Highlights and Outlook
Regular Examinations

- Major upward trend in applications received
- Slight upward tick in eligibles and eligibility lists established, even as number of positions announced has stayed stable
Continuous Examinations

- Number of applications received has ticked up after a steep decline in 2018-19
- Number of eligibility lists established is stable
Substitute Recruiting

- Number of available substitutes continues to diminish
- HR improved resources and communication with substitutes
Layoffs

- Layoffs and reductions took effect at start of year, mostly in Special Education
- Several employees were able to exercise transfer and reemployment rights
Other Separations

- Resignations and retirements continue their downward trend
Final Thoughts

- Long-term effects of COVID-19 on workforce
  - HR may need to recruit and test for new skill sets: ability to work independently (remotely), technological skills
  - Some potential candidates may seek occupations compatible with remote work
  - Retirements are predicted, but uneconomic uncertainty may keep employees in the workforce
  - Female workers disproportionately affected