



Community and Workplace Culture Committee

Annual Workforce Demographics Analytics Report

Item# 6b
September 8, 2025

Item #6b

Update on
Workforce
Demographics
Analytics

Subject

Annual Workforce Demographics Analytics Report

Purpose

Informational report

Introductory Notes

Workforce Demographics Data Analytics

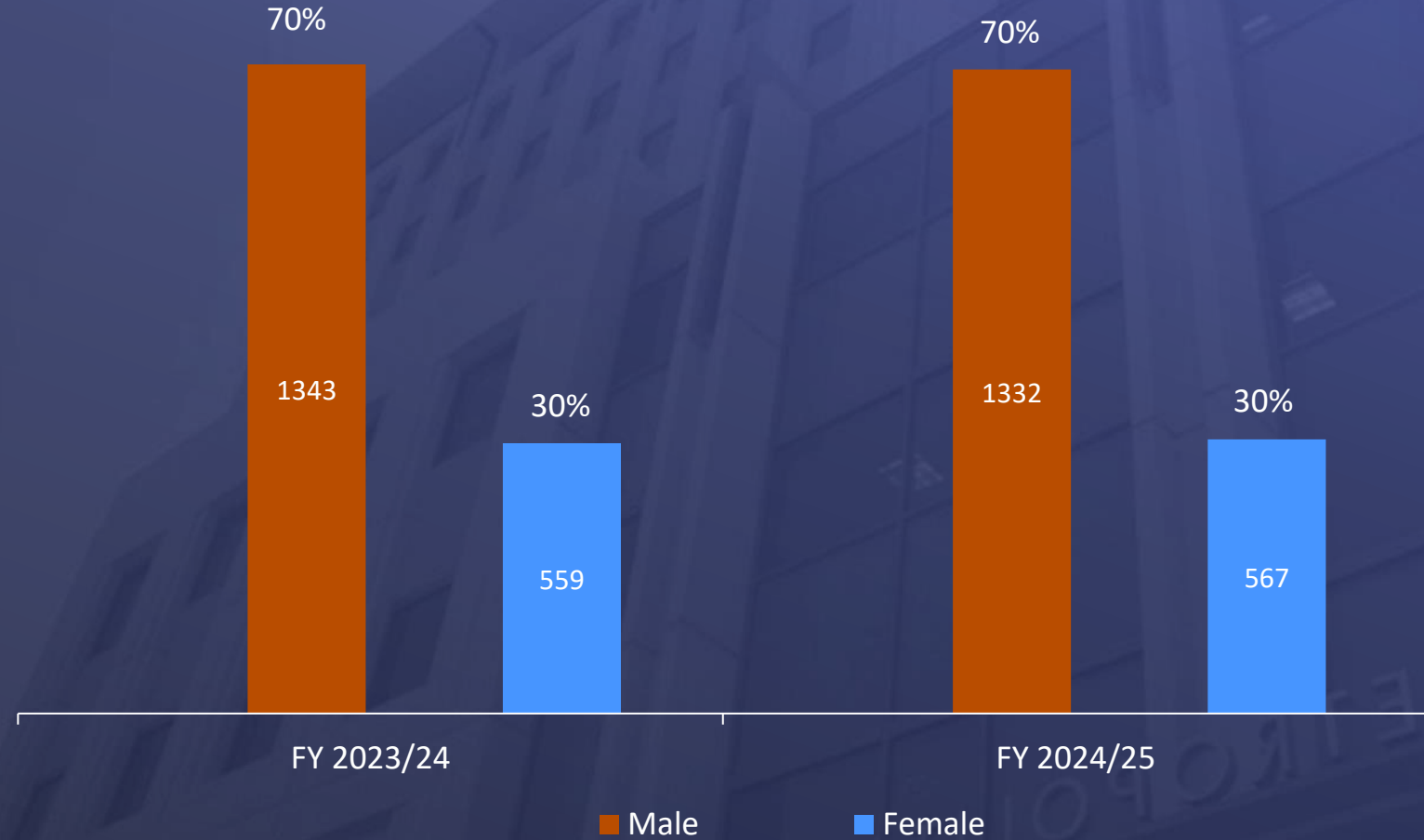
- Data snapshot as of **June 30, 2025**
- Dual Purpose
 - continue **building data sets** for accurate baseline and better comparison, analysis, and forecasting
 - identify opportunities early for **proactive actions**
- Demographic information by **voluntary self-disclosure**
- Covers **regular** employees and **permanent** actions
- Data **informs** Workforce Development outreach and engagement focus, strategy, and initiatives

