

THE METROPOLITAN DISTRICT

Building Sustainable Talent Pipelines

Presentation by

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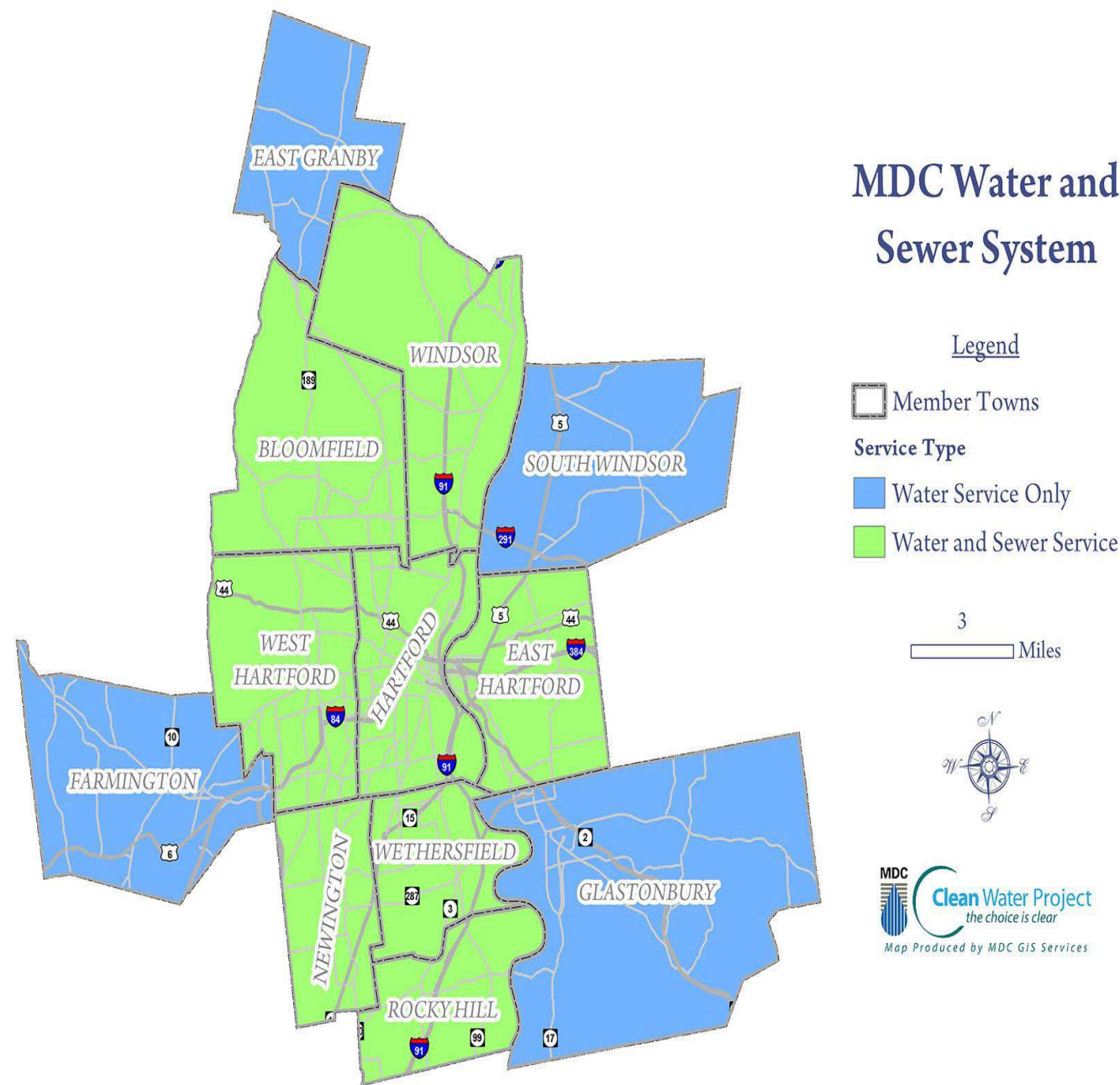


Plan for the Day

- Overview of MDC Operations
- Finding Skilled Workers: The Challenge
- Developing Innovative Pathways to Employment
- Success Stories

