

State of the Workforce

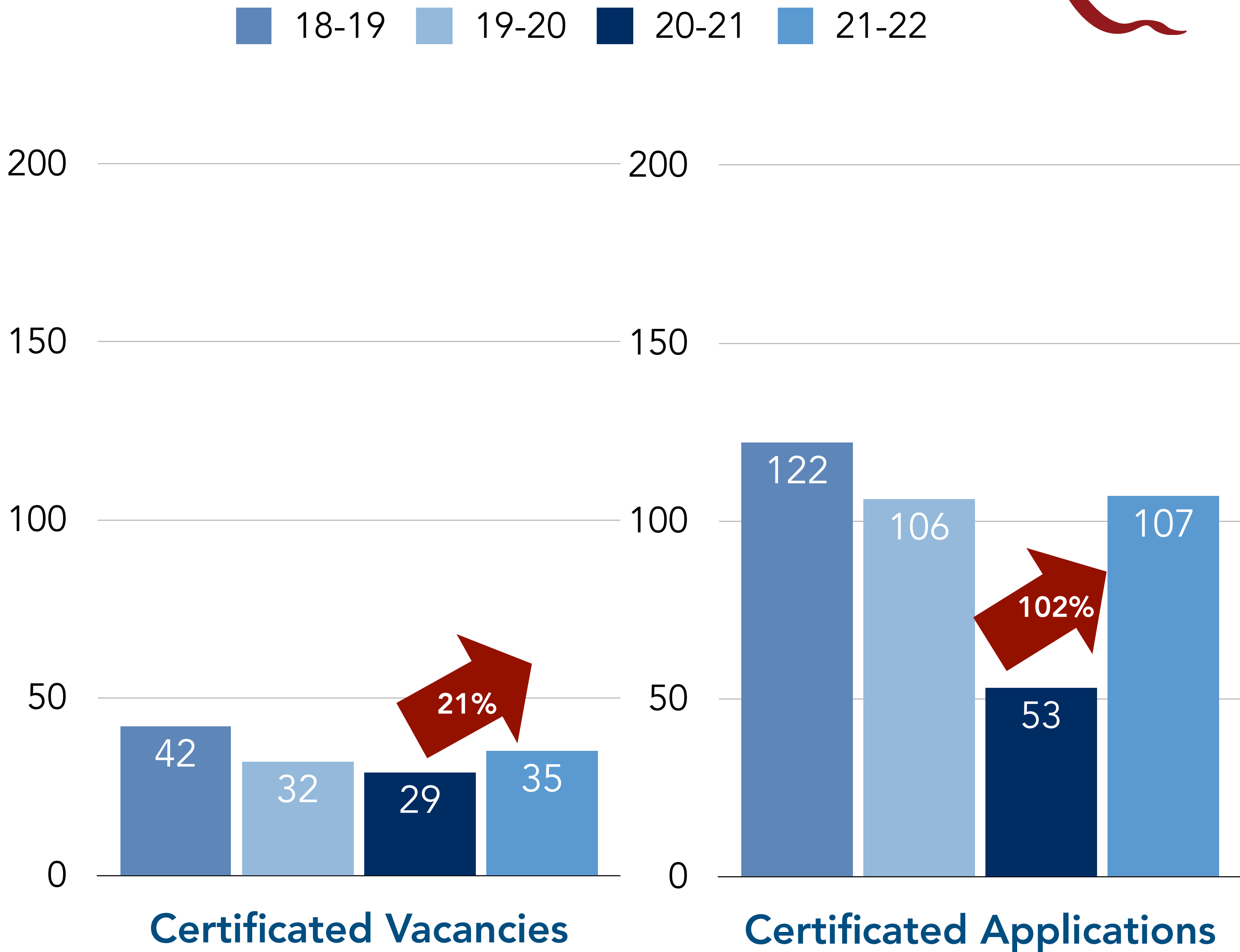
March 2, 2023

Highlights and Outlook

Certificated Recruitment



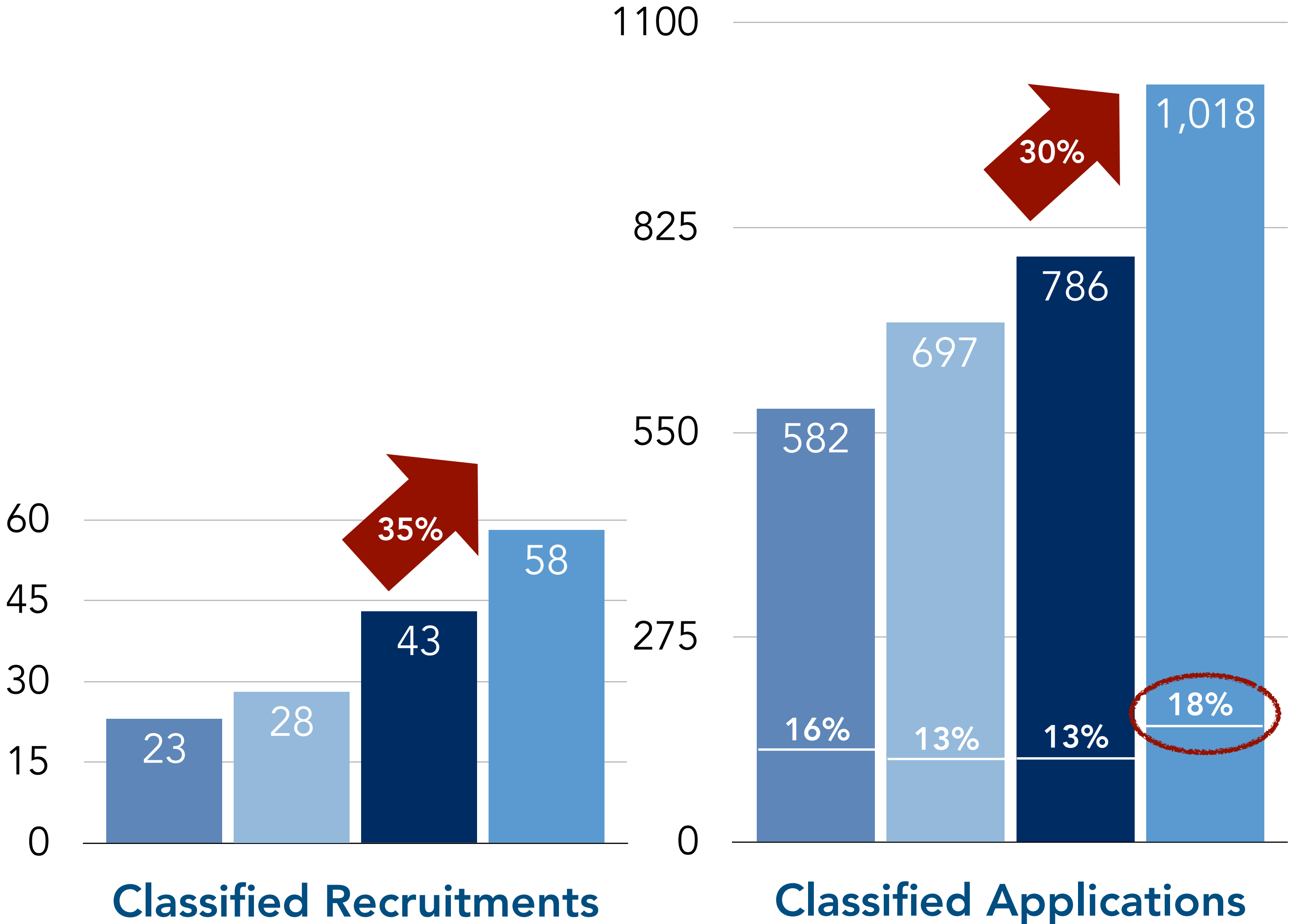
- Overall downward trend in applications over past four years
- A smaller percentage of the total applicants completed the process and became eligible for hire

