



Equal Employment Opportunity Program Report

Organization, Personnel & Technology Committee
July 12, 2021
Item 6a

Presentation Overview

- Workforce and Job Action Demographics
- Recruitment and Outreach Strategies based on Applicant Data
- Outreach Efforts & Workforce Development Partnerships

Metropolitan's Workforce as of 12/31/20

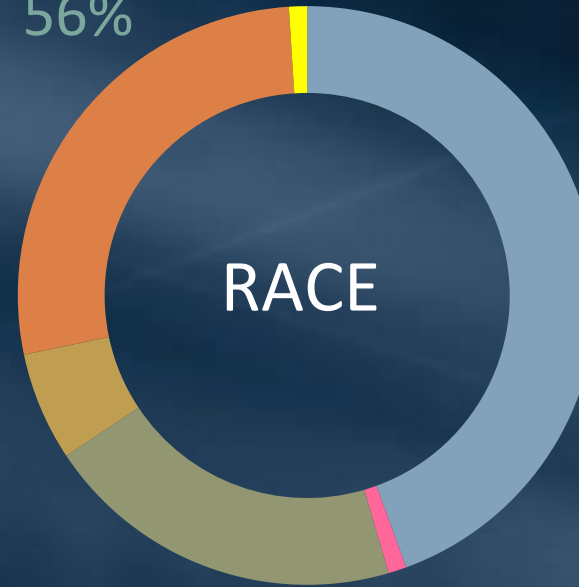
1780 regular employees

Female
28%



Male
72%

People of
Color
56%



White
44%

2 or More
1%

Asian
20%

Black
6%

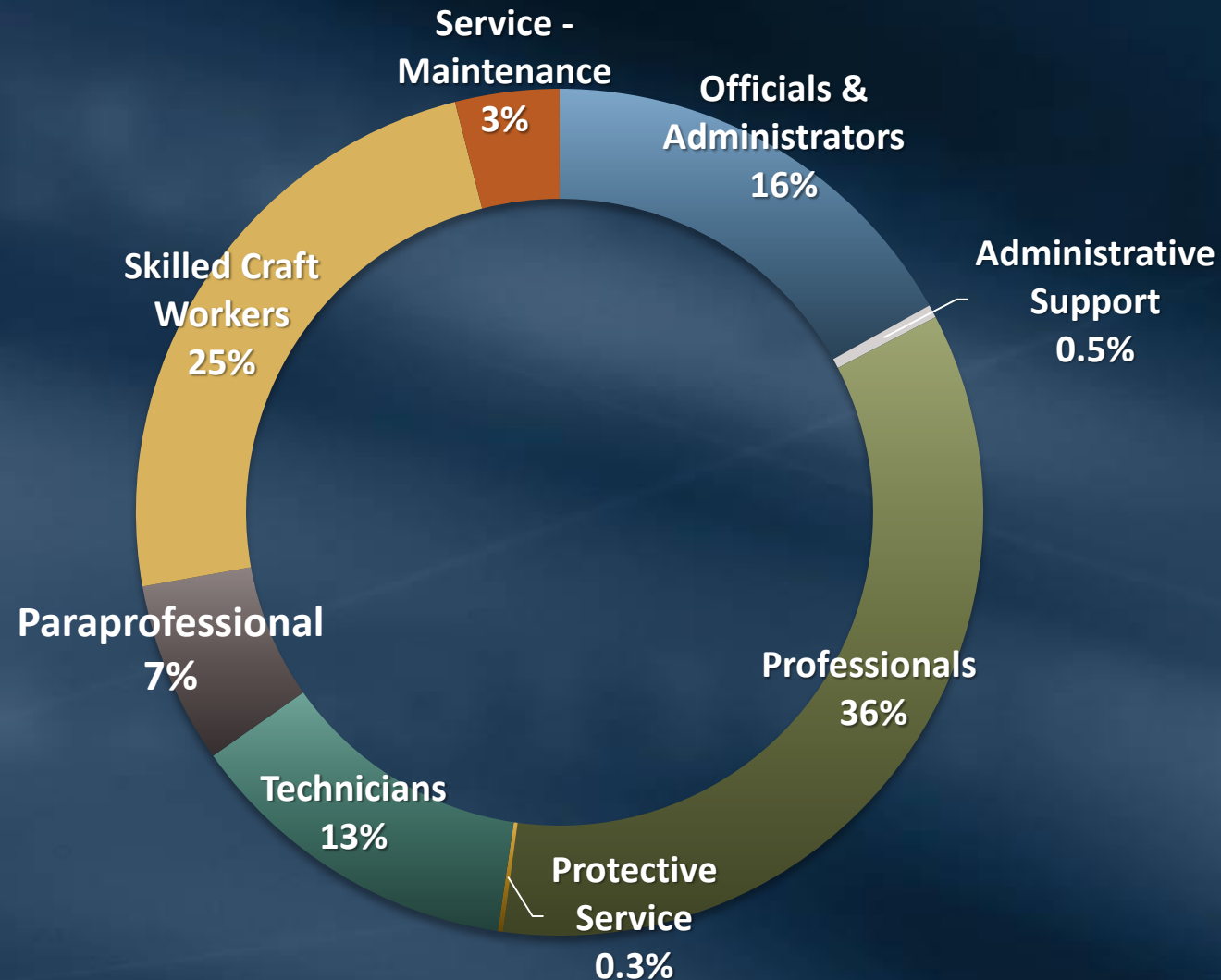
Hispanic
28%

AI/AN
1%

NH/PI
0%

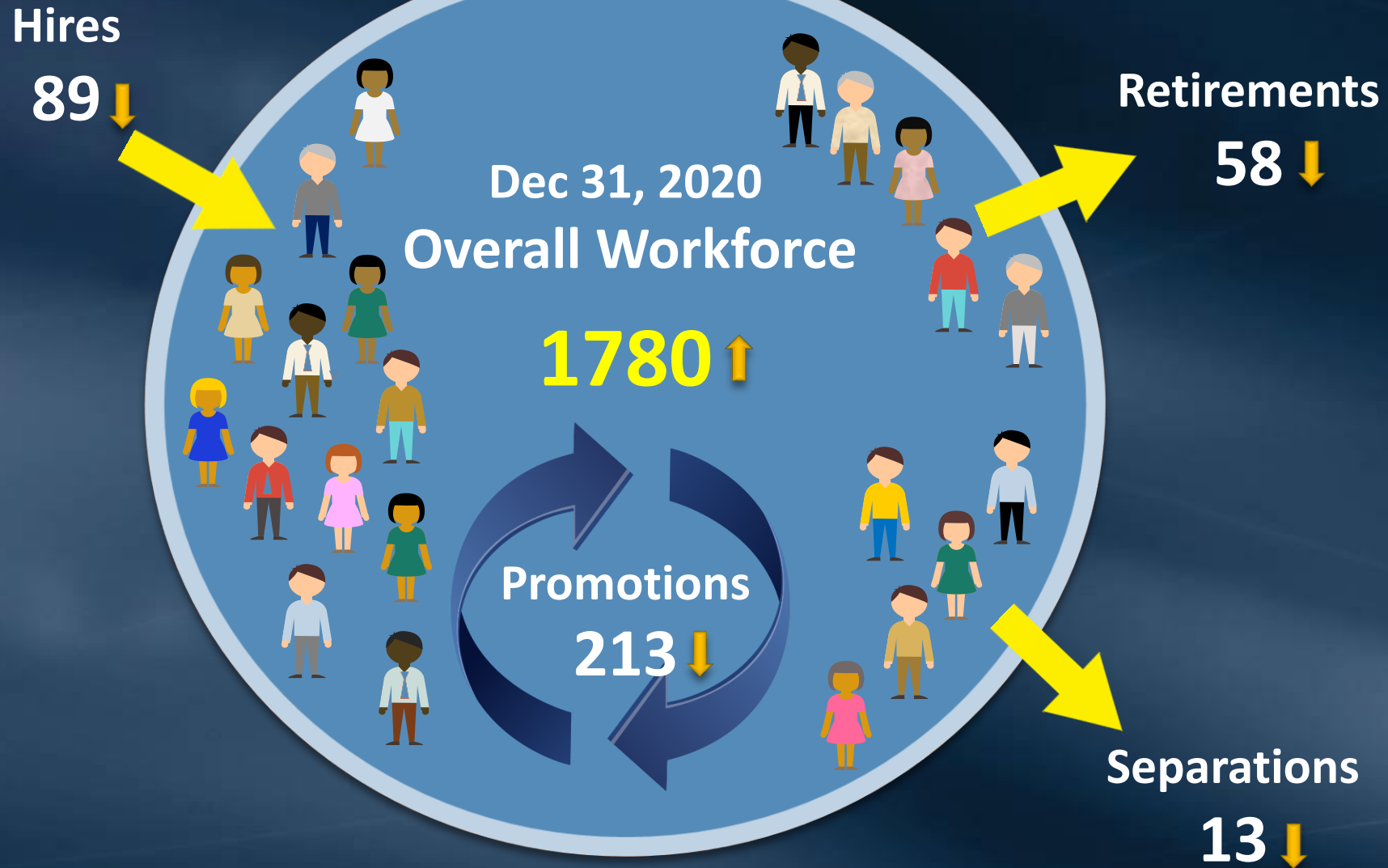
Metropolitan's Workforce as of 12/31/20

