

State of the Education Workforce

February 8, 2023

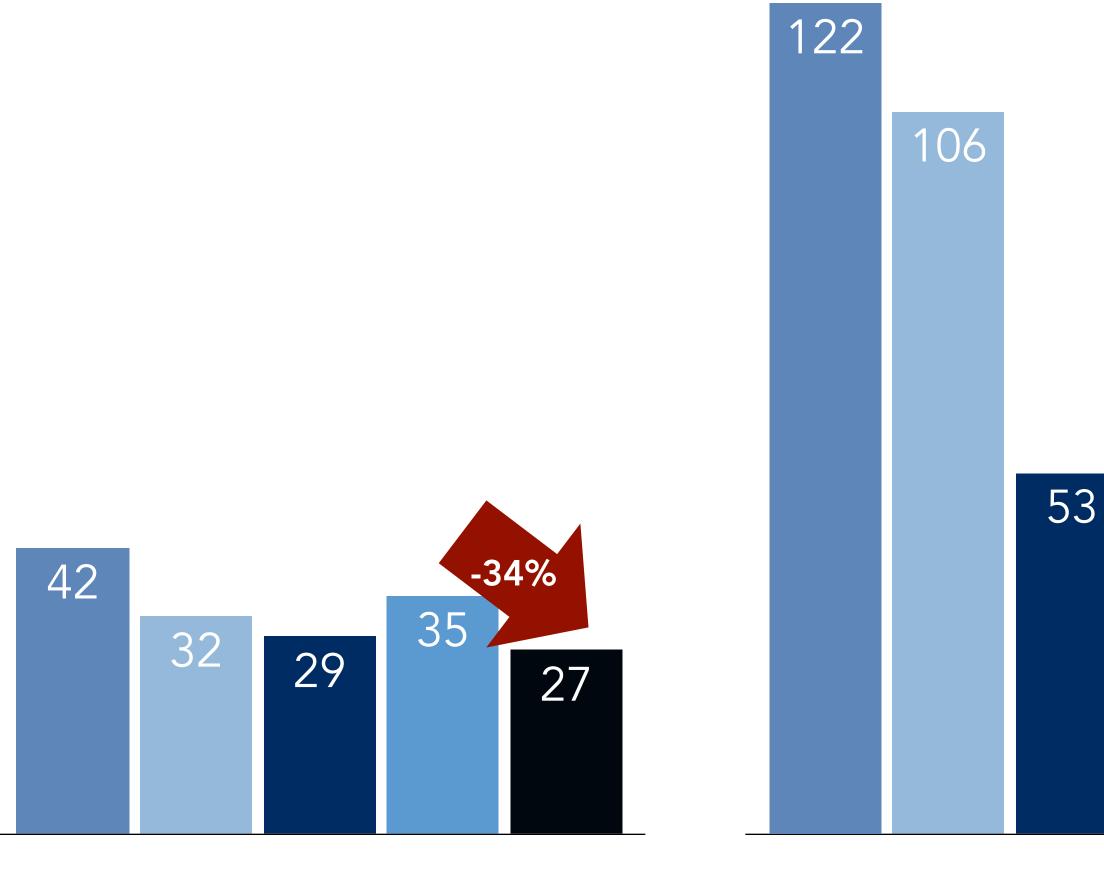
Highlights and Outlook

Certificated Recruitment

Susan C. Salcido, Superintendent

- 19-20 20-21 21-22

- Excluding most impacted pandemic fiscal year (20-21), number of applications received has plateaued below 2018-19 level
- A smaller percentage of the total applicants completed the process and became eligible for hire



Certificated Vacancies

Certificated Applications

Number of new credentials issued decreased by 12% from 2020-2021 to 2021-2022

Education Specialist
 Instruction credentials issued
 decreased by 8.6%

CA Teacher Workforce



Trend of New Credentials Issued

The table displays the total and percent change from prior year of new teaching credentials issued. The color legend displays the range of percent change across the years, the black color indicating as an increase and the red color as a decrease from the prior year.

	Fiscal Year					
	2017-18	2018-19	2019-20	2020-21	2021-22	
Total	22,440	23,112	23,771	26,198	23,048	
Percent Change From Prior Year		3.0%	2.9%	10.2%	-12.0%	

Number of New Credentials Issued by Credential Name

The figure displays the number of new Multiple Subject, Single Subject and Education Specialist credentials issued. The color legend indicates the different credential types displayed.

Click the figure for the View Data table or hover over the tooltip for the credential type total and percent change from prior year. Use the color legend to highlight, keep only and exclude data points in the figure. To undo or revert selections, use the toolbar below the figure.

