

State of the Education Workforce

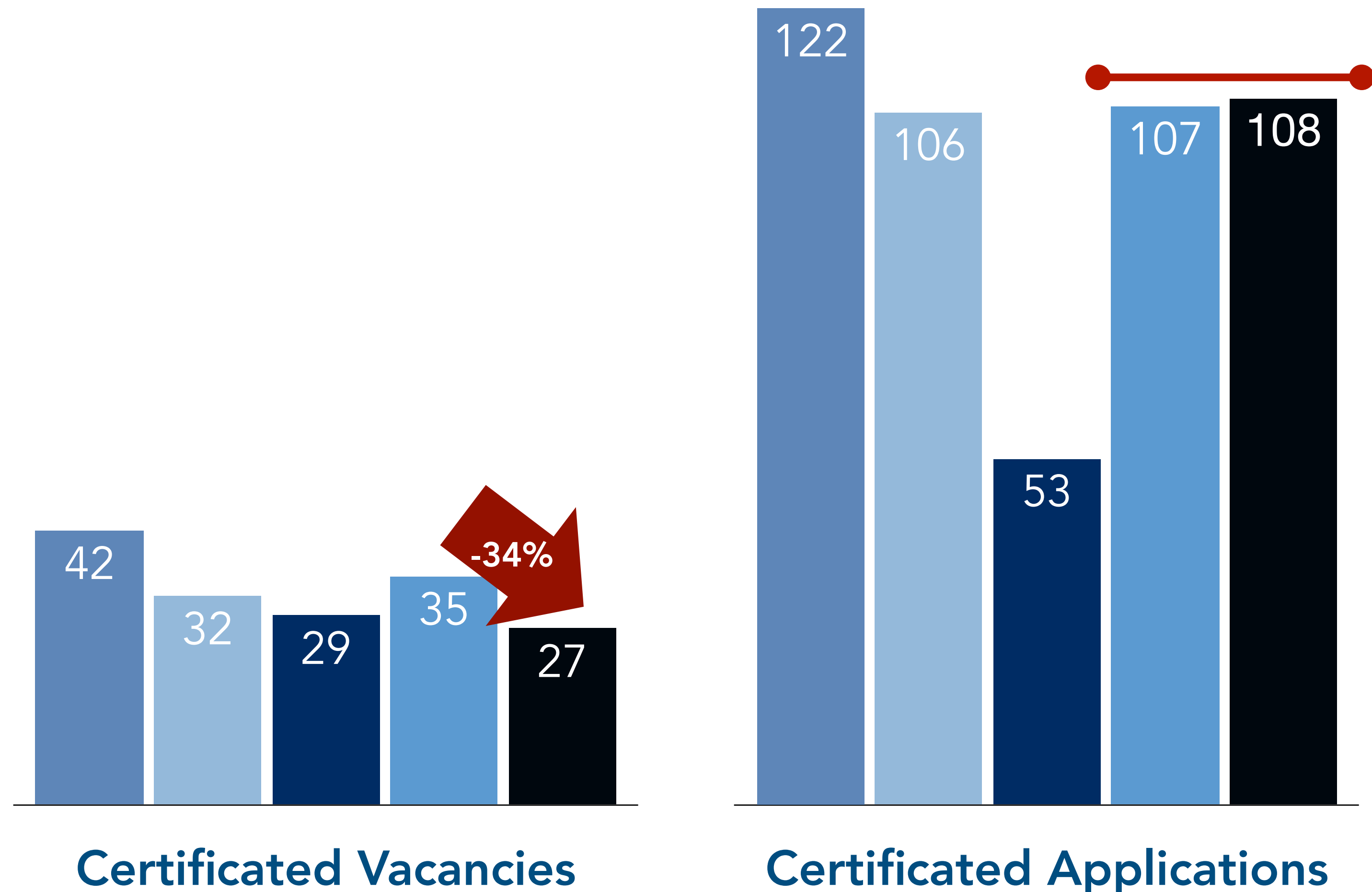
February 8, 2023

Highlights and Outlook

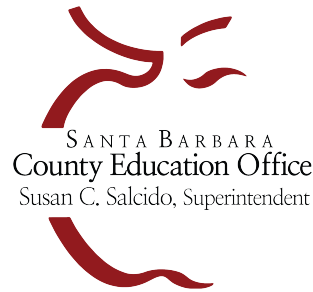
Certificated Recruitment

■ 18-19 ■ 19-20 ■ 20-21 ■ 21-22 ■ 22-23

- 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



CA Teacher Workforce



- Number of new credentials issued decreased by 12% from 2020-2021 to 2021-2022
- Education Specialist Instruction credentials issued decreased by 8.6%

