resources. Additional conversations continued with P66 following the resource fair, which led to potential services and activities that will be provided by the RR team to the employees at the refinery. The planned on-site activities discussed include resume workshops, mock interviews, job/training search, job fairs, and future rapid response orientations.

The engagement with regional administrators at P66 refinery gave insight to the resources shared by the employer with their employees to help them transition before the plant closure. An overview of RR and transitional services available to displaced employees was provided on April 29, 2025 at the Wilmington plant and on April 30, 2025 at the Carson plant.

Office Hours

To deliver appropriate workforce development services, the EWDD sought out the utilization of the “Office Hours” on-site at the P66 refinery to survey the employees and assess possible career pathways and transferable skillsets to successfully accommodate the transition of dislocated employees to their new careers. These on-site office hours offered the employees a walk-in opportunity for personalized services, program information, and the opportunity to answer questions.

Job and Resource Fairs

On July 15, 2025, the EWDD and regional partners organized the first of two on-site job fairs for the employees at the P66 Wilmington plant. A total of 30 employers participated in the job fair. Some employers in attendance included the following:

- County of Los Angeles Department of Human Resources
- City of Los Angeles Department of Water and Power
- City of Los Angeles Police Department
- Metropolitan Water District of Southern California
- Chevron
- Marathon Petroleum
- Southern California Gas Co.

The second job fair was held on July 16, 2025 on-site at the Carson plant. The job fair at the Carson plant hosted 18-20 employers and training providers. The training providers on-site were long-time partners of the City’s Workforce Development System (WDS), which included the Los Angeles Unified School District Division of Career and Adult Education (LAUSD–DACE) and Women In Non-Traditional Employment Roles (WINTER).

The two-day job fairs were scheduled between the hours of 10:30 a.m. and 3:30 p.m. to accommodate employee break schedules and the anticipated shift changes to maximize attendance of the employees. The job fairs resulted in higher-than-expected employee participation. Approximately 200 employees were on-site at the Wilmington job fair, while 150 individuals attended the Carson plant job fair for a total of 350 employees who were informed about jobs in the gas and oil industry, as well as the public sector.

The most recent Job and Resource Fairs held on December 3rd and 17th of 2025 were hosted once again at USW-Local 675 headquarters in Carson. The two events were coordinated to support the December layoffs. These events were facilitated on a much smaller scale than the previous events. The attending resources and employers included the following:

- Employers
ETEC Consulting Group, Los Angeles Metro, and Mission School Transportation
- Training Providers
LA Cleantech Incubator, ABCO Technology, and Electrical Training Institute
- Labor Unions
California Federation of Labor Unions, AFL-CIO, SEIU, and Operating Engineers Local 12

Job Fair Outcomes

The employers recruited for the job fairs were selected to best match the skill sets of the existing P66 employees. Therefore, many of the employers were from the oil and gas industry and public sector employers that hire individuals linked to machine operation and construction. However, there were also other employers in different sectors with immediate vacancies available for hire.

The two job fairs held in July 2025 yielded positive employer engagement results. Chevron hired eighteen (18) former P66 employees and confirmed that between 5-8 additional individuals were in the pipeline to be hired by January 2026. The County also actively recruited P66 employees for “Stationary Engineers,” a hard-to-fill position due to the extensive experience required of the candidates. The County Department of Human Resources identified several candidates who lacked the certifications required for the Stationary Engineer II position and has reached out to the City’s Department of Building and Safety to support additional Unlimited Steamfitter license examinations, a licensure for the Stationary Engineer II positions.

Although, the last two “job and resource” fairs in December 2025 were open to all of the dislocated employees at P66, it was organized along with USW-Local 675 and mainly to support its members who may have been separated during December layoffs. The event was heavily marketed with the help of the EWDD’s social media accounts, the WSCs, County DEO, and e-blasts were sent to the members by the Union. Despite the efforts, the event lacked the participation of affected P66 employees. After speaking to the attendees, union representatives, and the organizing committee, several factors had been identified as the reason for the lack of employee participation. Low level of participation can be mainly attributed to the holiday season and receipt of severance packages.

The EWDD and the collaborating partners have discussed organizing additional job fairs in February of 2026, everyone involved expects to see greater attendance from the dislocated employees in the coming months.

Rapid Response

The RR orientations inform employees of their rights to unemployment insurance, options for continued health insurance, and other career transition resources. These sessions provide dislocated workers with vital information needed to immediately address their financial and healthcare needs, as well as optional pathways leading to employment/career opportunities that best accommodate their skill sets and/or career goals. A RR orientation typically requires between one to one and a half hours of commitment from the attendees.

The P66 refinery organized “Employee Benefits Sessions” that took place during the week of Monday, September 29, 2025 through Thursday, October 2, 2025. As such, the employer suggested that the EWDD’s RR team attend the benefits session and share information on workforce development resources, summary of rapid response services that includes complete rapid response information packets. These benefit sessions were intended to educate employees about the resources available through the employer, such as severance packages for those who qualify. The City’s RR team shared workforce and rapid response information in collaboration with SBWIB and were supplemental to the employer resources/benefits provided to their employees. A total of forty-two (42) employees attended the two-day benefits session and received rapid response and workforce development related information including information about various training and short-term certification program opportunities leading to comparable and/or living wage employment.

