



Succession Planning: Recruitment and Hiring

Organization, Personnel & Technology Committee

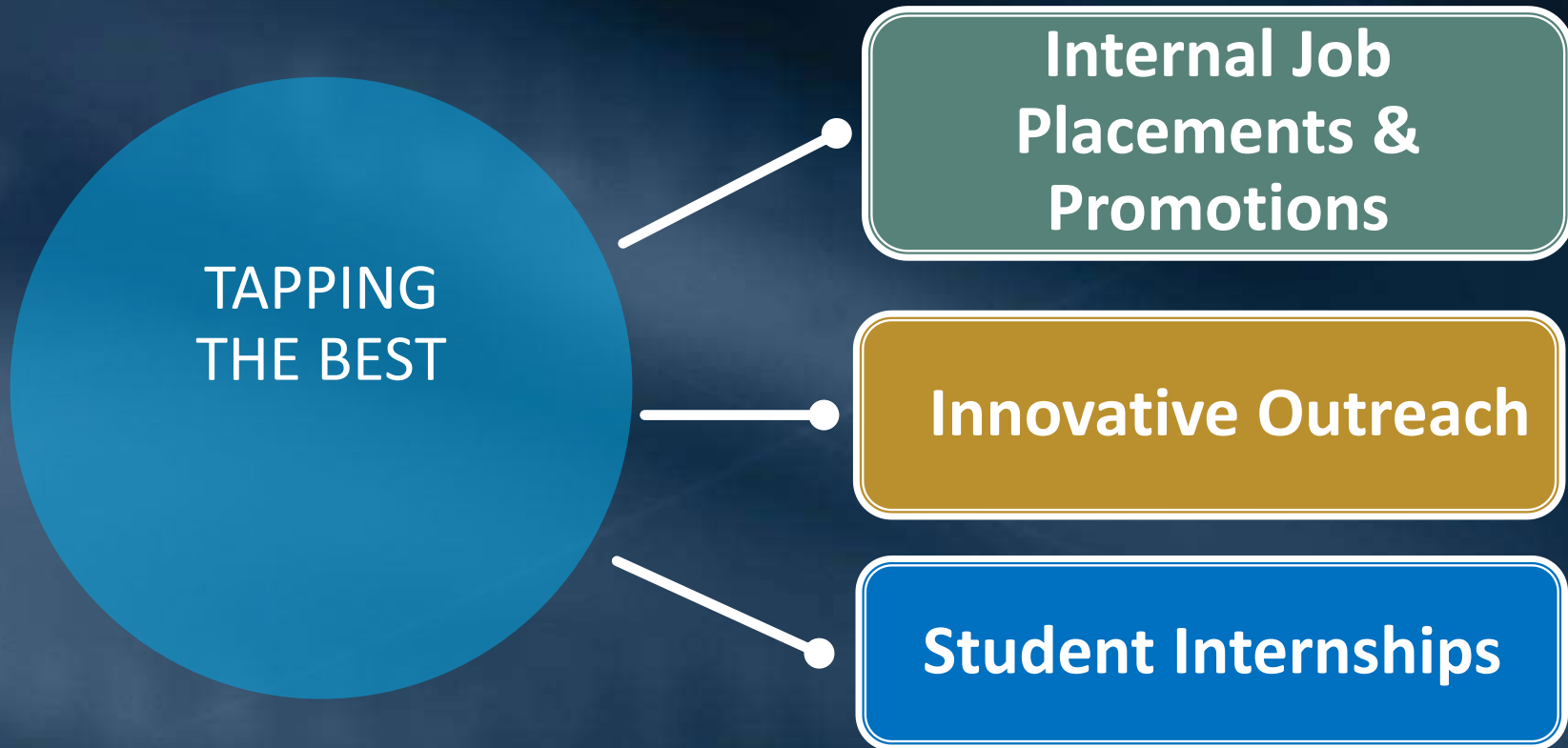
May 14, 2019

Item 6b

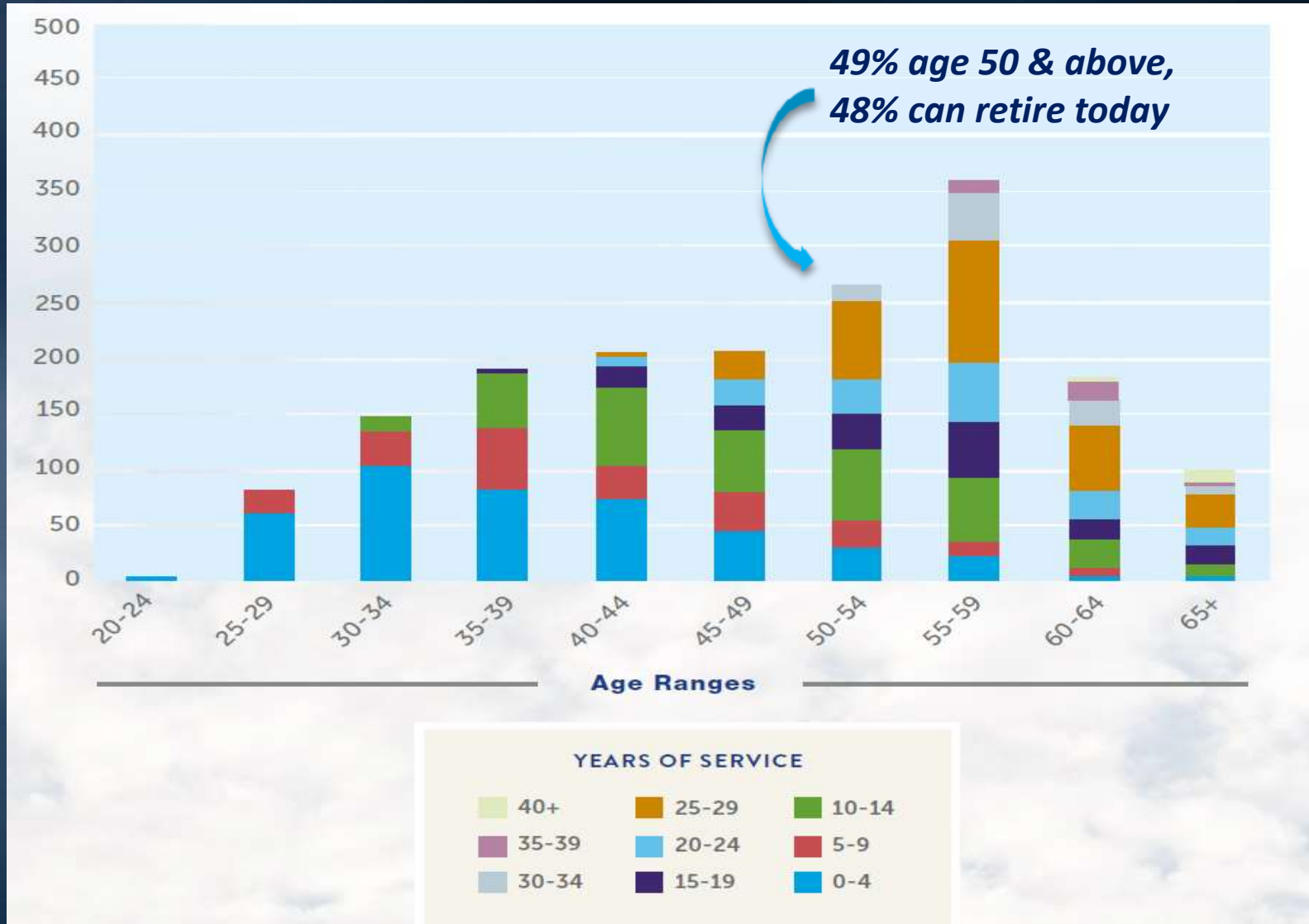
The Elements of Succession Planning



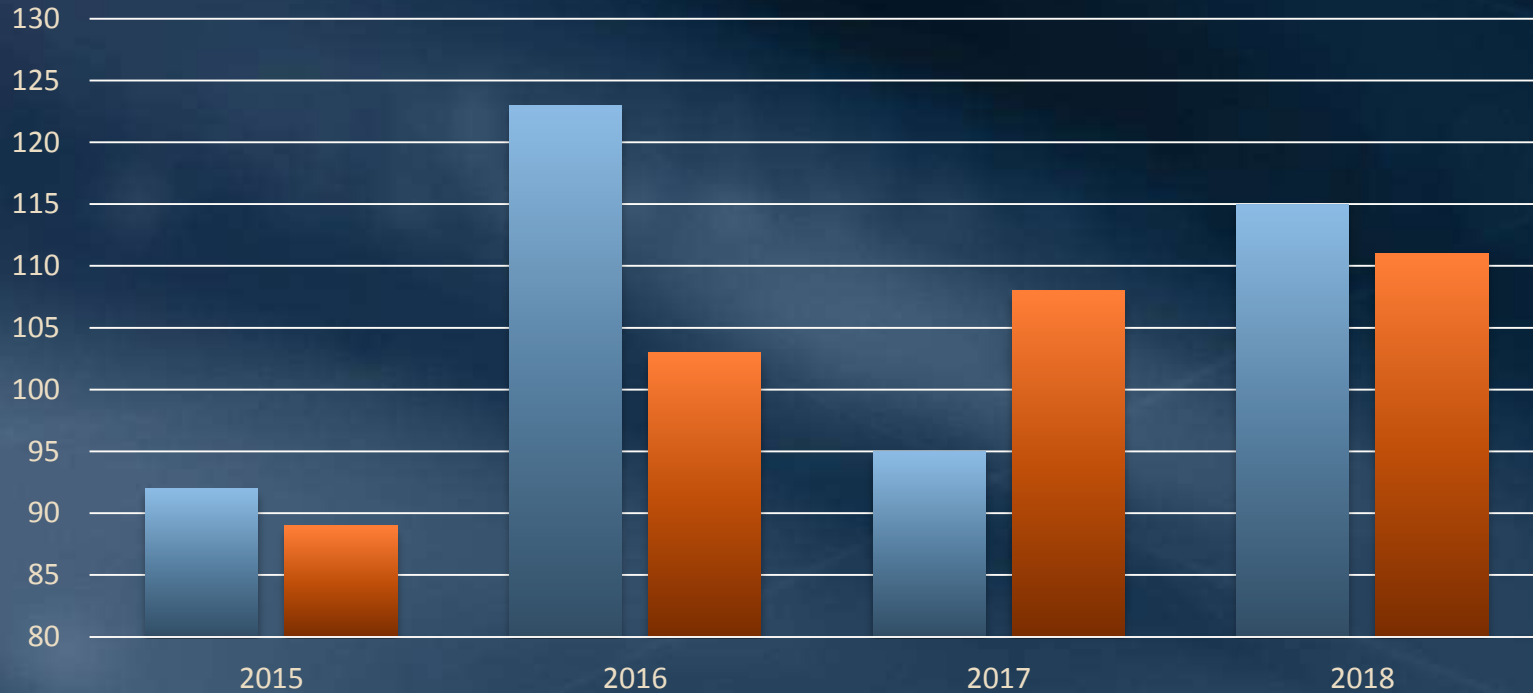
The Elements of Succession Planning



The MWD Workforce in 2018

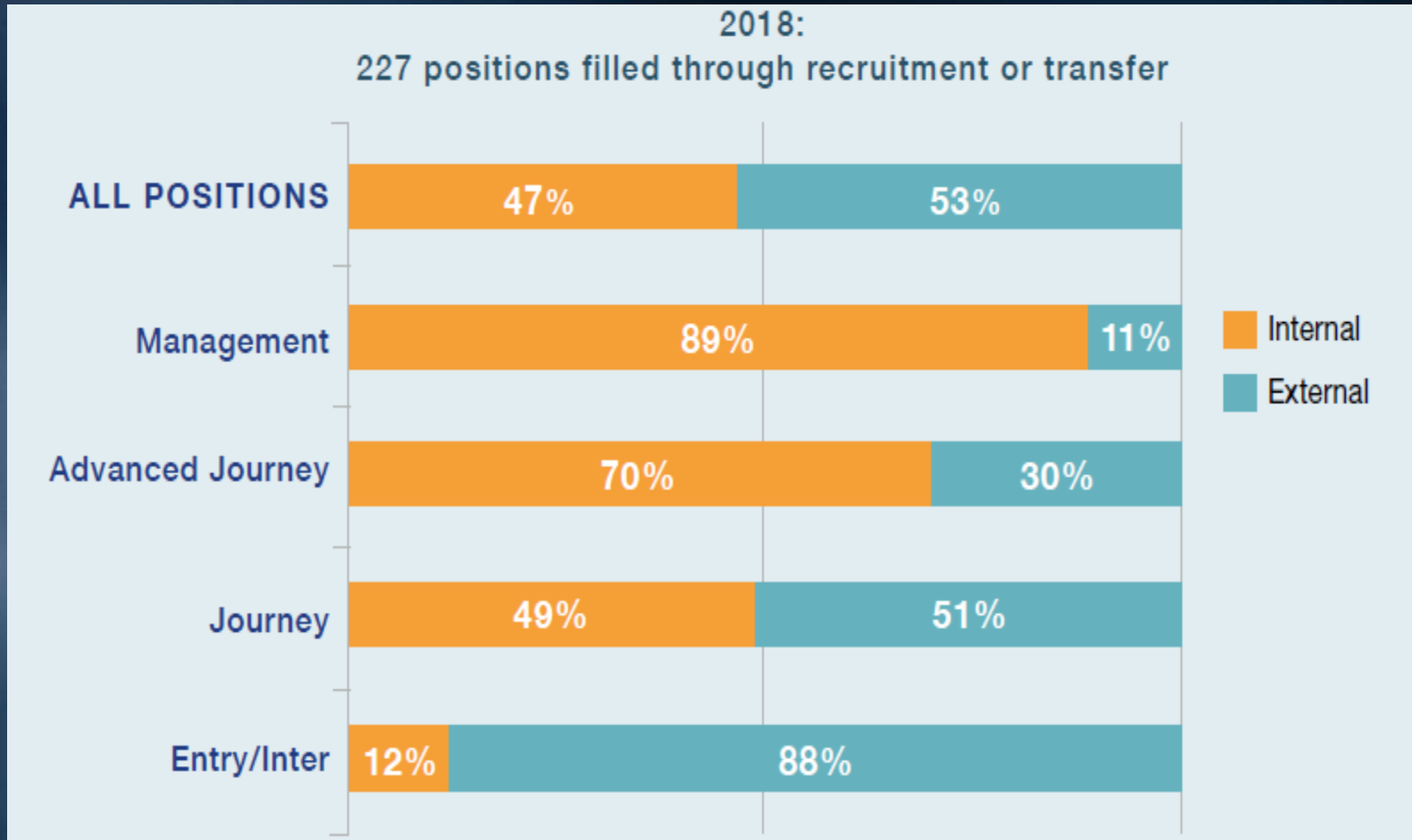


The MWD Workforce Trend



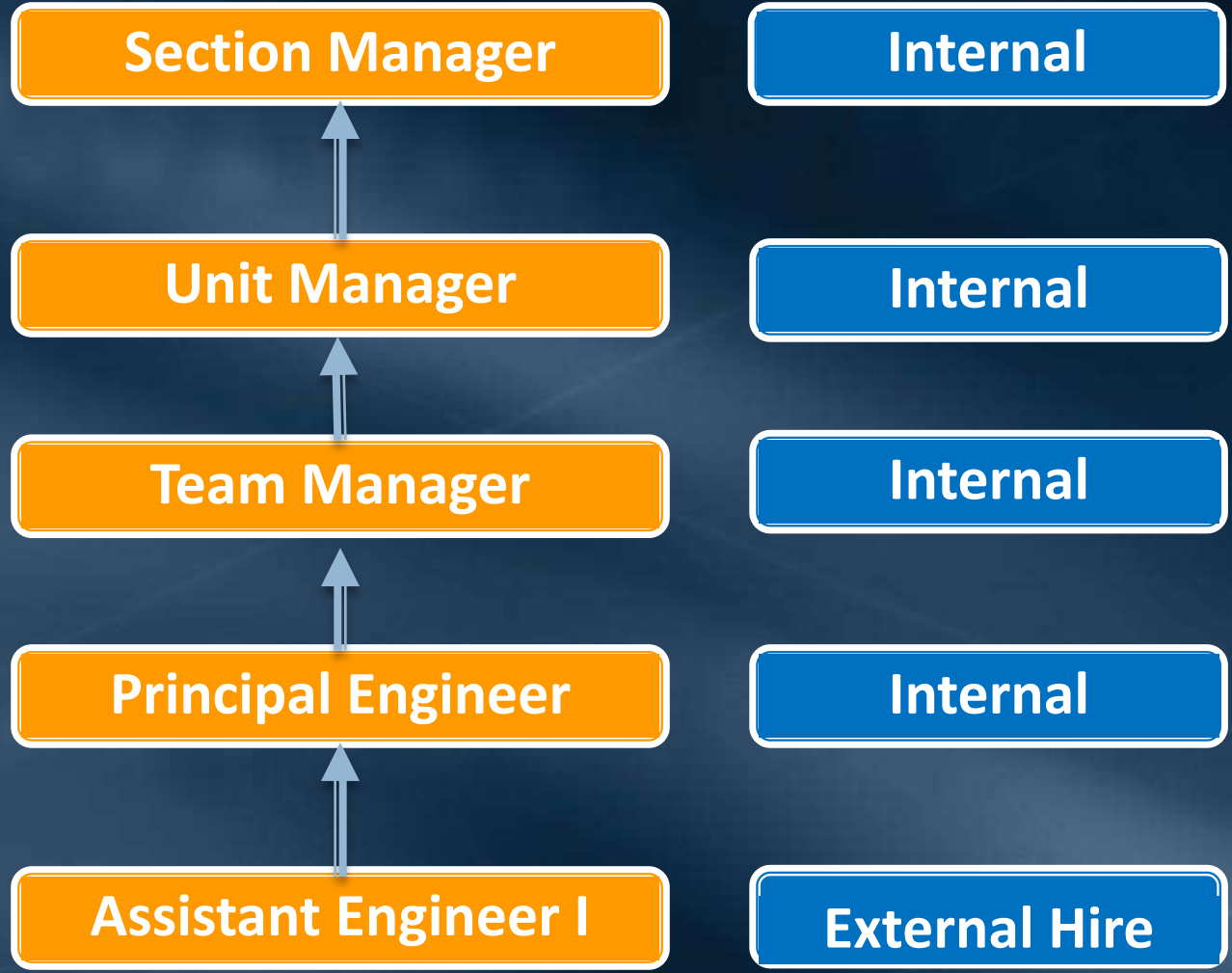
■ Retirements/Separations ■ Hires

Internal Job Placements & Promotions



Internal Job Placements & Promotions

1 Vacancy
5 Recruitments