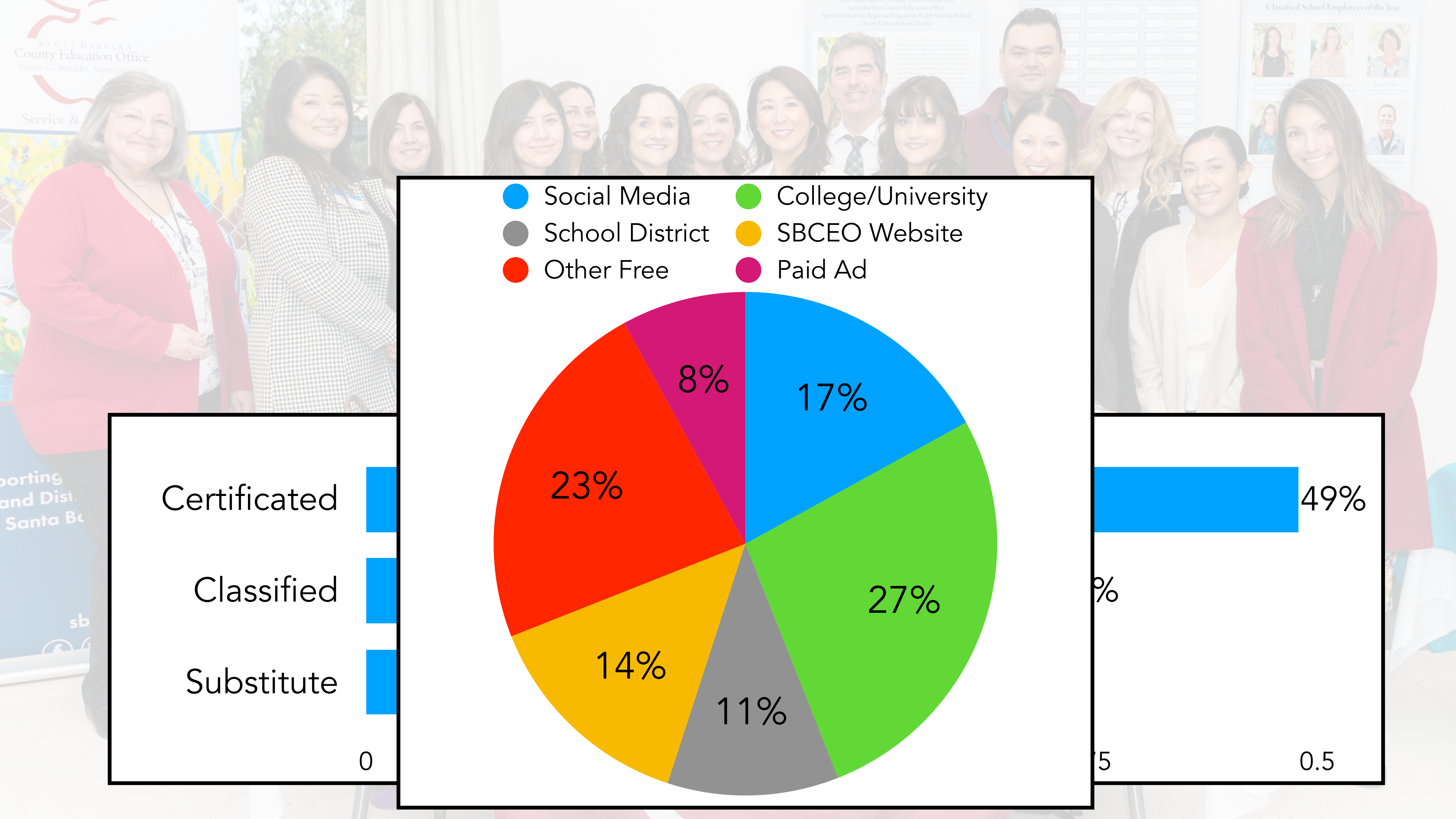


Classified Recruitment

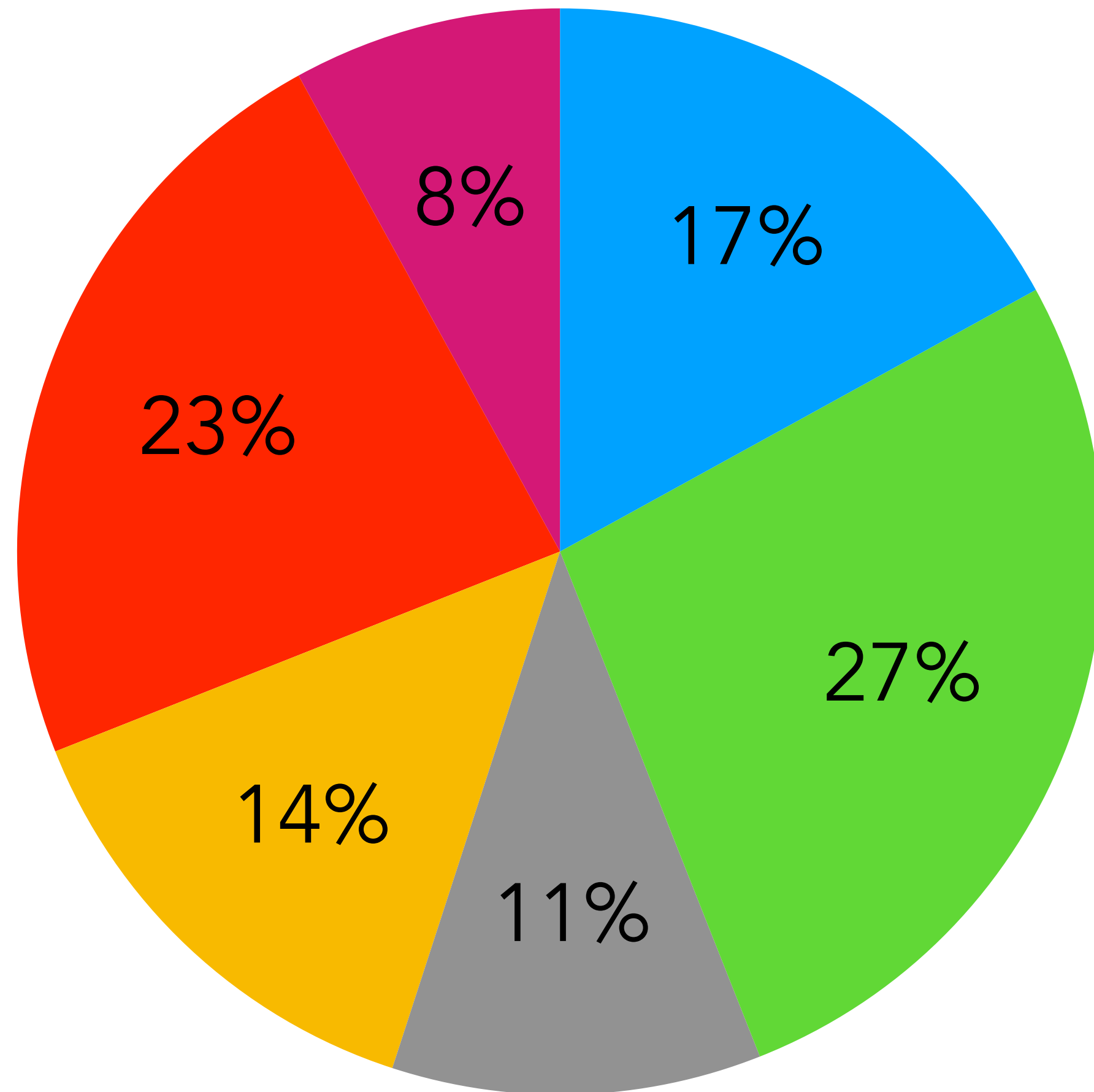
18-19 19-20 20-21 21-22

- Number of positions announced increased substantially
- Number of applications received and candidates eligible for hire did not keep pace with the number of vacant positions





- Social Media
- College/University
- School District
- SBCEO Website
- Other Free
- Paid Ad

