



# Evolution of ECOS – Roadmap to the Future



# Presented by

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# Agenda



WHAT IS ECOS?



A WALK DOWN  
MEMORY LANE



THE CURRENT  
STATE



ROADMAP TO  
THE FUTURE



WAYS TO STAY  
CONNECTED



Q&A

# What Is ECOS?

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Examination and Certification Online System

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Built by State employees for State employees

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Cloud-based and real-time processing

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Administrative side of CalCareers.ca.gov

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State's Applicant Tracking System (ATS)

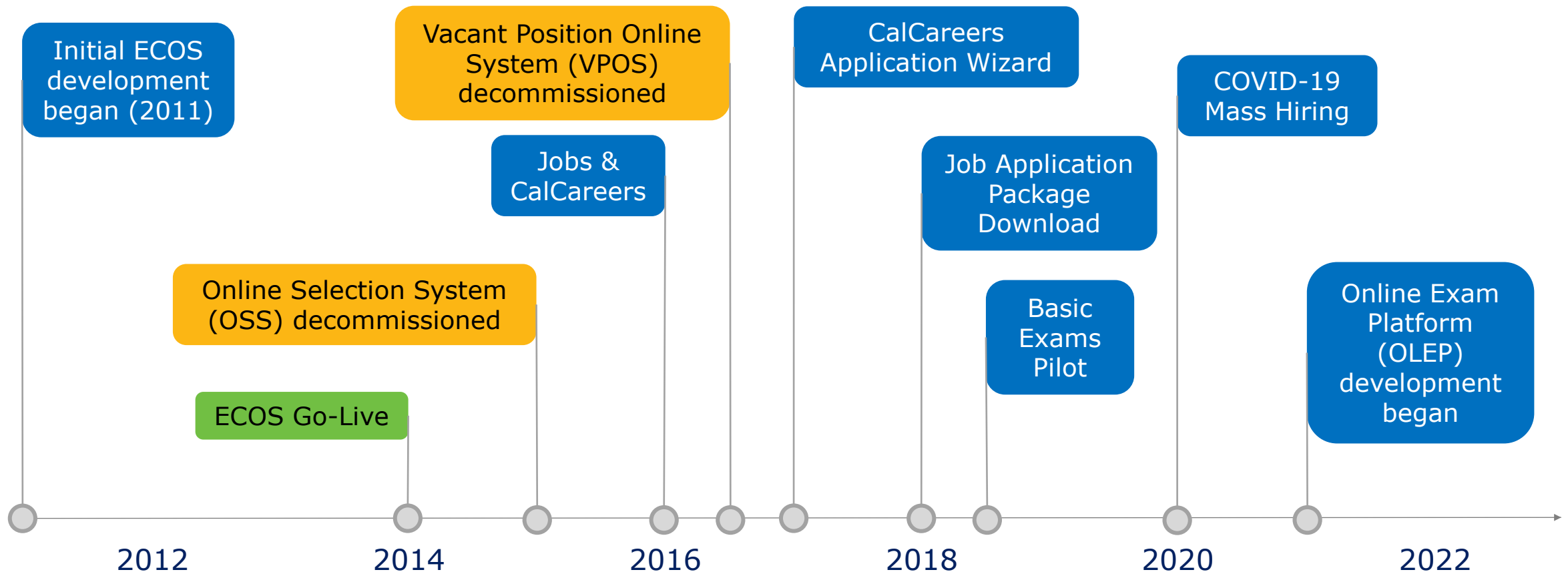
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Maintains exams, job postings, and certification lists