Credential Name



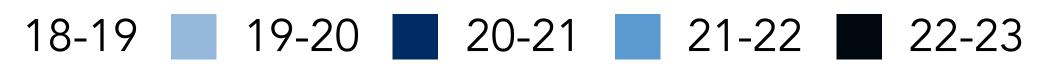
- Number of recruitments conducted has increased substantially
- Number of applications received and candidates eligible for hire did not increase at the same rate as the number of vacancies

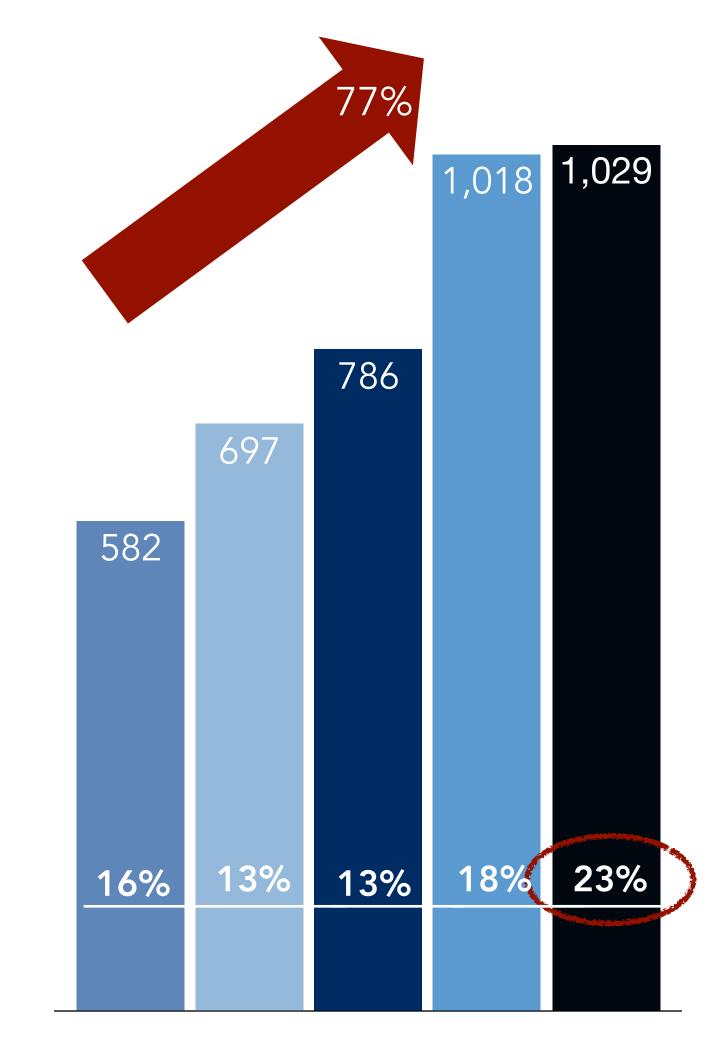
Classified Recruitment



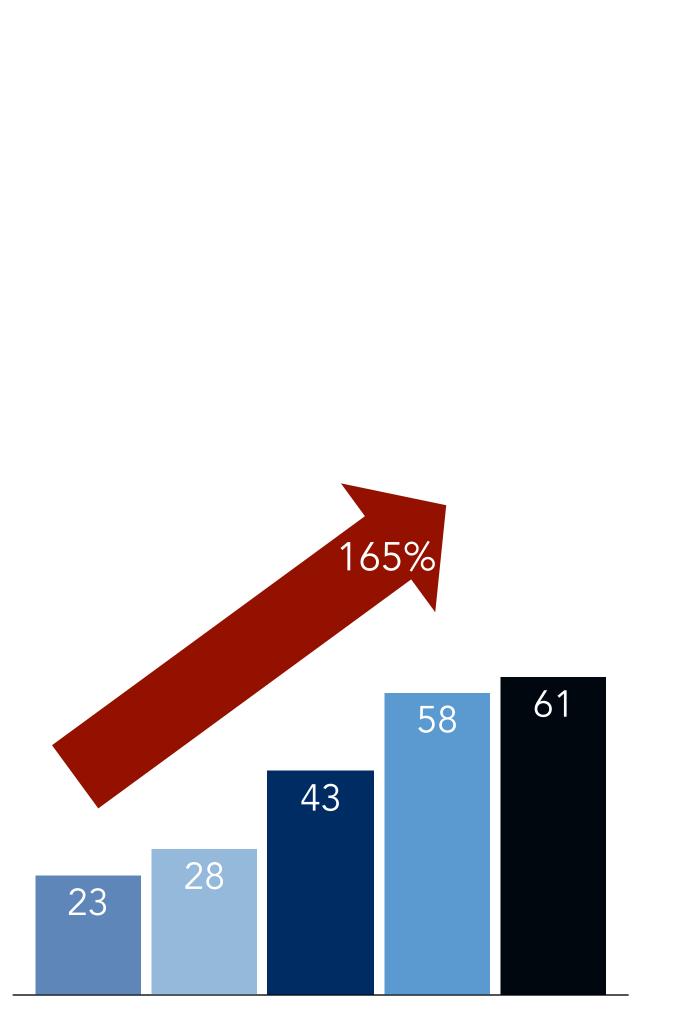