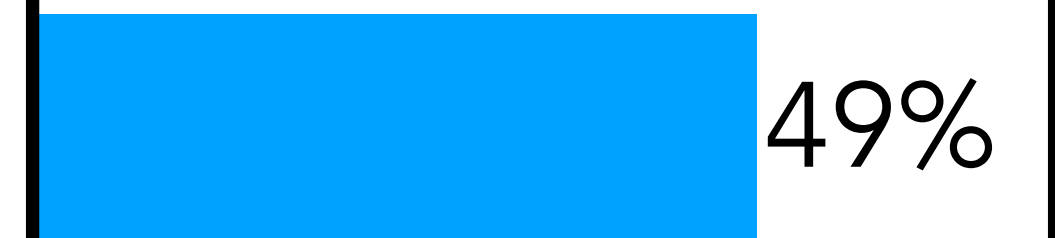


Certificated

Classified

Substitute

0



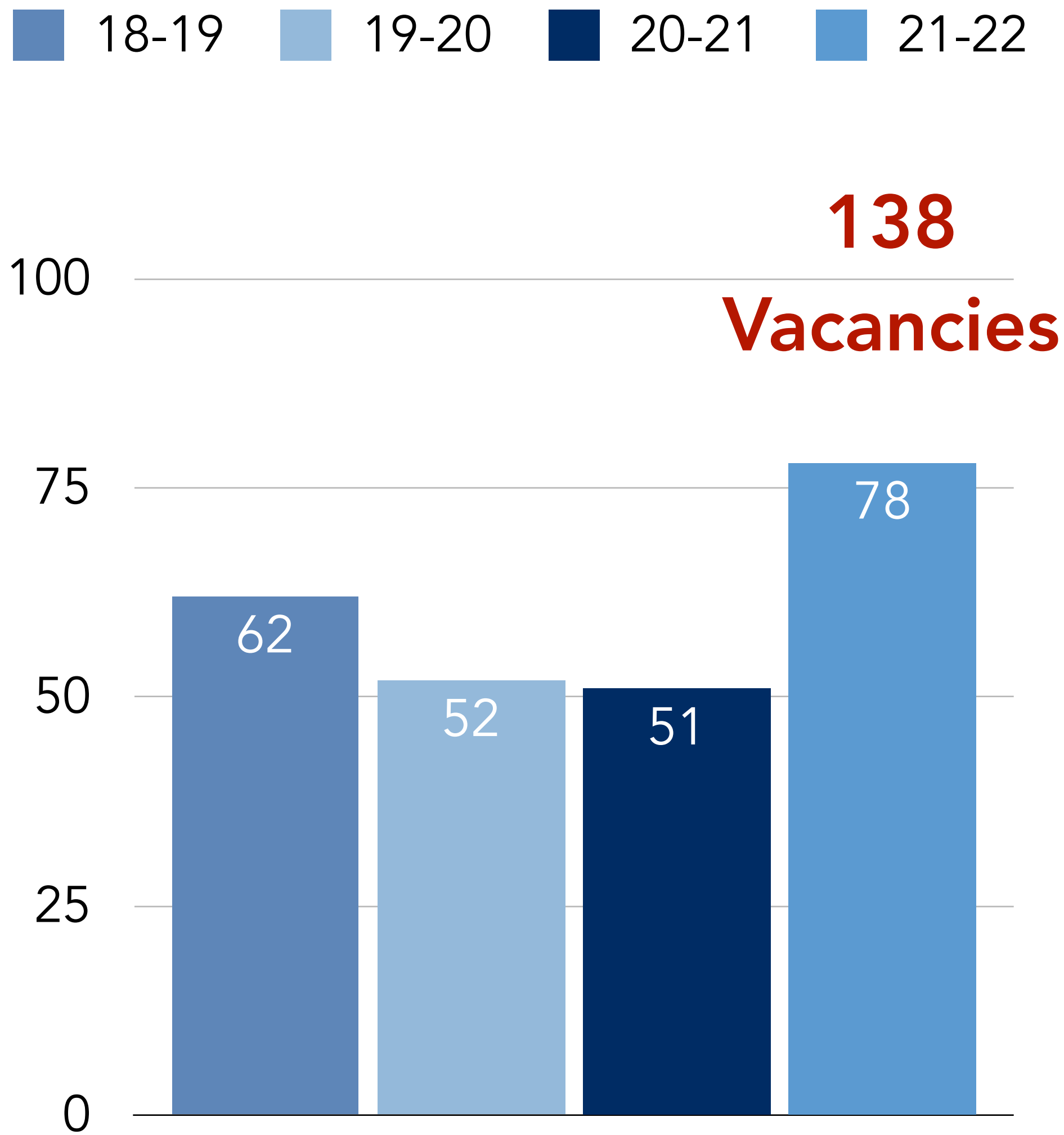
%

5

0.5