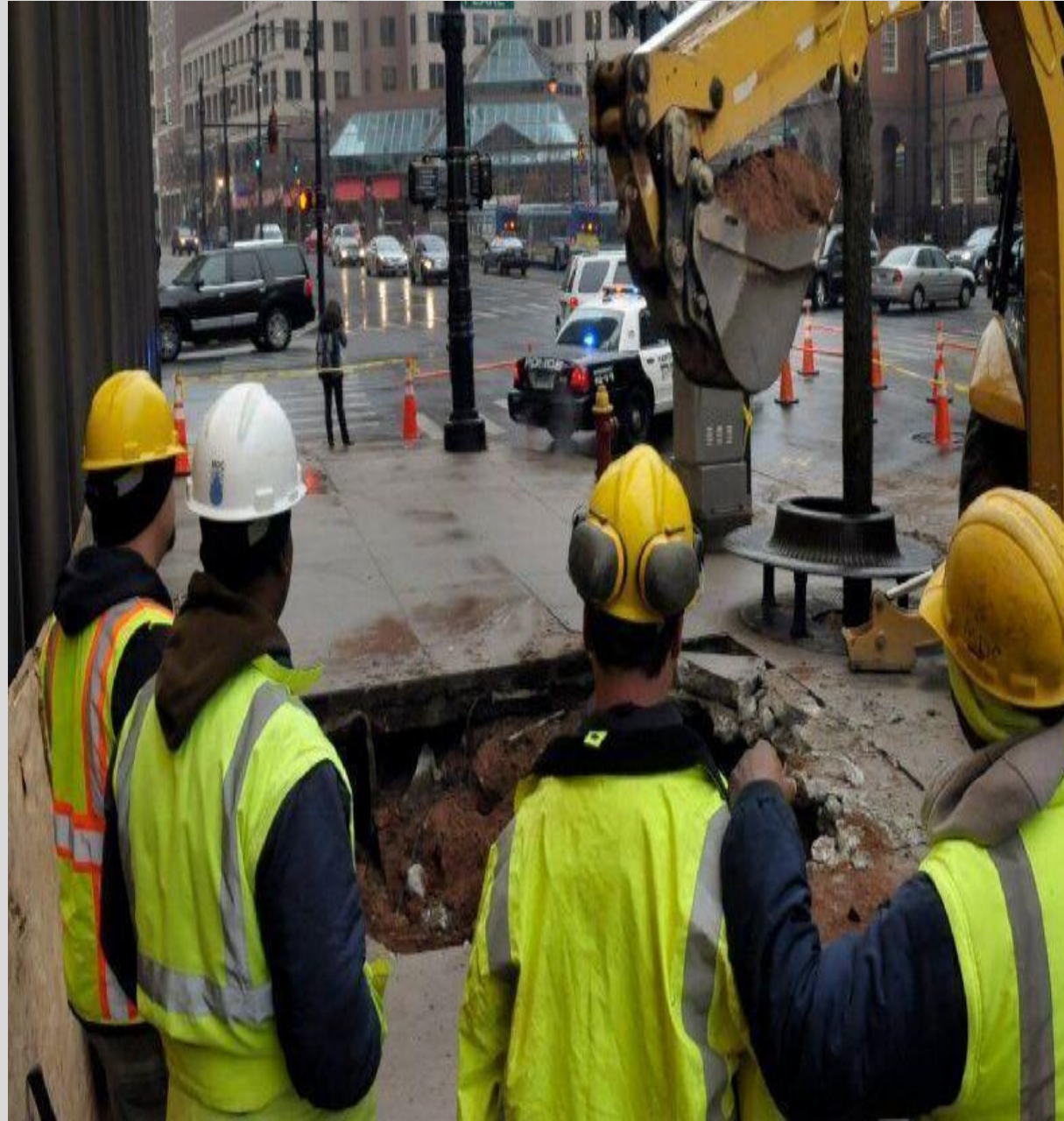


The Metropolitan District Overview



- Chartered by the Connecticut General Assembly in 1929
- Services provided to approximately 400,000 population
 - Water Supply—Over 40 billion gallons
 - Water Treatment—3 plants, 126.5+MGD capacity
 - Water distribution and wastewater collection
 - 2,700+ miles of distribution and collection system piping
 - 80+ water and wastewater pump stations
 - Wastewater Treatment—4 plants, 135 MGD capacity\
 - 480 employees with an annual operating budget of 189M

Challenges in Finding Skilled People

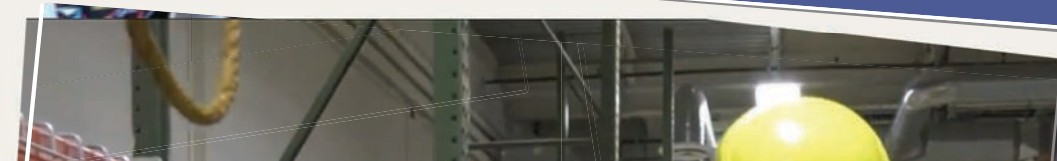


- Fewer qualified applicants
- Shift in employee needs and organizational needs
- Lack of awareness of careers in the water industry
- Lack of water curriculum in colleges and universities



Innovative Ways to Create a Talent Pipeline

- Partner with local high schools and colleges
- Creation of a Professional Level Trainee position
- Restructure jobs to promote career mobility
- Provide training and development opportunities





Internship Program



WESTFIELD STATE



Learn and Earn Program



Success Stories

- Diverse workforce
- Career mobility
- Intern to employee
- Professional opportunities

