



# **PERSONNEL COMMISSION ANNUAL REPORT, 2020-21**

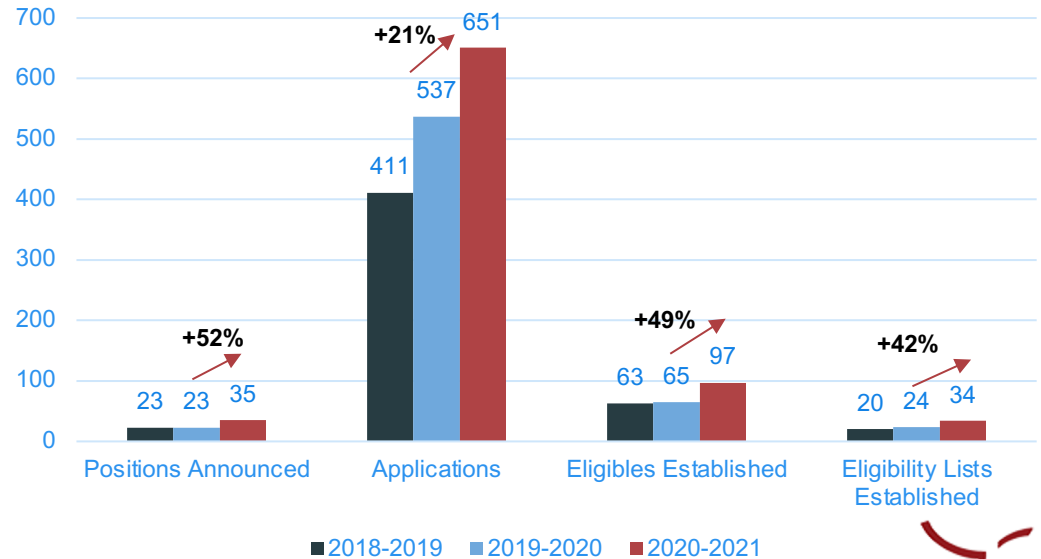
November 18, 2021

**Highlights and Outlook**

# Regular Examinations

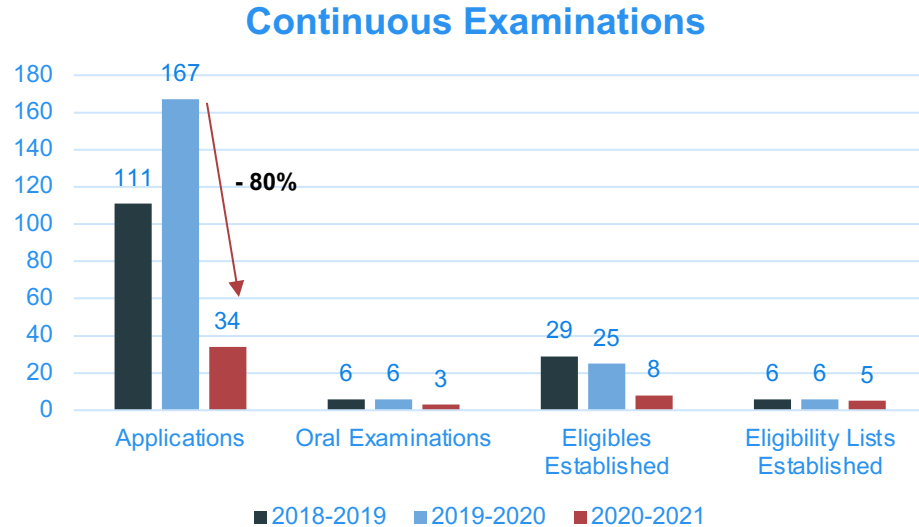
- Number of positions announced increased substantially, but other measures of recruiting activity lagged.
- Number of applications received, eligibles, and eligibility lists established did not keep pace with our vacant positions.

Open, Dual, and Promotional Exams



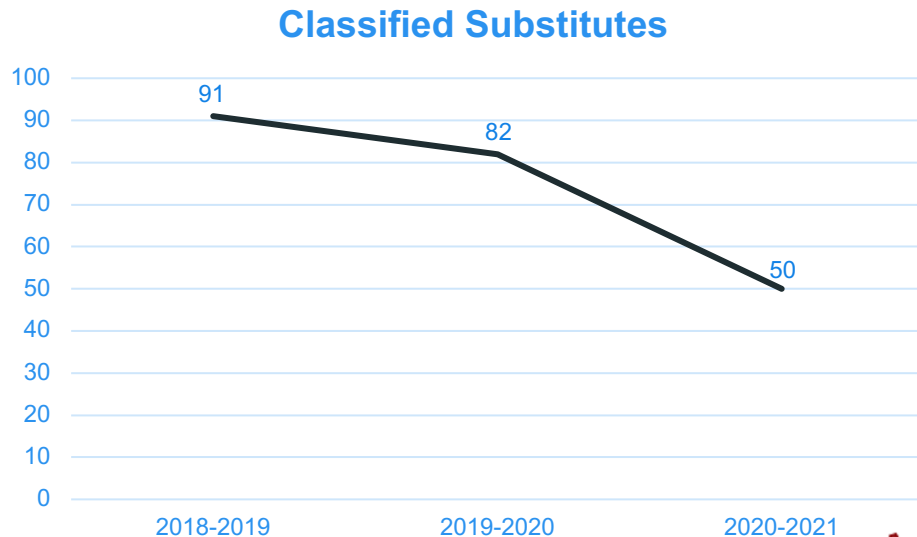
# Continuous Examinations

- Types of jobs posted as “open until filled” have expanded.
- Number of applications has dropped precipitously.



