

1st Quarterly Statewide HR Policy Forum – Hiring Efficiencies and Challenges

January 2025



Housekeeping

- Wi-Fi – Connect to the CalHR Guest Wi-Fi (Instructions provided at each table).
- Restrooms – Near the Elevators.
- Forum length.

Welcome & Opening Remarks

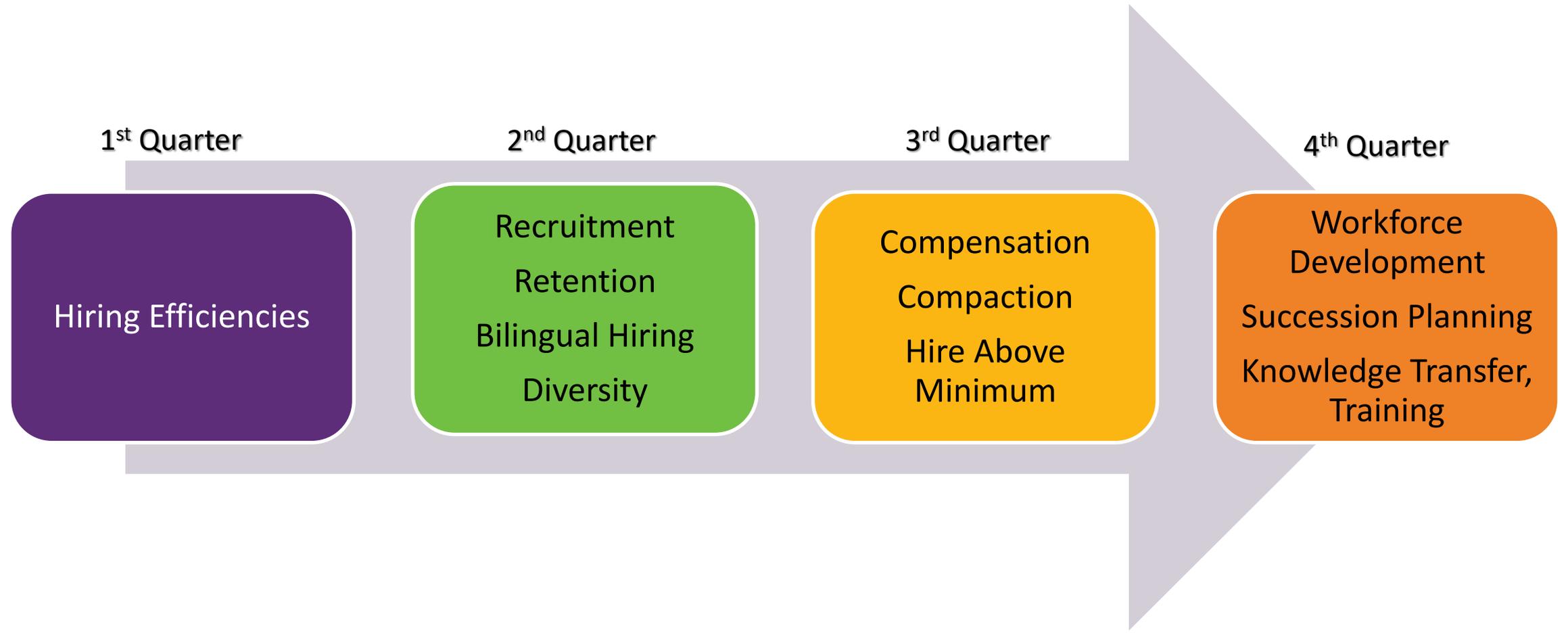


Eraina Ortega
Director, CalHR

Today's Agenda

- Overview of 2025 Policy Forum Topics
- Keynote Address: The State of Hiring in Government – Challenges and Opportunities
- Debunking Common Hiring Myths
- Breakout Session: Identifying Opportunities for Efficiency
- Group Report-Out: Sharing Ideas for Improvement
- Next Steps & Closing Remarks

Overview of 2025 Policy Forum Topics



State Leadership Accountability Act (SLAA) Top HR Operational Risk from 2023

(SLAA) Reports from 2023 – Top Five HR Operational Risks

1. Recruitment & Retention
2. Key Person Dependent
3. Worker Shortage/Vacancy
4. Workforce Development
5. Succession Planning

Keynote Address:

The State of Hiring in Government – Challenges and Opportunities



Monica Erickson
Deputy Director, CalHR

Debunking Common Hiring Myths

Separating Facts from Fiction in Hiring



Chris Dainard (he/him)
Chief, Selection Division

Myths and Facts

1. Hiring takes a long time!
2. No grey areas allowed in merit hiring
3. Examinations are a barrier to hiring

1. You can make a hire in as few as **10 business days**
2. Job-related grey can be acceptable and enable flexibility
3. Most online examinations are Training & Experience and fewer than 30 questions

