PERSONNEL COMMISSION ANNUAL REPORT, 2021-22

December 15, 2022

Highlights and Outlook
Regular Examinations

- Number of positions announced increased significantly, but other measures of recruiting activity lagged.
- Number of applications received decreased. Eligibles and eligibility lists established did not keep pace with our vacant positions.
Continuous Examinations

- Number of applications has increased but ...
- Number of open continuous recruitments has also increased, and
- Types of jobs posted as “open until filled” have expanded.

![Continuous Examinations graph]

Substitute Recruiting

- Number of available substitutes has rebounded somewhat.
- Our efforts to improve substitute recruitment and retention appear to be achieving results.
Layoffs

- The number of layoffs and related personnel actions generally continued to be low.
Other Separations

- Resignations and retirements continued to trend upward.

![Bar chart showing non-layoff separations from 2019-2020 to 2021-2022]
Recruiting Sources

- The methods applicants are using to find out about SBCEO jobs is evolving.
Final Thoughts

- Employees and applicants are seeking:
  - **Flexibility**: SBCEO continues to review our policies and practices to ensure we can continue to attract a qualified workforce.
  - **Skills development**: The number of employees participating in the revised Professional Growth Program for classified employees went up substantially in 2021-22.
  - **Fulfilling work**: SBCEO’s commitment to service and leadership in providing educational opportunities for underserved students gives us a competitive advantage.