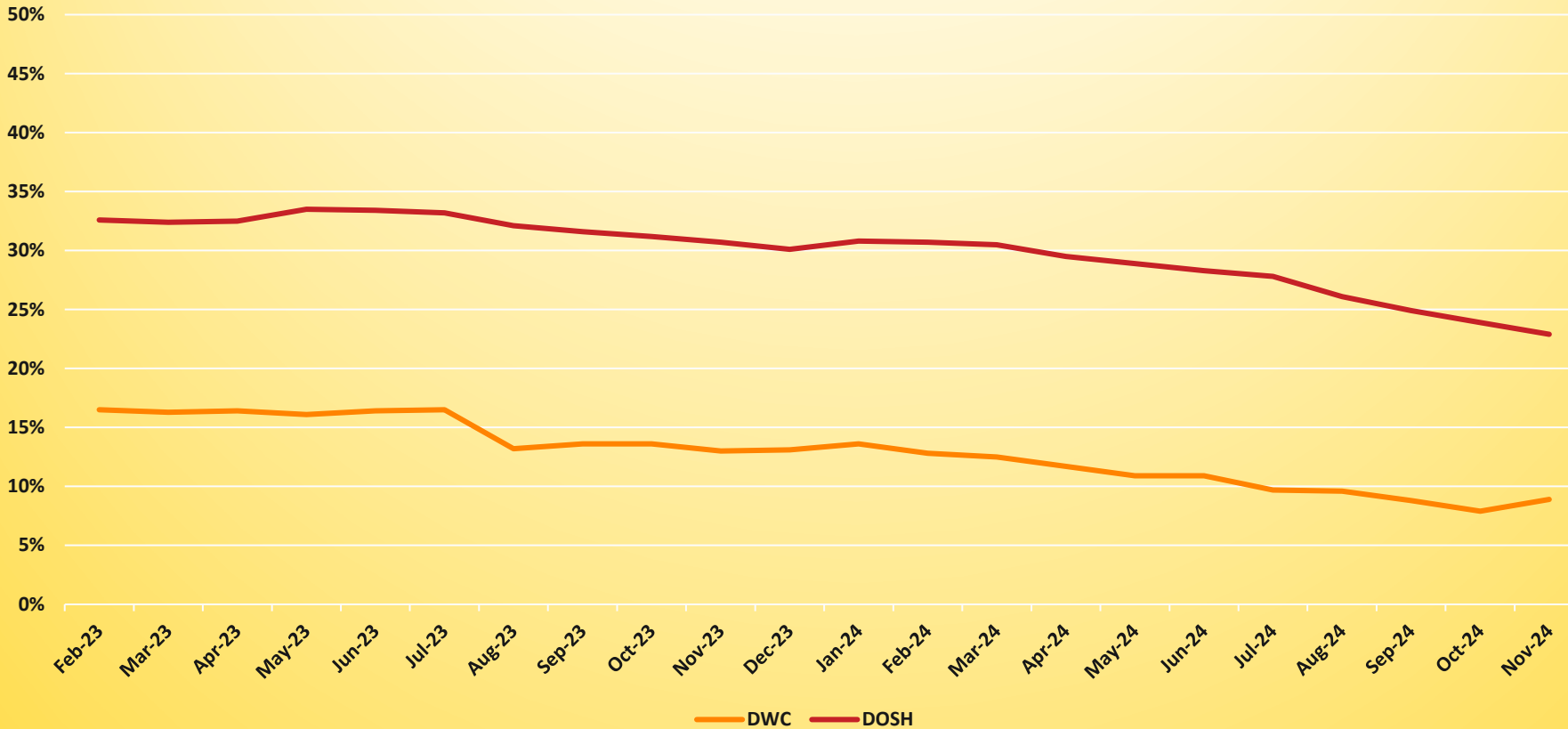




**DIR Hiring Update**  
**Director Katie Hagen**  
**December 2024**

# Vacancy Rate

Vacancy Rates for DWC & DOSH



# Overview

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## ■ Challenges

- Minimum qualifications are restrictive limiting candidate pool
- Finding bilingual engineers for Cal/OSHA
- Finding industrial hygienists for Cal/OSHA
- Finding qualified staff in rural areas

## ■ Strategies

- Emergency Hiring
  - Outreach to candidates
  - Conducting in-person hiring events
- Adding support staff capacity in Cal/OSHA, and DIR HR to support hiring managers
- Will work with consultant on class specification changes in 2025
- Conducting workload assessment
- Geographical marketing campaign - targeting bilingual engineers and industrial hygienists
- Other industry specific recruitment strategies

# Staffing Key Data Points

- DWC had 176 appointments in 2024, with 62 being internal transfers or promotions
- CalOSHA had 186 appointments in 2024, with 64 being internal transfers or promotions
- 1.9% separation rate is significantly lower than statewide average of 8%
- # of new positions/funding added in budget years 2020-2024/25 for Cal/OSHA was 141.0/\$63M.

