

2015 Suggestion:

1. **No need to include machine test for employment. All applicants must have passed the CA CSR – arguably the hardest state certification test for CSRs (change made in 2017)**

2017 Suggestions:

1. \*Remove machine test from application process
2. \*Amend limitation on type of steno writer that can be used with employment with LASC

Suggestions from PowerPoint (8/2019)

1. **Pilot project Suggestion (aka “Move the cheese”): Provide officials in limited courtrooms for civil law and motion in Civic Center area in order to drive freelance interest back to LASC employment (PowerPoint presentation given 8/2019 and suggestion continued to be presented up to and including 2022)**
2. **CSR Test Presence by LASC**
3. **CCRA convention presence or convention sponsorship (separate from LACCRA)**
4. \*JCR/NCRA (actually ad space purchase – we sent them the information for buying ad space)
5. **Court Recruiter**
6. **Open House/Meet and Greet (virtual if not in person) (NOTE: Other counties and private agencies have been doing this all year)**
7. \*Visiting schools (contact info attached) (LACCRA provided contact information for local brick-and-mortar schools as well as online schools for virtual visits)
8. \*Online ads (began only AFTER 2019)
9. **Career Fairs (LACCRA has had to beg for time during workday to attend)**
10. **Handouts (jury rooms, etc.)**
11. **Up-to-date snail-mail flyers/pamphlets**

Additional Recruitment Ideas (Submitted 6/2021 and continued requesting updates to present)

**Targeted ads**

1. **Court Reporting Podcasts. Ex. Confessions of a Stenographer, etc.**
2. **Other legal/crime podcasts**
3. **Emphasize ad space for podcasts during peak commuting hours**
4. **YouTube advertising**
5. **Instagram/Twitter/Facebook**

Other Suggestions:

1. \*Signing bonus (2022 MOU)
2. \*Start at higher step instead of Step 3 (2022 MOU - Now Step 5)
3. **Internships (offer to high-speed students or waiting to take CSR): Sit them with reporters on same CAT system so they get templates and are ready to go with the court when they pass the CSR. Try to get them right out of school before they get a taste of the freelance world.**
4. **Court Reporter Scholarships for commitment to work with LASC upon certification**
5. **NCRA Convention presence and/or sponsorship**
6. \*Floater Workgroup (2022 MOU)
7. **Change floating assignment process so there is less stress on our floaters that are available to float. (LACCRA committee currently engaged in meetings w/Court admin and CR management re floating assignment procedure)**
8. **Exit interviews (recently a reporter asked and was ignored)**

**Funding:** Since 2022, CA Budget has had \$30m (\$4m to \$9m per county) on-going funding specifically earmarked for its courts to hire and retain court reporters (with a focus on covering family law and civil courts). As of today's date, Los Angeles Superior Court has not shared with LACCRA/SEIU how it intends to use its funding for this purpose. If it goes unused, it will go back to the General Fund.