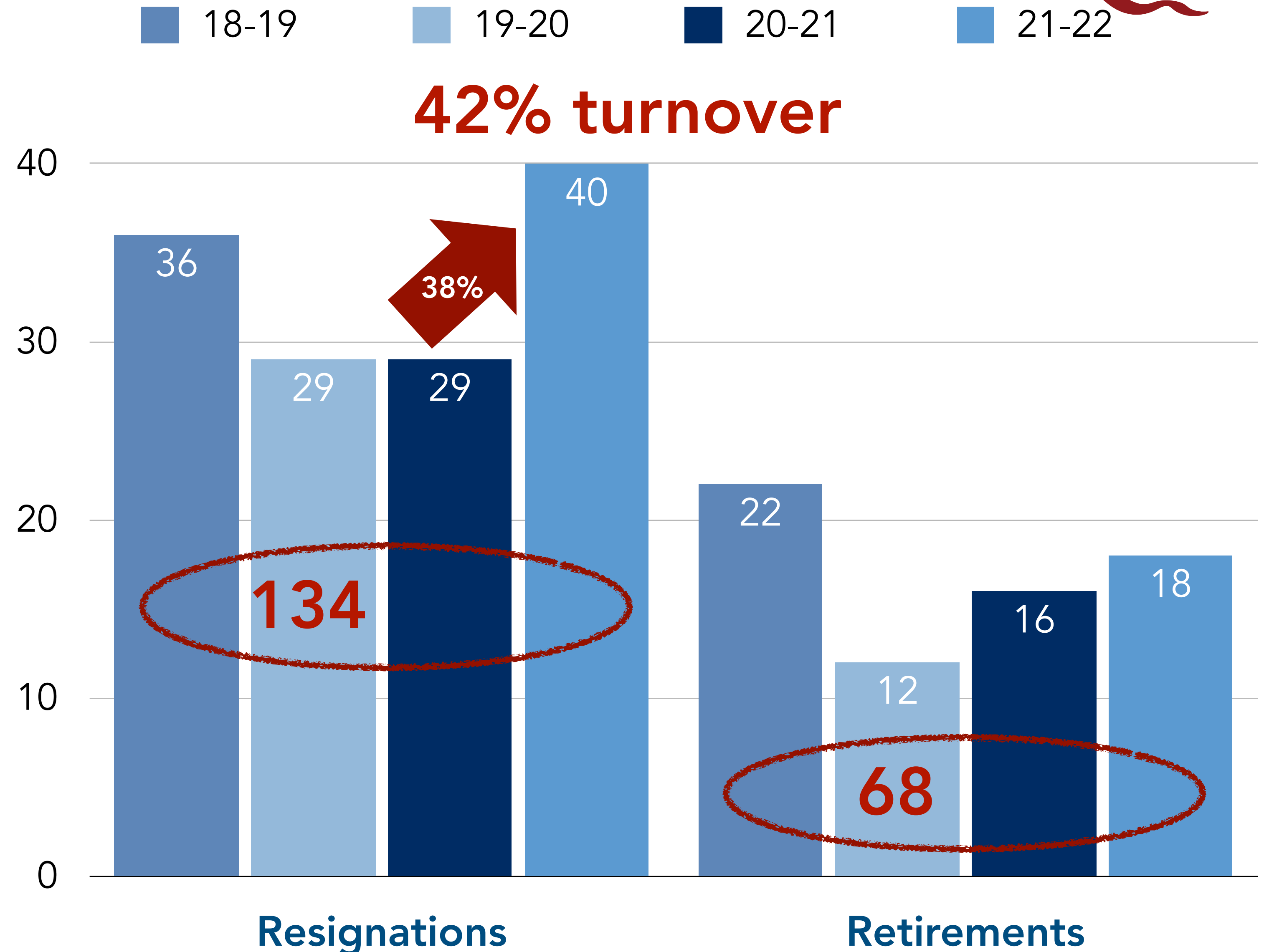
New Hires

- Significant number of vacancies left unfilled



Employee Separations

