



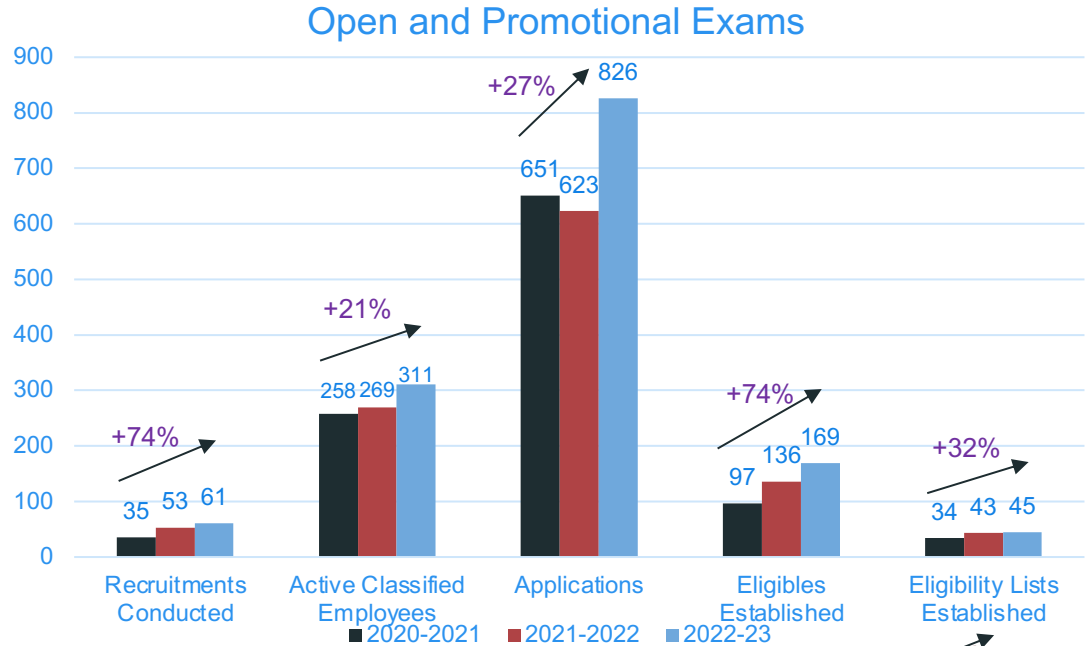
PERSONNEL COMMISSION ANNUAL REPORT, 2022-23

November 16, 2023

Highlights and Outlook

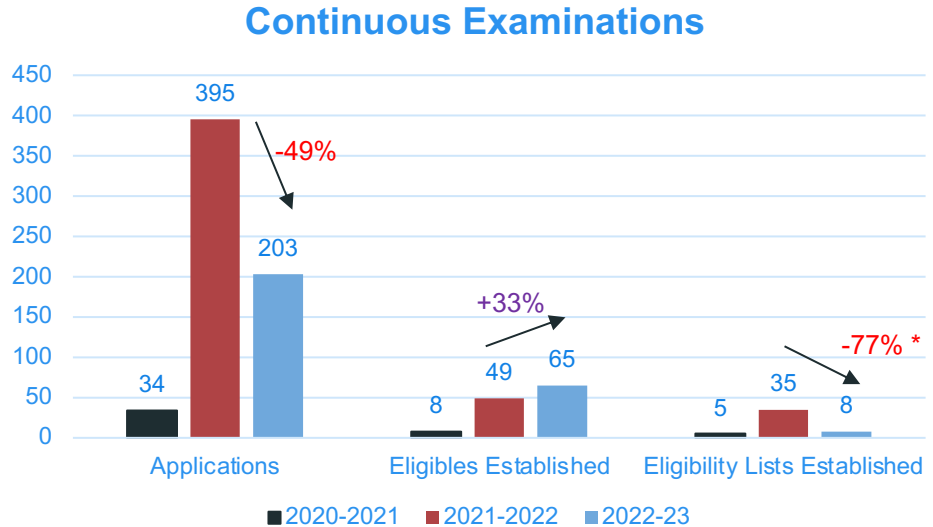
Regular Examinations

- Number of recruitments conducted continued to increase as staffing levels recovered from pandemic lows.
- Number of applications received and eligibility lists established did not keep pace with our vacant positions.