Internal Job Placements & Promotions

- ***Internals must show they're the "best"***
 - Positions filled by competitive process
 - Must demonstrate strong knowledge and skills
 - Rigorous testing
 - Panel Interviews
- ***If not, Met can hire from outside***
 - Robust Applicant Tracking System allows us to screen in the most qualified

Innovative Outreach

- ***Actively competing for talent***
- ***Outreach Partnerships***
 - Colleges/Trade Schools
 - Professional Organizations
 - Employee Resource Groups

Innovative Outreach

- *Job Marketing Videos & Social Media*



Innovative Outreach

- *Improved Technology Makes Applying with Met Easier...*



Innovative Outreach



THE METROPOLITAN WATER DISTRICT of SOUTHERN CALIFORNIA

Who We Are

About Your Water

In the Community

Doing Business With Us

Careers

Newsroom

Careers

External Jobs

Internal Jobs

Apprenticeships

Internships

Salary Chart

Job Descriptions

Home > Careers



About Us

Our Team

HR Dept.

Benefits

MOUs

EEO is the Law

Applicants and employees are protected under Federal law from discrimination on the basis of protected characteristics such as race, color, religion, sex, national origin, disability, age, protected veteran status, genetic information and retaliation. If you would like more information on your applicant rights, please click the following link to "EEO is the Law."

The Metropolitan Water District of Southern California is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to any protected characteristics under state or federal law.

Apprenticeships



Built to Learn. Built to Last.

The Metropolitan Water District's four-year Apprenticeship Program allows individuals to be involved in exciting and meaningful work as they play their part in delivering clean water to Southern California.

How To Apply

Metropolitan is currently seeking qualified candidates for a number of positions at the District. [Current Employment Opportunities](#)

First-time users must create an account to utilize our employment opportunity system. Click on the appropriate link below, and then click on any open position to view details. To apply for a position, click "Apply On-line."

Student Internships

- Several Student Interns Hired Each Year
 - *Hire LA's Youth*
 - *Cooperative Education Programs*
 - *Desert Student Intern*
- Internships to be Centralized under HR
- Interns Gain Work Experience...and in Some Cases Regular Jobs

Future Presentations



