



# Workforce Strategies

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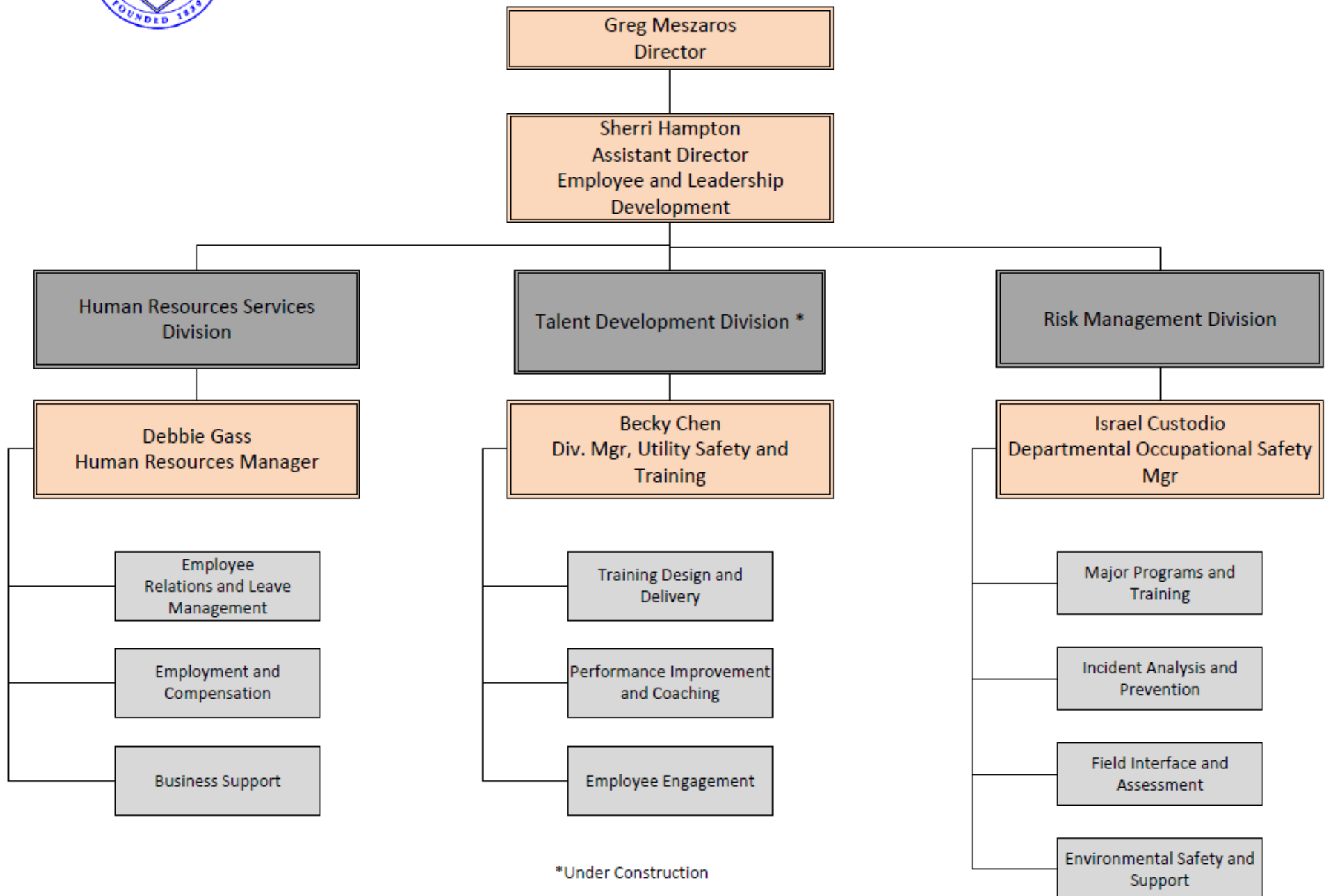
**Assistant Director, Employee &  
Leadership Development**



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# Austin Water Employee and Leadership Development