regular employees



Metropolitan's Job Actions: Jan – Dec 2020

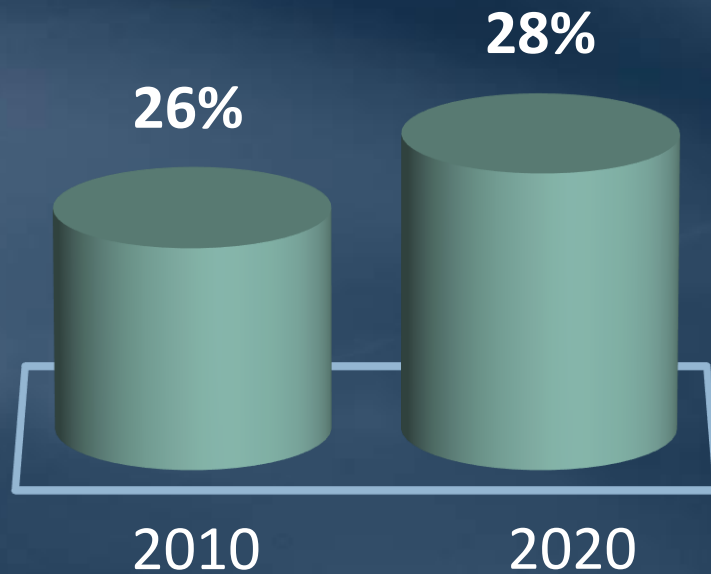
regular employees



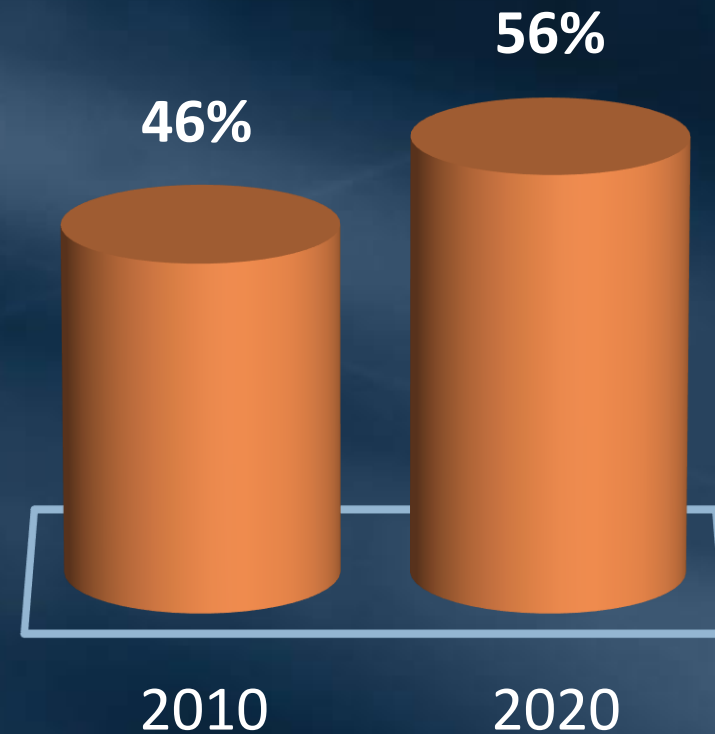
Workforce Comparison effective Dec 31

regular employees

Females



Minorities



Hire Activity

89 regular employees

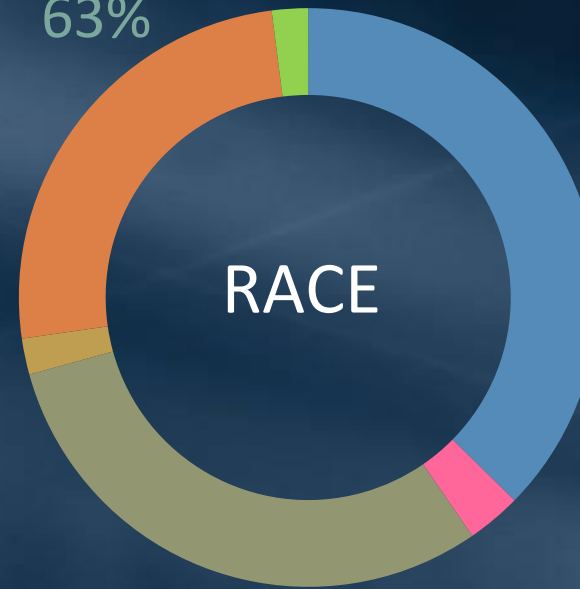