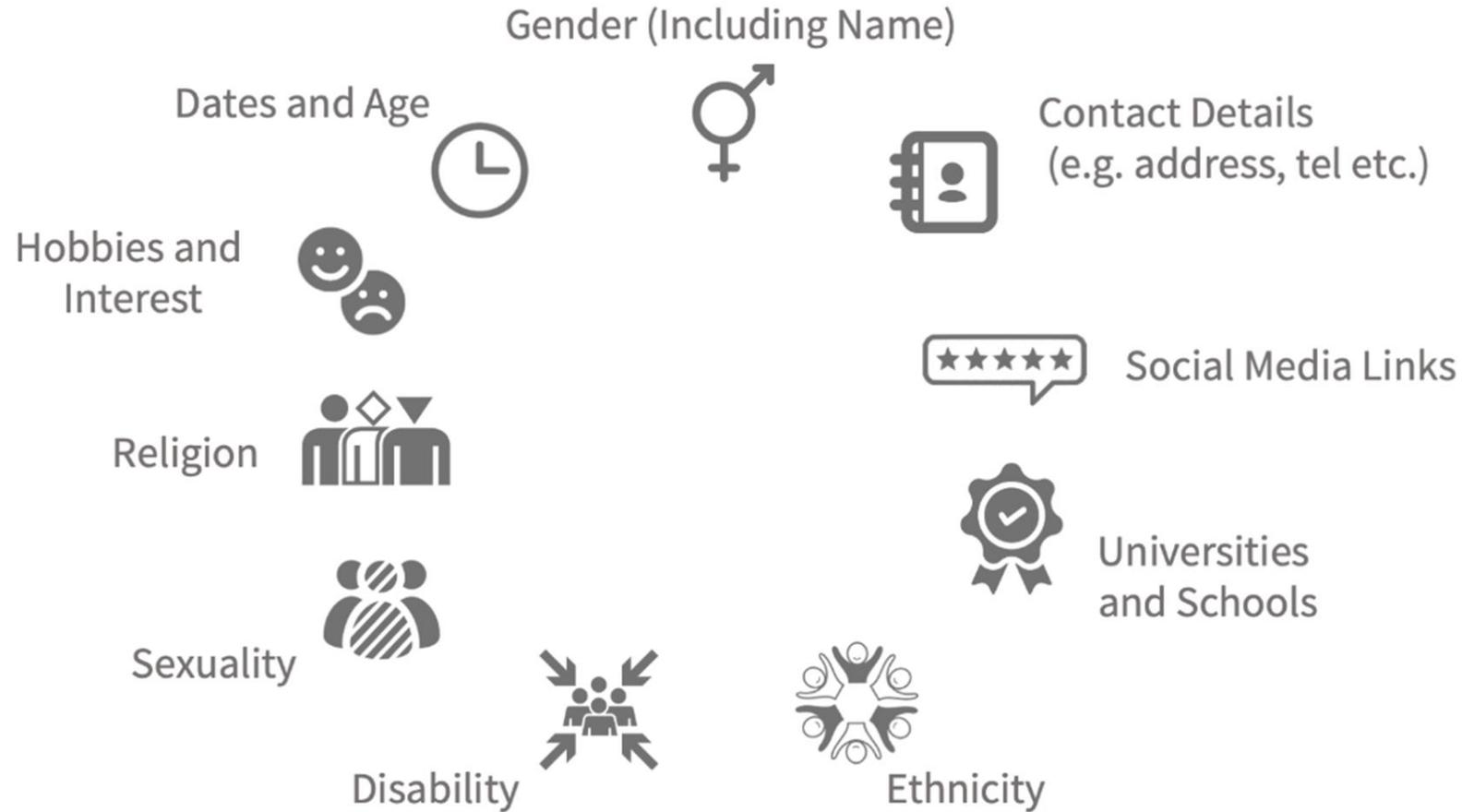
Myths and Facts (cont.)

1. CalHR doesn't have any resources to help
 2. Hiring difficulties makes it okay to raise allocation
1. The Personnel Advisory and Consultation Team (PACT) is a free service available to all departments to help
 2. Allocation should *never* be increased to fill a vacancy and should always be true to the functions of the job

Driving Innovation: Anonymous Hiring



Mitigates Implicit Bias



Automated Process

STATE OF CALIFORNIA - CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
EXAMINATION / EMPLOYMENT APPLICATION
STD. 678 (REV. 10/2023) Page 3

Applications will **ONLY** be processed for active recruitment efforts - see exam bulletin or job posting.