County Education Office

Susan C. Salcido, Superintendent





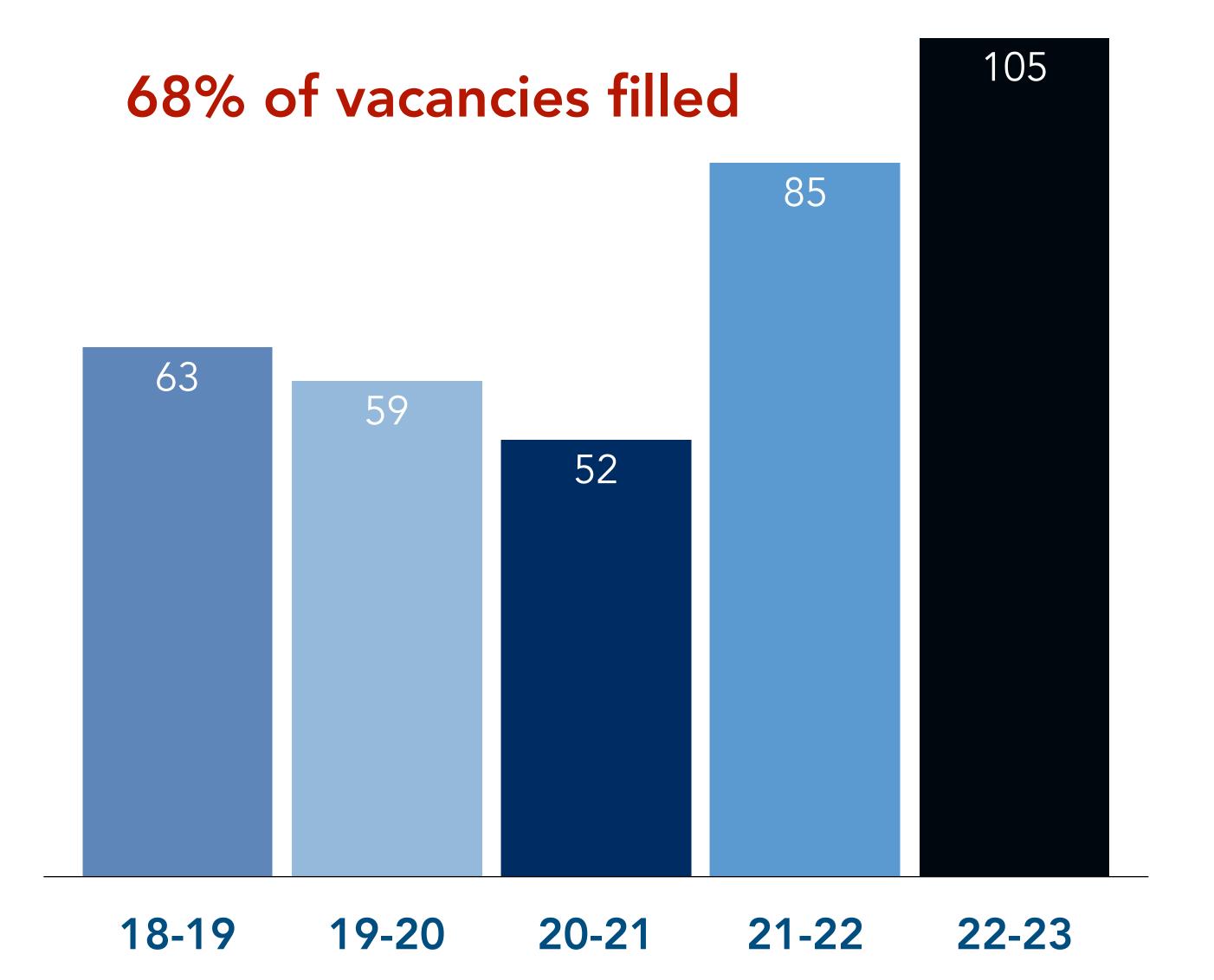
Classified Recruitments Classified Applications



New Hires and Promotions

SANTA BARBARA
County Education Office
Susan C. Salcido, Superintendent

- Vacancies trending up
- Percentage of vacancies filled increased since prior year



