

## Staffing and Strategic Recruitment Update

HR Committee

September 27, 2022

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- 8,526 people (5,675 permanent employees; 2,851 occasional or casual staff).
- This is an increase of 783 total employees from September 1, 2021.

	September 9, 2022	September 1, 2021	Difference
<b>Permanent Staff</b>	5,675	5,472	+ 203
<b>Occasional / Casual Staff</b>	2,851	2,271	+580
<b>Total Staff</b>	8,526	7,743	+783

# HWDSB

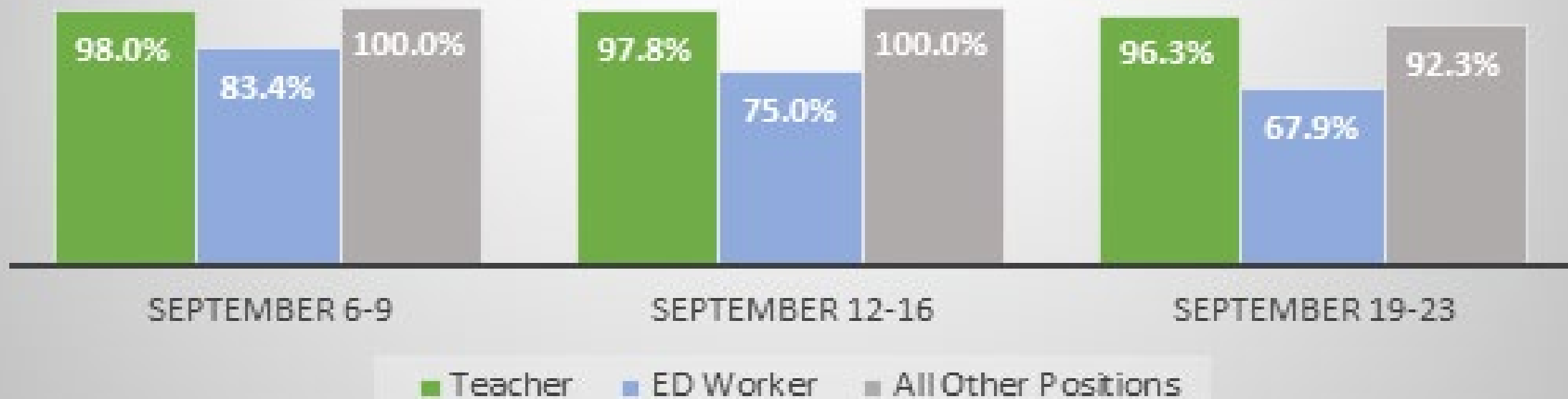
Occasional Employee Groups	Recruitment Plan Outcomes	Current Pool Size As of September 13, 2022	Available for Daily Occasional Work
Elementary Occasional Teachers	48	1053	873
Secondary Occasional Teachers	23	428	391
Educational Assistants	63	371	223
Office and Clerical Workers	42	172	141
Caretaking Staff	51	159	142
Designated Early Childhood Educators	25	165	116
Unqualified Teachers**	21	131.	131

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### Fill rate by Employee Group



## Employee Attendance Monitoring - Public

HR Committee

September 27, 2022

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Average Personal Illness Days	Actual						Projected				
	2015	2016	2017	2018	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
<b>GOAL</b>					14.50	14.00	13.50	13.50	13.00	12.50	12.00
<b>ACTUAL</b>	13.24	13.39	14.38	15.40	9.40	13.18* 13.72**	14.49* 15.68**				

\* Personal Illness only

\*\* Personal Illness and COVID-19 absence days

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## Employment Equity Audit Action Plan

Human Resources Committee

September 27, 2022

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## Background:

- HWDSB Equity Action Plan
- Employment Equity Audit is now complete by Turner Consulting
  - 4 major priority areas: 70 recommendations

## Reflecting our Community: The HWDSB Employment Equity Audit Action Plan

- Development of an Employment Equity Audit Action Plan
- Identifies:
  - Recommendation Finding
  - Division Responsibility (Human Resources, Equity, Communications, etc.)
  - Timeline for Action:
    - January to June 2021, July to December 2021, January – June 2022
- Steering Committee will lead, support and monitor the implementation of the Action Plan through to June 2022. Monitoring reports to HR Committee.

- Staff have completed 46 of the recommendations to date.
- Many of these 46 recommendations are further identified as ‘on-going’ and are a part of our regular Board practices and procedures.
- In addition, a further 22 recommendations are in progress to be implemented in the 2022-2023 school year.
- 2 recommendations have not been initiated at the time of this report.

### Employment Equity Action Plan recommendation # 32:

*“It is recommended that the Board engage in targeted outreach recruitment to attract teacher applicants from more diverse backgrounds, in particular Indigenous and racialized teachers.”*

1. Dedicated Careers page for our Focus Recruitment initiative [Here](#)
2. The Focus Recruitment Job postings are open from May 6 to June 3, 2022
  - i. [Elementary Teacher Job Posting](#)
  - ii. [Secondary Teacher Job Posting](#)
3. Focus Recruitment Frequently Asked Questions [Here](#)
4. Public Consultation Survey (open until June 17, 2022) [Here](#)
5. Hosted information Sessions [Here](#)
6. Student Spotlight Promotional Video [Here](#)

## Recommendations

- Removed all financial costs when applying for employment opportunities through Apply to Education,
- Provided a focused recruitment process for Black and racialized elementary and secondary Teachers, vice-principals and vice-principals,
- Continued development (and implementation) of new policy and procedures.
- Continued professional development and anti-racism and anti-oppressive practice training for principals, and vice-principals. Further training will be provided to all Education Centre staff throughout this school year.
- Launched our new Careers website

## Areas of Growth:

- Definition of 'fully implemented' – this work is not a 'checklist'. Requires constant coaching and support (e.g., Hiring Toolkit and supplemental look-fors)
- Timelines for implementation during a global pandemic.

## Area of Opportunity:

- Upon the approval of the Board's Human Rights and Equity Policy and Anti-Black Racism policy, there will be thorough review of all Human Resource Services policies (and procedures) this school year.