

Learn About LEAP

The [Limited Examination and Appointment Program \(LEAP\)](#) is a California civil service examination process available exclusively for people with disabilities. LEAP is an alternative to the traditional testing process, allowing applicants with disabilities to demonstrate competencies through on-the-job testing. People with disabilities may pursue state employment through the standard, non-LEAP process or the LEAP process.

LEAP Highlights Include:

- An optional pathway to state civil service
- Variety of LEAP examinations to choose from
- Qualified individuals placed in top rank of eligibility list
- No separate civil service probationary period after passing Job Examination Period
- Reasonable accommodations available



Work for 
California