



# **Commission on Health and Safety and Workers' Compensation**

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*Sr. Safety Engineer*  
December 11, 2025**



# Agenda

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- DOSH Hiring Strategies & Recruitment Activities
- Lead Outreach



**Jobs at  
Cal/OSHA**

# DOSH Hiring Strategies & Recruitment Activities

*Some examples of hiring strategies the Division is implementing:*

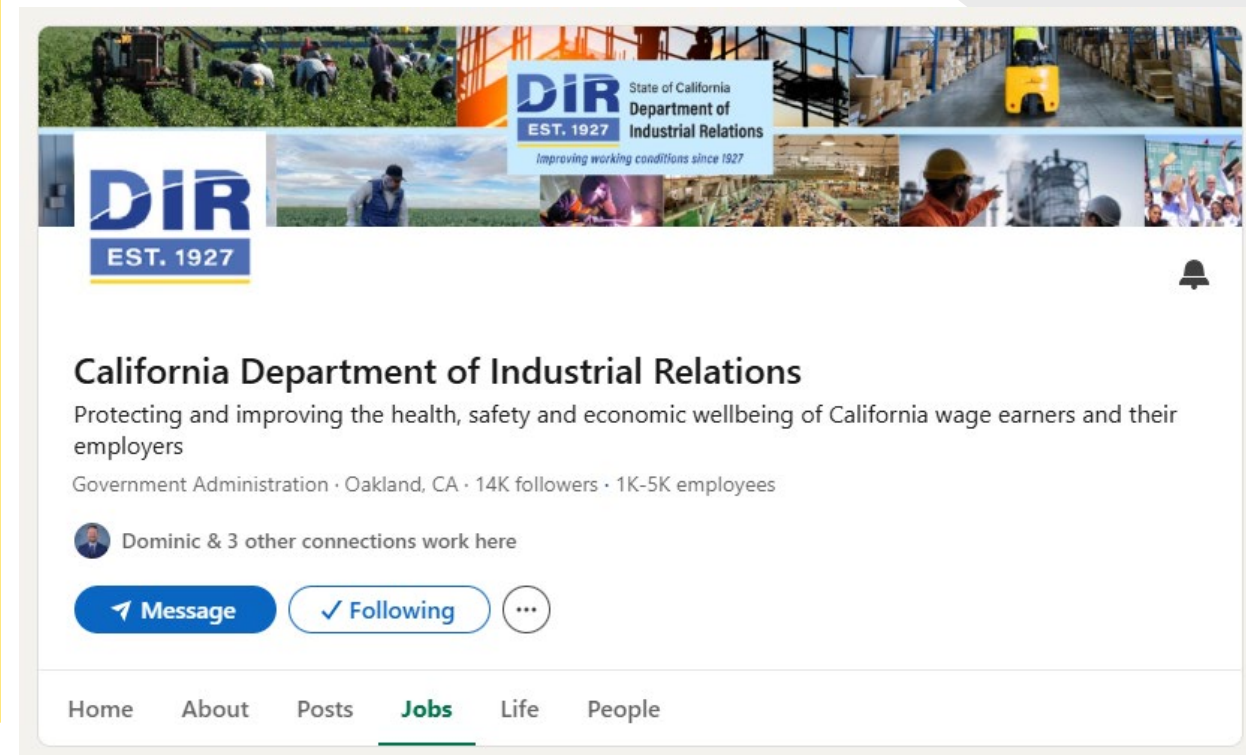
- Developing clear hiring strategies to attract, select, and retain top talent
- Job Visibility
- Marketing campaign geographically
- Attending job fairs and working with universities
- Workshops on How to Get a State Job

# Developed Clear Hiring Strategies to Attract, Select & Retain Talent

## LinkedIn

- All DOSH roles promoted on LinkedIn and Indeed
- Sent 650+ targeted LinkedIn direct messages since April 2025 and
- 25 direct Indeed messages weekly
- Focus on Safety Engineers, Industrial Hygienists

## Indeed



# Job Fairs & University Partnerships

- Over 40 career fairs attended
- 800 Candidates engaged since April 2025
- Strong University and Community engagement:
  - UC Berkeley, UC Davis, UCSB, USC, UC San Diego, CSU Chico, Cal Poly Pomona, Sacramento State, Las Positas College, Tri-Valley Career Center

## Steps to start your job today with Cal/OSHA!

We are hiring **Associate Safety Engineers** and **Office Technicians (Typing)** in the following areas:

- **Associate Safety Engineer**  
[Bakersfield, Fresno, Long Beach, Modesto, Oakland, Redding, Sacramento, San Diego, San Francisco, Santa Ana]
- **Office Technicians (Typing)**  
[American Canyon, Bakersfield, Foster City, Fremont, Fresno, Long Beach, Los Angeles, Modesto, Monrovia, Oakland, Redding, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, San Leandro, Santa Ana, Santa Barbara, Van Nuys]

## How to Apply:

Email your application packet to [calosharapidrecruitment@dir.ca.gov](mailto:calosharapidrecruitment@dir.ca.gov).

