

Expanding Public Sector Career Opportunities Act

DEGREE REQUIREMENTS CAN BE AN UNNECESSARY BARRIER TO PUBLIC EMPLOYMENT



Over 70 million Americans have **valuable work experience** but lack a college degree



About 60% of public jobs **require a college degree**, but only about 35% of workers have a college degree

PUBLIC JOBS SHOULD BE FILLED WITH THE MOST QUALIFIED APPLICANTS

It doesn't matter how applicants gain the skills for the job.
The Expanding Public Sector Career Opportunities Act:

1

Removes unnecessary degree requirements from public job postings

Examples include supervisors, support specialists, administrative assistants, software developers, quality assurance

2

Allows public employers to justify degree requirements in job postings when needed

Examples include accounting (CPA), nursing, legal

Removing college degree requirements for specific roles will open public-sector employment to MILLIONS of qualified workers.

Expanding Public Sector Career Opportunities Act

MARYLAND CASE STUDY

Maryland Gov. Hogan enacted a first-in-the-nation executive policy to remove college degree requirements from public job openings in administration, IT, and customer service.



Half of Maryland's workforce lack bachelor's degrees, but have in-demand skills



Maryland eliminated four-year degree requirements from **over ten thousand** state jobs



Changed to **skills-based hiring** for state jobs in administration, IT, and customer service



41% increase in non-degree-holding state hires in the first 4 months

WORKERS OFTEN GAIN SKILLS OUTSIDE THE CLASSROOM

- ✓ Military service
- ✓ On-the-job experience
- ✓ Training programs
- ✓ Apprenticeships
- ✓ Microcredentials
- ✓ Bootcamps

BOTTOM LINE

Removing degree requirements for many public positions will improve employment opportunities for millions of qualified candidates and can reduce labor costs for public employers.