



# Staffing and Recruitment Update

AJ Muttillo, Assistant Superintendent for Human Resources  
Board of Education Work Session  
September 20, 2022

# Vacancy Reporting - September 2022

Position	Vacancies	Vacancy Rate	% Change (month)	% Change (year)
<b>Teachers</b>	343	2.91%	-0.48%	+0.62%
General Education	259	2.52%	-0.40%	+0.68%
Special Education	84	5.48%	-0.66%	+2.10%
<b>Instructional Assistants</b>	178	6.30%	-0.47%	-6.81%
General Education	42	3.37%	+0.07%	N/A
Special Education	136	8.61%	-0.88%	N/A
<b>CNS (school-based)</b>	103	13.05%	+0.55%	-10.99%
<b>Bus Drivers</b>	267	30.27%*	+0.11%	+13.23%

\*Note this rate is based on a total of 882 driver positions, which is the number of drivers needed to provide an optimal level of service.

# Hiring since July 1

Position	New Hires	Re-hires	Total
Teachers	1067	915	1982
Instructional Assistants	254	122	376
All employees	1664	1361	3025

# Recruitment marketing

- Redesigned landing pages w/ lead forms
- Advertising on social and Google search
- Bus driver advertising on radio/TV
- Sponsored job postings on Indeed, ZipRecruiter and Appcast



**Inspiring kids  
will inspire  
your best.**

**Now Hiring:**  
SPED and Substitute  
Teachers • IAs • Food  
Service • Bus Drivers

**Come Back & Apply**

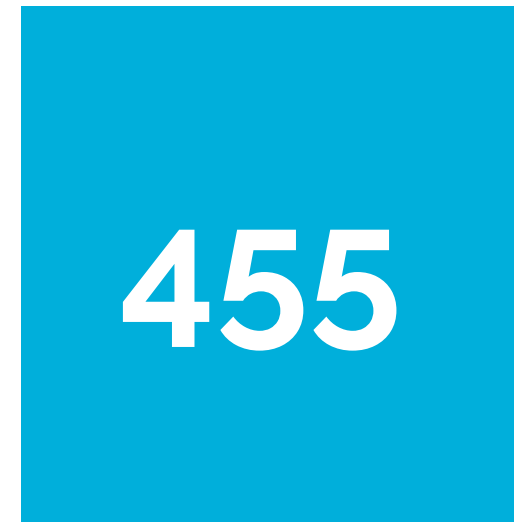
 **WAKE COUNTY**  
PUBLIC SCHOOL SYSTEM

# Completed interest forms



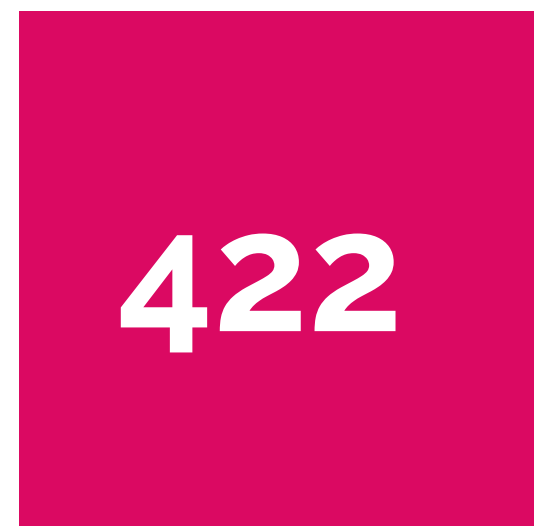
501

Instructional Assistants



455

Bus Drivers



422

Child Nutrition Services



94

Special Education Teachers

# Additional strategies

- Fall college/university recruitment fairs
- Virtual teacher job fair - Nov. 22
- Student teacher early contracts
- Outreach to recent retirees
- Continued recruitment advertising
- New applicant tracking system





# Questions?