Employee Separations Santa BA County Educate Susan C. Salcido S

SANTA BARBARA
County Education Office
Susan C. Salcido, Superintendent

18-19

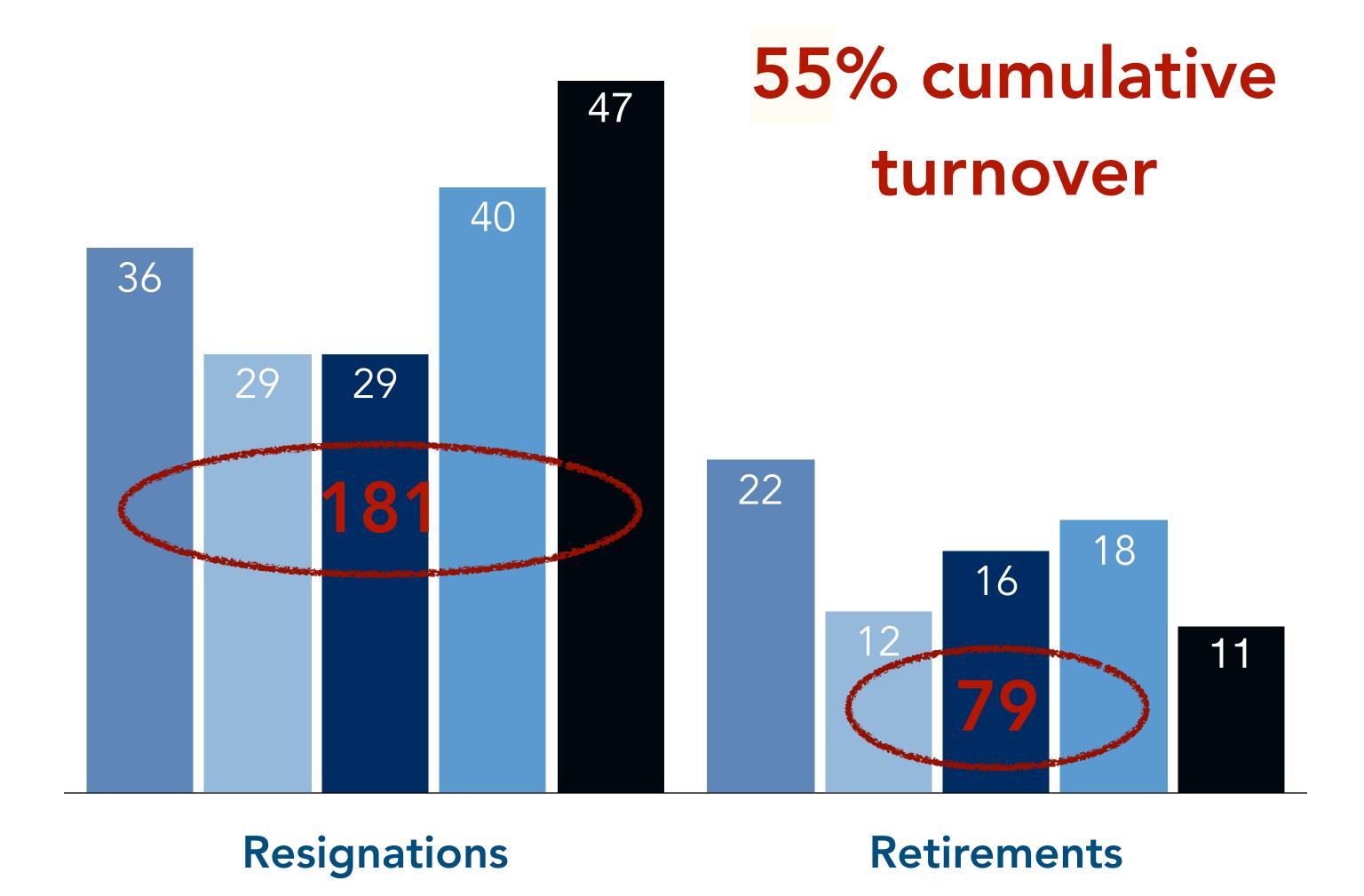
19-20

20-21

21-22

22-23

- Number of resignations is trending upwards
- Turnover impacts institutional memory

