



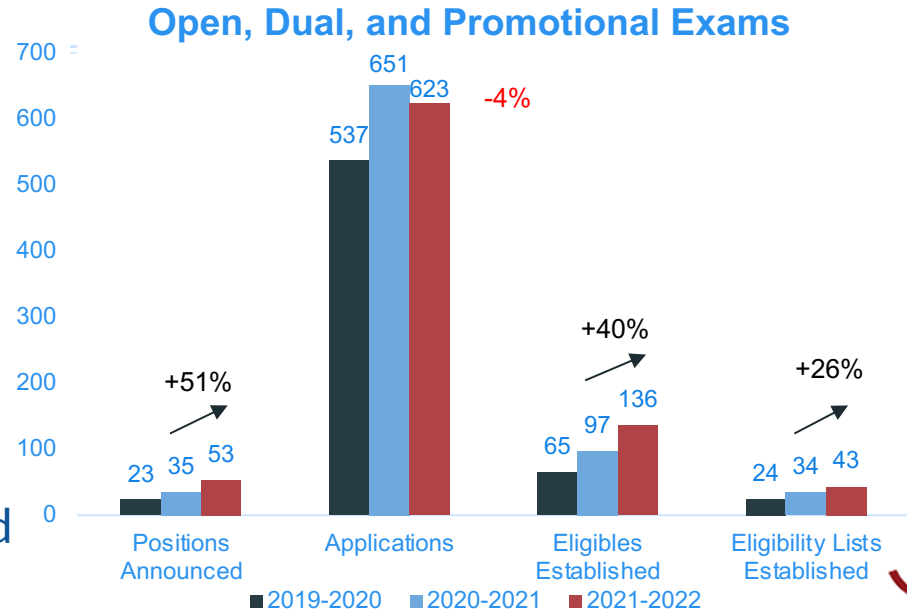
# **PERSONNEL COMMISSION ANNUAL REPORT, 2021-22**

December 15, 2022

**Highlights and Outlook**

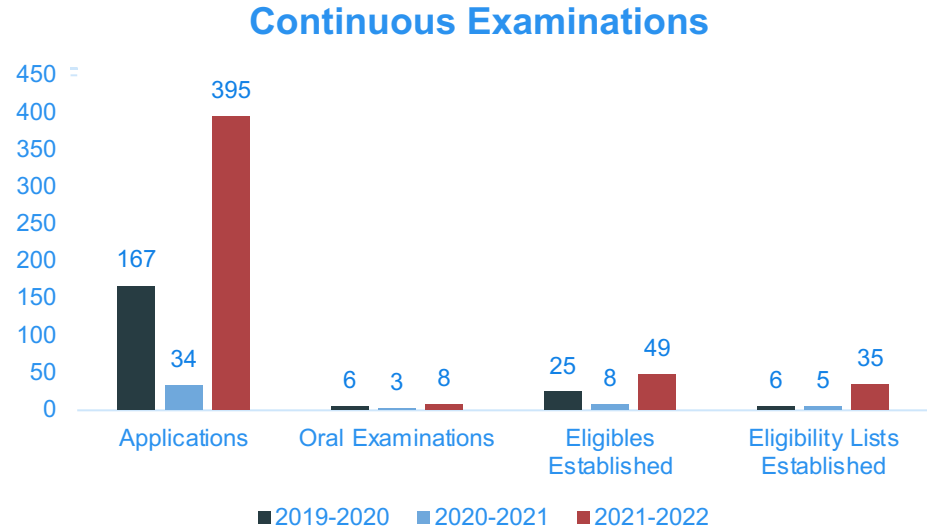
# Regular Examinations

- 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.



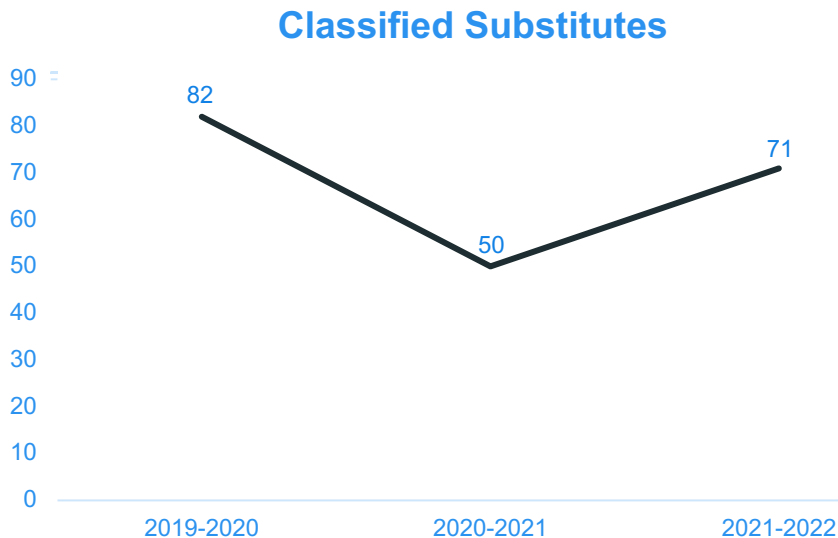
# Continuous Examinations

- 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.