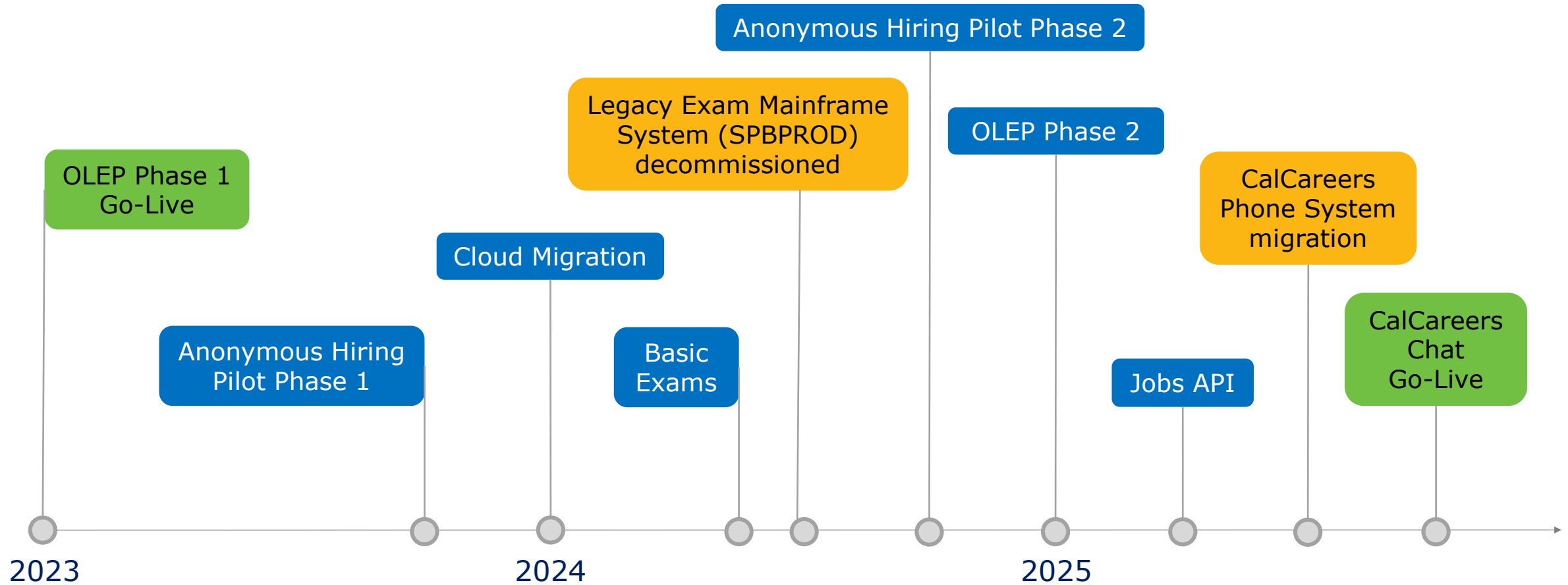
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# ECOS Timeline (1/2)