Trend of New Credentials Issued

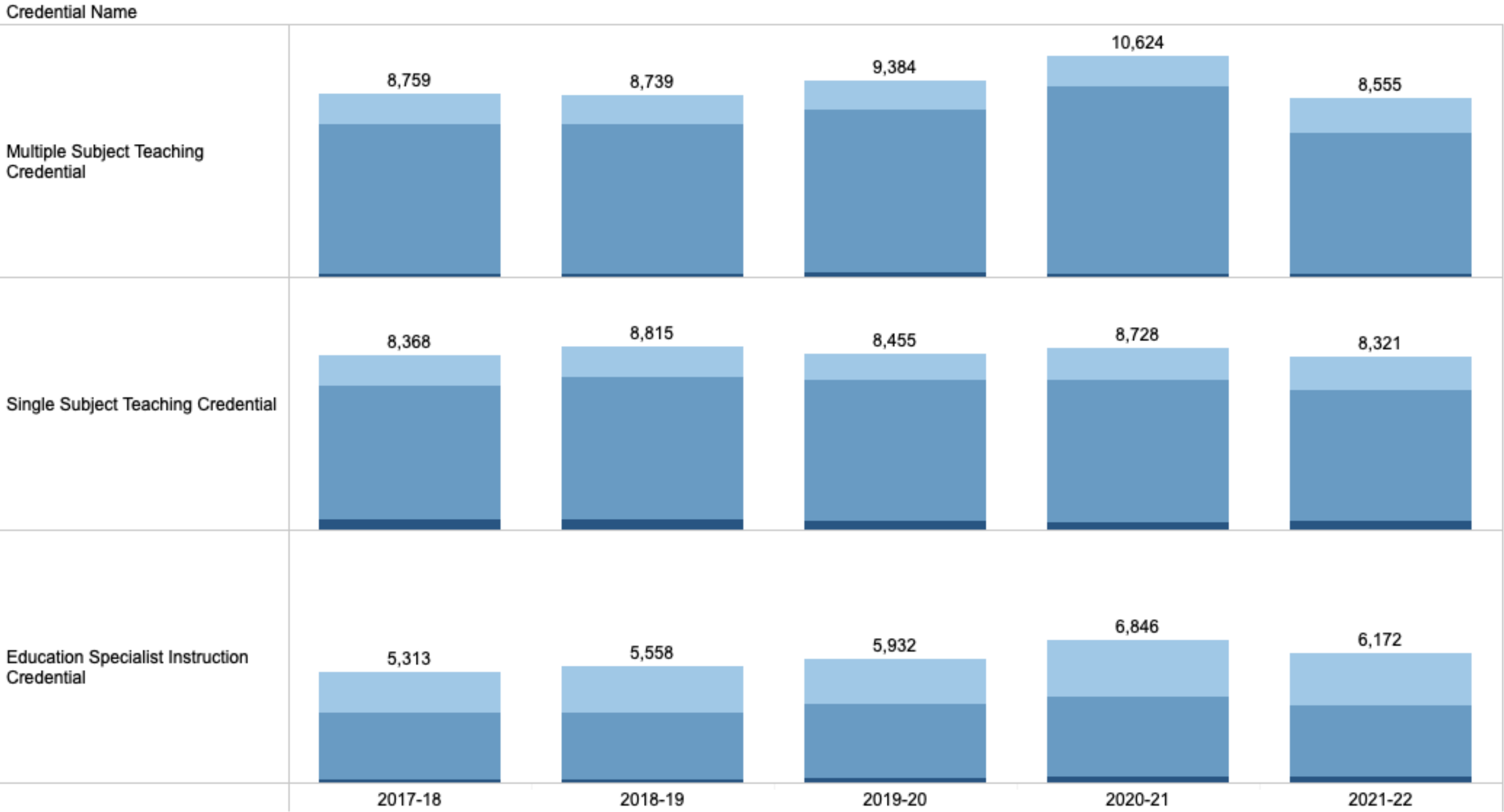
The table displays the total and percent change from prior year of new teaching credentials issued. The color legend displays the range of percent change across the years, the black color indicating as an increase and the red color as a decrease from the prior year.

	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.

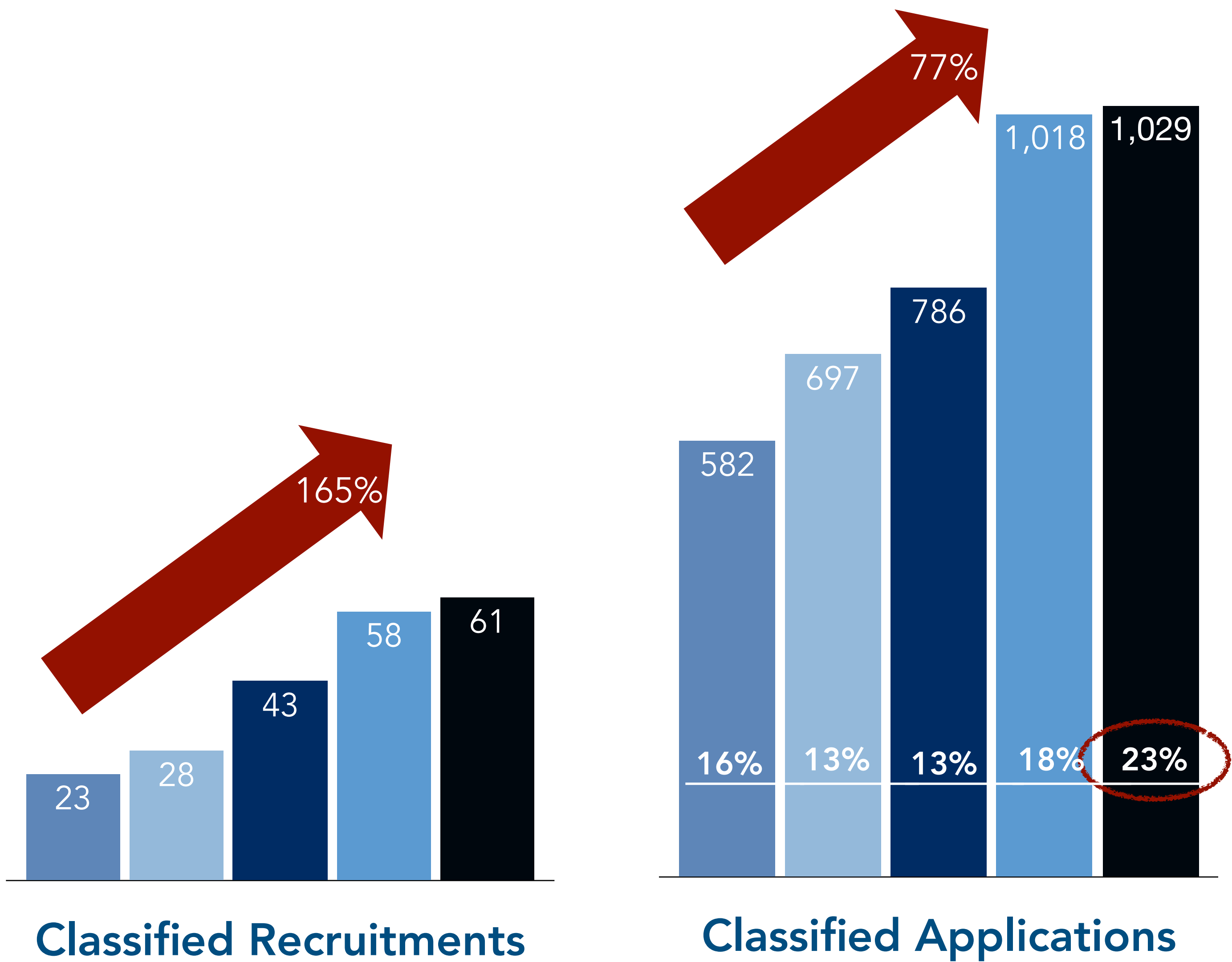
Click the figure for the View Data table or hover over the tooltip for the credential type total and percent change from prior year. Use the color legend to highlight, keep only and exclude data points in the figure. To undo or revert selections, use the toolbar below the figure.



