



Equal Employment Opportunity Program Update

Organization, Personnel & Technology Committee

Item 6-a

November 13, 2017

Action Oriented Efforts

- Outreach to qualified minority, women, veterans and disabled individuals strategically – build relationships
- Leverage hiring opportunities
- Grow employees through strategic development programs
- Provide equal access to promotional opportunities
- Provide an inclusive work environment



Outreach Efforts



State Job Bank/EDD



Job Listings/Job Boards



Career Fairs

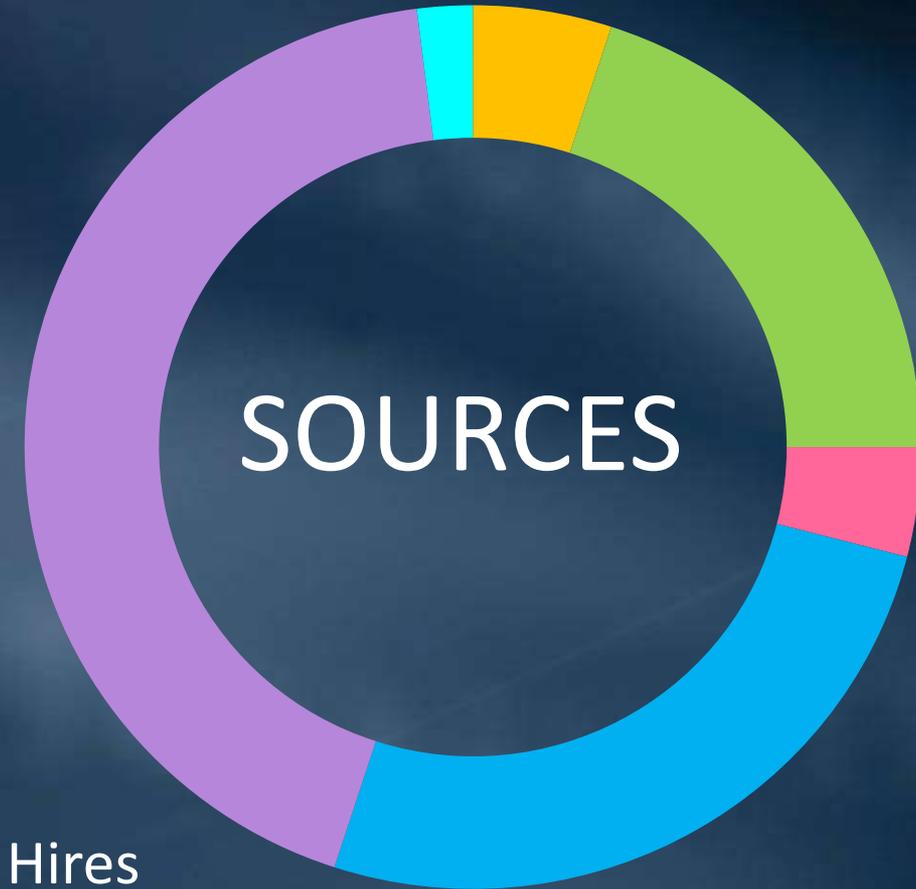


Partnerships - Community and
Diversity Organizations



Internship Programs

Source for Hires 1/1/17 thru 9/30/17



Hires
81

regular employees

College/University

5%

Employee Referral

20%

Non-Employee Referral

4%

Job Board

26%

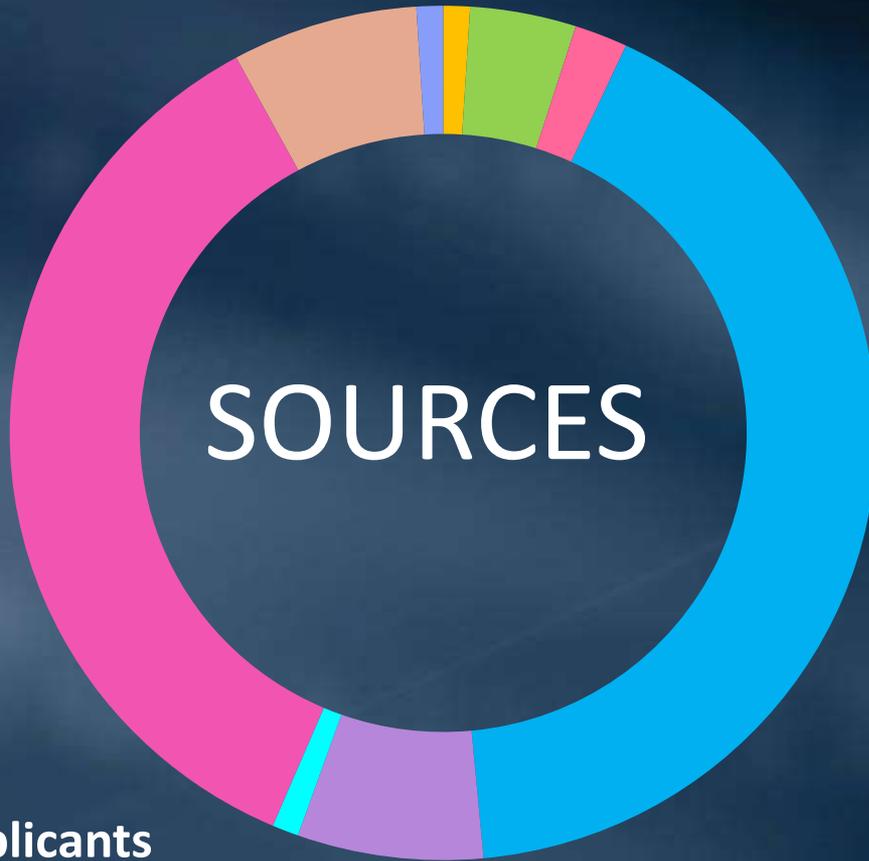
MWD Website/Email

43%

Professional Org

2%

Apprenticeship Applicants - 2017



Applicants
524

- EDD - 1%
- Education Institution - 4%
- Job Board - 2%
- MWD Website/Email - 42%
- Outreach Partner - 7%
- Print Ad - 1%
- Referral (Employee) - 36%
- Referral (Other) - 7%
- Social Media - 1%

Veteran Employment



U.S. VETS
UNITED STATES VETERANS INITIATIVE

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

U.S. VETS & MWD INVITE YOU TO:
*Network with employers and Veteran peers
Learn more about what industry works for you
Speak with employers about open positions
Connect with Veteran Service Org's
Float your resume to recruiters*

**Saturday
6/10
VETERAN
EMPLOYMENT
EVENT**

Connect directly with employers:

- UCLA HEALTH
- TELEPHONE CONTROLS
- WELLS FARGO
- ARMY CORPS OF ENGINEERS
- METROPOLITAN WATER DISTRICT
- ORFOLS
- TELECOM
- ALLIED UNIVERSAL
- UNITED AIRLINES

Full list of employers on Eventbrite page

CONTINENTAL BREAKFAST & RAFFLE FOR PRIZES

9:30 REGISTRATION

10:00: EVENT OPENS

Register on [Eventbrite](#)

55VP
"Veteran Employment Event" on Eventbrite

Location:
Metropolitan Water District
700 N Alameda St.
Los Angeles, CA 90012

CONTACT:
Maple Culler
(213) 222-9270

Info: [www.mwd.com](#)



THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

**Veteran
Employment
Event**

U.S. VETS
UNITED STATES VETERANS INITIATIVE

Veteran Employment Events

- UCI Veteran Career Conference
- San Diego MLB Center for Military - Employer Friendly Luncheons
- Los Angeles Veterans' Hiring 10,000 Strong – Mayor's Office
- Los Angeles Chamber Veteran Hiring Luncheon
- Veterans Transition Support
- EDD and DOR

Veteran Hiring Ratio

	July 1, 2014 thru June 30, 2015	July 1, 2015 thru June 30, 2016	July 1, 2016 thru June 30, 2017
Hiring Benchmark	7%	6.9%	6.7%
Total Hires (reg + temp)	183	165	160
Total Protected Veteran Hires	12	8	15