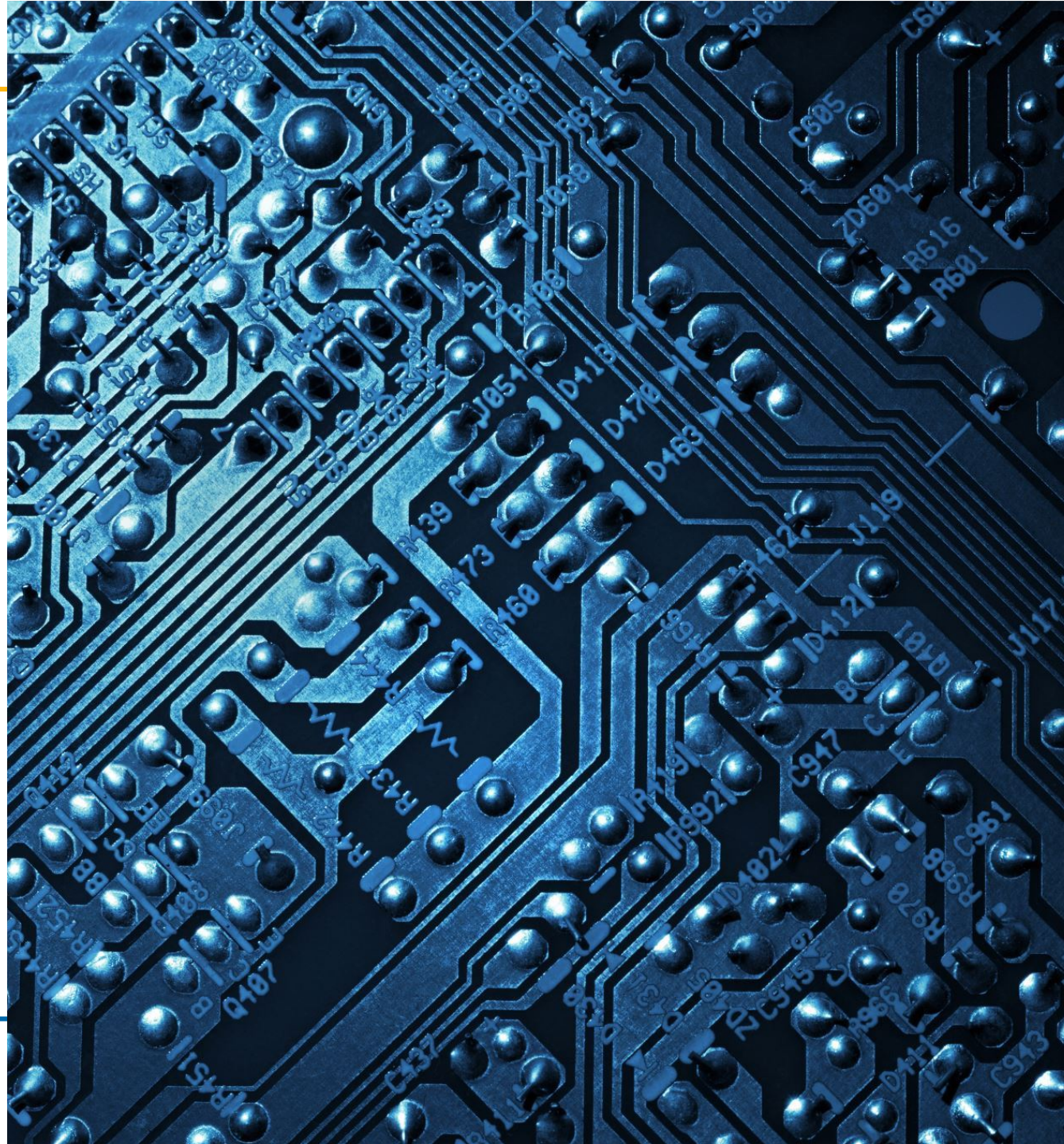
# ECOS Timeline (2/2)





# System Development & Enhancements

- Since 2017, over 5,700 work items have been created for system development and enhancements.
- Four old systems have been decommissioned:
  - Online Selection System (OSS)
  - Vacancy Position Online System (VPOS)
  - Legacy Exam Mainframe System (SPBPROD)
  - CalCareers Phone System