Jan 1 thru Dec 31, 2020

Female
27%



Male
73%

People
of Color
63%



White
37%

2 or More
3%

Asian
30%

Black
2%

Hispanic
25%

AI/AN
0%

NH/PI
2%

Promotion Activity

213 Actions

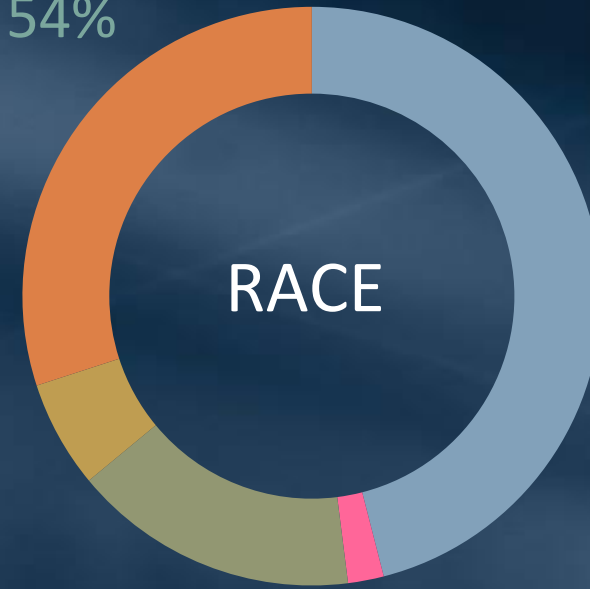
Jan 1 thru Dec 31, 2020

Female
34%

Male
66%



People
of Color
54%



White
46%

2 or More
2%

Asian
16%

Black
6%

