



Update on Metropolitan's Workforce Planning

Organization, Personnel and Technology Committee
Item 7b
June 14, 2016

Purpose

- *Summary of Metropolitan workforce*
- *Guidelines for workforce planning*
- *Highlight specific workforce planning initiatives*
- *Review future initiatives*

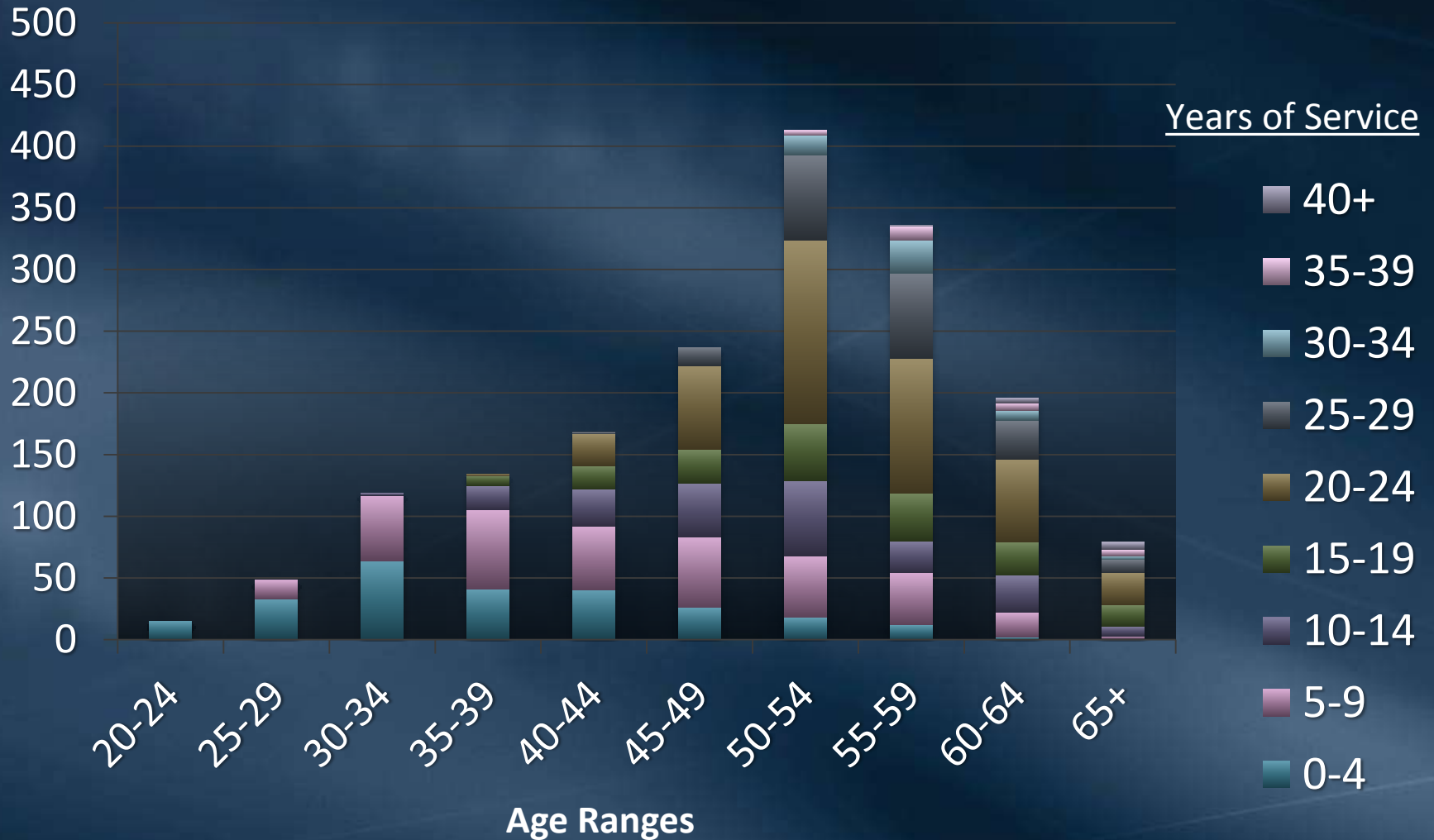
Definition

- Metropolitan's Workforce Planning Initiatives
 - Build leadership pipelines for continuity
 - Develop talent pools
 - Identify feeder groups
 - Focus on most critical areas
 - Partnership and support between Human Resources and organizational groups