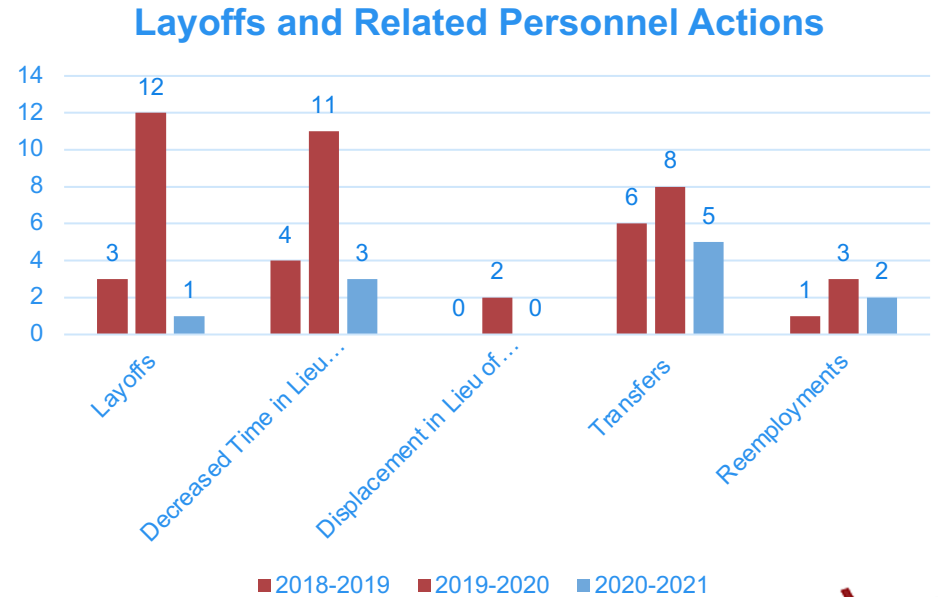
# Substitute Recruiting

- Number of available substitutes has also declined steeply.
- SBCEO has recently implemented several practices to improve substitute recruitment and retention.



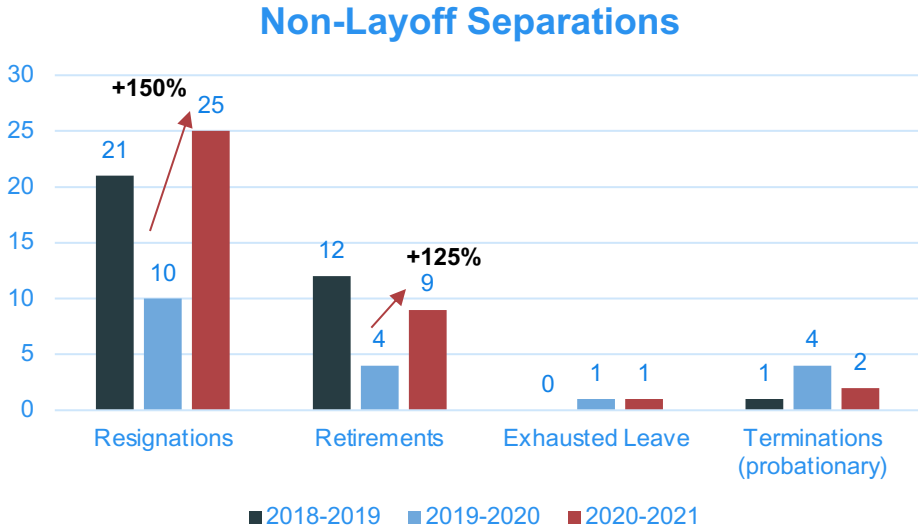
# Layoffs

- One bright spot: layoffs and related personnel actions decreased significantly.



# Other Separations

- Resignations and retirements more than doubled.



# Final Thoughts

- Employees and applicants are seeking:
  - **Flexibility:** SBCEO is reviewing our policies and practices to ensure we can continue to attract a qualified workforce.
  - **Skills development:** SBCEO recently revised the Professional Growth Program for classified employees. We are also making greater use of LinkedIn Learning.
  - **Fulfilling work:** SBCEO's commitment to service and leadership in providing educational opportunities for underserved students gives us a competitive advantage.