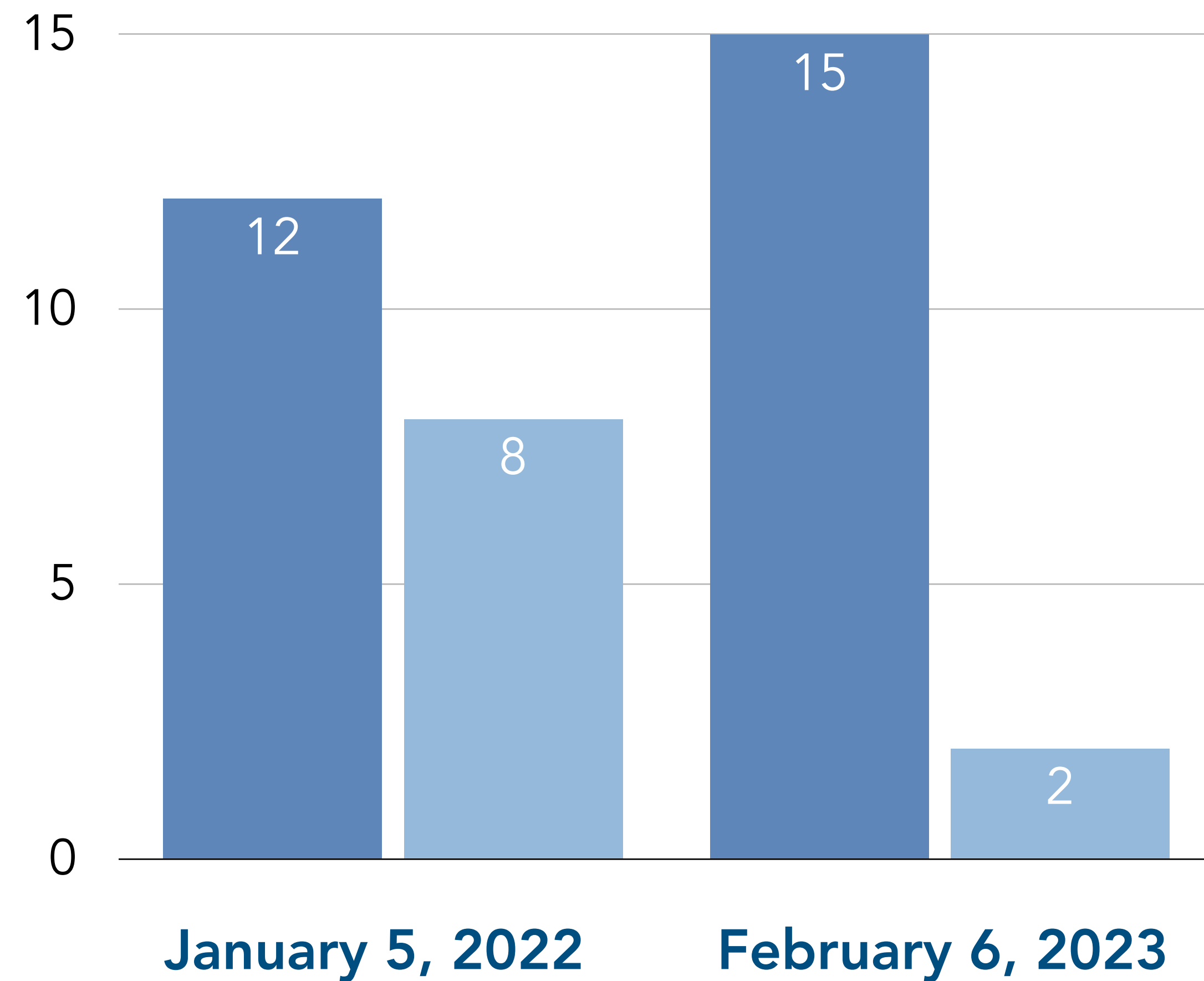
- A significant increase in resignations year over year
- A high number of separations in past 4 years