Classified Recruitment

18-19
 19-20
 20-21
 21-22
 22-23

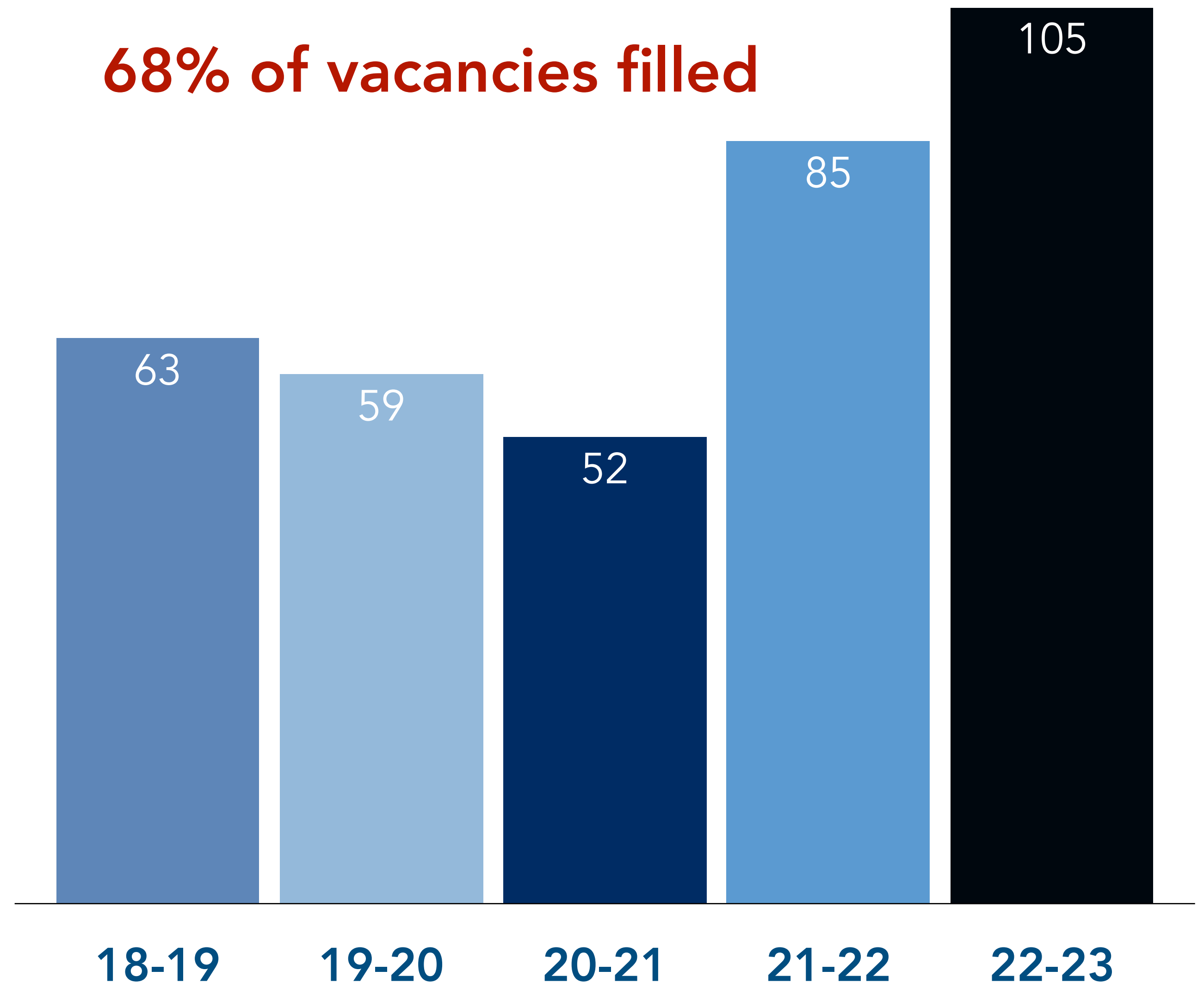
- Number of recruitments conducted has increased substantially
- Number of applications received and candidates eligible for hire did not increase at the same rate as the number of vacancies