Continuous Examinations

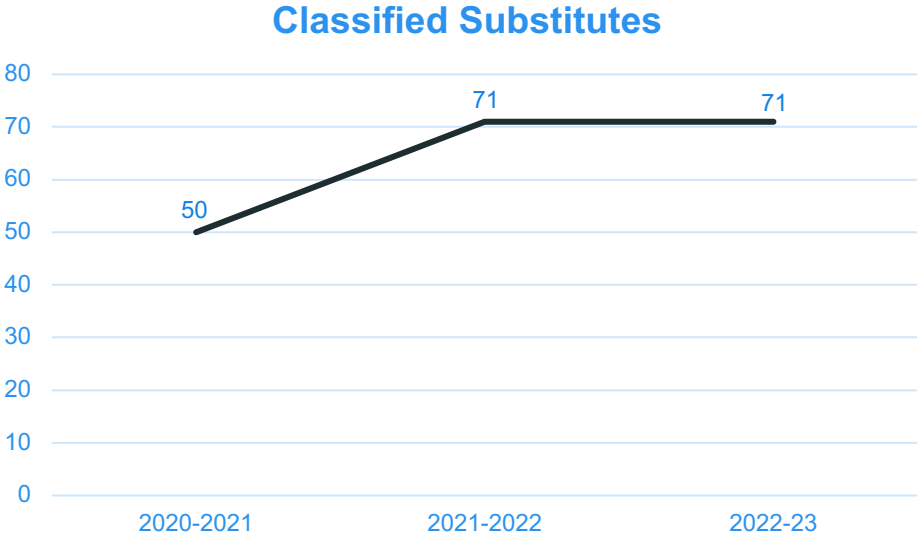
- Number of open continuous recruitments also increased, and
- Types of jobs posted as “open until filled” continued to expand ...
- While the number of applications decreased.



* Reflects change in methodology.

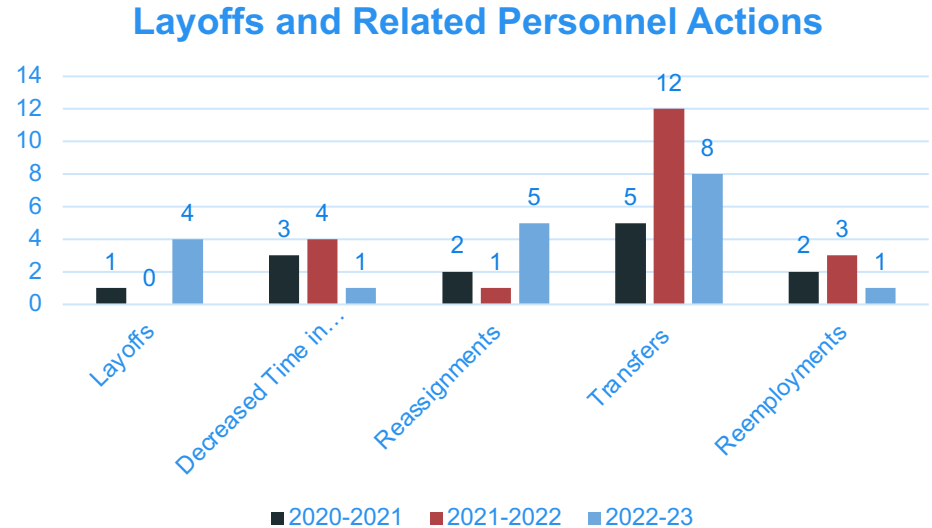
Substitute Recruiting

- Number of available substitutes has plateaued.