Hispanic
30%

AI/AN
0%

NH/PI
0%

Retirement Activity

58 employees

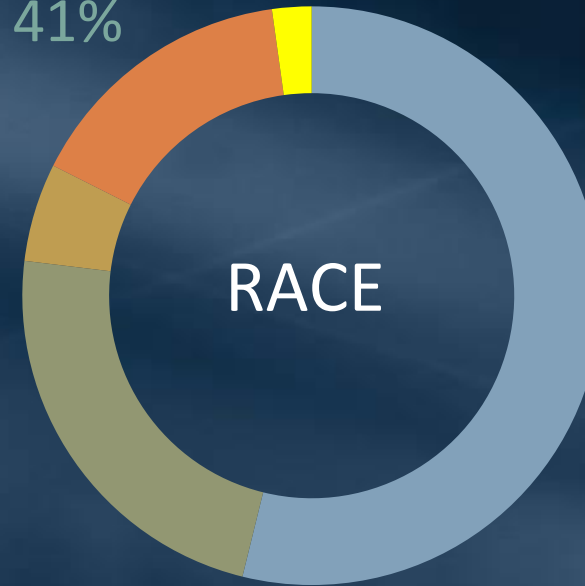
Jan 1 thru Dec 31, 2020

Female
24%

Male
76%



People
of Color
41%



White
49%

2 or More
0%

Asian
21%

Black
5%

Hispanic
14%

AI/AN
2%

NH/PI
0%

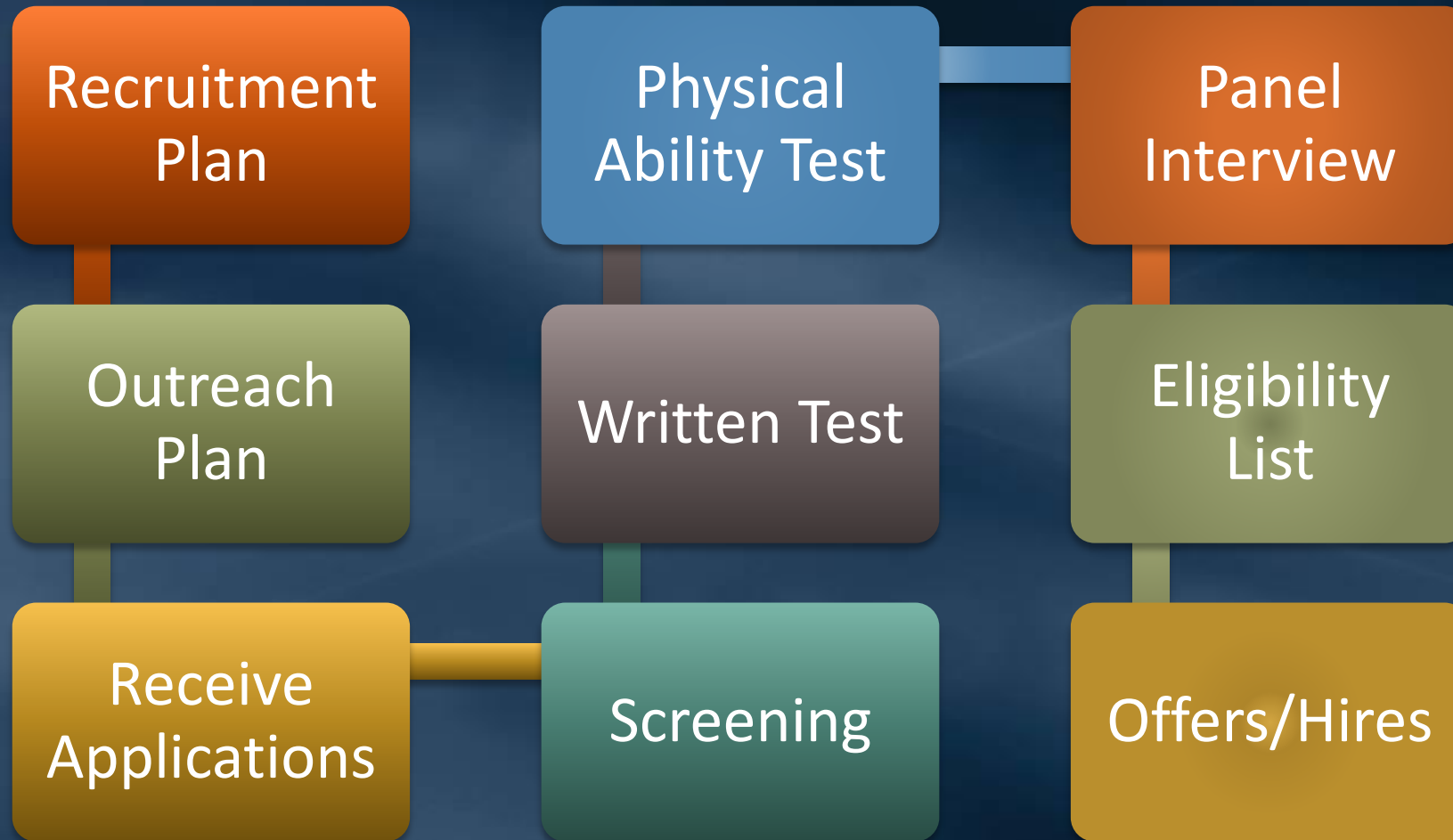
What does the data indicate?