Make sure to:

- Complete the application form.
- List the classification and location at the top of the application and in the body of your email.
- List which job fair you attended in the body of your email.
- Provide a 40+ WPM typing certificate issued within the last 4 years if applying for the Office Technician (Typing) position.



Scan here and apply by August 10th!



Scan here to access a blank application and get started today!

## About the Rapid Temporary Recruitment Program

### Temporary Assignment:

- Work immediately up to 9 months.

### Critical Need:

- Immediate need for professionals and administrative staff to support Cal/OSHA offices and operations.

### Career Continuation:

- Apply for a permanent job at any time to continue your career with DIR.
- Permanent hiring follows standard state merit-based process and rules.

### Start Date:

- If selected for a temporary assignment, start as soon as next month.



Visit our website:  
[www.dir.ca.gov/dosh/](http://www.dir.ca.gov/dosh/)



Have questions?  
Contact us at  
[DIRJobs@dir.ca.gov](mailto:DIRJobs@dir.ca.gov)





# Additional Recruitment Approaches

## Candidate Education Workshops

- State Hiring Workshops (SOQs, interviews, and hiring overviews)
- 1,194 attended since April 2025



**DIR** State of California  
EST. 1927 Department of Industrial Relations

**IN-PERSON OFFICE HOURS WITH DIR**

Need guidance on how to apply for the state of CA?

Candidates are welcome to walk in anytime during the scheduled hours to speak with a member of the Recruitment and Outreach team. No sign-up required.

**IMPORTANT DETAILS**

 **When:** Every 4<sup>th</sup> Tuesday of the month  
**Time:** 9am - 12pm  
**Location:** Solano Employment Connection  
**Address:** 1440 Marin Street, Vallejo, CA 94590

**Contact us or check out our website to learn more!**

 [recruitment@dir.ca.gov](mailto:recruitment@dir.ca.gov)  [www.dir.ca.gov/jobs](http://www.dir.ca.gov/jobs)

## Virtual Office Hours

- 15-minute Zoom support sessions
- Application guidance, classification info, resume assistance



**DIR** EST. 1927

**VIRTUAL WEBINAR**

BECOME A COMPETITIVE CANDIDATE: UNDERSTANDING THE STATE'S HIRING PROCESS



**REGISTER NOW!**

 **DATE:** DECEMBER 18, 2025  
**TIME:** 10AM - 11:30AM

 **VISIT OUR WEBSITE:**  
[WWW.DIR.CA.GOV/JOBS](http://WWW.DIR.CA.GOV/JOBS)

 **HAVE QUESTIONS? CONTACT US AT** [RECRUITMENT@DIR.CA.GOV](mailto:RECRUITMENT@DIR.CA.GOV)



# Why State Service?

- Make a positive difference in the lives of California workers
- Work with a remarkable team of engineers, industrial hygienists, researchers, consultants, and attorneys to improve health and safety conditions in workplaces in every industry



**Jobs at  
Cal/OSHA**

# Why State Service?

Quotes from Cal/OSHA Staff:

- *"Great work-life balance."*
- *"My co-workers are also great and easy to get along with. They helped and trained me throughout my 6 months of probation."*
- *"Working for the State of California has its perks. DIR is a great place to work with many different positions."*



**Jobs at  
Cal/OSHA**





# How can you help!

Share the word Cal/OSHA is  
Hiring

# Lead Outreach – February 10-12, 2026

Conference

## Lead and Healthy Housing West Coast Regional Conference

February 10-12, 2026 • DoubleTree by Hilton, Sacramento

2001 Point West Way, Sacramento, CA 95815

**Conference Starts In**  
Stay ahead of federal housing and health policy changes

61	22	56	32
Days	Hours	Minutes	Seconds

Prepare for pivotal federal updates shaping the future of healthy housing



# Lead Resources: Cal/OSHA Publications

<https://www.dir.ca.gov/dosh/PubOrder.asp#Lead>

[The Cal/OSHA Lead in Construction Regulation – A Guide for Employers](#)

[General Industry Lead Standard: What Employers Need to Know - Executive Summary](#)

[Lead in Construction: Executive Summary](#)

[Lead in Construction - Information for Employees Fact Sheet](#)

[Lead in Construction - Information for Employers Fact Sheet](#)

[Lead in General Industry - Information for Employees Fact Sheet](#)

[Lead in General Industry - Information for Employers Fact Sheet](#)

[Model Written Lead Compliance Program for Construction Work](#) 

[Model Written Lead Compliance Program for General Industry](#) 



State of California  
**Department of  
Industrial Relations**

# Thank you!