# of new positions/funding added in budgets years 2020-2024/25 for DWC was 77.0/\$51 million

Year	Appointments
Jan. 1 - April 30, 2019	202
May 1-Dec. 31, 2019	94
2020	252
2021	725
2022	837
2023	555
2024 (as of 11/30)	819

# Staffing

## Challenges

- Hiring managers struggle to find time to engage in tasks related to hiring at each step-in the process.
- Hiring process was “over-corrected” to loss of hiring authority and hiring process is rigid.
- Inherent limitations and challenges within civil service merit based hiring process and civil service classifications.
- Small candidate pools (in certain geographic areas), not always qualified, and unfamiliar with civil service process
- Limited automation tools (and therefore data) available to those engaged in hiring process

## Strategies

- Periodic communication to managers to prioritize hiring
- Flexible interviews outside the business hours
- Additional staff support with hiring efforts
- Training, coaching, education on best hiring practices (including retraining staff)
- Addressing pervasive misallocations, developing standardized duty statement templates, identify high performing offices to delegate certain pieces of hiring process.
- Significant expansion of recruitment strategies underway to attract candidates and educate them.
- Automation project underway to track recruitment and hiring end to end, to improve data availability, efficiency of services, accountability and oversight.

# Nationwide Recruitment Campaign

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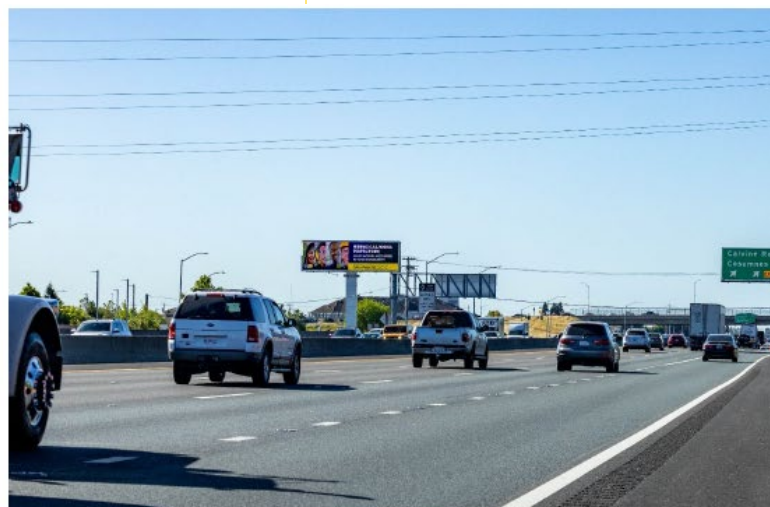
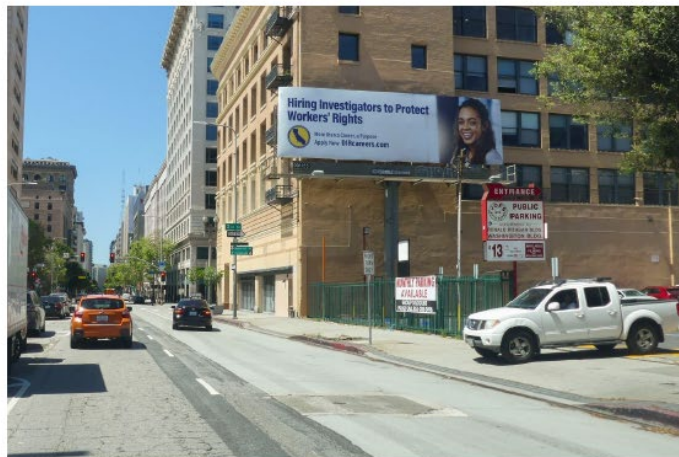
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# Billboards



# Additional Infrastructure Investments

- Conducted a peer review of hiring process (DOJ performed) in 2021 and we are again reviewing hiring process for efficiency as we begin to automate the hiring process from end to end.
- Submitted collective bargaining proposals to CalHR for engineers.
- Automated 18 DIR specific examinations and will continue to automate additional examinations.
- Significant investment in training of new hires and onboarding.
- Automation investment across the enterprise and a focus on data gathering and analysis.
- Business process review and performance measure development initiative developed and implemented in the department.
- Comprehensive workforce plan implementation.





**Thank you!**

**Any questions? Ideas?**

**[Director'sOffice@dir.ca.gov](mailto:Director'sOffice@dir.ca.gov)**