Metropolitan Workforce Snapshot

Total Regular, Active
Employee **Count**

- FY 2023/24 - 1902
- FY 2024/25 - 1899

Workforce by Gender



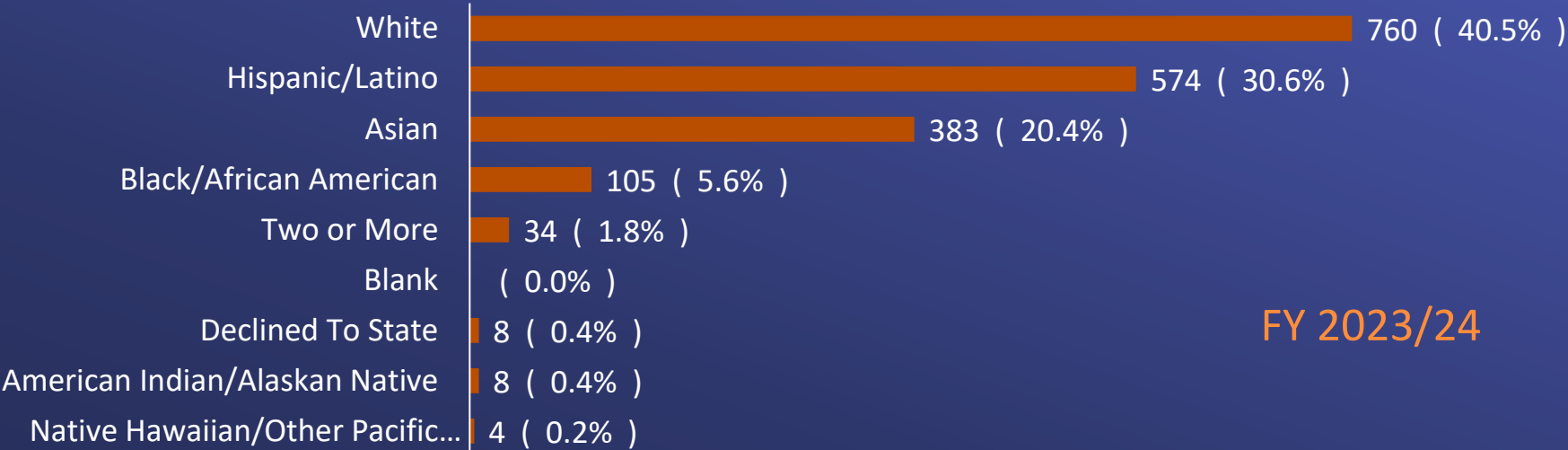
Metropolitan Workforce Snapshot

Total Regular, Active Employee Count as of June 30, 2025

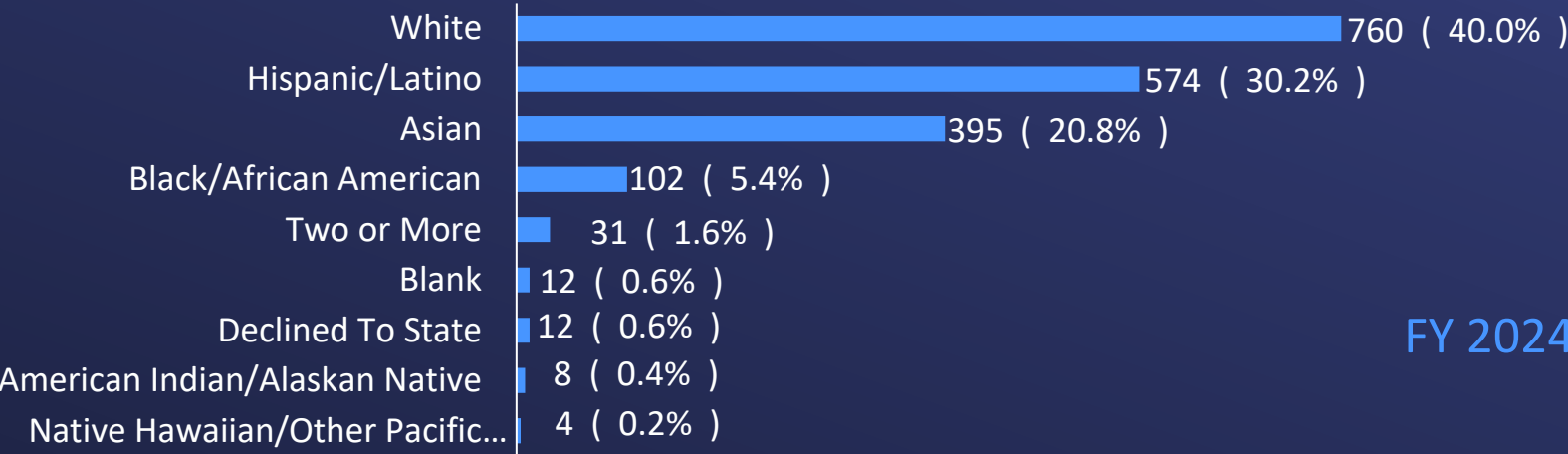
- FY 2023/24 -1902
- FY 2024/25 -1899

Priority:
Increase Awareness & Expand Access

Workforce by Race/Ethnicity



FY 2023/24

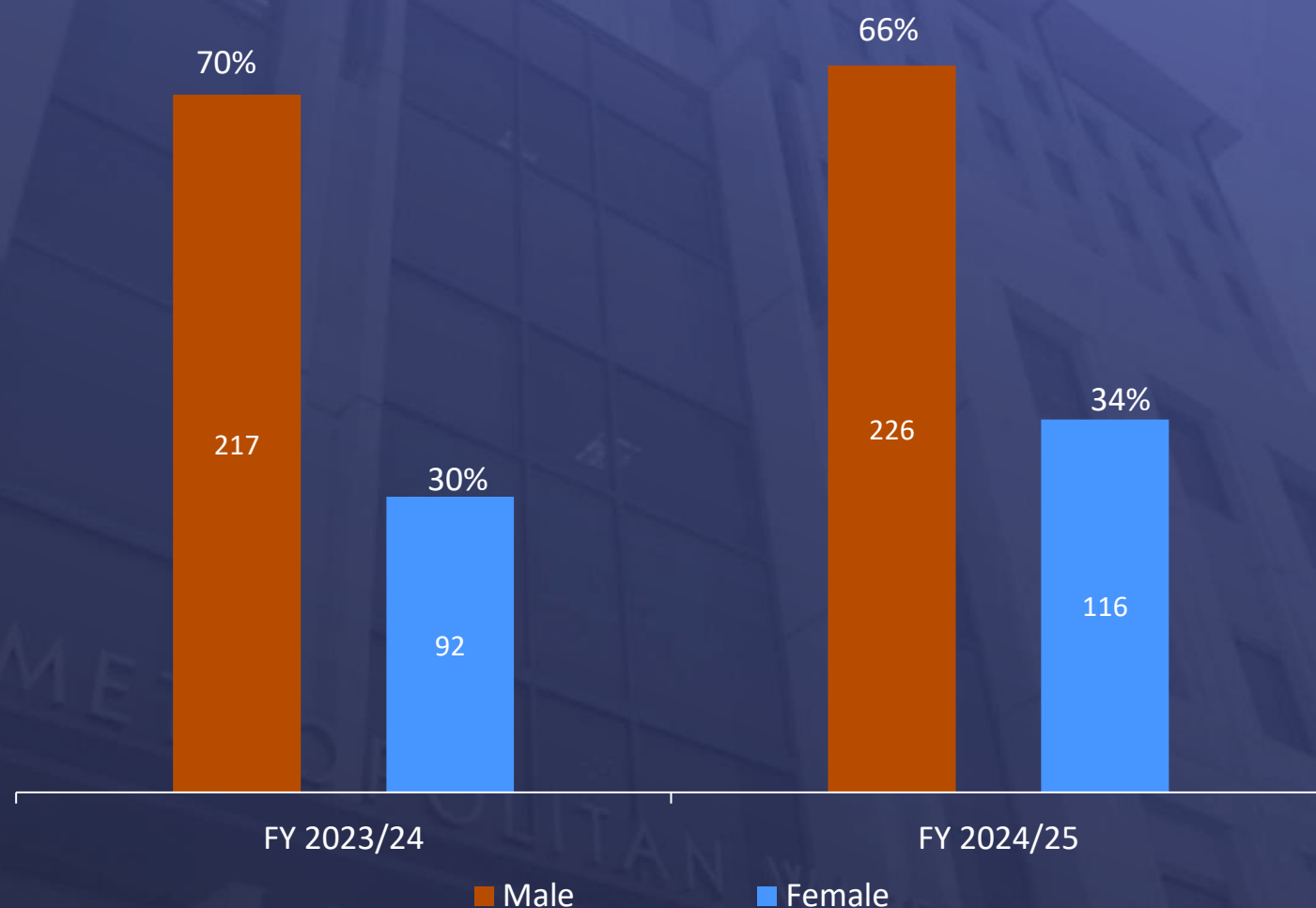


FY 2024/25

Metropolitan Workforce Snapshot

Priority:
Support Professional
Development &
Mentorship Programs

Management by Gender

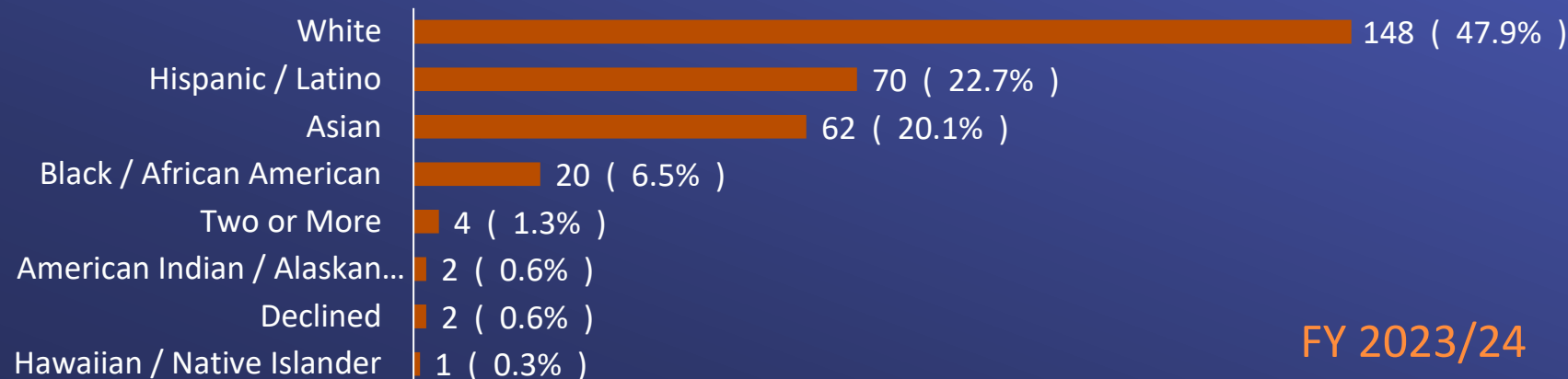


Metropolitan Workforce Snapshot

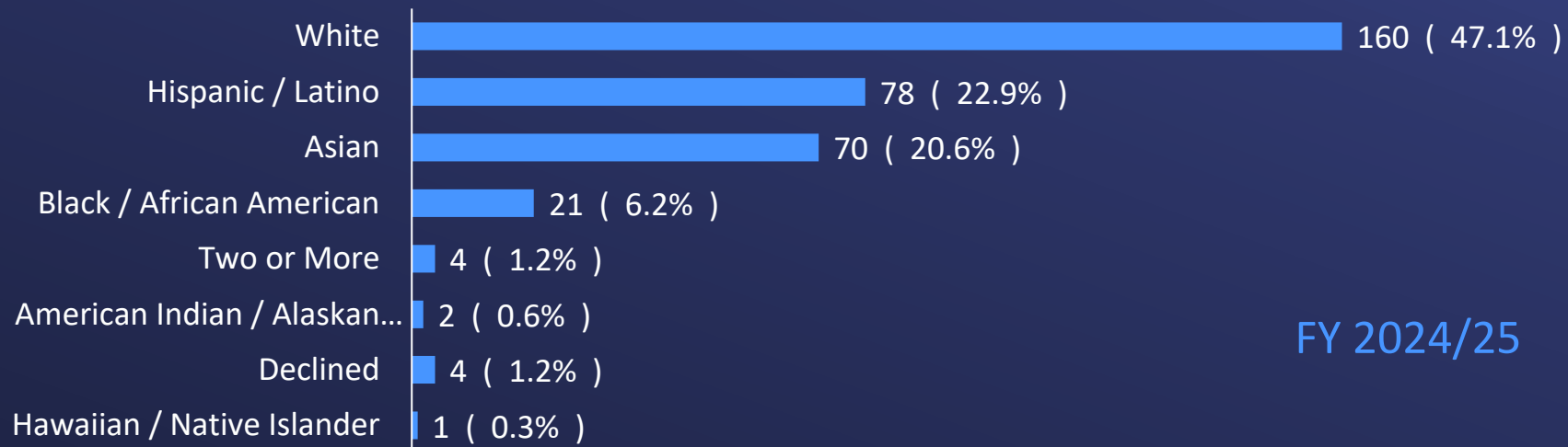
Priority:

Support Professional
Development &
Mentorship Programs

Management by Race/Ethnicity



FY 2023/24

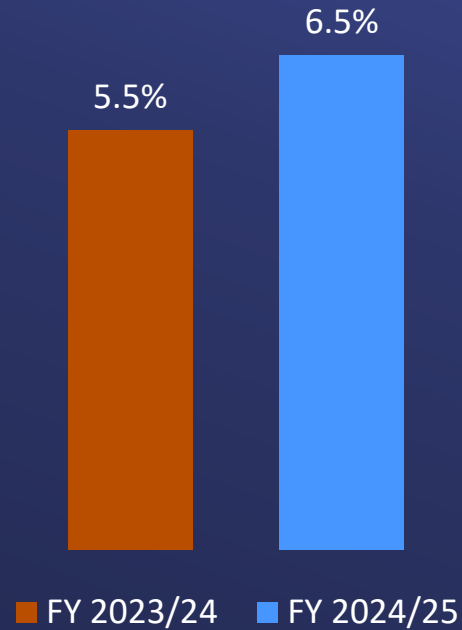


FY 2024/25

Metropolitan Workforce Snapshot

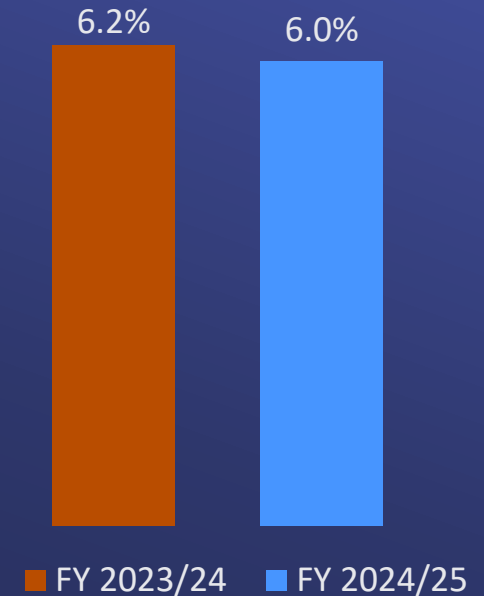
- Voluntary disclosure; self-identify as military/veteran or as having a disability.

Military / Veteran Employees



5.1% hiring **benchmark**
established by the OFCCP

Employees with Disabilities



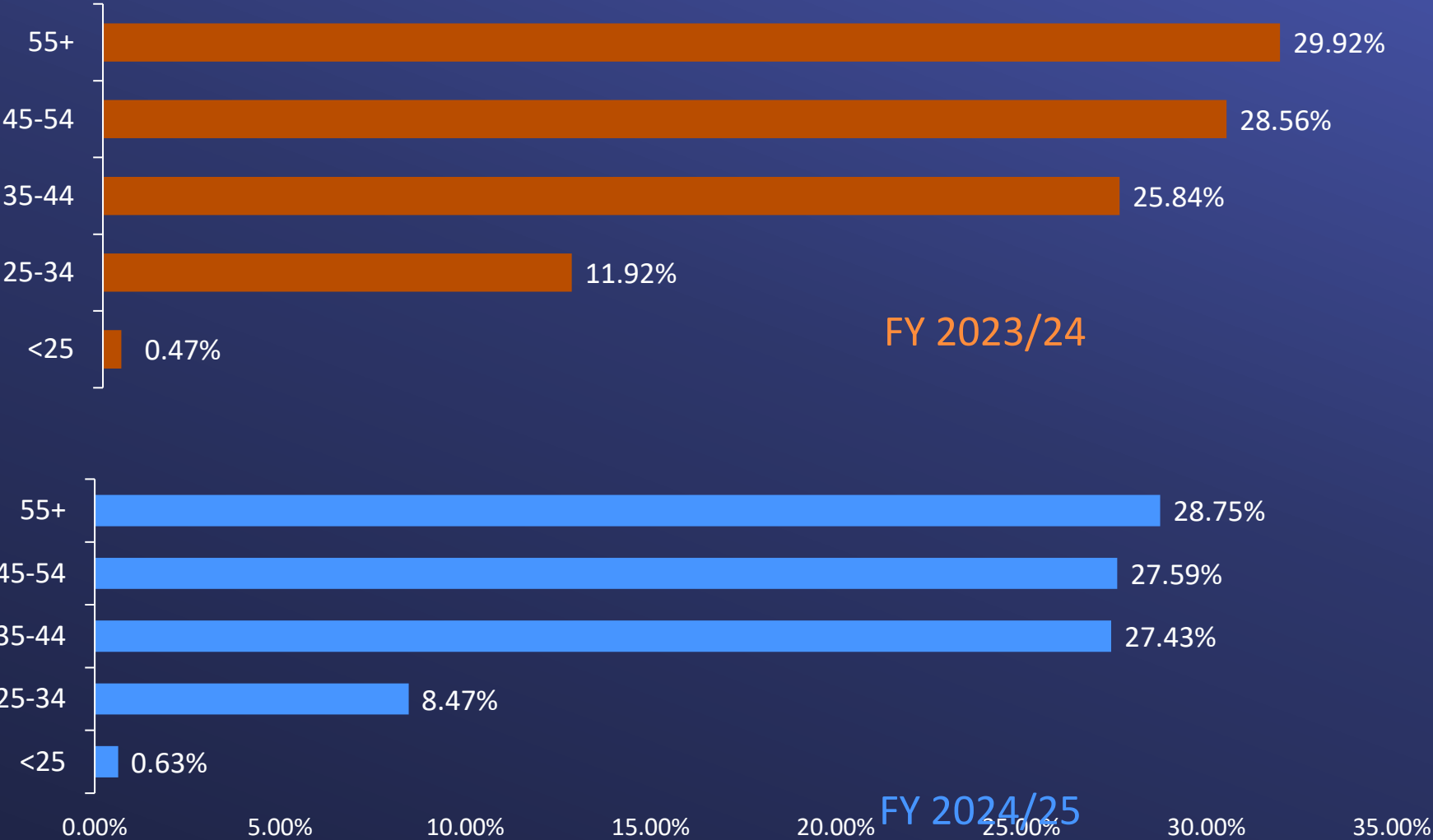
7% **aspirational** goal
established by the OFCCP

*Office of Federal Contract Compliance Program (OFCCP)

Metropolitan Workforce Snapshot

Priority:
Increase
Awareness &
Expand Access

All Workforce Age Ranges



Workforce Development Outreach Efforts

Priority:
Knowledge Transfer
& Apprenticeship
and/or Mentorship
Programs

Top 10 Classifications with 20+ Years of Service



Workforce Development Outreach Efforts

- Encompasses over a dozen trades
- Apprentices feed into the **electrical** and **mechanical** focused positions.