# The Current State (Stats)



Over 1,500,000 applications received each year



Average of 50,000 job postings each year



Average of 4,200 jobs posted each month



Nine systems/workflows consolidated into one



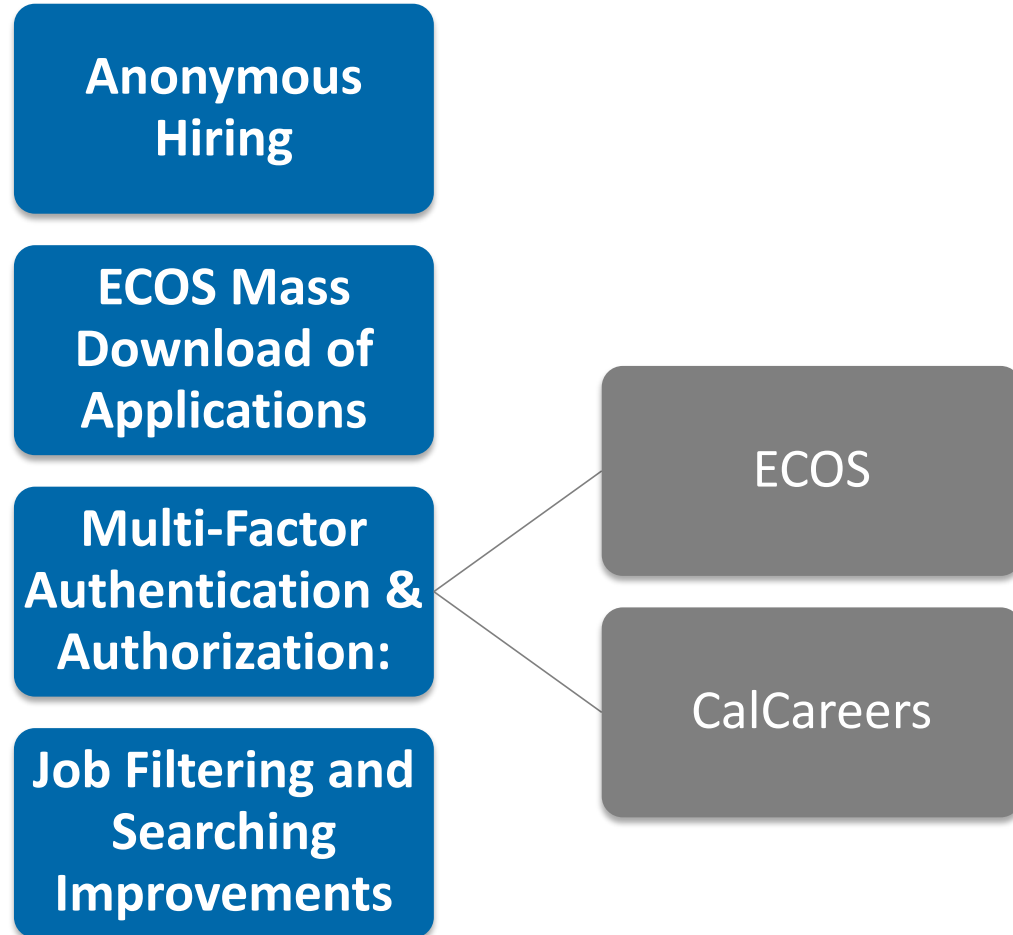
4,500 tickets resolved (system improvements)



