CALIFORNIA STATE PARK AND RECREATION COMMISSION MEETING
STAFF REPORT COVER PAGE

Scotts Valley, CA
July 2, 2026

AGENDA ITEM: 11 Hiring and Recruiting Update

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

SUBJECT: FY 2025–26 State Parks Recruitment Plan

I. STAFF RECOMMENDATION

Information Item only. The Department recommends that the Commission receive the California State Parks FY 2025-26 Recruitment Plan.

II. BACKGROUND/SUMMARY

California State Parks' Recruitment Plan for FY 2025–26 outlines continued efforts to strengthen the Department's workforce pipeline through focused outreach, collaboration, and streamlined processes.

Highlights in FY 2024–25 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 the Department's workforce needs.

III. ATTACHMENTS

- Staff Report
- FY 2025-26 State Parks Recruitment Plan

- Department Workforce Plan
- DPR Recruitment Highlights 12/25 – 6/26

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OBJECTIVE

To present the Department's 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 2024–25 while increasing diversity, improving candidate readiness, and reinforcing Parks' reputation as an employer of choice.

NEXT STEPS

Over the next six months, the Department 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 Commission receive and provide comment on the FY 2025–26 Recruitment Plan.

COMMISSION ACTION(S)

No action is required.