MWD Workforce*

as of May 2014

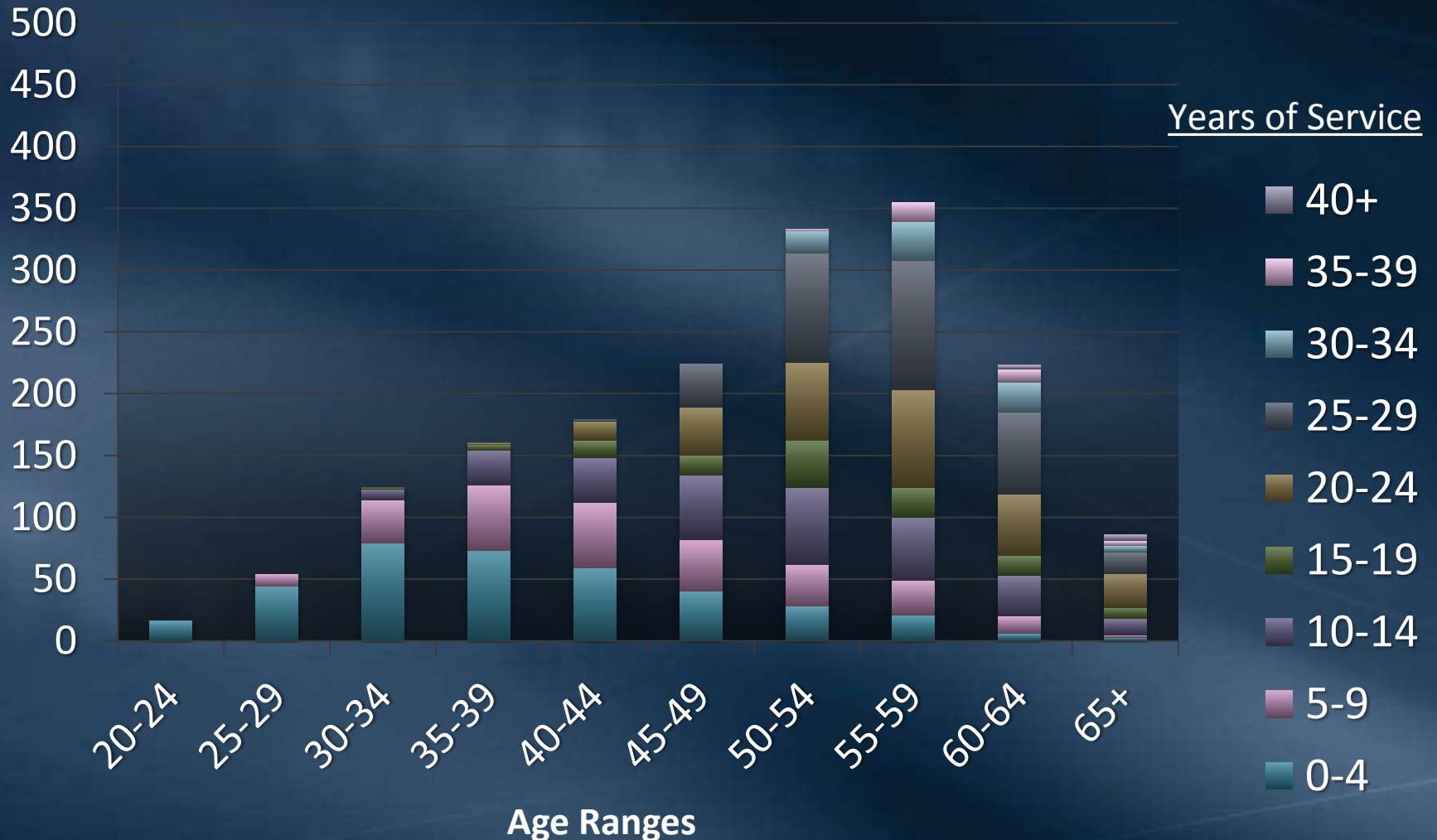
*Regular Employees Only (1,745)



MWD Workforce*

as of April 2016

*Regular Employees Only (1,754)



Guidelines for Workforce Planning

- Must comply with:
 - Equal Employment Opportunity regulations
 - Merit Based System
 - Memorandum of Understanding, Policies and Procedures
- Resources and initiatives applied to critical areas
- Learning and development are most effective approaches
- Outreach is important component for future hires

Highlight of Initiatives

- Leadership Pipelines
 - Metropolitan's Management University
 - Cross training assignments
 - Executive Development pilot program
- Develop talent pools
 - WSO Management Academy
 - Engineering Mentoring Program
 - Administrative positions development program
 - Rotational assignments

Highlight of Initiatives

- Identify feeder groups
 - Pre-Apprentice program
 - Outreach efforts focused on under utilized categories
 - Internship programs
- Learning and Development opportunities
 - Leading Technical People program
 - Specific skills training
 - Partnership with universities to customize programs and utilize tuition reimbursement
 - Management Forum

Future Initiatives and Next Steps

- Evaluate effectiveness of Executive Development Pilot
- Expand Management Academy and Management University
- Utilize recruitment strategies to ensure applicant pools are available for hard-to-fill positions
- Determine additional initiatives as needed

Questions?

