ABOUT THE CENTER

California’s persistent teacher shortage is complex, driven by many factors, and calls for a sustained, comprehensive and coordinated approach. The California Center on Teaching Careers (the Center) is implementing several proven strategies to attract, place and retain a deep and diverse bench of teaching talent across the state, including:

- Expanding pathways into the profession through a teacher residency program;
- Alleviating financial burdens with scholarship;
- Supporting the continuous learning for teachers and school leaders;
- Harnessing technology to make recruitment and placement easier and more cost effective for candidates and employers through innovative virtual job fairs.

By 2025, California is projected to have over 100,000 unfilled teaching positions.

According to a 2019 Economic Policy Institute report

OUR WORK

November 2018 - June 2023

50 Virtual Events

186,725 Unique Virtual Booth Visits

21,016 Job Leads

110 countries represented

6 continents represented

41,366 prospective educational professionals connected with

723 California agencies

Over 95,237 total conversations

Interactive Vortal  TRRE Teacher Residency Program  Statewide Virtual Job Fairs
CALIFORNIA REGIONAL PARTICIPANTS
(32,145 Participants From California)

Bay Area / Sacramento
5481 Candidates
229 Agencies

Central Coastal
531 Candidates
16 Agencies

Los Angeles
6283 Candidates
128 Agencies

Central
5892 Candidates
165 Agencies

Inland Empire
6668 Candidates
52 Agencies

Southern
6004 Candidates
63 Agencies

CREDENTIALS

53% Intern / Prelim / Clear
3% Administrative Services
3% Other School Services
1% PIP / STSP / Waiver
8% Substitute
20% No Credential
12% Decline to state
HYBRID EVENTS BREAKDOWN
(4,487 Hybrid Event Registrants)

EVENT STATISTICS

- Hybrid Events: 7
- Virtual Registrants: 3,317
- In-person Registrants: 1,170
- Job Leads: 1,202
**CANDIDATE FEEDBACK**  
March 2020 - June 2023  
(Based on 2,682 completed surveys)

**WHAT WENT WELL?**

**TOP 5 RESPONSES**

- **27%** Navigating the platform
- **24%** Easily logging in
- **23%** Being able to connect with representatives via live text/video chats
- **15%** Watching informative webinars in the auditorium
- **11%** Obtaining information from the districts that I was interested in applying

**WHAT IMPROVEMENTS, IF ANY, CAN WE MAKE?**

**TOP 5 RESPONSES**

- **32%** Timely response from districts
- **28%** Clarity on district location
- **16%** None
- **15%** Improve connectivity
- **9%** Increase materials to assist navigation
SCHOOL AGENCY FEEDBACK
March 2020 - June 2023
(Based on 470 completed surveys)

WHAT WENT WELL?
TOP 5 RESPONSES

- Live training webinars were informative: 27%
- Being able to connect with candidates via live text/video chats: 23%
- Finding quality candidates: 22%
- Navigating the platform: 14%
- Creating my virtual booth: 14%

WHAT IMPROVEMENTS, IF ANY, CAN WE MAKE?
TOP 5 RESPONSES

- Easier communication with candidates: 29%
- Provide direction to candidates to respond in a timely manner: 20%
- Ease of accessing the resume bank: 20%
- Everything went great: 20%
- Change time window of event: 11%
**PARTNER WITH THE CENTER**

Collaboration is essential to solving California’s teachers shortage. The Center partners with school districts, county offices of education, higher education institutes and state agencies throughout the state to advance teacher preparation and recruitment efforts. The Center relies on generous financial support of our funders and partners to sustain our efforts. With your help, the Center will continue to offer innovative solutions that solve California’s teacher shortage.

**CANDIDATE DEMOGRAPHICS**

November 2019 - June 2023

35,065
Registered Candidates

67% Female
30% Male
3% Decline to state

**ETHNICITY**

31%
Hispanic

63%
Non-Hispanic

6%
Decline to state

**RACE**

25%
Asian

8%
African American

2%
Native American

2%
Pacific Islander / Hawaiian

6%
Multiracial

42%
White

15%
Decline to state

“**The Center’s virtual job fair gave us access to a robust pool of candidates, resulting in one of our most successful recruiting events ever!”**

- Bree Valla, Lompoc Unified School District

**OUR MISSION**

The mission of the Center is to elevate the teaching profession through attracting new and existing talent to impact teaching and learning in California’s 21st century classrooms.