New Hires and Promotions

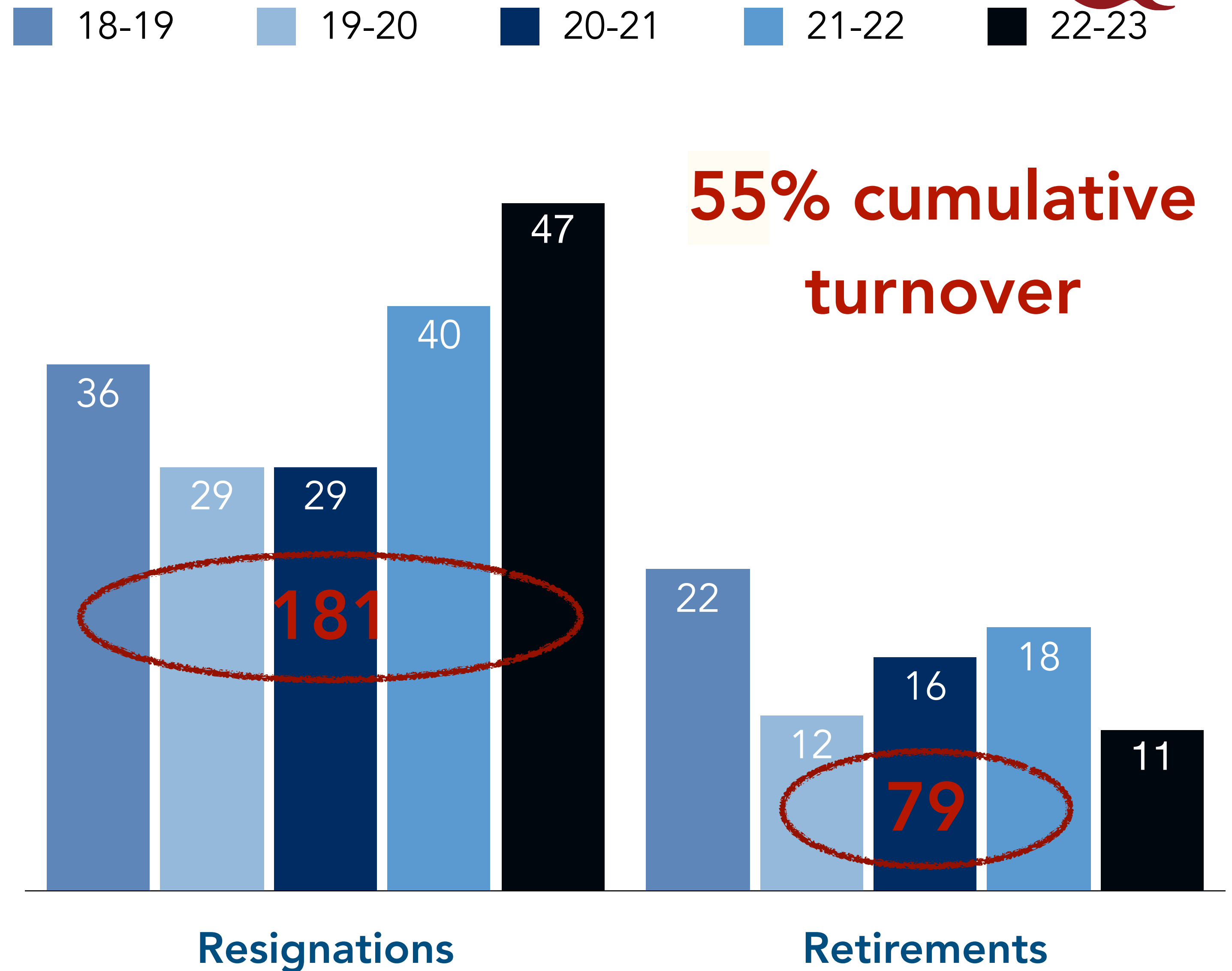
- Vacancies trending up
- Percentage of vacancies filled increased since prior year

