

How Do We Navigate with the Shift of AI Within the Hiring Process?



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Housekeeping



Please silence
cell phones



Resources
available
after the conference



Water and
refreshments

Navigating the Paradigm Shift

Executive Order	Expected Outcome
EO N-16-22	Anonymous Hiring
EO N-30-25	Strengthening state government efficiency, modernization, and innovation through strategic collaboration with the tech industry
EO N-5-26	Directs state departments to organize digital services around life events, not how departments are structured
EO N-6-26	Directs state agencies to prepare the workforce for technological shifts

The Framework

Innovation and merit, aligned rather than traded off



The Innovation Mandate

- Leveraging technology to modernize state operations.
- Lowering technical and information barriers to state service.
- Deploying smart assistance intentionally at the top and middle of the funnel.



The Merit Guardrail

- Ensuring absolute adherence to civil service fairness and equity.
- Eliminating algorithmic bias before it enters the workflow.
- Leaving final evaluation and critical decisions entirely to human hands.

Front-end Innovation: Skill Matching Tool



Navigating the State's Classifications

Translating complex, legacy civil service job titles for talented external candidates.



The Generative Tool

A smart matching framework pairing resume details or work history with state classifications.



The Recruitment Victory

Steering high-quality talent to appropriate exams and live vacancies before they apply.

Find my State Classification

This is a Pilot - We are continuously updating this tool to improve your experience.
Upload your document or manually add your experience

Upload Your Resume

Upload your resume and we'll automatically extract your experience and skills.

⚠ This is a secure government website. Your resume data is used only to help identify your classification and will not be stored or shared.



Drop your resume here
or click to browse
PDF or DOCX accepted
Maximum 5 MB

OR

Manually Add Experience

Tell us about your work history and we'll match you to the right classifications.

- ☒ Work type & responsibilities
- ☒ Key skills
- ☒ Education level
- ☒ Years of experience

Add Experience

1. Upload a resume or describe experience



STAFF SERVICES ANALYST, FAIR POLITICAL PRACTICES COMMISSION
\$3861.00 - \$6464.00 monthly
Strong Fit
Find job openings View full requirements

ANALYST I
\$3861.00 - \$6464.00 monthly
Strong Fit
Find job openings View full requirements

ANALYST II
\$6031.00 - \$7775.00 monthly
Strong Fit
Find job openings View full requirements

ANALYST III
\$6623.00 - \$8290.00 monthly
Worth Considering
Find job openings View full requirements

2. See matching state classifications

Mid-Process Integrity: Anonymous Hiring



STATE MODERNIZATION GOALS

Reducing Bias at Scale

Utilizing automated backend scripts to redact Personally Identifiable Information (PII) like names and locations uniformly across thousands of profiles.



MERIT SYSTEM GUARDRAILS

Human Accountability

Ensuring backend unredacted files remain securely with HR professionals to conduct mandatory Minimum Qualification (MQ) audits.

The machine strips the bias; the human verifies the merit.

The California Standard

Automated systems require human oversight



Civil Rights Alignment

Staying strictly compliant with California civil rights regulations regarding Automated Decision Systems (ADS).



Zero Automated Rejections

AI tools cannot be used to automatically screen out, score, or disqualify state applicants.



The Human Prerequisite

Every adverse action or final employment selection must be independently verified by an HR professional.

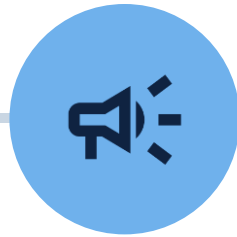
The HR Roadmap

Three steps to take back to your department



01 EDUCATE

Train supervisors and hiring managers on using ECOS Anonymous Hiring tools.



02 PROMOTE

Equip recruitment teams to use the CalCareers Skill Match tool at outreach and civil service hiring events.



03 AUDIT

Ensure all internal workflows maintain a strict human-in-the-loop posture and adhere to standard record retention rules.

Trends and Tips

Trends

- AI generated SOQ
- Unpolished resumes
- Utilization of AI during interviews

Tips:

- SOQs: Ask questions that require reflection, prioritization, or a point of view rather than description and tie it directly to the job requirements.
- Look for wordiness and ambiguity in tasks
- Look for unnatural pauses. Hold in-person interviews. Write questions that require candidates to speak to real work experiences and ask them to explain what they have learned from it.

Panel Discussion & Questions



Your turn

Ask the panel anything
about AI, merit, and
modern hiring.

01 Where does your department feel the most administrative friction in hiring today?

02 What guardrails would you need in place before piloting an AI tool in your HR workflow?

03 How are you preparing hiring managers to work with anonymized applications?