Workshops

To assist the P66 employees successfully gain an edge in rapid reemployment and employment opportunities in comparative wage-earning occupations, employees were offered workshops and informed about other free workforce development services available through the County and City’s WDS. As such, the EWDD RR Unit has standing collaborative planning sessions with colleagues from the County DEO to further align service strategy and delivery and to leverage resources from other workforce development initiatives that may benefit the P66 dislocated employees, such as the LA Wildfire Recovery Grant and the County’s “Just Transition Task Force” efforts.

Many employees have been with P66 for well over 15 years and, for some, this has been their only employer. To assist the employees who have been out of the labor market for an extended time, the EWDD RR Coordinators and the Harbor WSC staff organized resume-building and interview techniques workshops. The first set of “resume workshops” was successfully facilitated on May 20, 2025 in Wilmington, on May 21, 2025 in Carson, and on May 22, 2025 via a virtual platform. A total of thirty-two (32) employees participated in these workshops. An additional nine (9) resume-building and interview techniques workshops were later coordinated. The workshops resulted in the participation of an additional sixty-three (63) employees. Attendees were referred to the WSC of choice for location convenience and any other potential services for rapid reemployment.

NEXT STEPS / RECOMMENDATIONS

A recent communication with P66 Administration revealed that approximately 150 of the affected employees have taken the initiative to find other jobs on their own and many have indicated their desire to retire post-layoffs. There are around 250 affected P66 employees who will remain with the company past the first wave of December 2025 layoffs. The EWDD will continue to promote information on the services and resources that are available through the City's WDS to the impacted workers. In addition, as a result of the continued efforts to work with the employer, P66 has agreed to conduct a survey of its remaining employees to assess their interest in the types of services and other related activities to be provided by the EWDD, WSCs, and SBWIB. The survey results are expected to be available sometime in January 2026.

Additional Resources

To assist the displaced P66 employees in acquiring education and training needed to transition into a new career path or to compete for a living wage job, the EWDD has applied for a Workforce Innovation and Opportunity Act (WIOA) Additional Assistance (AA) grant in the amount of \$500,000. Upon state approval, the EWDD will be able to further assist P66 displaced workers by enrolling them into the WIOA AA training and employment assistance program. This grant will also allow the EWDD to better track the number of employees who have entered new employment or training by utilizing the CalJOBSSM system and the state of California's management database system for tracking WIOA outcomes.

Under this grant, the EWDD will utilize its existing workforce partners to create career transitions through training and employment pathways for a variety of occupations in multiple sectors and industries. The EWDD has identified several occupations that could maximize the employee's transferable skills, but which may require additional certifications or licenses. The required training will be offered by its network of training/certification providers. The training will result in rapid reemployment and career transitions. Below is an example of a related career transition pathway ready for implementation.

- Los Angeles Valley College (LAVC) is offering a short-term certification program for Sustainable Construction Management. This training program will prepare the dislocated P66 employees for a construction management career with emphasis on methods and materials that are smart energy, renewable energy, and environmentally friendly. The career opportunity projections for Sustainable Construction Management are expected to grow more than 2.1 percent over the next 6 years.

In consideration of the pending survey results and the current skill sets of P66 employees, the EWDD will also explore possible career pathways in sustainable and renewable energy via occupations such as wind turbine technicians, environmental and air technicians, construction, solar, and power technicians. The EWDD will continue to connect dislocated workers with resources through the collaborative activities that include, but are not limited to:

- The EWDD's WSCs and resources;

- Specialized Resource and Job Fairs supporting displaced workers with direct employment needs;
- Work readiness workshops, career and transitional workshops, labor market information, and training research;
- Training opportunities with local and regional sector career pathways programs, such as in construction, utilities and public infrastructure, manufacturing, transportation and logistics, renewable/energy, information and communications technology, including digital media;
- Other learn and earn models to include On-the-Job (OJT) training, pre-apprenticeships, and apprenticeships;
- Supportive services, including but not limited to work attire, transportation, childcare, housing, utilities, stipends, and incentives, will enable participants to remain engaged in training and re-employment; and
- Partner referrals.

Upcoming Events in 2026

Upcoming RR and Hiring Fairs include:

- Employee Survey – December 2025 through January 2026
- Good Jobs Fair – February 2026

FUTURE REDEVELOPMENT

Phillips 66 has shared that the closure of the refinery and the processing of crude oil will likely lead to investments in renewable energy. The “blue and green economy” is one of eight priority sectors identified in the City’s Five-Year Workforce Development Strategic Plan. As such, the EWDD will continue to monitor and maintain meaningful engagement with P66 to support new opportunities for collaboration that can contribute to the vitality of the regional economy.

The EWDD is also ready to support the future redevelopment of the site through the Economic Development Division’s (EDD) Real Estate unit. While the future use of the site itself is uncertain and a significant cleanup and remediation effort will be necessary prior to redevelopment, the property in Wilmington can be cultivated to remain an important economic driver for the local economy, benefiting both the environment and our local workforce. The closure of this major refinery in Los Angeles is significant. This action marks the end of one story in Wilmington’s industrial era, but opens the door to opportunities for new jobs, improved air quality, and innovative economic benefits in the years to come. The need to seize this moment and to work with business, labor, and community will help further our City’s transition towards our bold climate goal and a greener future.

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