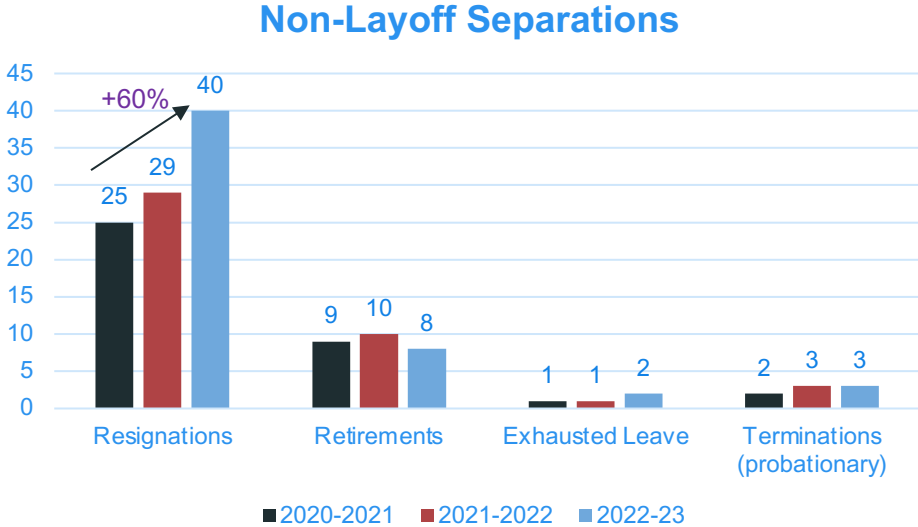
Layoffs

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



Other Separations

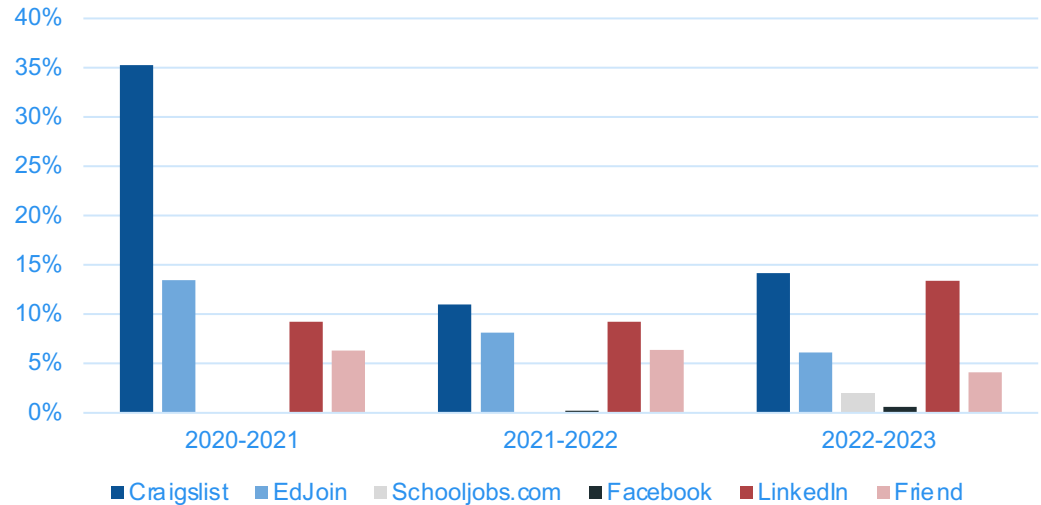
- Resignations continued to trend upward.
- Other types of separation were stable.



Recruiting Sources

- The methods applicants are using to find out about SBCEO jobs continue to evolve.

Selected Recruiting Sources as a Percentage of Total Applications



Final Thoughts

- Continuous improvement of systems is essential

The screenshot shows the job opportunities page for the Santa Barbara County Education Office. At the top, there is a navigation bar with a menu icon, the text "CLASSIFIED AND ALL SUBSTITUTE JOB OPPORTUNITIES", and a "Sign In" link. Below this is a dark blue banner with the county logo and the text "Service & Leadership in Public Education". A photograph of a woman and a child is also visible. The main content area features a search bar with "14 jobs found" and options for "Sort" and "Filter". Three job listings are shown:

- Braille Transcriber**
Santa Maria - Orcutt
Part-Time - \$25.95 - \$32.93 Hourly
Category: Education
Division: Special Education
Our ideal candidate You are a culturally caring and empathetic professional with creative problem-solving skills who cares about the people you work with and the students receiving your services. You are a team player, skilled in your area of expertise, and you strive to do a good job at all times. You have satisfactorily fulfilled all requirements, a...
Posted more than 30 days ago | Continuous
- Child Care Assistant**
Various Locations
Part-Time - \$17.01 - \$21.57 Hourly
Category: Education / Child Care
Division: Student and Community Services
Our ideal candidate You are a creative person with a basic knowledge of early childhood education who enjoys children and is eager to learn from them and staff. You are able to follow directions, work collaboratively with other staff, and communicate well orally and in writing with children and staff. General description Provides direct care to L...
Posted 3 weeks ago | Continuous
- Educational Data Analyst**
Santa Barbara - Goleta
Full-Time - \$70,776.00 - \$89,880.00 Annually
Category: Miscellaneous / Database Administration
Division: Curriculum and Instruction
Our ideal candidate You bring a creative problem-solving approach, attention to detail, and high degree of accuracy to your work as part of a continuous improvement team. You research issues, communicate effectively, and use a high degree of professional judgment to solve problems independently or in collaboration with others. You understand...



Final Thoughts

- Balancing employees'/candidates' desire for flexibility with organizational needs
- Raising the profile of SBCEO
- Promoting the field of education