- Employees of Color continue to increase
 - Over past 10 years, 10% increase in employees of color; fifth consecutive year that employees of color make up the majority of the workforce; Hispanic largest race group
 - 2020 saw a significant decrease in the number of hires compared to 2019; last 8 years people of color were hired at higher rates compared to whites
 - Largest decrease in promotions for last 10 years in 2020; last 4 years, employees of color promoted at higher rates than white
 - Over the past 10 years, 2020 had the lowest number of retirements; higher rates were male and white employees

What does the data indicate?

- Focus on strategies to increase female representation
 - The % of females in the workforce remains the same as the previous year
 - Females were hired in 2020 at a lower rate than their % in the workforce
 - Promotions for females increased 5% compared to 2019; the % of females promoted in 2020 was the highest rate in the last 5 years
 - In 2020 females retired at a higher rate compared to 2019; % of females that retired was lower than their % in the workforce

Apprentice Recruitment



2017 Apprentice Recruitment

Applicants (2017 In-Town)			
Total	Female	Male	Decline
	42	796	26
864	People of Color	White	Decline
	596	212	56

2017 Apprentice Recruitment

Applicant Disposition (864)	Female	Male	Decline	PoC	White	Decline
Did Not Meet MQ (17)	0	17	0	10	6	1
Incomplete Application (4)	0	4	0	2	2	0
Rejected – Beyond 850 limit (14)	1	13	0	8	6	0
Failed to Show Testing or Interview (292)	18	268	6	200	76	16
Failed test/did not attain score (465)	21	430	14	341	94	30
Withdrew (13)	1	10	2	7	4	2
Eligibility List (41)	1	54	4	28	24	7
Employment Offer Rejected (1)	0	1	0	1	0	0
Hired (17)	0	17	0	6	11	0

2022 Apprentice Selection Process Considerations (In-Town)

- Provide study materials and in-person tutorial sessions for written test
- Expand times and locations to take written test
- Develop a preparation guide for physical ability test
- Allow for practice (orientation) sessions for physical ability test
- Expand times and locations to take physical ability test
- Consider moving physical ability test later in the process
- Expand outreach strategies – Search in the right places, e.g., diverse networks, tap the existing pipelines

Outreach & Career Events

- W.I.N.T.E.R. – MWD Careers & Apprenticeship
- Riverside County Office of Education – Coming Back Kids
- US VETS March AFB – Drive Thru Career Fair
- Palo Verde College – Career & Transfer Day
- Arizona Western College – Career & Transfer Day
- CSU, Los Angeles – Fall Career Fair
- CSU, Fullerton – Stem Fall Career Fair
- CSU, San Bernardino – Fall Career Fair
- Los Angeles College – Career Expo
- UC Riverside – Career Event
- MWD Real Property Group – Student Outreach Event
- MWD Steps To Landing Your Next Job

Workforce Development Partnerships

- Women In Non Traditional Employment Roles – Pre-Apprentice program
 - Construction trades apprentice readiness program for women in low-income families and underserved communities.
 - 10 weeks hands on job training program that trains, educates and prepares women for a career in the trades
 - Provides job placement and social services
- Cordoba Corporation – “Pathway to Success”
 - Pilot program began in August 2020
 - 18 month program to develop employable individuals from economically neglected or disadvantaged areas
 - Provide training, skill development and on the job career growth opportunities



