

# ECOS

## The Future of Hiring

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# What State are we in?



# California Facts

- Population: 37,679,000 (highest state)
- Land Mass: 158,706 square miles (3<sup>rd</sup> Largest)
- Diverse State: 6 of the top 10 U.S. cities
- Best State in the Country.....





# Sports

Baseball

Football

Basketball

Tennis

Swimming

Golf

Wrestling

NASCAR

Soccer



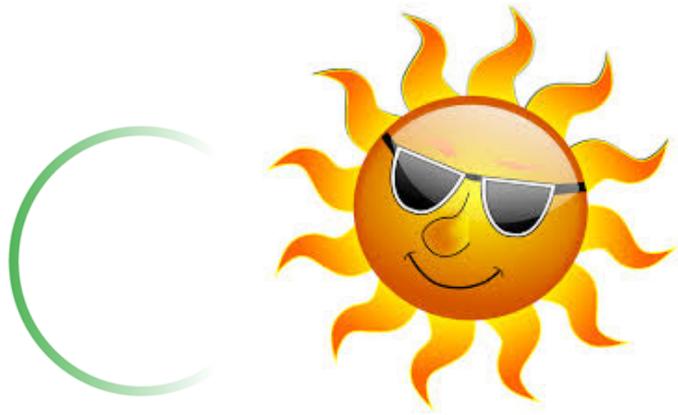
# Weather – Best Ever!!

- Tornadoes?
- Hurricanes?
- Blizzards?



# Weather – Best Ever!!

- Sunny – Most of the time
- Rain – Nothing Crazy
- Snow – Fun & Reserves



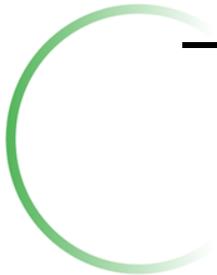
# Geographic – Best Ever

- Coast line – 840 Miles!
- Mountains – Mount Whitney!
- Deserts – Death Valley!
- Valleys – Agriculture \* Wine Country!
- Forests – Redwoods! Sequoias!!



# Varied types of Cities

- Among the Largest Cities in U.S.
  - Los Angeles
  - San Diego
  - San Jose
  - San Francisco
- Plenty of Small & Fun Towns
  - Country/Farm
  - Historical



# Various Industries

- Media & Entertainment
  - Hollywood!
  - Movies
  - Music
- Innovative & Imaginative
  - Disneyland!!!
- Technology.....

# Technology Industry

- Silicon Valley
- Apple
- Google
- Yahoo
- Facebook
- Yelp & More....



# Great Things From California

- Entertainment & Media Industry
- Technology Industry
- Disneyland
- State Government



# Challenges for Hiring

- Supporting California's varied laws and rules
- Efficiency
  - Resource Management
  - Timeliness
- Educating / guiding Hiring Managers in hiring the best Job-Person match



California Needs...

A Completely Customized Solution!

Introducing...

**ECOS**

Examination & Certification Online System

# California creates ECOS

- Replace those Antiquated Systems
- One Centralized Selection System for HR
- Use the Latest Technology
- Envisioned, Designed, Created, & Maintained by State Staff



# ECOS Uses Latest Technology

- Brings us in to the 21<sup>st</sup> Century
- Streamlining the hiring process
- Implementing the best Security principles for protecting personal data
- Scalable



# Maintained by State Staff

- No 3<sup>rd</sup> party proprietary issues
- Maintenance costs are minimal
- Allowing us to capitalize on California homegrown talent
- **Flexibility!**



Phase	Description	Status
Phase I	Roll Examinations back to Legacy System	<b>Completed</b> Jan. 2012
Phase II	Certification System	<b>Completed</b> Jan. 2014
Phase III	Examination System	<b>In Progress</b> June 2016
Phase IV	Reporting	<b>Coming Soon</b> Jan. 2017
Phase V – Post Phase	PIER & Decommissioning of Legacy Systems	<b>Coming Soon</b> May 2017

# ECOS Phase II - Certification

- Create and manage Eligibility lists **2014**
- Create and manage certification lists
- Used by all state departments to make hires
- Provides solutions for:
  - State Restriction of Appointments (SROA)
  - Reemployment
  - Integrated LEAP lists
  - Veteran Preference (AB 372)



## Phase III - Examinations

**2016**

- Applicant Logins (Part A)
- Job Management (Part A)
- Examination Management (Part B)



## Phase III – Part A

- Provides Public access – Applicant Login
  - Update Contact Information
  - Update Conditions of Employment
  - Electronic Application Process
  - Track Job Application Status
  - Job Notification tools (E-Notify)
- Electronic Contact Letter process
- Provides Job Control tools for HR
- Provides Hiring Manager access (controlled by HR)
- All connected through one workflow and one system

## Phase III – Part B

- For state departments & public
- Process Examinations completely
- Create exam bulletins
- Electronic Application Process
  - Ability to apply online
  - Correspond e.g. schedule interviews, results notices
  - Track Application Status
- Schedule & score exams
- All connected through one workflow and one system

## Phase IV - Reporting

**2017**

- Data Warehouse
- Reporting Services

## Phase V - Post Phase

**2017**

- Post Implementation Evaluation Report (PIER)
- Decommissioning of all legacy systems



# California Innovativeness

- ECOS is the Beginning.....
- It will be forever evolving
- Challenging all California HR shops to be the Champions for State Hiring
- Utilize the tools in ECOS and dream up other tools to further streamline State Selection

# What's Next?

- Keep informed!
- Participate in Open Houses / UAT
- Provide feedback
- Stop by the ECOS Table
- Enjoy your new system - ECOS



# THANK YOU!

Trivia Question???