# Roadmap to the Future

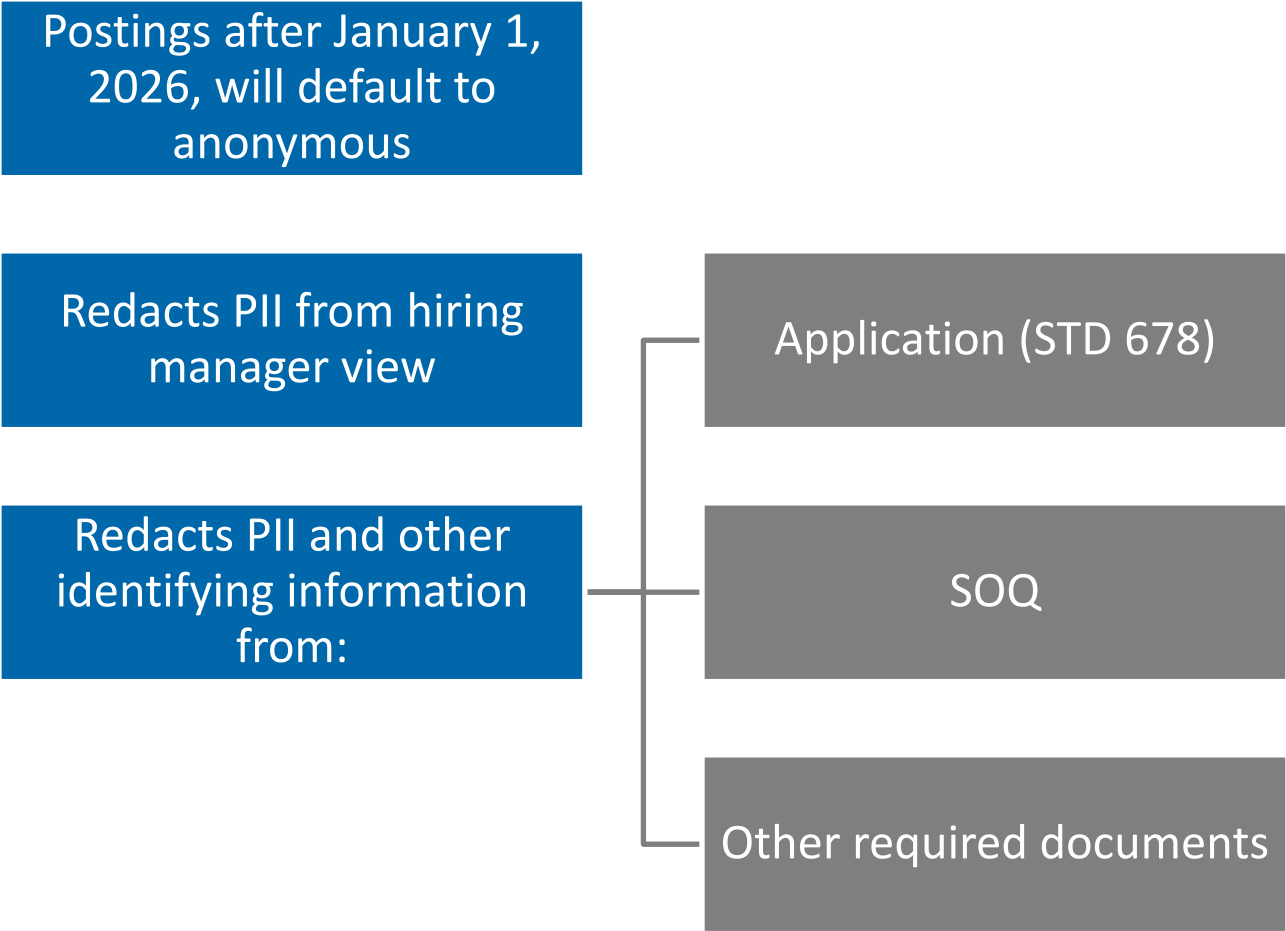


# Roadmap to the Future (2026)





# Anonymous Hiring



# ECOS Mass Download of Apps

- Customizable downloading
- Pulls up to all required documents for each selected applicant
- Can be filtered by status
- Reinforces use of hiring manager flags



## Multi-Factor Authentication & Auth

- Improves security across platforms
- Industry standard/meets regulatory compliance
- Allows for consideration of removing or archiving old accounts
- Prevents unauthorized access

# Job Filtering and Searching



Improves applicant filtering of  
job postings



Considers candidate knowledge,  
skills and abilities in results



Reduces the requirement to  
know state jargon

# Roadmap to the Future (2027)

- CalCareer redesign implementation
- Multi-County Job Controls
- Certification list extension to four years
- Reduction of Retake Period for most T&E exams
- Improved hiring manager tools
- Shared MQ determination storage



# CalCareers Redesign

- Improves look and feel of CalCareers
- Creates efficiencies in the system
- Reduces duplicative work from departments

# Multi-County Job Controls

- Allows multiple counties on one posting
- Merges certification lists to be recruitment based
- Retains priority hiring statuses

# Cert list extension and Retake Periods

- Default to four years for T&E eligibilities, unless retaken
- Remove/reduce retake periods for general T&E examinations
- With SPB, amend withhold rules to remove accidental early retakes