68% of vacancies filled



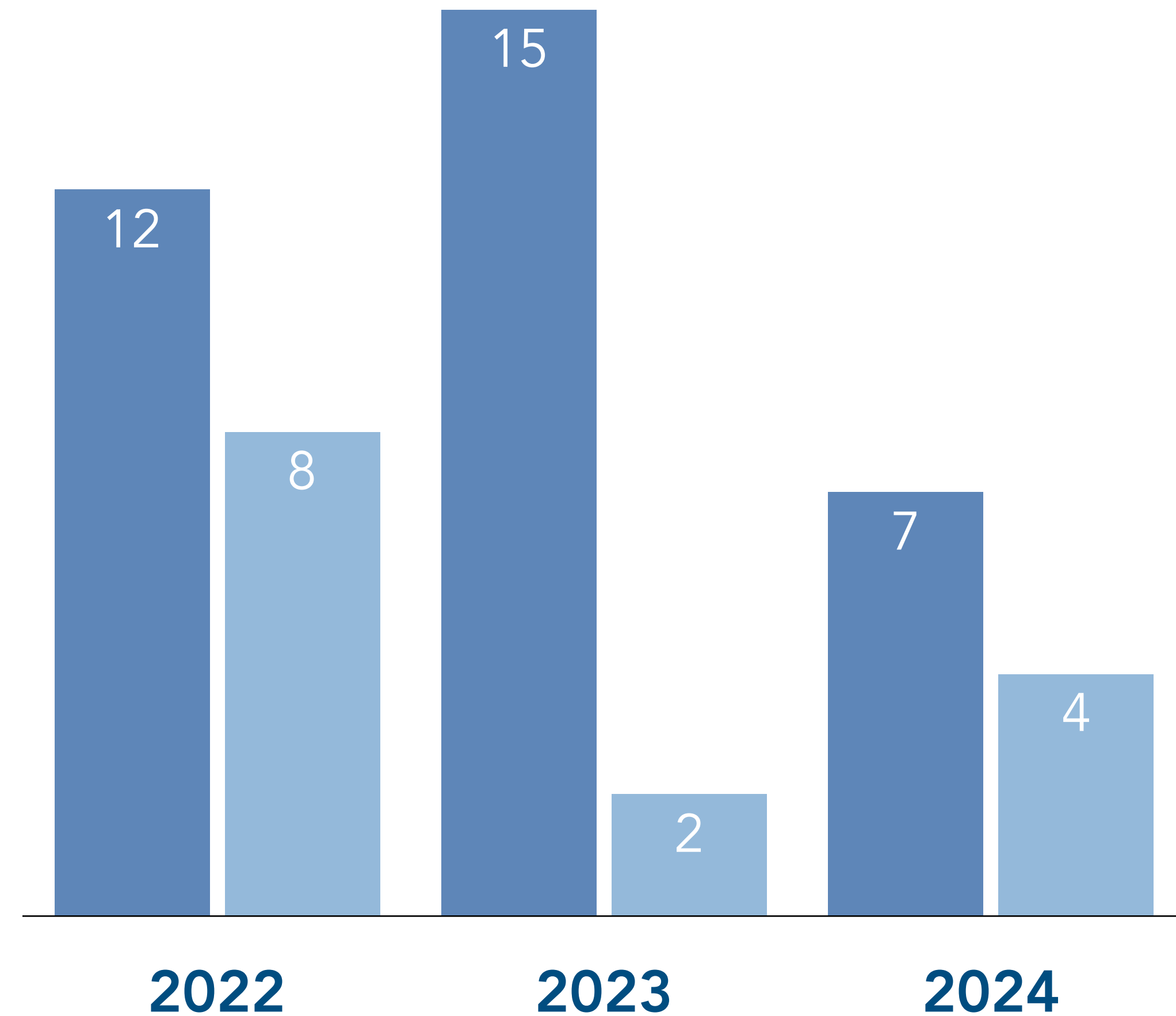
Employee Separations

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



Employee Leaves

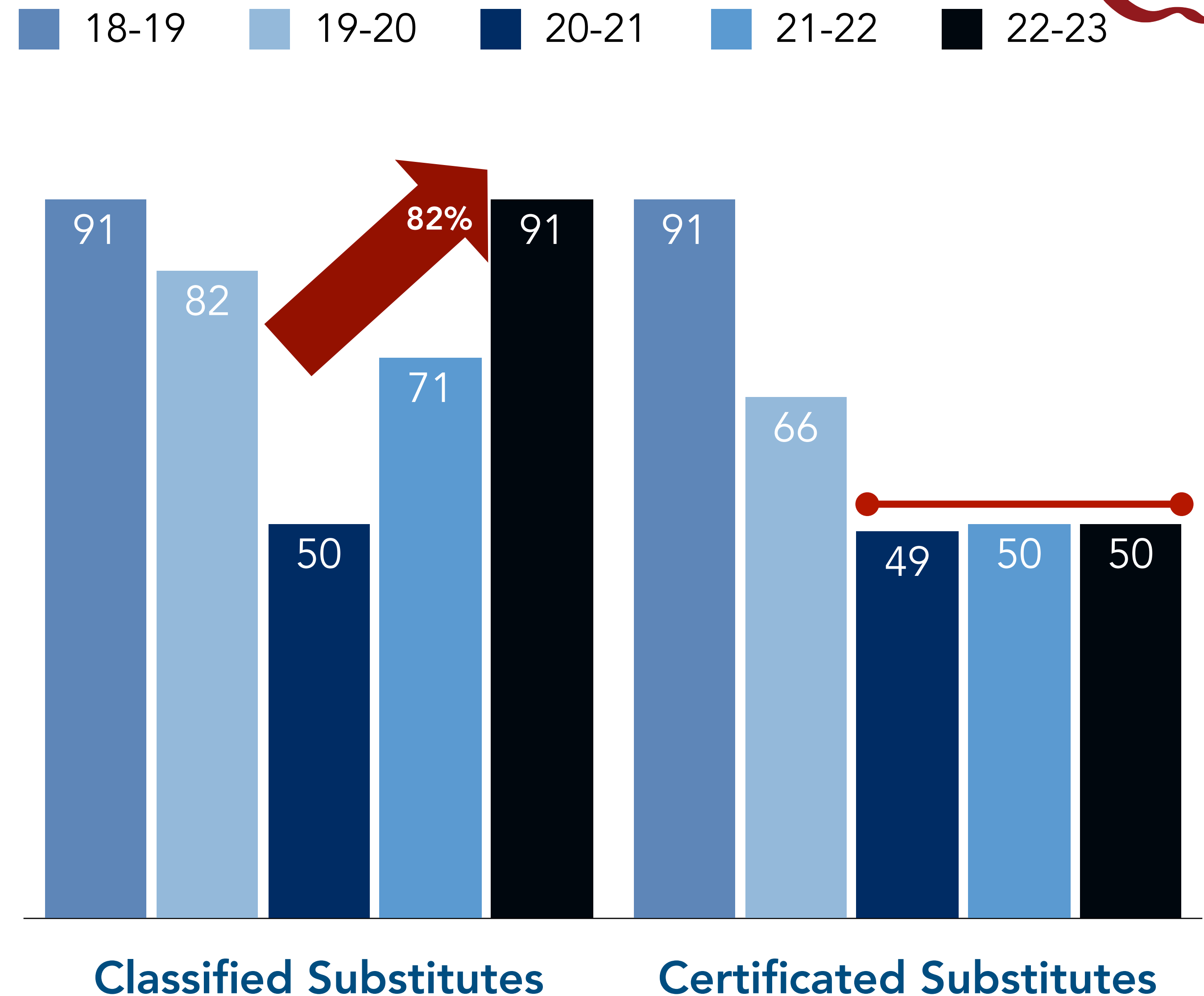
■ Classified ■ Certificated



- Leaves contribute to staffing challenges

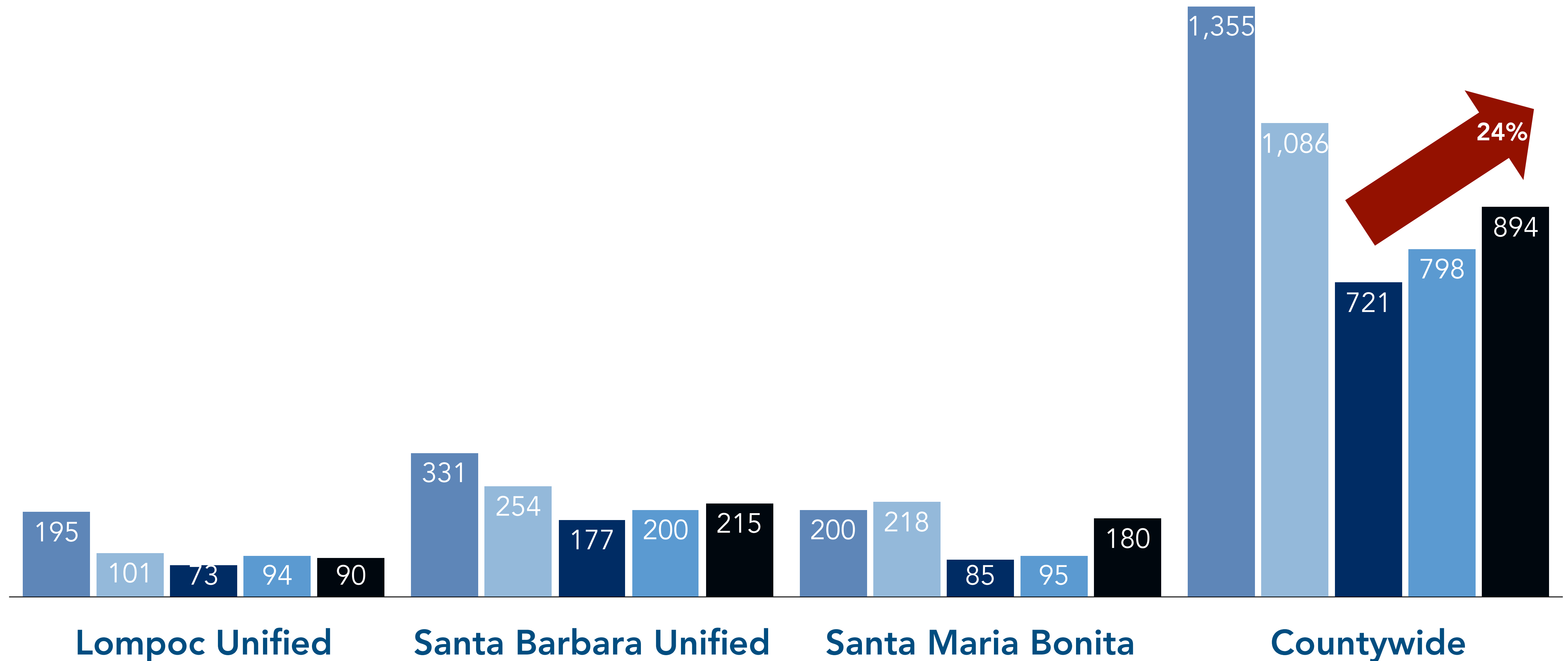
Substitutes

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



Countywide Certificated Substitutes

■ 18-19 ■ 19-20 ■ 20-21 ■ 21-22 ■ 22-23



CA Substitute Workforce

- Number of substitute permits issued increased by 194% from 2021 to 2022
- There was a decline of 63% from 2018 to 2021

