

# State of the Education Workforce

## Highlights and Outlook

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Associate Superintendent, Human Resources

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Director, Human Resources

### The Shortage

~86% of U.S. K-12 public schools report *challenges hiring teachers*

~83% report *trouble hiring non-teacher positions* (aides, transportation staff, and mental health professionals)

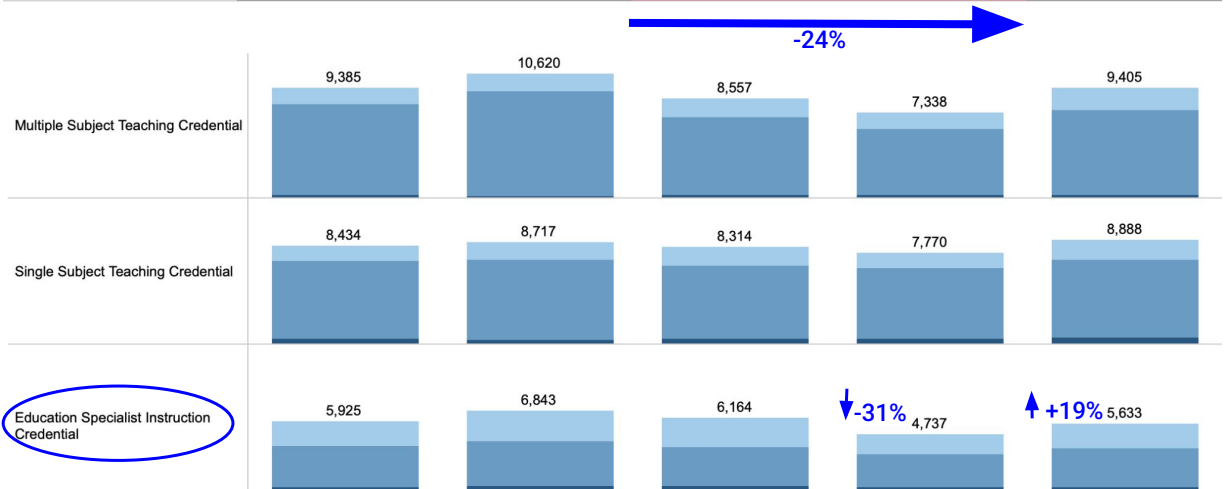
~The most frequent vacancies were *general elementary* (71% of public schools) and *special education* (70%)

