How to pursue State of California Civil Service Employment
with or without Limited Examination and Appointment Program (LEAP) Certification

Standard Hiring

Find an open Exam for desired civil service classification

See jobs.**ca.gov/CalHRPublic/Search/ExamSearch.aspx** to search for active exams

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A passing exam score will qualify you for the selected classification's **Eligibility List**

Once your name is on an Eligibility List, "Contact Letters" will be sent, informing you of job vacancies, but you can also search for jobs **online at jobs.ca.gov**
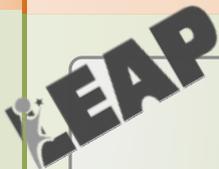
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Find and apply for vacant jobs within your selected classification **online at jobs.ca.gov**

Each job bulletin will have instructions for how to apply

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If hired, complete the **Probation Period** to obtain permanent civil service status

LEAP Hiring

If eligible, obtain **LEAP Certification**

see **dor.ca.gov/LEAP** for instructions

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Find an open LEAP Exam (Job Readiness Evaluation) for desired civil service classification

See **jobs.ca.gov/CalHrPublic/GeneralInfo/LeapClass.aspx** for list of all LEAP eligible classifications

See **jobs.ca.gov/CalHrPublic/Exams/Legacy/ShowBulletins.aspx?classCode=4687** for active exams

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If hired, complete the **Job Examination Period** to obtain permanent civil service status