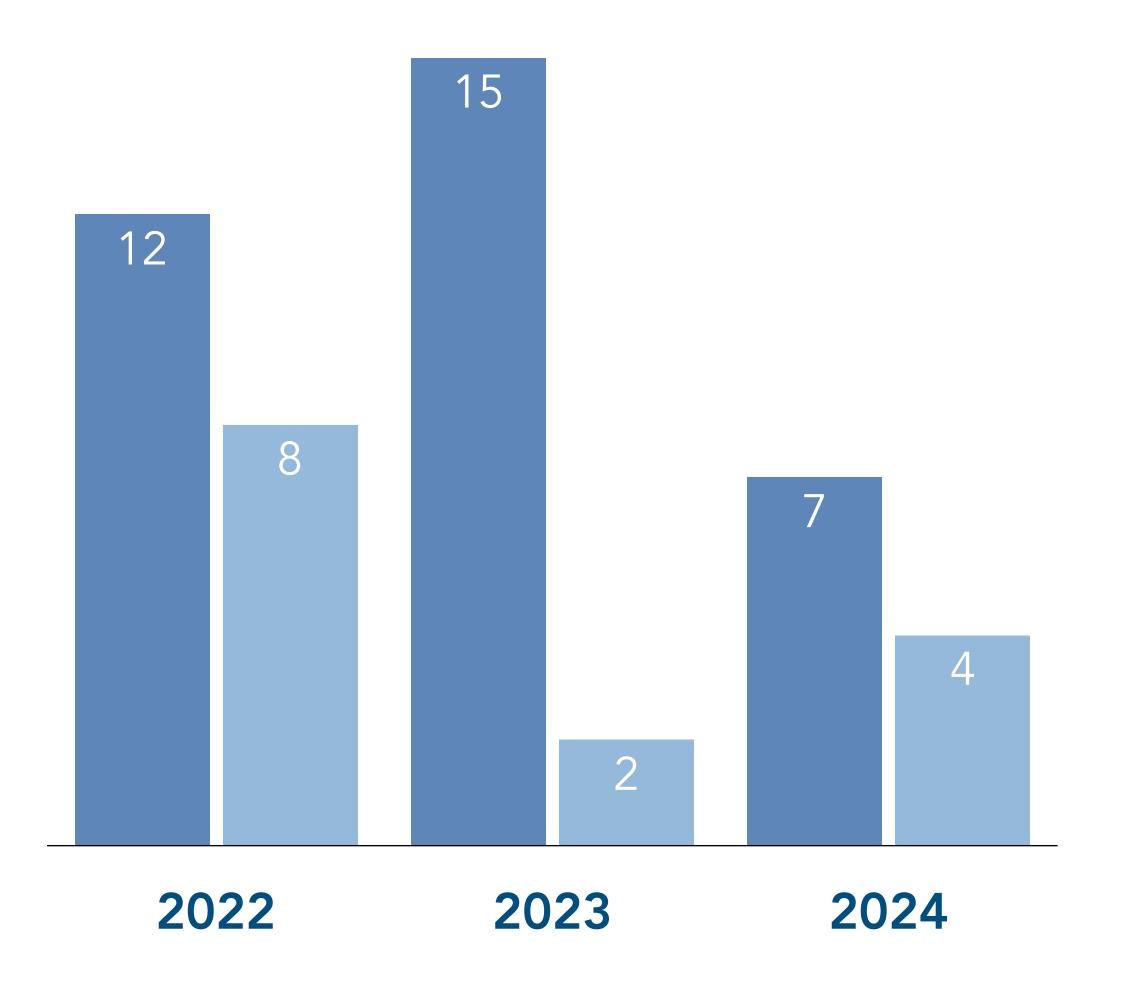


Leaves contribute to staffing challenges

Employee Leaves





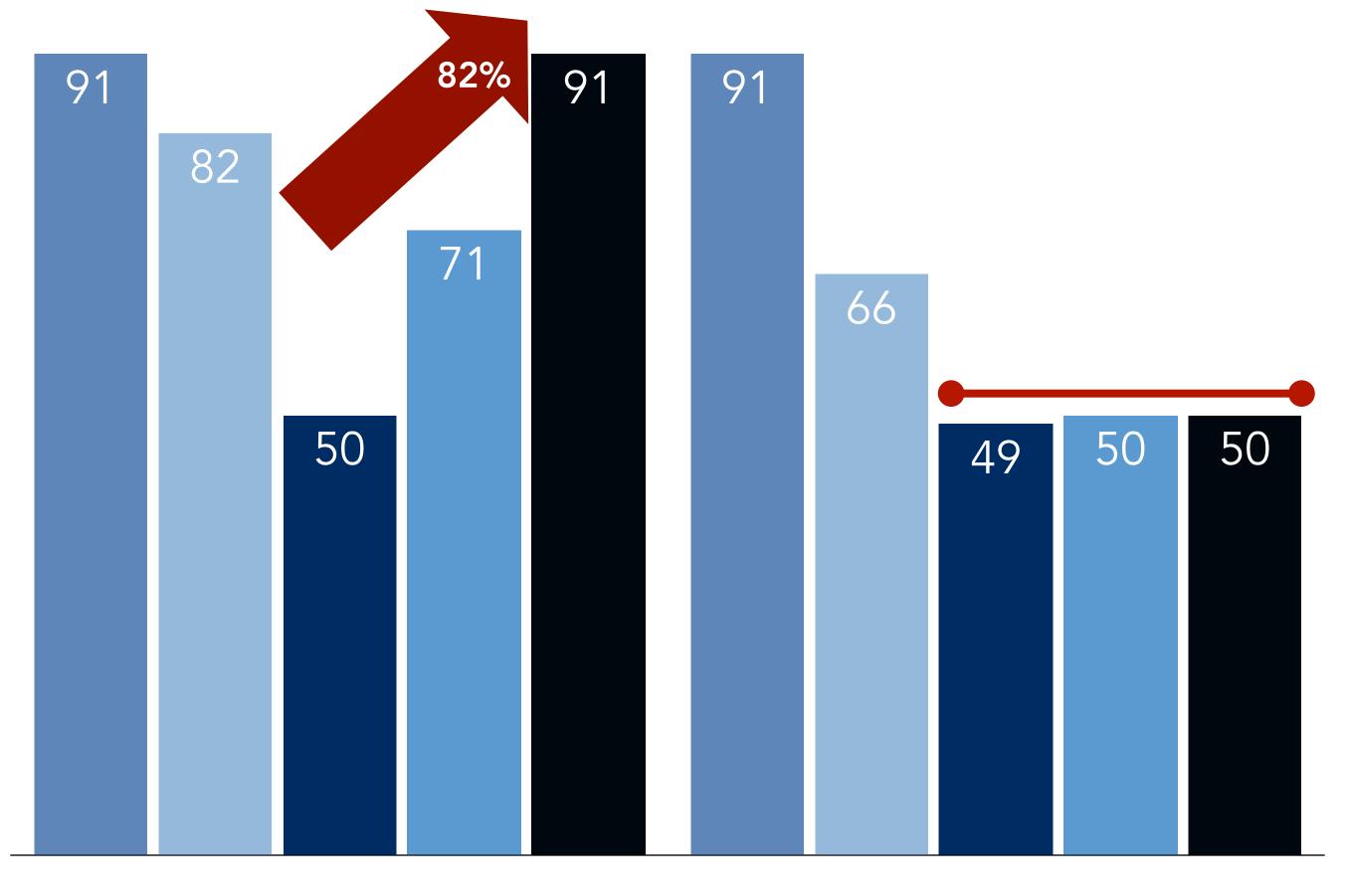


- Number of certificated substitutes decreased significantly and has not recovered
- Enhanced recruitment
 efforts include pay
 increases, incentives, and
 more.