~too few candidates

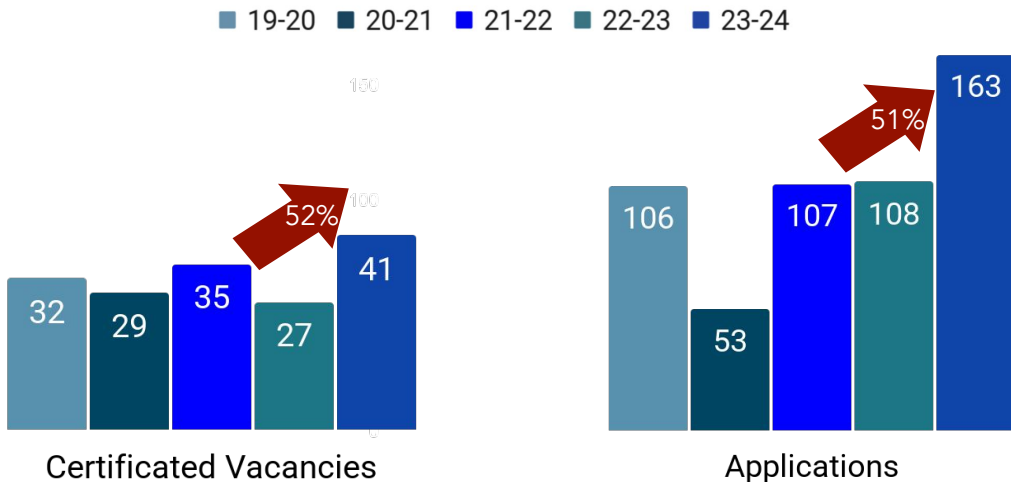
~lack of qualified applicants

# CA Teacher Workforce

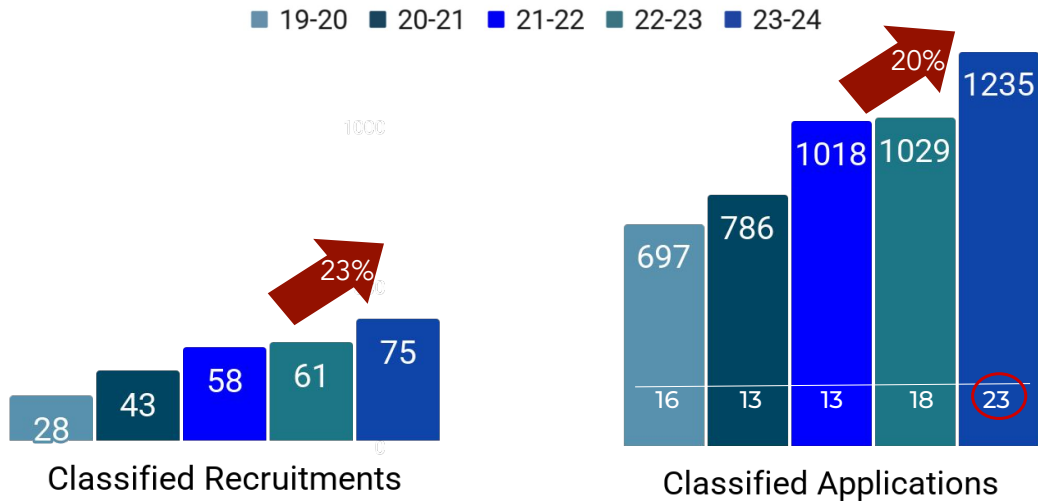
	2019-20	2020-21	2021-22	2022-23	2023-24
Total	23,744	26,180	23,035	19,845	23,985
Percent Change From Prior Year		10.3%	-12.0%	-13.8%	20.9%



