

A dynamic splash of clear blue water against a white background, with various droplets and streams of water captured in motion. The water is bright blue and highly reflective.

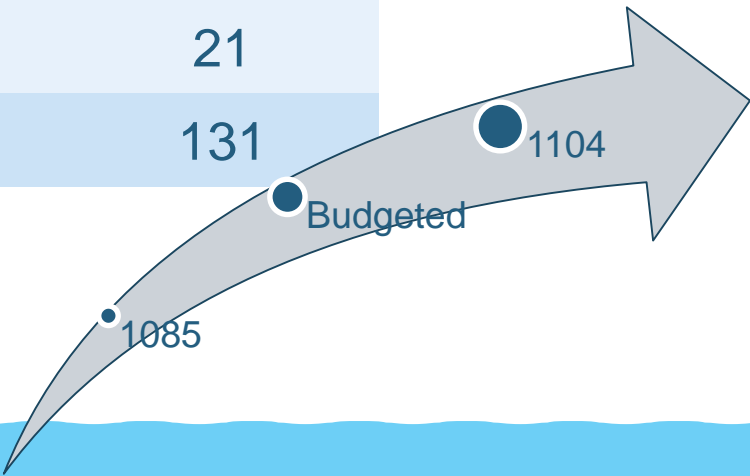
Strategic Placement Plan for Regular Staff & Contracted FTEs

Terri Tabor Conerway,
Chief Organizational Development Officer
April 25, 2018



CURRENT FTE STAFFING

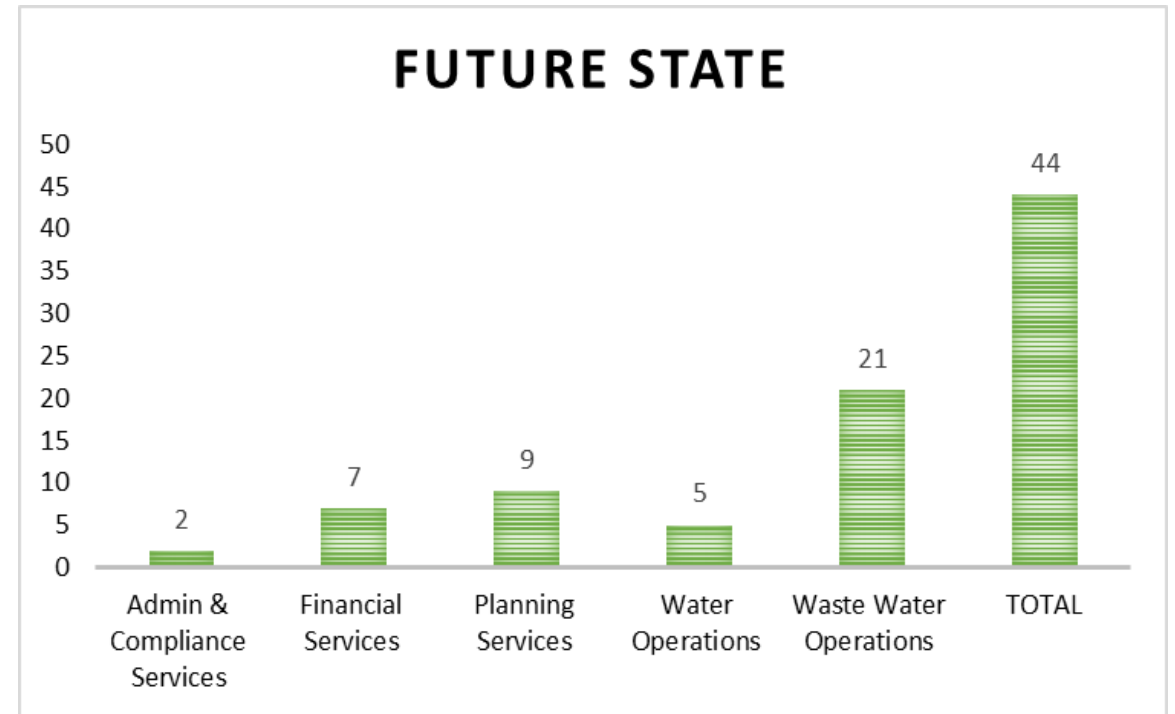
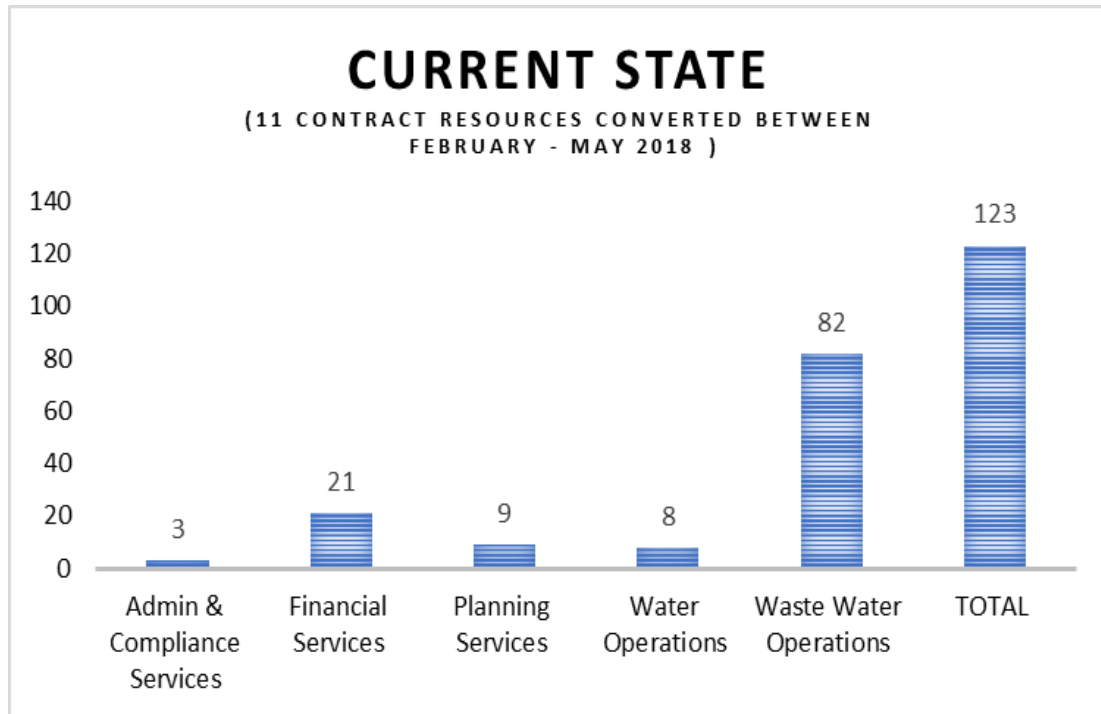
Area	FTE	Contractor FTE #
Chief Executive Officer	82	0
Admin & Compliance Services	86	5
Water and Field Services	305	11
Wastewater Operating Services	363	83
Planning Services	39	11
Financial Services	79	21
TOTAL:	954	131