- Leaves contribute to staffing challenges

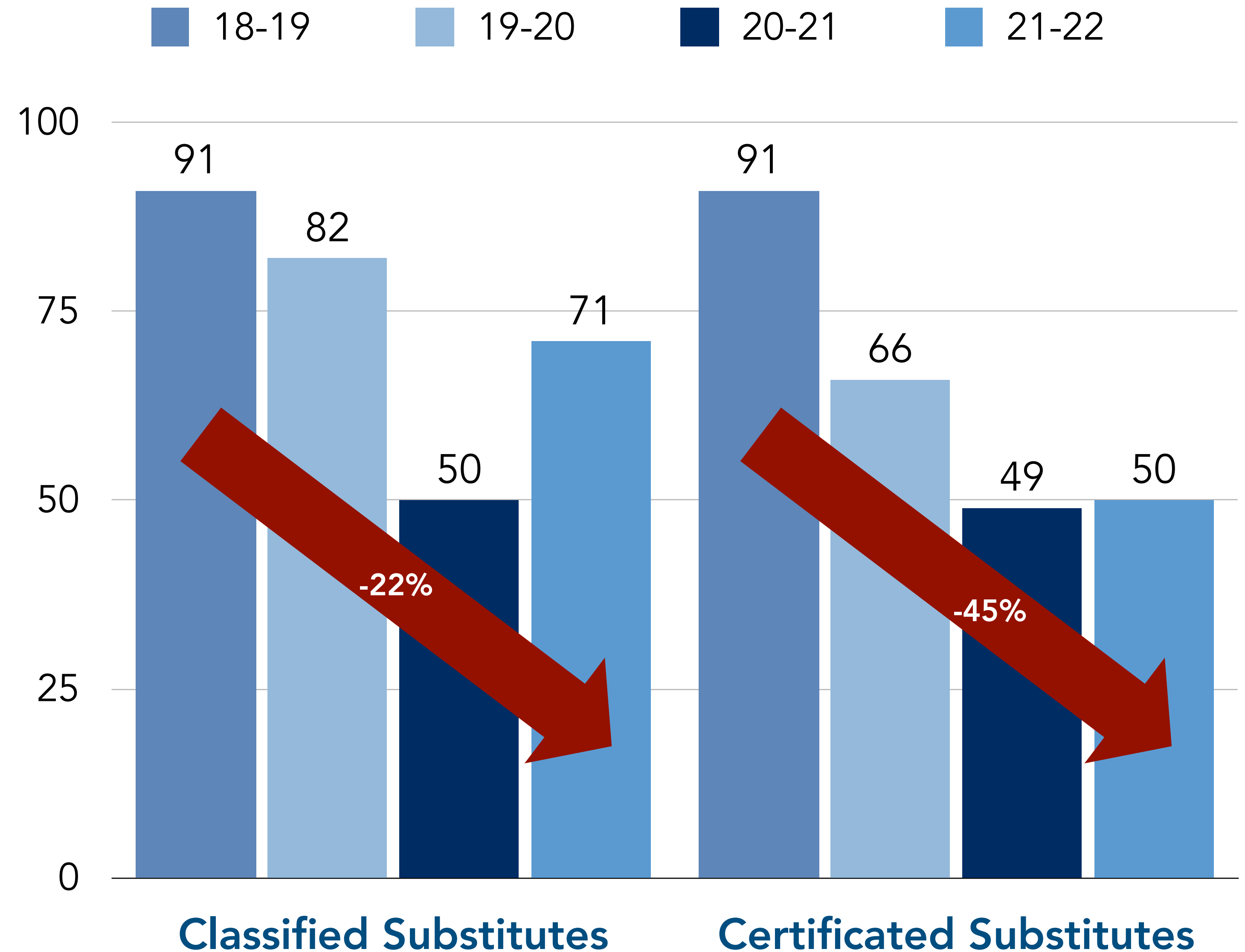
Employee Leaves

■ Classified ■ Certificated

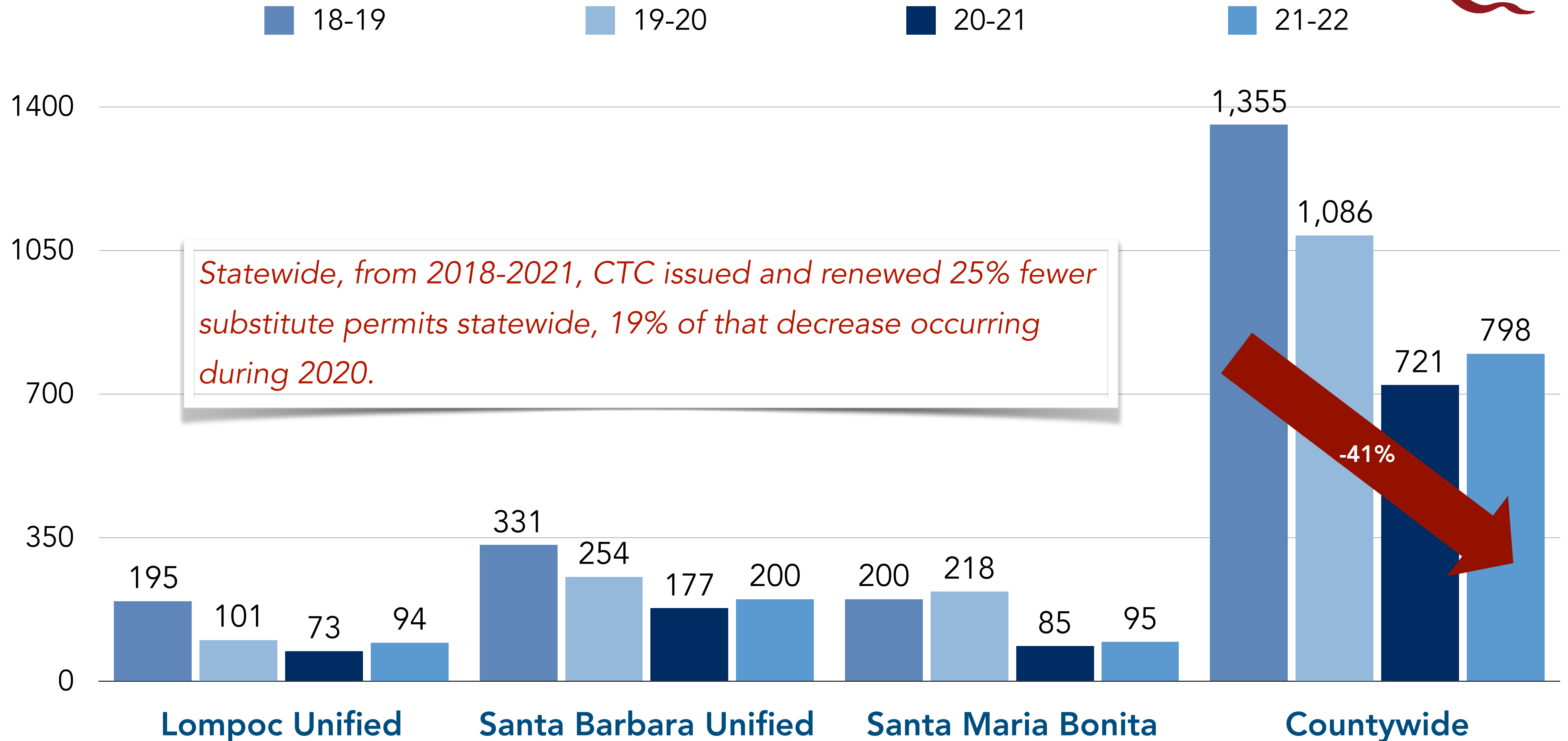


Substitutes

- Number of substitutes decreased significantly and has not recovered
- Enhanced advertisement efforts include pay increases, incentives, and more.



Countywide Certificated Substitutes



Countywide Recruitment

Substitutes

...biggest challenge is **getting subs to accept daily assignments**, particularly in Special Education. For coverage, some use principals or other staff with credentials such as intervention teachers...

...one secondary school district covers vacancies with onsite teachers available because they don't have a scheduled class at a time when there is a vacancy. These **teachers are paid extra to sub in the vacancy**...

...one district shared they are always looking for more subs as **more teachers are out due to mental health** concerns this year...

Cost of Living

...one district representative shared their biggest impediment to hiring is housing. The **cost of housing and the unavailability of housing** accounted for losing about 10 hires this year...

Unfilled Vacancies

...one district shared they have a **detrimental level of unfilled vacancies**, an estimated 10-12 certificated vacancies and 121 classified vacancies (20% of all positions), approximately 58 of which are special education instructional support positions...

Workforce Strategies

Short-Term

- *Expanded Advertising*
- *Direct Recruitment*
- *Community Outreach*
- *Emphasis on Benefits*
- *Salary Increases*

Long-Term

- *Elevating the Field of Education*
- *Professional Development*
- *Professional Networks*
- *Systems Improvements*
- *Legislative Advocacy*