State of California Application

PRINT OR TYPE

APPLICANT'S NAME (Last) Redacted	(First) Redacted	(M.I.)	CALCAREER ID 2449385
MAILING ADDRESS (Number) Redacted	(Street)	(Apt #)	SOCIAL SECURITY NUMBER (Exams Only) Redacted
(City) Redacted	(County) Redacted	(State) Redacted	(Zip Code) Redacted
E-MAIL ADDRESS Redacted	1st TELEPHONE NUMBER (555) 555-5555	<input checked="" type="checkbox"/> Work <input type="checkbox"/> Home <input type="checkbox"/> Other	2nd TELEPHONE NUMBER <input type="checkbox"/> Work <input type="checkbox"/> Home <input type="checkbox"/> Other

EXAMINATION(S) OR JOB TITLE(S) FOR WHICH YOU ARE APPLYING

JC-174948, Primary Position: 000-000-0001-XXX, STORMTROOPER ANALYST I

**PERSONNEL
USE ONLY**

Streamlined Redaction

The screenshot displays a web browser window with the address bar showing 'editor-us.mevitae.com/?'. The main content area is split into two columns. The left column shows a resume template with several large black redaction boxes covering the profile picture, name, contact information, and work experience details. The right column shows the same resume template but with all content visible. The visible resume is for 'HERB MAXWELL', an IT Professional. It includes a profile section, education (Bachelor of Arts in Computer Science from California State University, Sacramento), work experience (Application Developer at Google), contact information (phone: 678-555-0103, website: Calhr.ca.gov), hobbies (Christian Church Group, Dancing, Hulu, Flying Airplanes), and a skills section with a bar chart showing proficiency in BABOK (35%), BPMN (75%), Agile (25%), DB (100%), and C++ (50%).

HERB MAXWELL
IT Professional

PROFILE
Dedicated and experienced Application Developer with a proven track record of designing, developing, and implementing innovative software solutions. Seeking to leverage extensive technical expertise and strong problem-solving skills in a challenging IT role.

EDUCATION
Bachelor of Arts in Computer Science
California State University, Sacramento
Graduated: 2007

WORK EXPERIENCE
Application Developer
Google – Mountain View, CA
December, 2007 - Present

- Designed, developed, and maintained scalable web applications and software solutions using [programming languages, frameworks, and tools relevant to your experience].
- Collaborated with cross-functional teams to gather requirements, analyze user needs, and translate business requirements into technical specifications.
- Implemented best practices in software development lifecycle (SDLC), including coding standards, version control, and testing methodologies.
- Conducted thorough testing and debugging to ensure software functionality, performance, and security.
- Provided ongoing support and enhancements for existing applications, troubleshooting issues and optimizing performance as needed.
- Communicated project status, technical concepts, and solutions effectively to stakeholders and team members.

CONTACT
PHONE: 678-555-0103
WEBSITE: Calhr.ca.gov
EMAIL:

HOBBIES
Christian Church Group
Dancing
Hulu
Flying Airplanes

SKILLS

BABOK	35%
BPMN	75%
Agile	25%
DB	100%
C++	50%

What's Next for CalHR:

- Improved Jobs Filtering
- Improved Search in CalCareers
- Applicant Tool Development
- Competency-Based Examinations
- API HRIS Integration
- Anonymous Hiring
- Skills Matching
- Cluster Hiring
- Statewide and Multi-County Job Postings
- Multi-Factor Authentication
- Updating Minimum Qualifications / Consolidations

Breakout Session:

Hiring Efficiencies and Challenges

20 Minutes

Breakout Session Guide: Hiring Challenges

Objective: To foster collaborative discussion among Department Leaders on key hiring challenges and opportunities

Format:

- Group Size:** Up to 5 leaders per breakout table.
- Duration:** 20 minutes.
- Spokesperson:** One participant per table will present group findings.
- Scribe:** One participant per table to document key discussion points.
- Facilitators:** Will be rotating throughout the breakout session.

Breakout Session Guide: Hiring Challenges

Instructions:

Briefly introduce yourselves and provide the following feedback using one word or short phrases to address the following questions:

1. What are key hiring challenges and roadblocks your department is currently facing?
2. Are your department's new hires meeting your operational needs?
 - If not, what are the gaps?
 - What other training courses are needed?
3. What strategies is your department doing to address these challenges?
4. How can CalHR support you better?
5. Do you see any policy, regulations, or laws that are a hindrance to hiring?

Next Steps & Closing Remarks

Thank you for your participation today.
Please take a moment to complete this short survey. Your Feedback is Important to Us.