Substitutes



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



Classified Substitutes

Certificated Substitutes

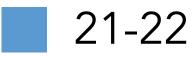
Countywide Certificated Substitutes

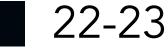


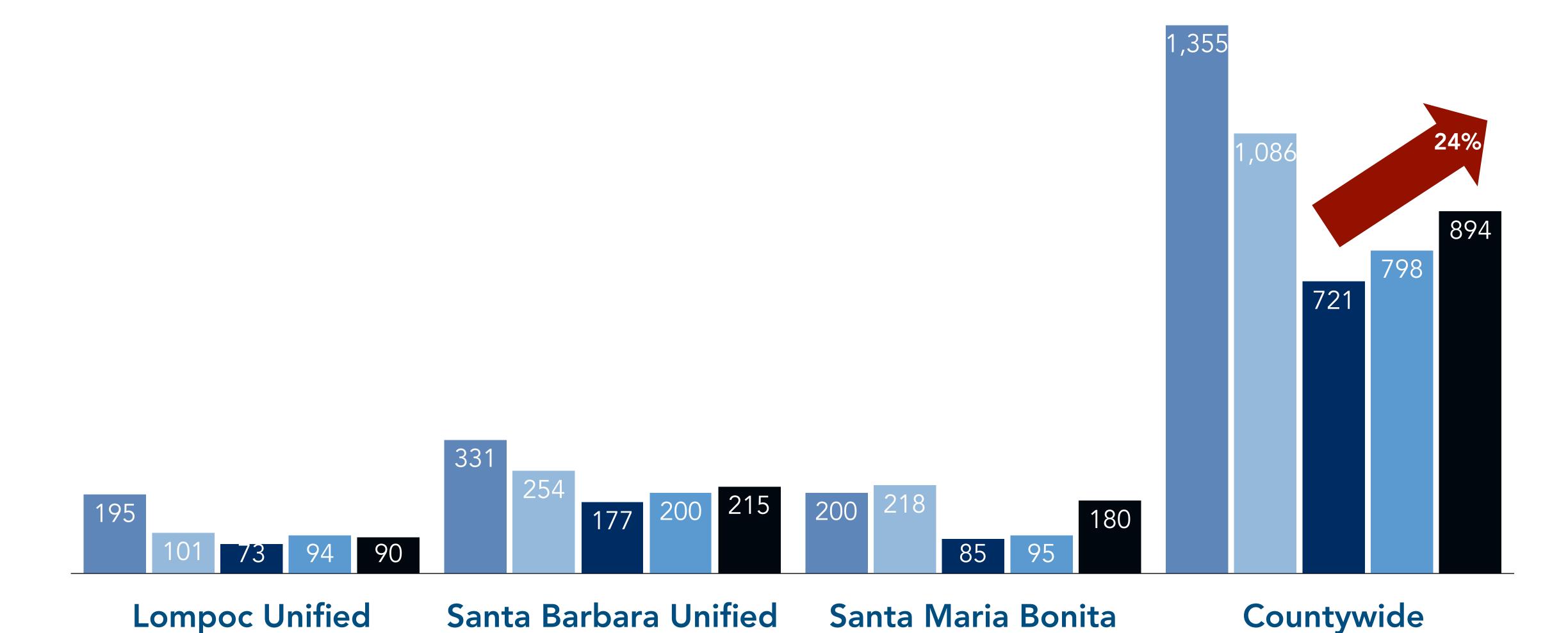












Number of substitute permits issued increased by 194% from 2021 to 2022

There was a decline of 63% from 2018 to 2021

CA Substitute Workforce



Trend of New Substitute Permits Issued

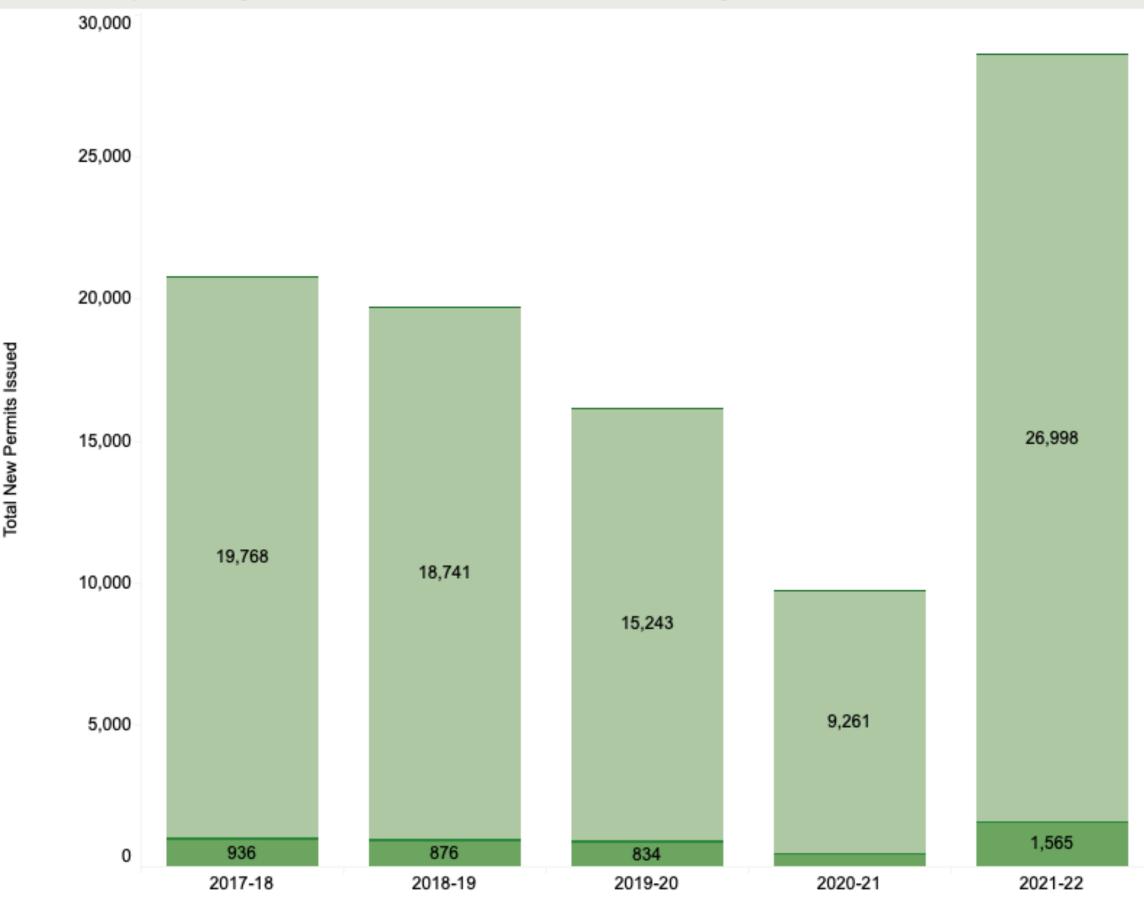
