



## CALIFORNIA STATE PARK AND RECREATION COMMISSION MEETING STAFF REPORT COVER PAGE

**Loma Linda, California**  
**December 17, 2025**

**AGENDA ITEM:** 11. Hiring and Recruiting Update

**STAFF:** Jennifer Crockett, Assistant Deputy Director, Human Resources and Brandon Littlejohn, Talent Acquisition Branch Chief

**SUBJECT:** Fiscal Year 2025–26 Department of Parks and Recreation Recruitment Plan

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### I. STAFF RECOMMENDATION

Information Item only.

### II. BACKGROUND/SUMMARY

The Department of Parks and Recreation's (State Parks) Recruitment Plan for Fiscal Year (FY) 2025–26 outlines continued efforts to strengthen State Parks' workforce pipeline through focused outreach, collaboration, and streamlined processes.

Highlights in FY 2025–26 include:

- Hosting 50+ webinars and 30+ statewide events, engaging over 1,000 candidates.
- Increasing job posting visibility by more than 200%, averaging 1,500+ views per post.
- Expanding partnerships with schools, veteran organizations, and community groups.
- Growing participation in assessments across critical classifications, including Maintenance, Interpretation, and Peace Officer roles.

These outcomes reflect a deliberate focus on outreach, accessibility, and building long-term talent pipelines to meet State Parks' workforce needs.

### III. ATTACHMENTS

- Staff Report
- 2025/2026 CA State Parks Recruitment Plan



- CA State Parks Workforce and Succession Plan



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### OBJECTIVE

To present the Department of Parks and Recreation's (State Parks) Fiscal Year (FY) 2025–26 Recruitment Plan, which focuses on expanding candidate pipelines, enhancing outreach through partnerships and social media, and strengthening diversity and representation within the State Parks workforce.

### INTRODUCTION

Follow up discussion from 2024 introduction to the Workforce Plan.

### DESCRIPTION

The FY 2025–26 Recruitment Plan builds on last year's progress with a stronger emphasis on visibility, inclusion, and connection to communities statewide. Key priorities include:

- **Pipeline Development:** Deepen relationships with educational institutions, workforce development programs, and veteran networks to attract candidates for hard-to-fill classifications.
- **Social Media Outreach:** Continue leveraging high-engagement platforms with over 20,000 followers to reach broader audiences and highlight career pathways in State Parks.
- **Strategic Partnerships:** Collaborate with the Tribal Affairs Office, community organizations, and other agencies to expand access to careers for underrepresented groups.
- **Field Recruiter Engagement:** Strengthen regional presence through district-level recruiters who can represent Parks at local events and career fairs.



These strategies aim to sustain momentum from FY 2024–25 while increasing diversity, improving candidate readiness, and reinforcing State Parks' reputation as an employer of choice.

## NEXT STEPS

Over the next six months, State Parks will launch coordinated outreach campaigns, schedule group recruitment events, and expand collaboration with partner organizations to grow candidate pipelines and improve alignment with district hiring needs.

## RECOMMENDATION

That the State Park and Recreation Commission receive and provide comment on the FY 2025–26 Recruitment Plan. No action is required.

## COMMISSION ACTION(S)

Review/Comment

## ADDITIONAL RESOURCES

Attachment A: 2025/2026 CA State Parks Recruitment Plan

Attachment B: CA State Parks Workforce and Succession Plan