% of Protected Veteran Hires	7%	5%	9%

Employment of Disabled Individuals

Inclusion *drives* Innovation

Metropolitan
Supports
Employment
for Individuals
with Disabilities.

NATIONAL DISABILITY EMPLOYMENT
AWARENESS MONTH
#NDEAM

OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR
dol.gov/odep

Partnerships

Thank You SPONSORS

















A diverse workforce in a wide range of fields conveying water reliably

We tap the best

The Metropolitan Water District of Southern California ensures adequate, reliable and safe supplies of high-quality water to over 19 million people in Southern California.

Metropolitan Water District of Southern California

bewaterwise.com mwdh2o.com

W.I.N.T.E.R. Programs

For more than 20 years, Women In Non-Traditional Employment Roles (W.I.N.T.E.R.) has been helping a path for women in Los Angeles and throughout Southern California in high-paying construction jobs. Whether its networking, operating heavy equipment, pouring concrete on bridge columns, or taking on any other job you'll find in a work site.

W.I.N.T.E.R. strives to women in their careers. Greater industry if possible because a good worker is a good worker.

As the local leader in getting women into in trade apprenticeships, W.I.N.T.E.R. provides pay apprenticeship training to adult women and youth through the Adult and Youth Programs.

Pre-apprenticeship programs give 8-weeks and 120 hours of training introducing women and youth to all trades. The credited courses include training in the following competencies: MCI Pre-Apprentice entry Construction, General education in apprenticeships, blueprint reading, applied mathematics for construction applications, history of the construction industry, construction industry structure, construction process, trade of the various trades and the safe handling of tools hand and power tools, industry standards of work responsibilities, and hands-on practice activities in construction trades.

All program participants complete construction courses in Field and OPR E&H and OSHA 10. Additionally, women receive job placement training, work force readiness skills and the support and role they need to be successful after graduation.



Intern Programs



CAL POLY POMONA Co-Op Program

LA YOUTH
at **WORK**



Employee Resource Groups



Training Programs

- Compliance Training
- New Employee Orientation
- Management University
- WSO Management Academy
- MWD Management Academy
- Other employee development programs



Next Steps

- Employee Resource Groups
 - Revitalize Veteran ERG
 - Leverage ERGs to support outreach efforts
- Develop new and strengthen existing partnerships
- Continue employee development programs