The table displays the total and percent change from prior year of new emergency substitute permits issued. The color legend displays the range of percent change across the years, specifically indicating the black color as an increase and the red color as a decrease from the prior year.

	Fiscal Year					
	2017-18	2018-19	2019-20	2020-21	2021-22	
Total	20,805	19,738	16,173	9,740	28,631	
Percent Change From Prior Year		-5.1%	-18.1%	-39.8%	194.0%	

Number of New Substitute Permits Issued by Type

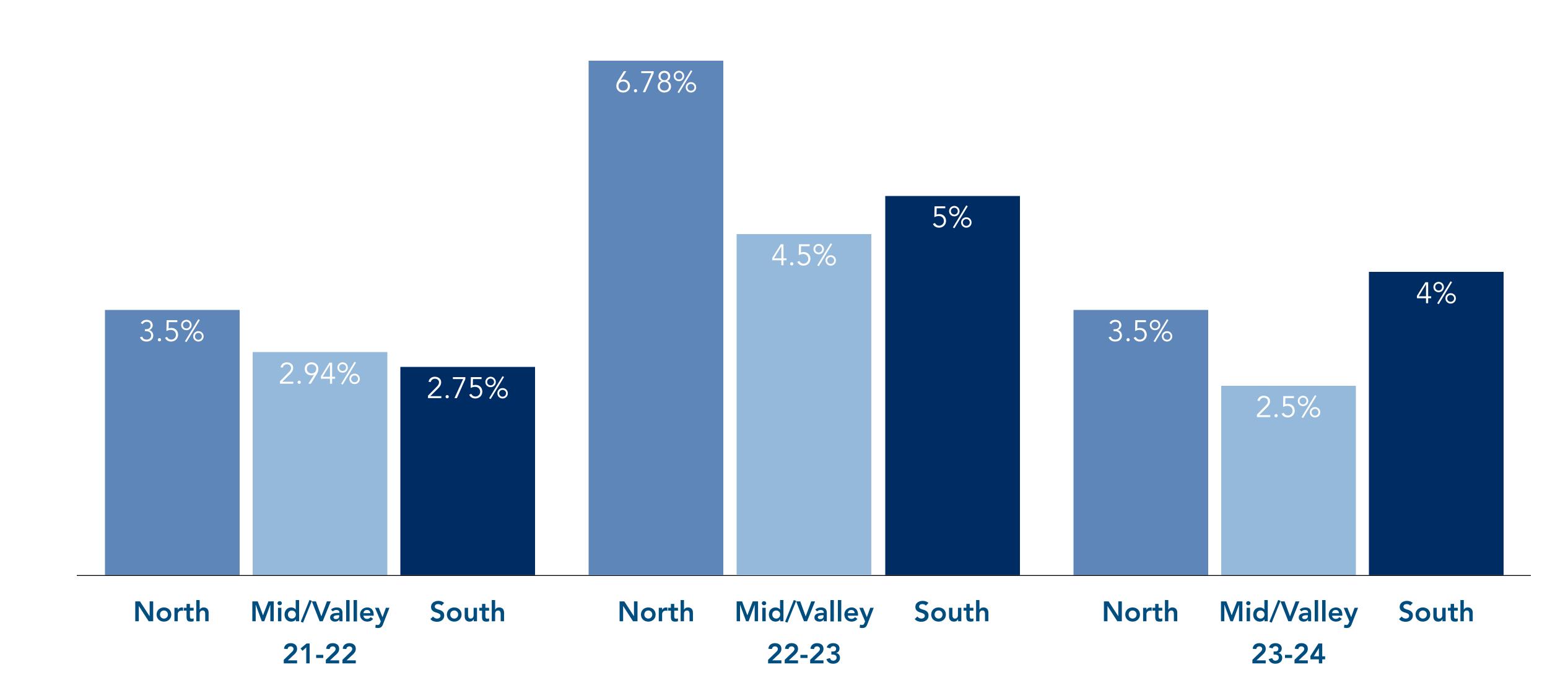
The figure displays the number of new emergency teaching and career substitute permits issued. The color legend indicates the different permit types displayed.