O&M Tech Classification - Job Categories



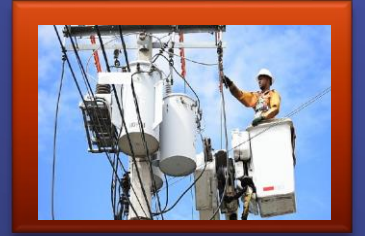
Carpenter



Coater



Crane Op



Electrical



Equip Op



Fleet



HVAC



Machinist



Mechanical



Plumber

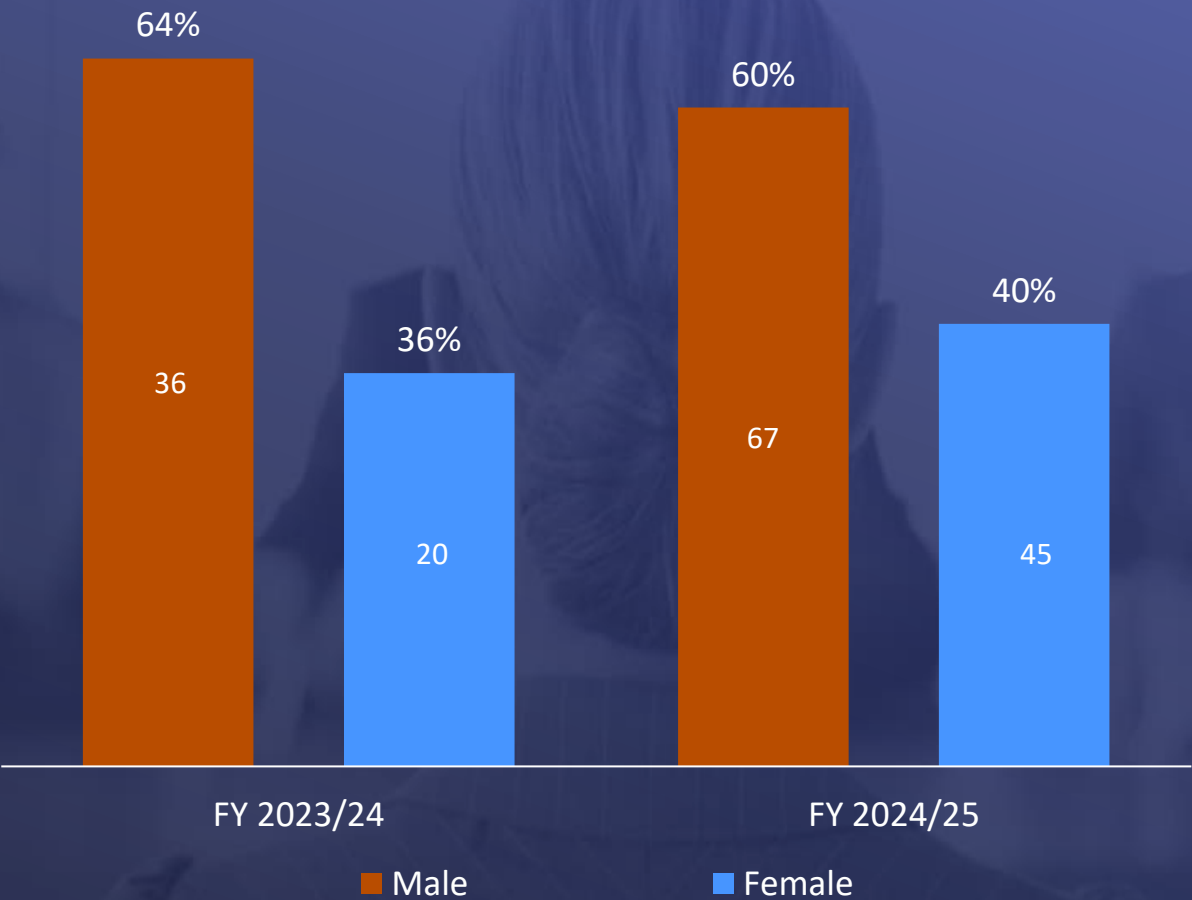


Welder-Fab

Metropolitan Workforce Snapshot

Priority:
Increase
Awareness &
Expand Access

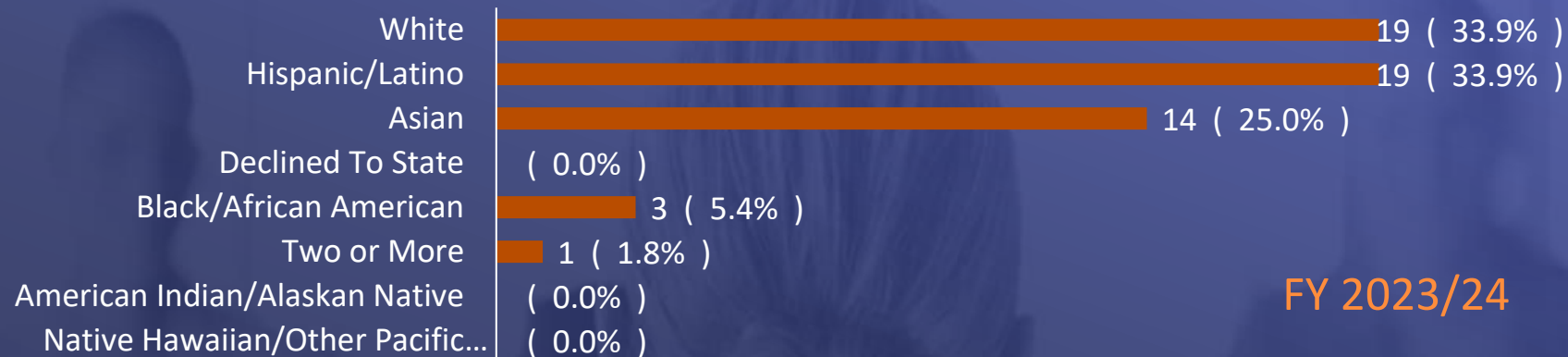
New Hires by Gender



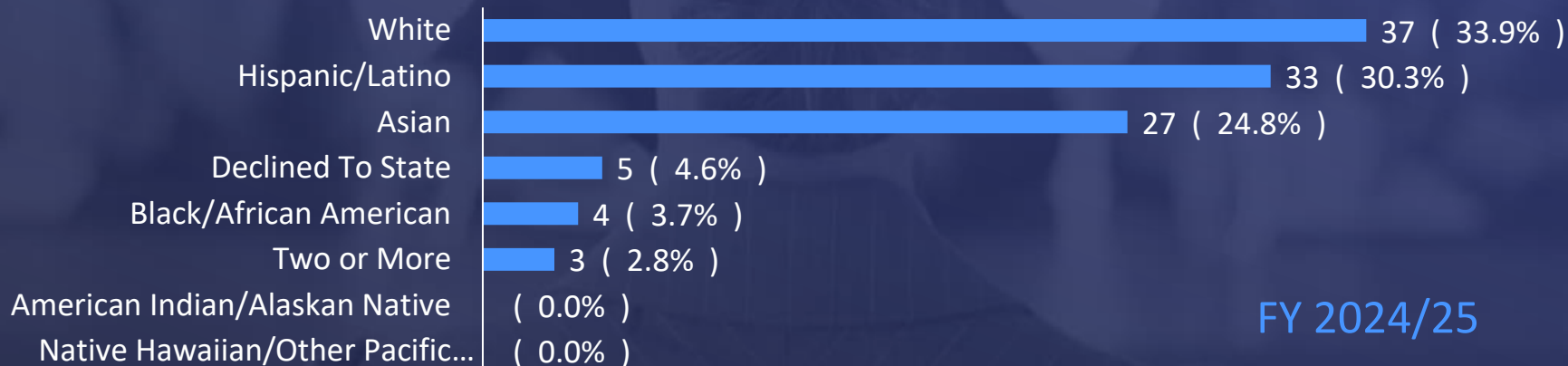
Metropolitan Workforce Snapshot

