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 (3rd 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
State Hiring Systems

- Examinations (Mainframe)
- Certifications (Mainframe)
- Web Exams (ColdFusion)
- JobAps OSS (Classic ASP – Modified Off-The-Shelf product)
- SROA & Reemployment (ASP .NET)
- Vacancy Publications (ColdFusion)
- Career Executive Assignments (CEA) Examination & Certification Process (Manual)
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 21st Century
- Streamlining the hiring process
- Implementing the best Security principles for protecting personal data
- Scalable
Maintained by State Staff

• No 3rd party proprietary issues
• Maintenance costs are minimal
• Allowing us to capitalize on California homegrown talent
• Flexibility!
<table>
<thead>
<tr>
<th>Phase</th>
<th>Description</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase II</td>
<td>Certification System</td>
<td>Completed Jan. 2014</td>
</tr>
<tr>
<td>Phase III</td>
<td>Examination System</td>
<td>In Progress June 2016</td>
</tr>
<tr>
<td>Phase IV</td>
<td>Reporting</td>
<td>Coming Soon Jan. 2017</td>
</tr>
<tr>
<td>Phase V –</td>
<td>PIER &amp; Decommissioning of Legacy Systems</td>
<td>Coming Soon May 2017</td>
</tr>
</tbody>
</table>
ECOS Phase II - Certification

- Create and manage Eligibility lists
- 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

• Applicant Logins (Part A)
• Job Management (Part A)
• Examination Management (Part B)
Phase III – Part A

• Provides Public access – Applicant Login
  o Update Contact Information
  o Update Conditions of Employment
  o Electronic Application Process
  o Track Job Application Status
  o 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
  o Ability to apply online
  o Correspond e.g. schedule interviews, results notices
  o Track Application Status
• Schedule & score exams
• All connected through one workflow and one system
Phase IV - Reporting

• Data Warehouse
• Reporting Services

Phase V - Post Phase

• 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???