Click the figure for the View Data table or hover over the tooltip for the percent change from prior year. Use the color legend to highlight, keep only and exclude data points in the figure. To undo or revert selections, use the toolbar below the figure.



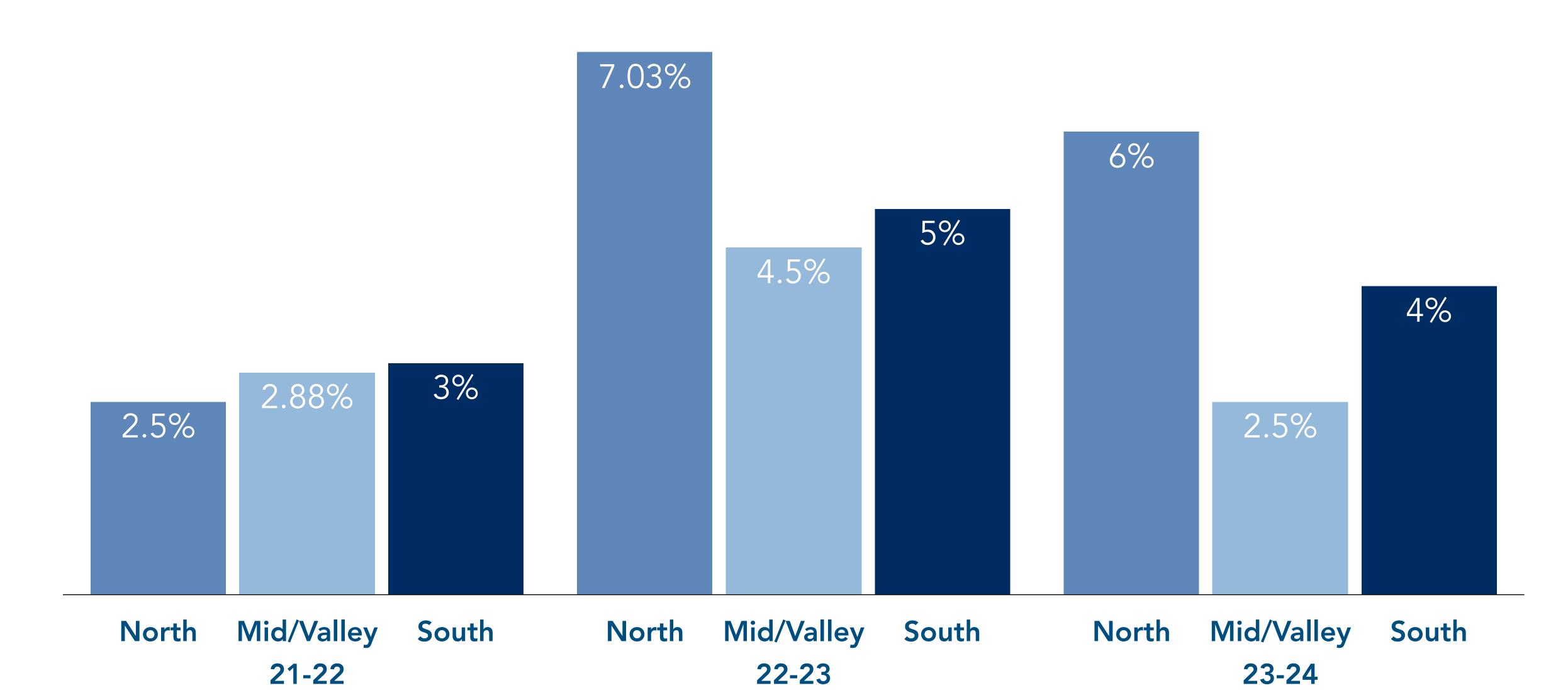
Certificated Salary Increases





Classified Salary Increases





Workforce Strategies

State and National Level

Consistent and Increased Funding

Grants for Technological Modernization

Grants for Facilities

Grants for Systems Improvements

Apprenticeship Funding

Residency and Internship Funding

Housing Affordability

Engaging Younger Generations

Credentialing Flexibility

Local Level

Expanded Advertising

Direct Recruitment

Community Outreach

Emphasis on Benefits

Competitive Salaries

Working Conditions

Addressing Burnout

Apprenticeships

Wellness Programs

Professional Development

IHE Incentives for Hard-To-Staff Credentialing Programs

Accessible and Equitable Credentialing Process

Legislative Advocacy