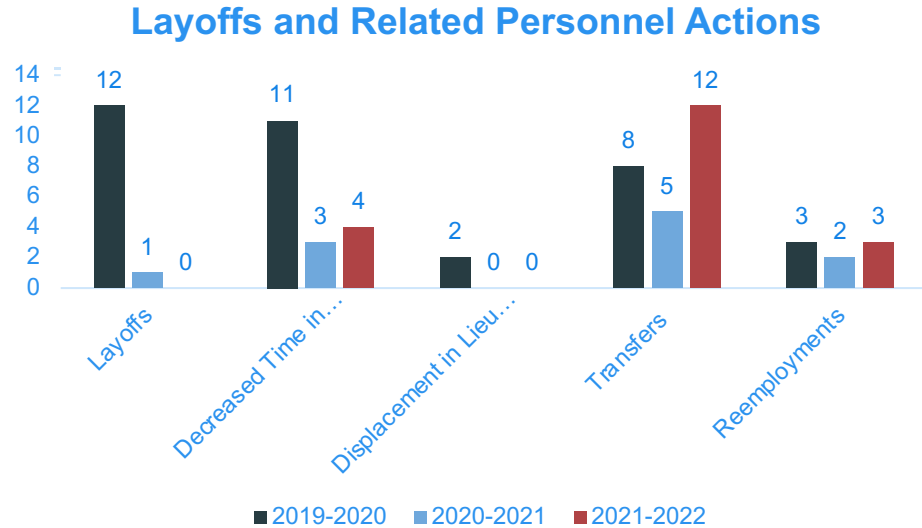
# Substitute Recruiting

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



# Layoffs

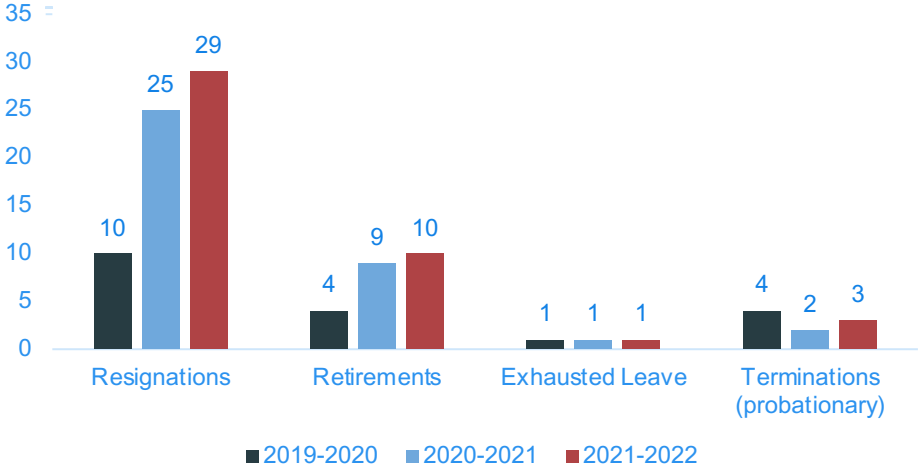
- The number of layoffs and related personnel actions generally continued to be low.



# Other Separations

- Resignations and retirements continued to trend upward.

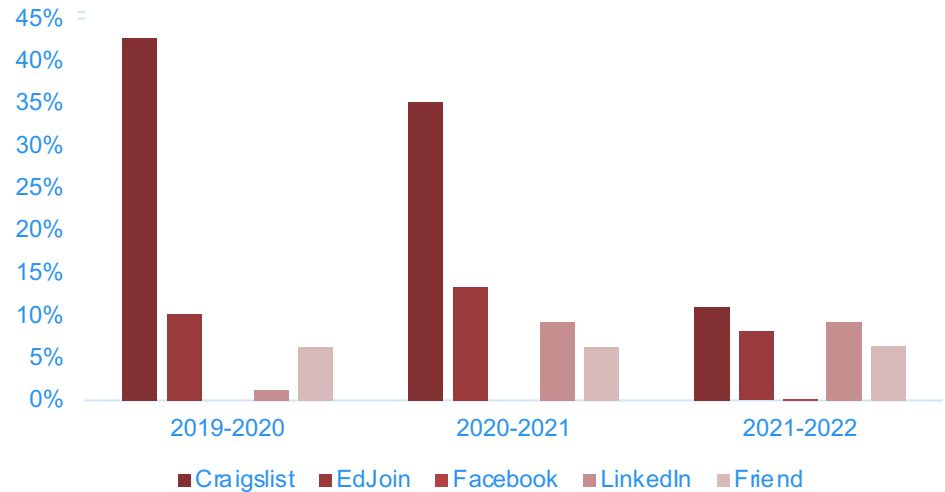
Non-Layoff Separations



# Recruiting Sources

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

Selected Recruiting Sources as a Percentage of Total Applications



# 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.