Priority:
Increase
Awareness &
Expand Access

New Hires by Race/Ethnicity



FY 2023/24

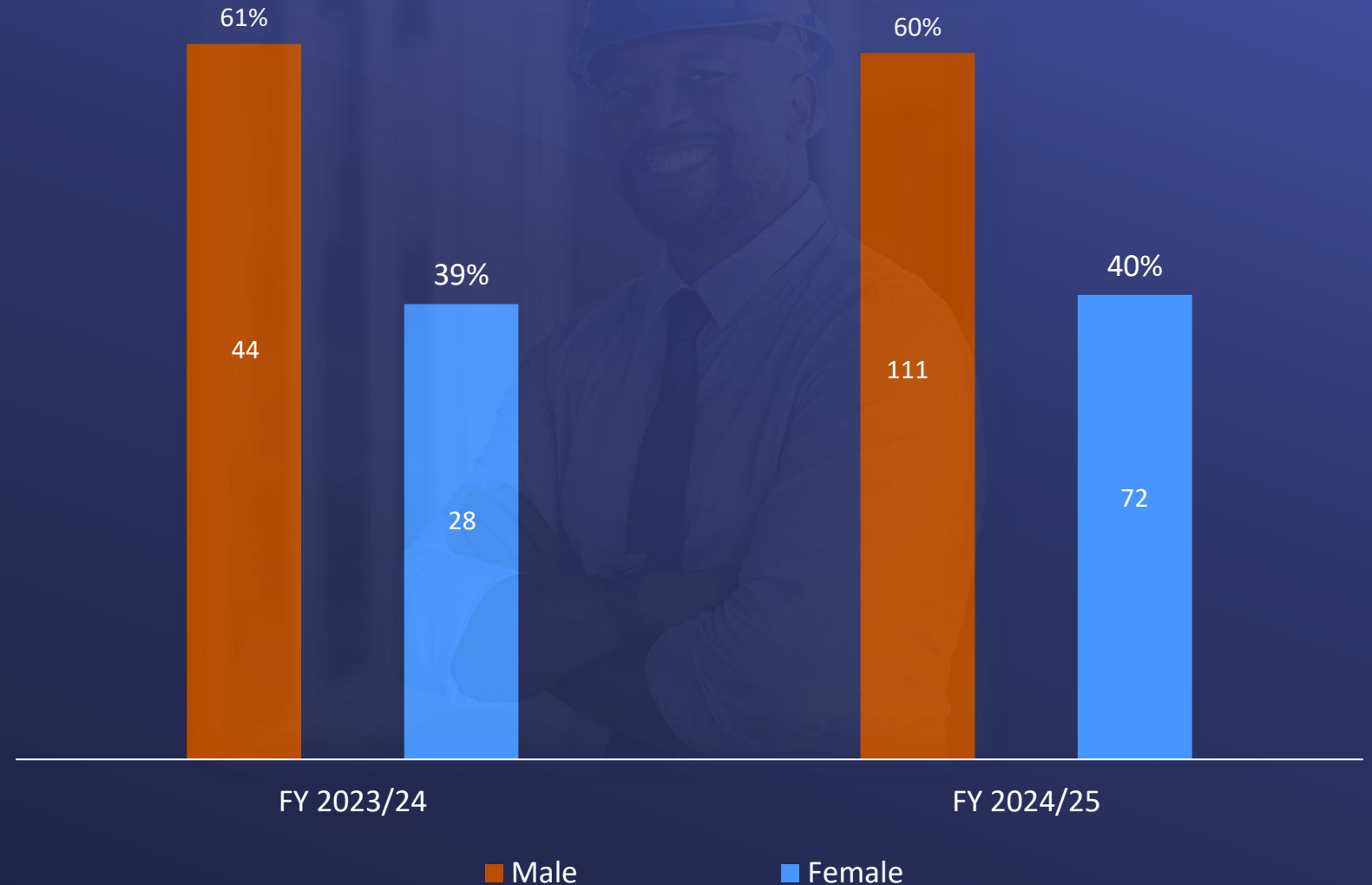


FY 2024/25

Metropolitan Workforce Snapshot

Priority:
Support Professional
Development &
Mentorship
Programs

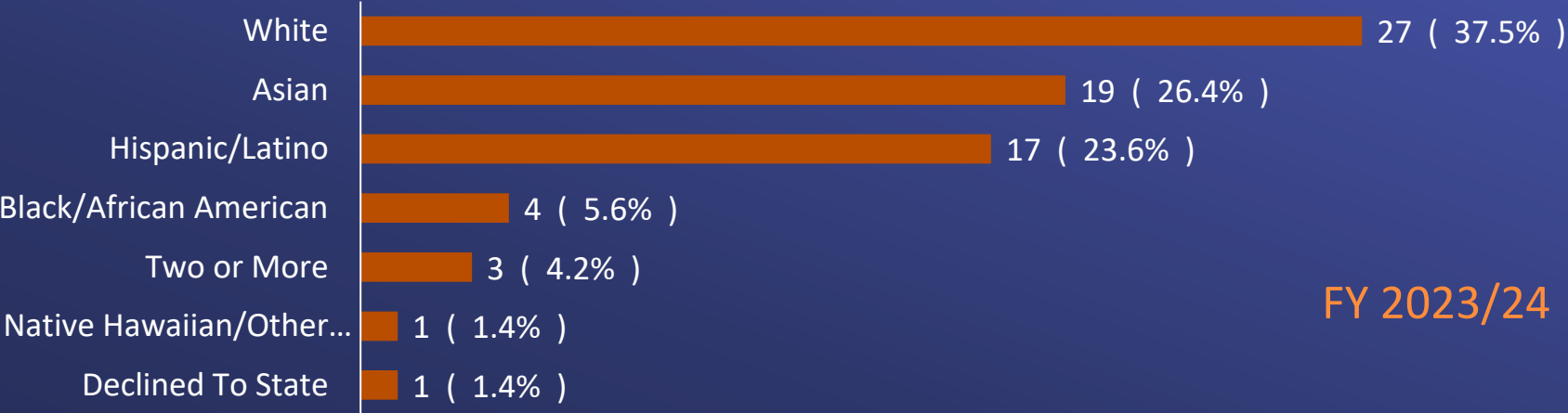
All Promotions by Gender



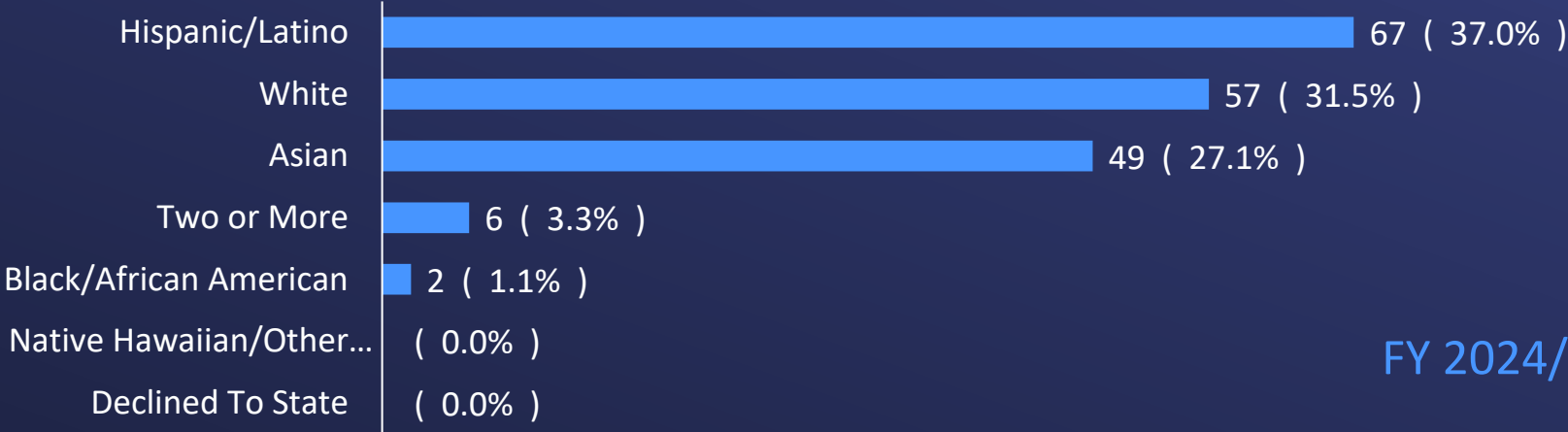
Metropolitan Workforce Snapshot

Priority:
Support Professional Development & Mentorship Programs

All Promotions by Race/Ethnicity