## EUM – ELD Focus Areas





## Right Now Scorecard: Current Metrics

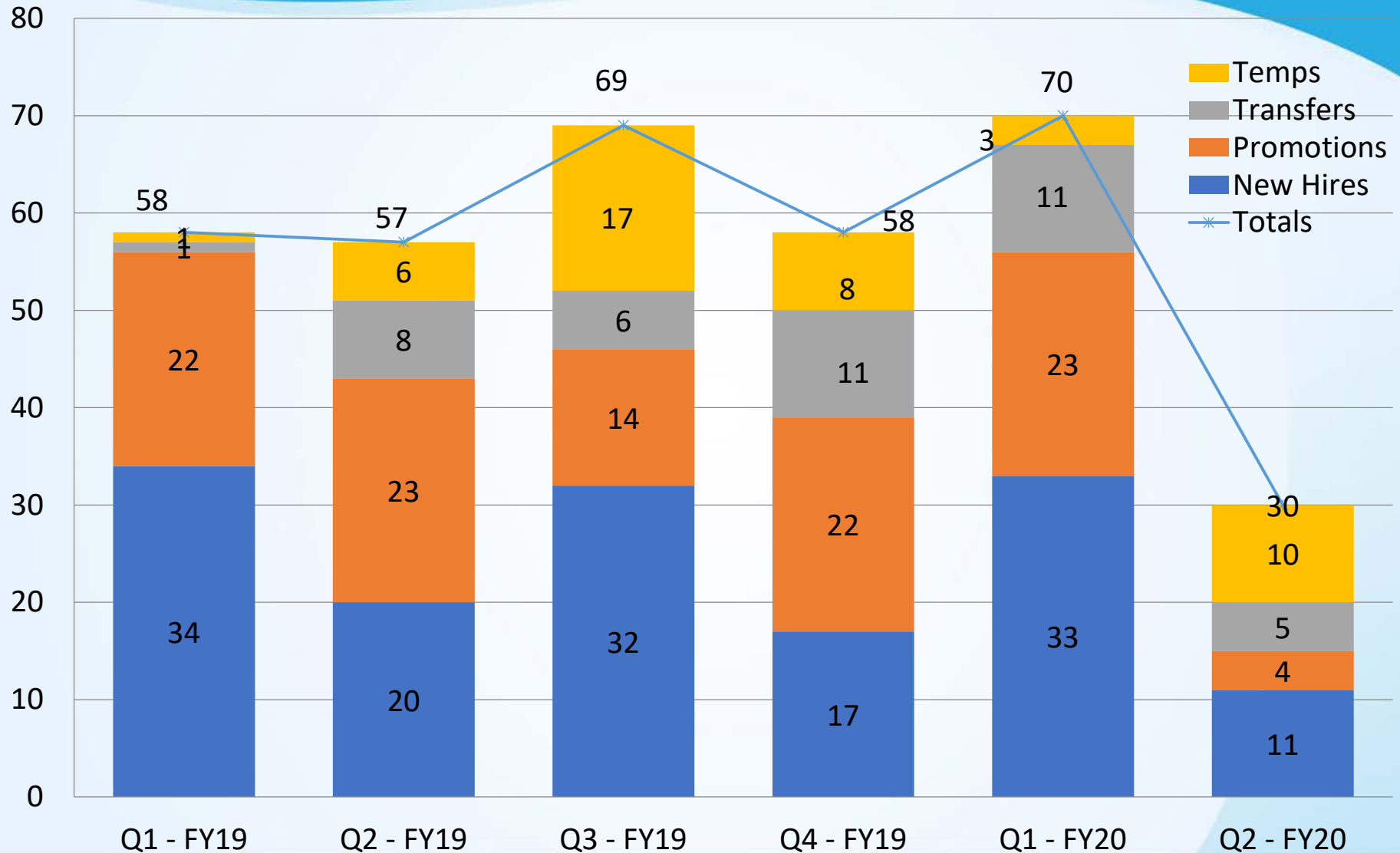
Measure	Current
Employee Turnover	2.78 FY20YTD 9.58% FY19 10.63% FY18
Vacancy Rate	9.36%
Internal Promotion Rate	31% FY20YTD 38.6% FY19
Leadership Development	47% completed Supervisor Academy 10% completed Management Academy  27% participating Supervisor Academy 6% participating Management Academy

# Questions?



# Back Up Slides

# Hiring Update FY20 YTD



# Separations FY20 YTD