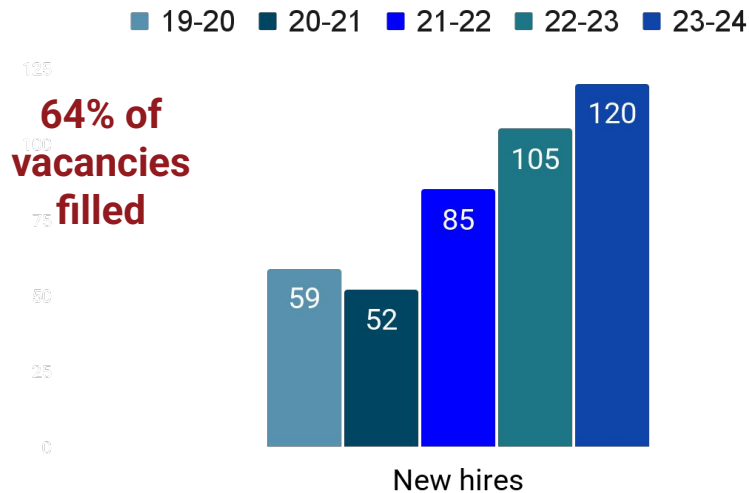
# Certificated Recruitment



# Classified Recruitment



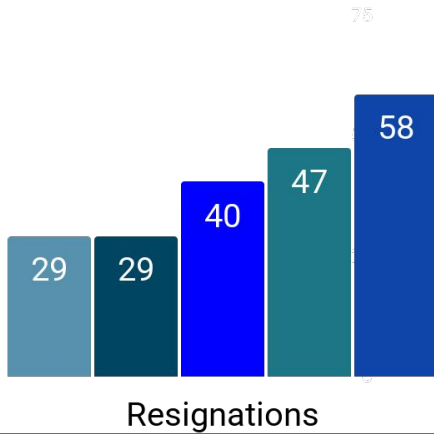
# New Hires and Promotions



# Employee Separations



■ 19-20 ■ 20-21 ■ 21-22 ■ 22-23 ■ 23-24



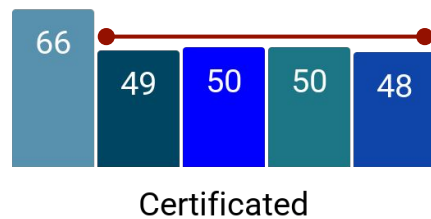
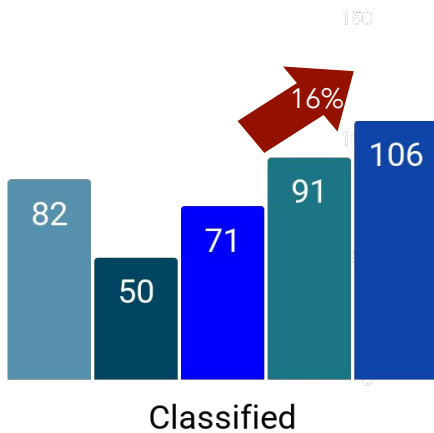
**57%  
cumulative  
turnover**



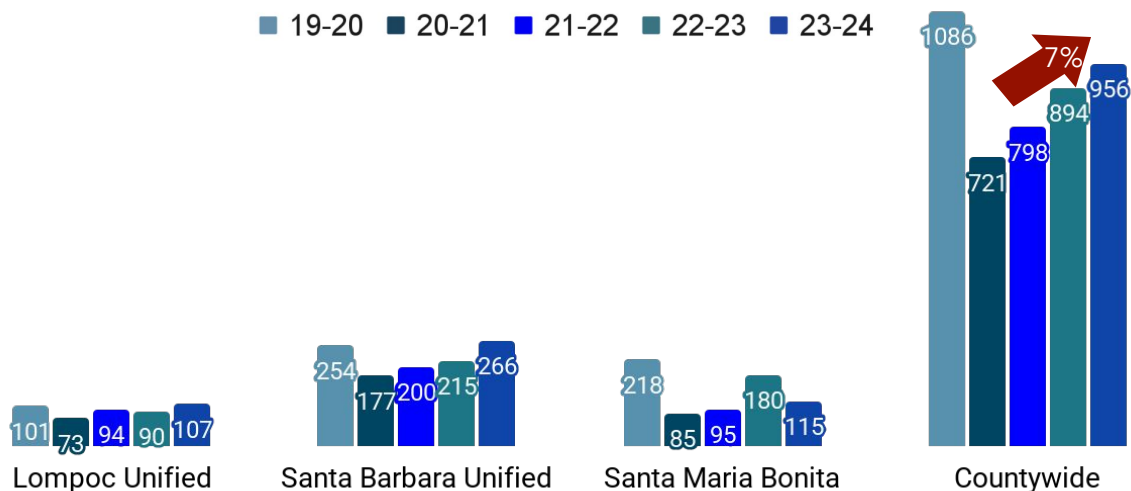
# Substitutes



■ 19-20 ■ 20-21 ■ 21-22 ■ 22-23 ■ 23-24



# Countywide Certificated Substitutes



## Safety Plans

COVID-19 Prevention Plan

Workplace Violence Prevention Plan

Heat Illness Prevention Plan

## Trainings

Sexual Harassment

WVPP

HIPP

LGBTQ+

Child Abuse Prevention

## Leaves

CFRA

Bereavement

Pregnancy

## Staffing

CalPERS Retirees

AB 2534 Egregious Misconduct

Classified Employee Database

# Legislative Trends



## Launch your Career in Education today

# Join the Journey

Schools across Santa Barbara County are hiring



**Minerva Valdez**  
Food Service Site Manager



**Bob Walling**  
Custodian



**Lupe Medrano**  
Bus Driver



**Diane Campo**  
Paraeducator



**Erin Shurson**  
Speech Language Pathologist

## Questions



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