FY 2023/24

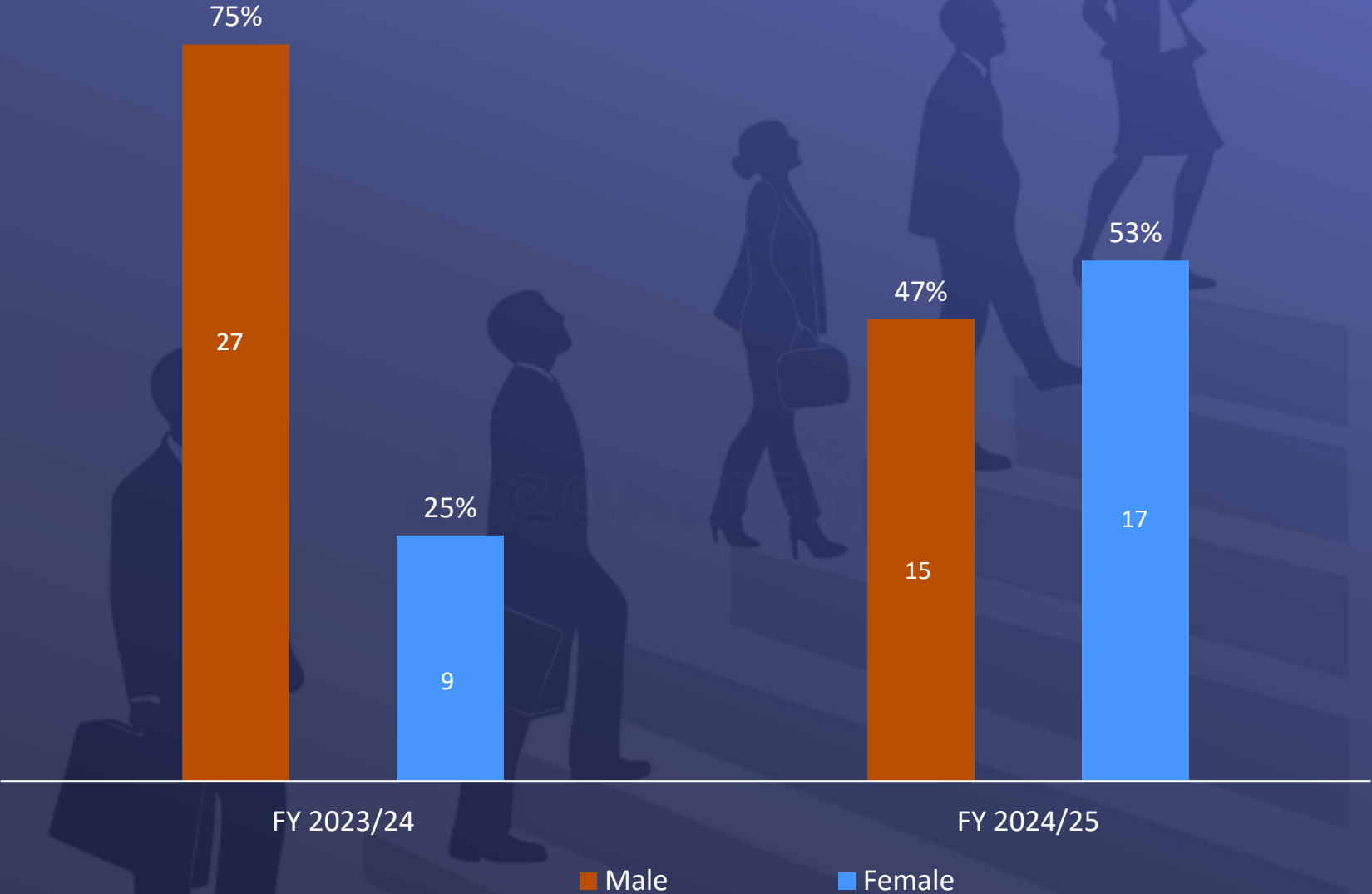


FY 2024/25

Metropolitan Workforce Snapshot

Priority:
Support Professional
Development &
Mentorship
Programs

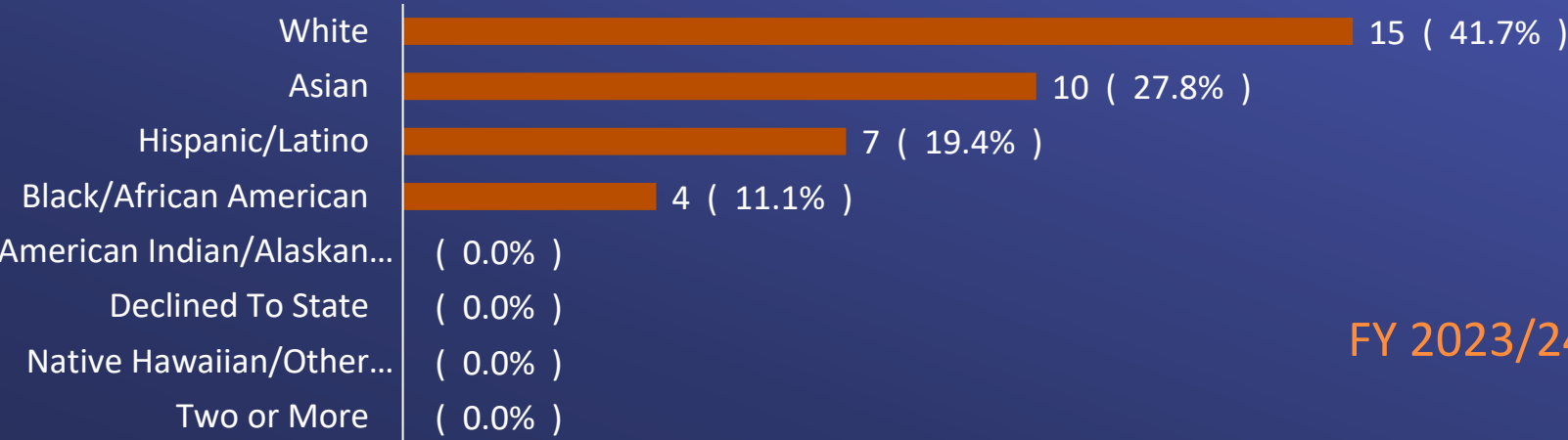
Management Promotions by Gender



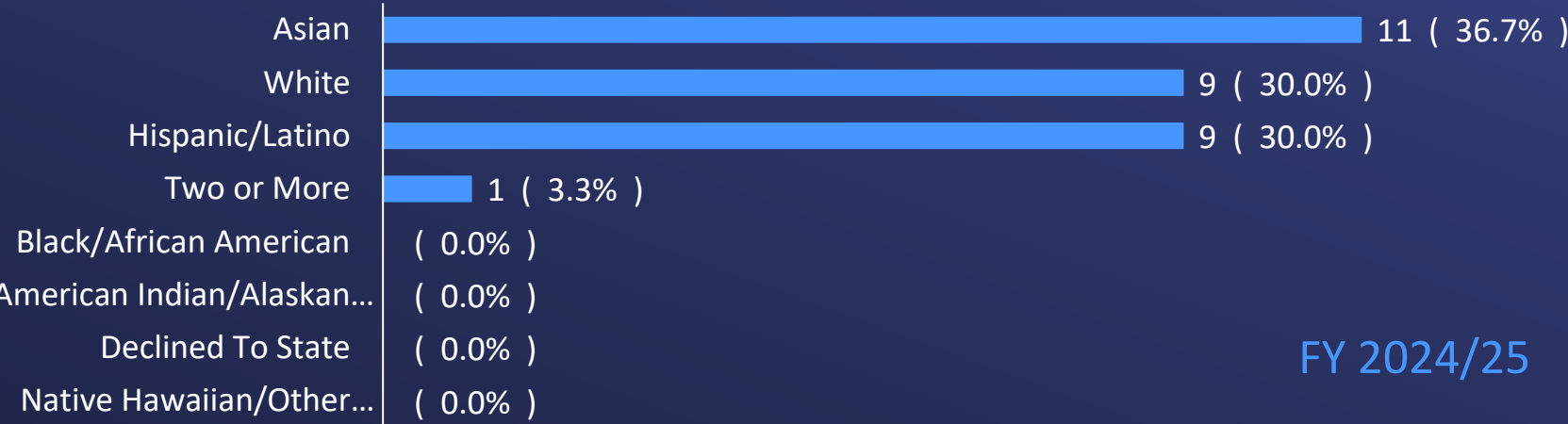
Metropolitan Workforce Snapshot

Priority:
Support Professional
Development &
Mentorship
Programs

Management Promotions by Race/Ethnicity



FY 2023/24



FY 2024/25

Next Steps

- Continue to meet **legal requirements** for outreach to help attract diverse qualified applicant pools.
- Continue developing a **proactive, data-informed approach** to create a baseline and identify areas of opportunity
- Continue & expand **partnerships** both internally & externally
- Continue focus on **expanding access** & increasing qualified **pipeline** of talent
- Focus includes continuing to build **workplace culture** rooted in Metropolitan **SMART values**