Trend of New Substitute Permits Issued

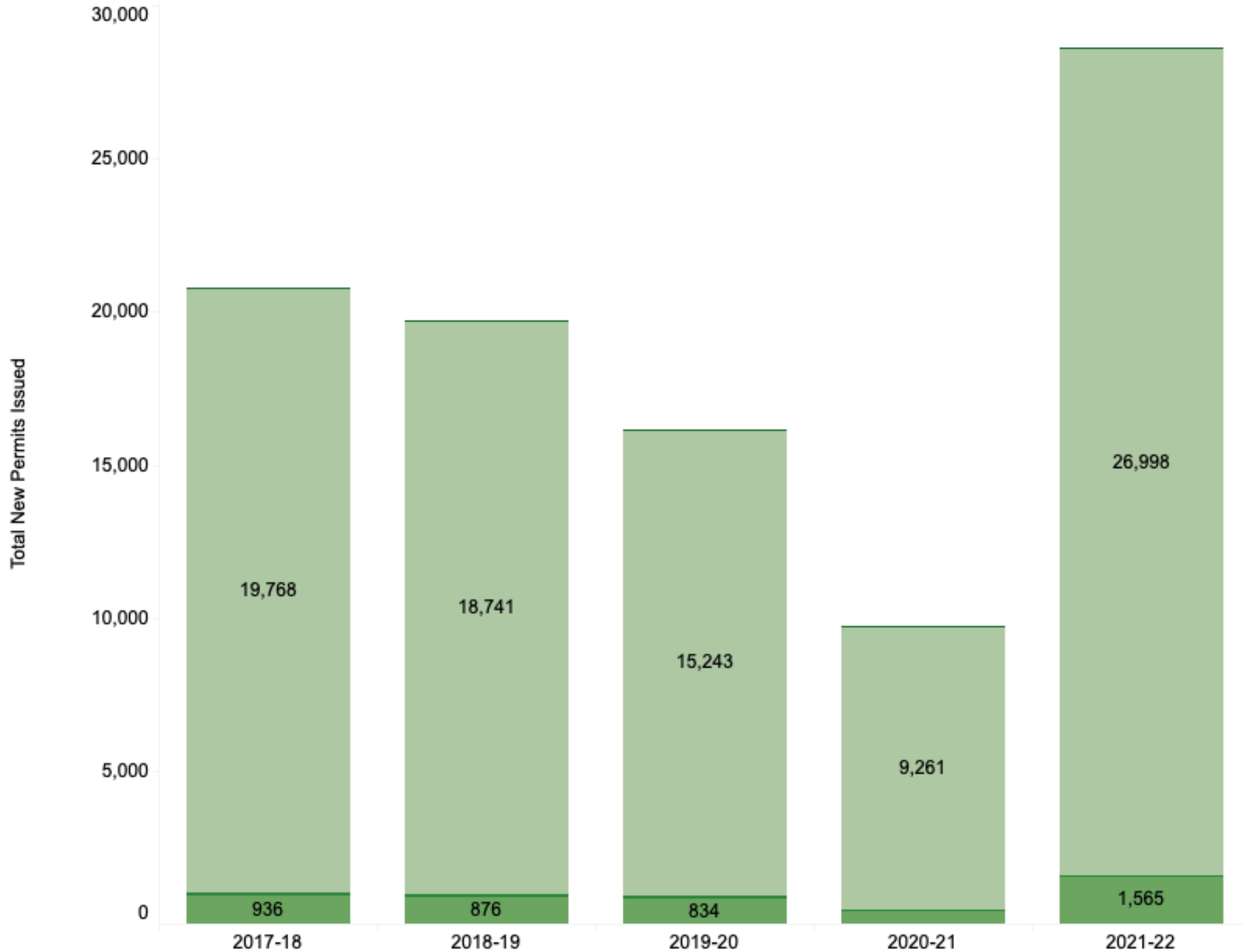
The table displays the total and percent change from prior year of new emergency substitute permits issued. The color legend displays the range of percent change across the years, specifically indicating the black color as an increase and the red color as a decrease from the prior year.

	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%

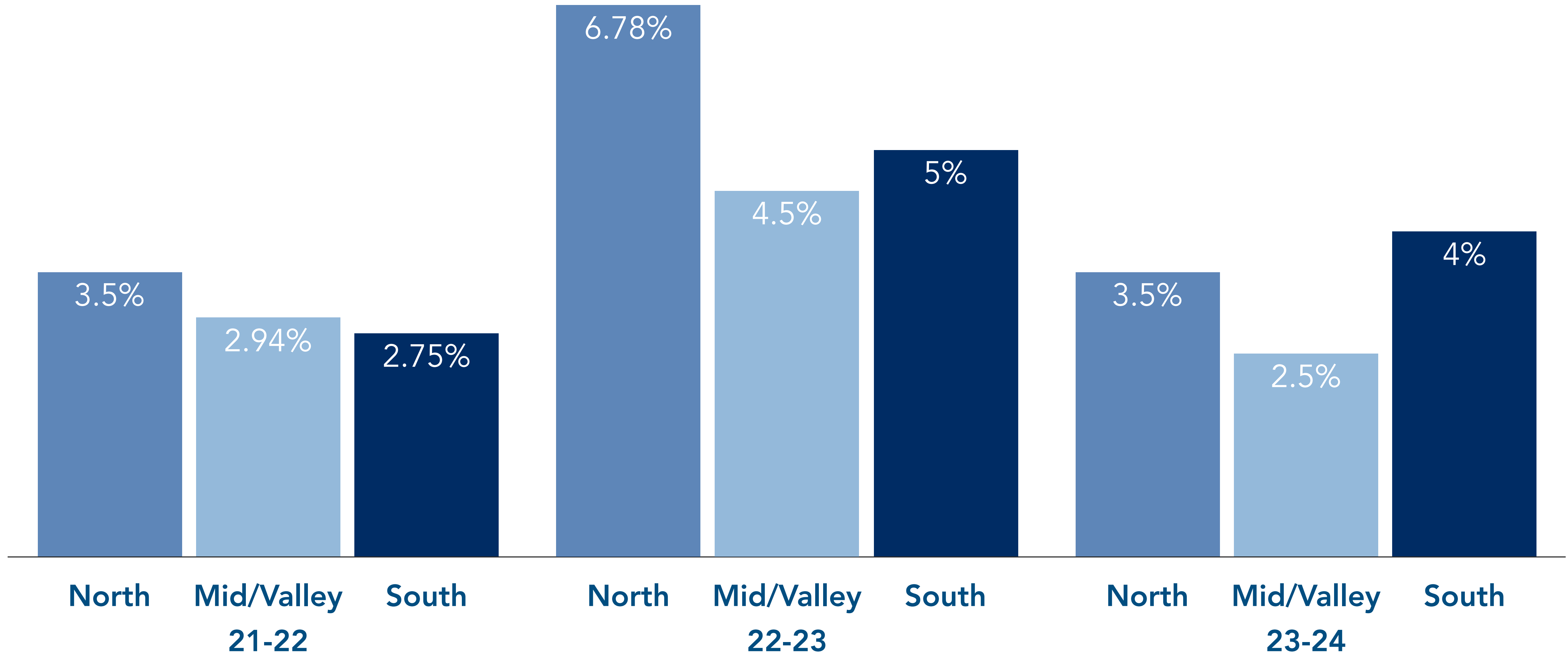
Number of New Substitute Permits Issued by Type

