



Work for the State of California

Your state. Your government. Your future. →



Stable, Meaningful Work

At every job interview, you face the same question: “Why do you want to work here?” You tailor your answers for each employer. Sometimes they ring true, but



often the process becomes more about getting the job, than getting the job you want. It isn't enough.

You want a job that aligns with your ambitions and means more than money, but still provides a reliable income.

The opportunities might be closer and broader than you think. California needs you. As one generation retires, new employees and ideas are needed in all areas.

A Strong Career with a Flexible Future

Regardless of how long you have been in the workforce, we want to help you build your career. The state provides on-the-job training and professional development. Some positions don't require previous experience or a degree. Advancement opportunities are open to you, and as you thrive in your role, you could receive annual raises until you reach the maximum salary for that position.

If you're looking for a change after your first year, you could transfer to another state job or department, while maintaining your benefits and retirement plan. If you want to switch careers; there's a flexible system in place to help you move forward and laterally. Our employees are an investment, so our employment structure is designed to support a successful and fulfilling work experience.

If you're avoiding public service because it sounds repetitive and mundane, you might be surprised. The state offers careers in a variety of fields, ranging from accounting to zoology, and our services are truly essential to California. While many positions are located in office settings, some are not. In public service, you'll spend every day doing work that improves the lives of Californians across the state.

**Come work
for California.**

*It's more than a job;
it's work with purpose.*

Benefits

Health Insurance

Employment with the state provides generous health care benefits for you and your family, and most options include dental and vision coverage. You can also enroll in long-term disability insurance and long-term care insurance.

Flexible Paid Leave

Many employees can combine sick leave and vacation days into a pool of flexible credits, called annual leave. Then you can choose how to distribute those credits between health and leisure.

Student Loan Forgiveness

Employees with federal student loans may qualify for forgiveness under the federal Public Service Loan Forgiveness Program, often after 120 payments or 10 years.

Retirement Plan

You'll start earning a guaranteed retirement after you've worked long enough to be eligible. When you qualify for retirement, you'll receive a monthly payment based on several factors, including your highest salary and how long you worked for the state.

*We employ over 220,000 people —
more than any other employer in California.*





Where do you fit in?

California needs employees from a variety of backgrounds such as criminal justice and economics. But we also hire surgeons, groundskeepers, archeologists, plumbers, and music therapists. For instance, if you're majoring in botany or art history, working in government might not be your first thought, but those degrees could help you get hired as an environmental planner.

Likewise, with a degree in geography, you could work to protect the coastline's resources. If you're more interested in how the land benefits the population directly, you could specialize in housing and community development. Or consider transportation planning, where you could influence how people travel across California's 300 million miles of roads.

But you don't need a four-year degree to find purpose in state service. There are positions, at nearly all departments, where your experience, background, and initiative can qualify you to work for California.

Any interest or educational background could be a path to a practical and rewarding career that helps make this state a great place to live. With 150 departments and agencies, California manages a tremendous number of resources and services, so we need a wide variety of employees. Whether you want to specialize in computer sciences or communicable diseases, there's a place for you here, and your work will have meaning.

Work-Life Balance

Flexible schedule:

In some positions, you may be able to arrange your own hours. For example, you could have longer lunch breaks, or work four 10-hour days instead of five 8-hour days.

Working remotely:

Some employees can skip the commute and work from home occasionally. Telework is good for morale and quality of life, and we've found it helps with productivity, too. It's even good for your community because it reduces traffic and improves air quality.

Private counseling:

The state provides free short-term counseling and assistance for mental health, financial, and legal issues.

Family support:

Mothers and fathers can take unpaid family leave – up to one year – when a new child joins the family through birth or adoption. Some departments even have on-site childcare.

Steps to a State Job

CalCareers

➔ Step 1: Search

Visit calcareers.ca.gov to find open positions. We need new employees in all areas.

Click “New to State Service,” where you can browse career fields and see available jobs. Search by keyword, job title, and state department. Or use the advanced search to filter by location, work schedule, and salary. Once you find the job you want to apply for, read the job’s bulletin to see the qualifications needed. It also explains what the job is like, notes the salary range, and gives you an overview of the assessment process.

➔ Step 2: Assessment

Now we need to learn more about you. We will evaluate your education, experience, abilities, and knowledge through an assessment or exam (either online or at a testing center).

If you’re interested and qualified, you can start the assessment. Once you pass and become eligible, you can start applying!

If you have previously taken an assessment and are still eligible, move on the next step.

➔ Step 3: Application

Fill out the standard state application template. You can use the same job application template to apply for many positions. Or you can create two or three application templates, each tailored to different jobs. If needed, resumes and writing samples can be loaded as attachments.

We will evaluate all applicants, and reach out to the most qualified for an in-person interview.

We designed calcareers.ca.gov to keep the application process organized and streamlined. With your **CalCareer** account, you can:

- Take online assessments and receive results, sometimes instantly.
- Create and save 1-3 application templates. Whenever you find a job posting you’re eligible for, just click “apply” and submit the best one.
- Set up alerts to notify you by email when new jobs are posted. Some state agencies will even contact you directly when they’re looking to hire.

