

Learn About LEAP

The Limited Examination and Appointment Program (LEAP) is a California civil service examination process available exclusively for people with disabilities. The state hiring process is competitive and merit-based. Applicants must meet the Minimum Qualifications for the classification. Participating in the LEAP process does not guarantee a job, but it offers an alternative to the traditional examination process.



LEAP Steps

1. Create a [CalCareers Account](#).
2. Get LEAP certified through the [California Department of Rehabilitation](#).
3. Take a LEAP MQ Assessment for the classification(s) you are interested in via the [Exam Bulletins](#).
4. Apply for [vacant positions](#).
5. Participate in an interview process and demonstrate that you are the most qualified person for the job.
6. If selected, complete a Job Examination Period (JEP).
7. Upon a successful completion of the JEP, you're hired!



Visit CalHR's [LEAP webpage](#)
or scan with your mobile.

