



MIKE DEWINE
GOVERNOR
STATE OF OHIO

Executive Order 2023-10D

Establishing the State of Ohio as Model Employer for Skills-Based Hiring Practices

WHEREAS, it is the mission of the State of Ohio to promote a strong and diverse workforce that is reflective of the talent and potential of all its citizens; and

WHEREAS, it is the responsibility of the Ohio Department of Administrative Services (DAS) to develop and maintain a classification and compensation system for state government positions and prepare classification specifications for positions in the state classification plan; and

WHEREAS, Ohio Administrative Code 123:1-07-04 provides that qualifications for state jobs shall be stated in terms of specific coursework at recognized institutions, experience, and training, but “qualifications shall not be stated in terms of academic degrees, except where they are required by specific statute or regulation”; and

WHEREAS, since 2019, approximately half of all newly hired individuals in state government have benefitted from Ohio’s skill-based hiring practices in lieu of an academic degree. Currently, there are slightly more state employees without a degree than those holding an academic degree; and

WHEREAS, Ohio’s innovative practice of using a skills-based hiring approach enables the State of Ohio to identify and engage with a broader range of talent, providing opportunities for those with non-traditional educational backgrounds or practical experience to contribute meaningfully to the state's workforce; and

WHEREAS, it is in the best interest of the State of Ohio to build upon this approach and ensure that its workforce remains competitive and innovative by recognizing the value of various types of education, training, and practical experience.

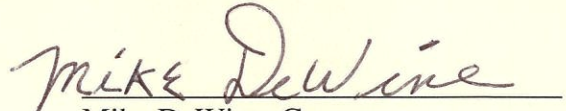
NOW THEREFORE, I, Mike DeWine, Governor of the State of Ohio, by virtue of the authority vested in me by the Constitution and laws of this State, do hereby order and direct the following:

1. DAS shall identify and appoint a coordinator to collaborate and liaison with Ohio’s Career-Technical Education (CTE) programs and establish a partnership with those programs to identify, circulate, publish, and/or recruit CTE students and recent graduates for vacant

positions in all state agencies, departments, boards, and commissions within the executive branch.

2. DAS shall conduct a comprehensive review of all classifications where a degree is required by statute or regulation and collaborate the respective agency, board, or commission to identify opportunities to propose amendments to those classifications where job modernization may have occurred since the statute or regulation was enacted or amended, and shall also review job postings and position descriptions used throughout state government for consistency and compliance with the intent of this Executive Order.
3. DAS shall develop a statewide policy on Skills-Based Hiring which shall:
 - a. Identify a job-matching tool that will enable applicants to record qualifications and which shall generate a list of postings the applicant may be qualified to fill;
 - b. Ensure that all state agencies, departments, boards, and commissions are complying with the provisions of OAC 123: 1-07-04 in their hiring practices and periodically audit such compliance;
 - c. Review the use of both position-specific minimum qualifications and preferred qualifications in hiring practices and ensure that such qualifications are not stated in terms of academic degrees; and
 - d. Consider other best practices as identified.
4. DAS shall provide a report to the Governor detailing the results of the job classification review and any recommendations for further action within 180 days of the issuance of this Executive Order.

I signed this Executive Order on May 15, 2023, in Columbus, Ohio, and it will expire ten (10) calendar days after my last day as Governor of Ohio unless rescinded before then.


Mike DeWine, Governor

ATTEST:

Frank LaRose, Secretary of State