Leadership Strategy



Leadership Strategy



Leased Workers

Top 3 reasons GLWA chooses leased workers

1. Recruitment Strategy
2. Hard-to-Fill positions
3. Level of Expertise



The U.S. staffing, recruiting, and workforce solutions industry employs millions of people in virtually all occupations. Here is a snapshot of the industrial sector.

% of all temporary and contract employees **37%**

top reasons for choosing staffing employment
Temporary and seasonal work provide training and a foot in the door.

occupations



Transportation, construction positions, food handlers,

5

Leased Workers

Overall **11.51%** of our workforce are Contracted Services and this includes our largest percentage, leased workers



Leadership Strategy



...for Leased Workers

It is our intent to have fewer than 10% contractor FTE's in the GLWA workforce

- Monthly contractor review
- Referral reward program
- ACO compliance - 406



Staffing Firms

Top 3 reasons GLWA chooses Staffing Firms

1. Recruitment Strategy
2. Hard-to-Fill positions
3. Level of Expertise:



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Michigan/ National stats vs. GLWA stats



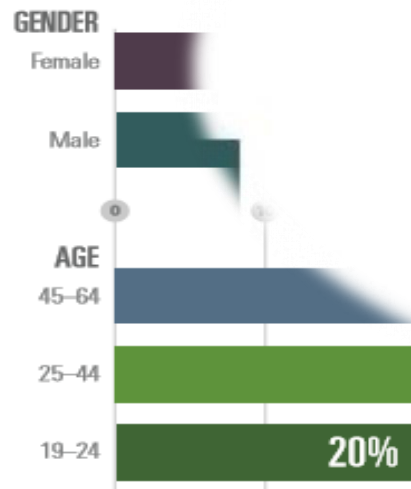
AT A GLANCE: 2016 Michigan Staffing Statistics

- Average number of temporary workers each week: 114,300
- Annual staffing employment: 516,500
- Average annual earnings per job: \$33,800
- Total annual sales: \$5.5 billion

2016 National Staffing Statistics

- Average number of temporary workers each week: 3.2 million
- Average tenure: 11.5 weeks
- Annual staffing employment: 14.5 million
- Average annual earnings per job: \$33,700

Michigan Temporary Staffing



For more information please visit americanstaffing.net

Contracted Workers

The national average length of engagement for Contract to Hire is twelve weeks, or one quarter. GLWA is working towards this national average of contract to hire retention.



