



Executive Order

Commonwealth of Pennsylvania

Governor's Office

Executive Order 2023-03 – Creating Opportunities by Prioritizing Work Experience for State Government Jobs

Date: January 18, 2023

A blue ink signature of Josh Shapiro, the Governor of Pennsylvania.

By Direction of:
Josh Shapiro, Governor

- WHEREAS, the Commonwealth is committed to increasing economic opportunity for all people of Pennsylvania by creating new pathways to public employment. This means that approximately 65,000 jobs can be filled by people that possess the relevant work experience and skills-based training, regardless of their educational attainment; and
- WHEREAS, there is an unprecedented demand for labor throughout the Commonwealth, which requires the government to be flexible and innovative in hiring and retaining a talented workforce capable of serving the people of Pennsylvania; and
- WHEREAS, recognizing professional backgrounds that are based on skill, competency, and practical experience over educational accomplishments can promote innovation and diverse perspectives in the workplace; and
- WHEREAS, in the modern labor market, applicants gain knowledge, skills, and abilities through a variety of means, including apprenticeships, on-the-job training, military training, and trade schools; and
- WHEREAS, modernizing the Commonwealth's hiring model to a model focused on skill, competency, and practical experience, rather than just educational background, will offer new opportunities for all Pennsylvanians to succeed professionally; and
- WHEREAS, pursuant to *Section 709(a) of The Administrative Code of 1929, Act of April 9, 1929, P.L. 177, art. VII, § 709, as amended, 71 P.S. § 249(a)* the Executive Board is responsible for maintaining the Commonwealth's classification plan, including the development of standardized qualifications for employment within the various job classifications included within the plan.

NOW, THEREFORE, I, Josh Shapiro, Governor of the Commonwealth of Pennsylvania, by virtue of the authority vested in me by the Constitution of the Commonwealth of Pennsylvania and other laws, do hereby order and direct the following:

1. Job Postings.

Effective immediately, 92% of all Commonwealth jobs do not require a four-year degree, roughly equivalent to 65,000 jobs. Consistent with this Administration's commitment to emphasizing skills and experience, job postings will begin with equivalent experience needed in lieu of a college degree whenever possible.

2. Job Classifications Review.

The Secretary of Administration, for the remaining 8% of Commonwealth jobs, shall identify the job classifications within the Commonwealth's classification plan that require applicants to possess a college degree. Thereafter, the Secretary of Administration shall conduct a review to determine which job classifications are appropriate to include practical experience, in lieu of, or in addition to, a four-year college degree requirement. In conducting the review, the Secretary of Administration shall work with subject matter experts from the affected Commonwealth agencies under the Governor's jurisdiction. Upon completion of the review, the Secretary of Administration shall recommend to the Executive Board revisions to the Commonwealth's classification plan.

3. Implementation.

Commonwealth agencies under the Governor's Jurisdiction shall take all steps necessary to implement this Executive Order.

4. General.

This Executive Order shall be implemented consistent with applicable law. Nothing in this Executive Order shall be construed to impair or otherwise affect the authority granted by law to an Executive Agency, or the head thereof. This Executive Order is not intended to, and does not create, any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the Commonwealth, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

5. Effective date.

This Executive Order shall take effect immediately and shall remain in effect unless amended or rescinded.