# Roadmap to the Future (2028 and beyond)



CSPA integration



Mobile  
modernization



Education and  
skills matching



Social media and  
job site sharing



Infrastructure  
improvements



Certification list  
improvements



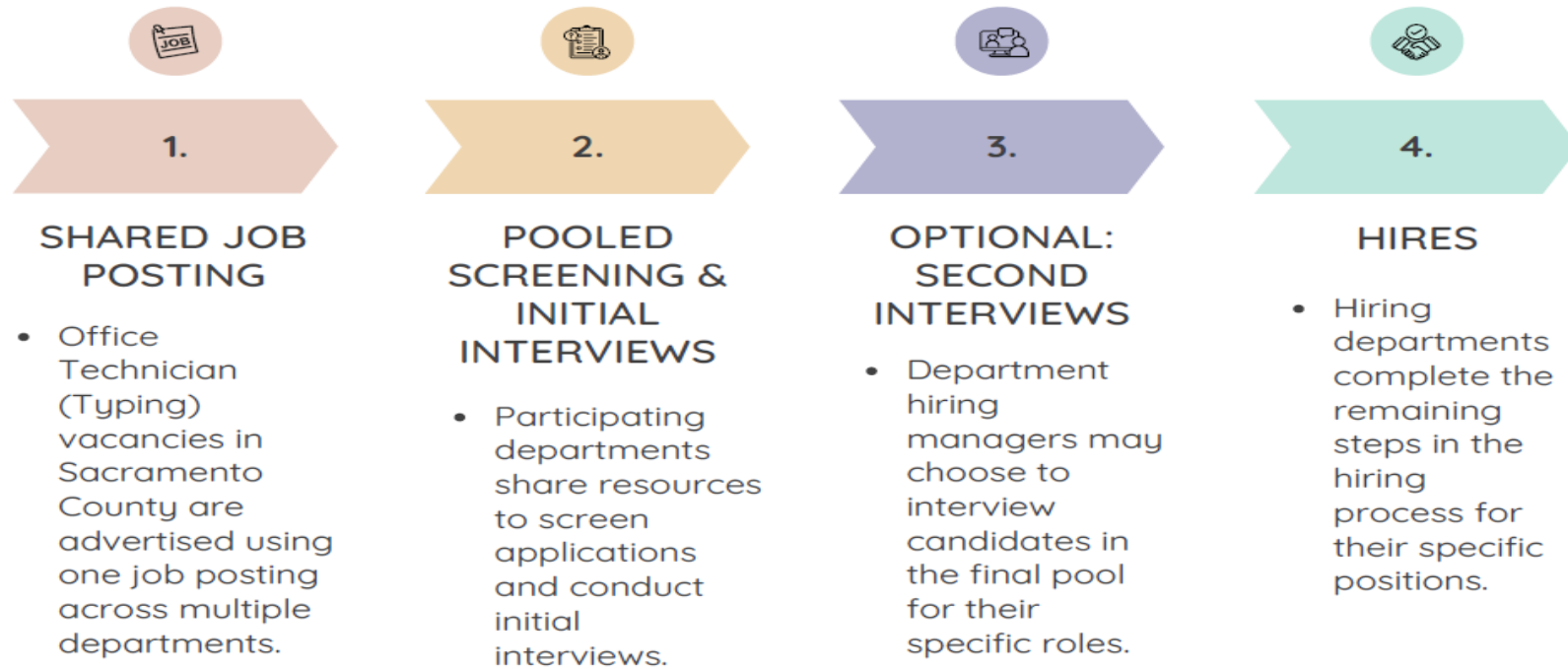
# Ways to Stay Connected

- Ad Hoc Forum for Personnel Officers
- Examination Supervisor Forum
- CalHR's HR Policy forum
- Personnel Officer distribution list
- While You Were Working newsletter
- ECOS consultants

# Pooled Hiring Event – Sneak Peak



## HIRING PILOT Pooled Hiring Model



Submit questions about the hiring pilot to [events@calhr.ca.gov](mailto:events@calhr.ca.gov).

# Pooled Hiring Event - Dates

- October 30th – Interest Survey Released
- November 21st – Participant Discussion
- December 1st – Postings go live
- January 5th to 16th – Interviews
- January 19th – Offers to candidates, start dates set



# Anything You Would Like to Know?



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Thank You!

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