- Monthly Contractor Review
- Offer GLWA employment formally after 12 weeks
- Offer training opportunities for any skillset gap



Grow Our Own

Developing a Talent Pipeline Long Term

- EICT-I Apprenticeship Program 20 participants Launched 2017
- Maintenance Tech Apprenticeship Program 20 Participants 2018 Launch
- Collaboration with Local Community Colleges (WCCCD Wet Program)
- Summer Internship Program
- Detroit Job Corp Technology Interns



Grow Our Own

Developing a Talent Pipeline Long Term

- Detroit Public Community Schools District (DPSCD) Intern Program with Randolph CTC and Cass Technical High School
- Non-traditional occupation forum participation with DPSCD
- Grow Detroit's Young Talent – Summer employment
- The Youth Connection Interns
- Develop programs for elementary and middle school children



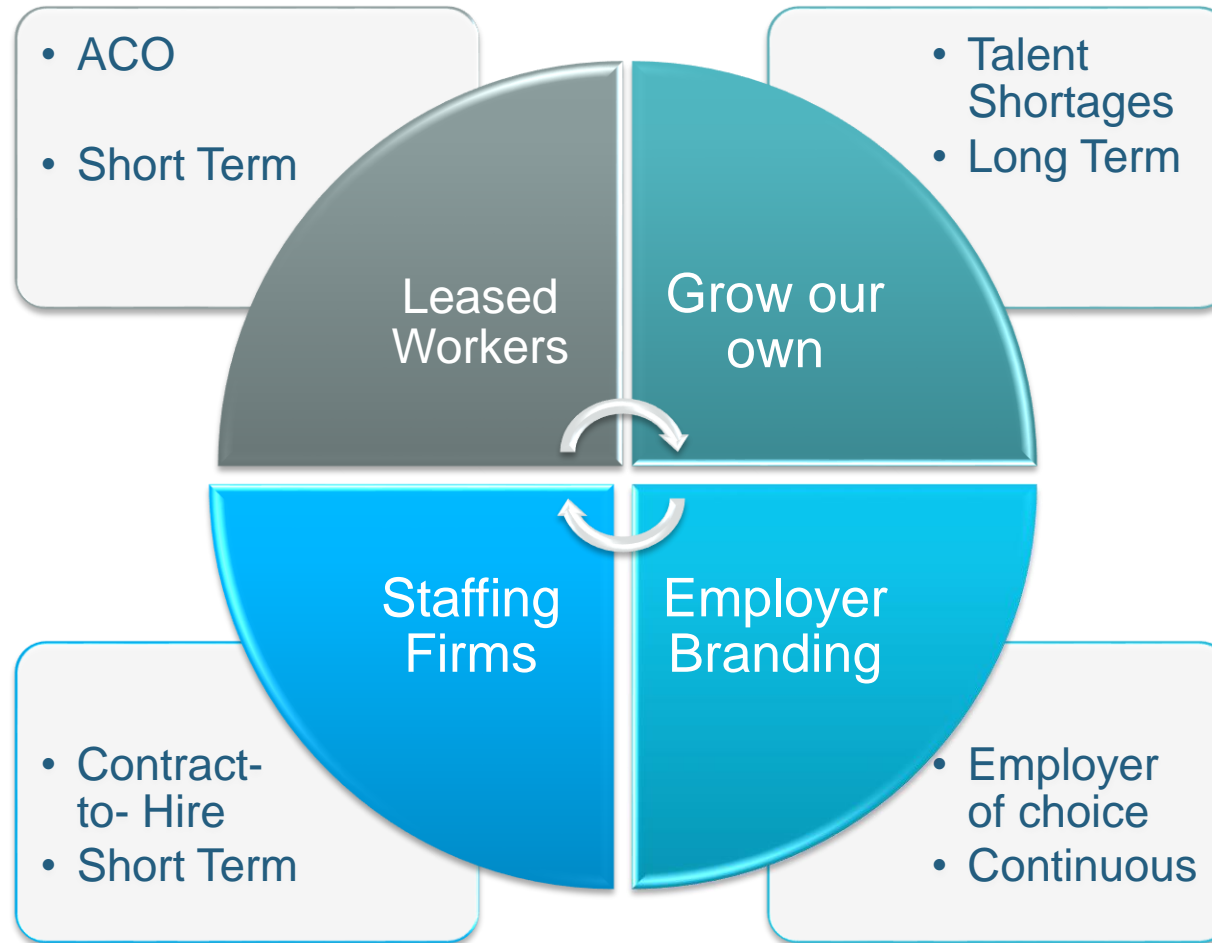
Employer Branding

Being an Employer of choice will support our strategy of converting contracted resources...

- Compensation Review and Survey
- Intentionally meet with contractors one on one regularly
- Provide talking points for the GLWA team to share when referring candidates to open positions
- Conduct team member engagement surveys and include some level of Contractor participation
- Encourage the GLWA team to engage their social media networks with positive talking points



Leadership Strategy





GLWA

Great Lakes Water Authority