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

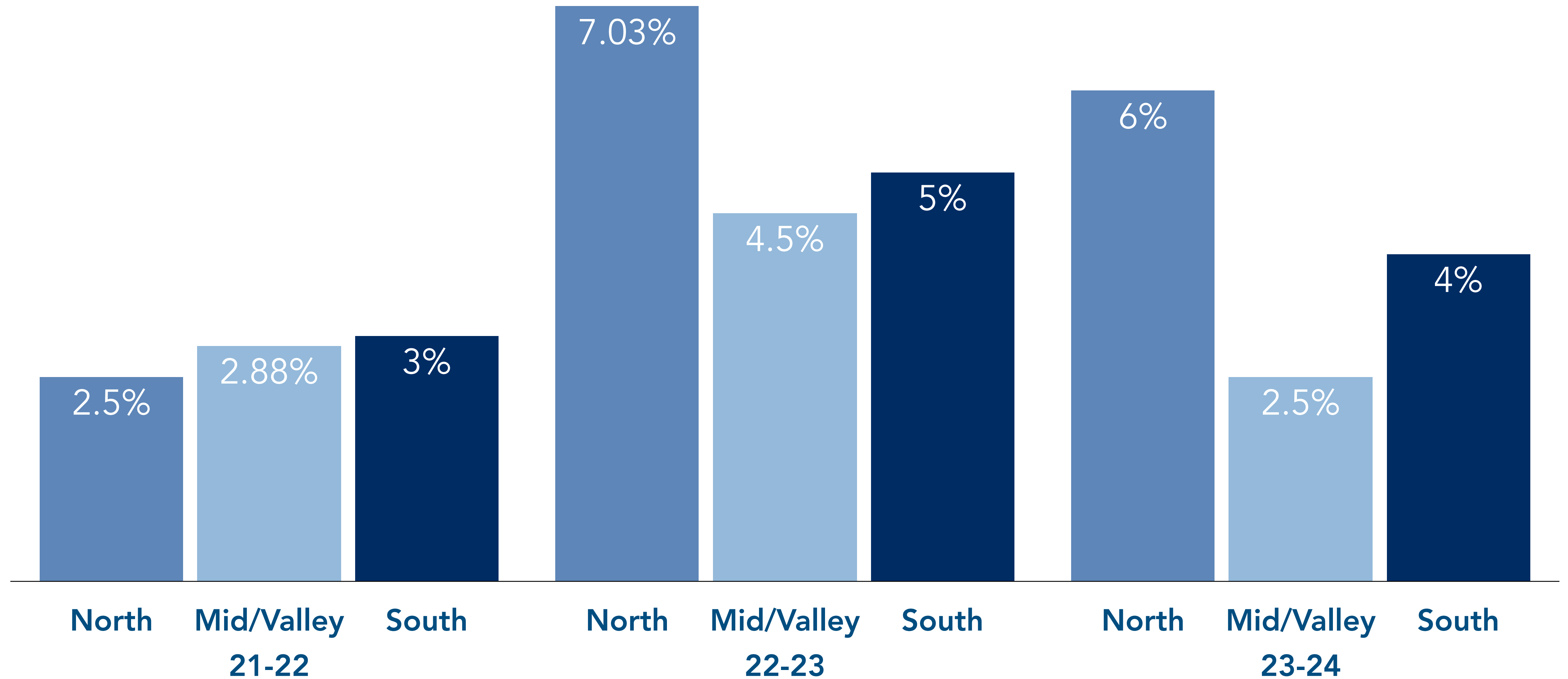
Click the figure for the View Data table or hover over the tooltip for the percent change from prior year. Use the color legend to highlight, keep only and exclude data points in the figure. To undo or revert selections, use the toolbar below the figure.



Certificated Salary Increases



Classified Salary Increases



Workforce Strategies

