

**PROPOSED AMENDMENT TO FILE 23-1462  
(Workforce, Housing and Community Development Committee Meeting 3/14/2023)**

**Sponsored by:** BRIDGET GAINER, JOHN P. DALEY, ALMA E. ANAYA, BRIDGET DEGNEN, MONICA GORDON, DONNA MILLER, JOSINA MORITA and MAGGIE TREVOR, Cook County Board of Commissioners

**PROPOSED RESOLUTION**

**REQUESTING A HEARING TO DISCUSS JOB DESCRIPTION REQUIREMENTS FOR FEASIBILITY OF ELIMINATING COLLEGE REQUIREMENTS FOR COUNTY JOB POSITIONS AND IMPACTS ON COUNTY WORKFORCE**

**WHEREAS**, Cook County government employs a vast, diverse workforce of more than 23,000 employees, and.

**WHEREAS**, mirroring national trends of challenges with hiring and retention following the COVID-19 pandemic, Cook County Government currently has many vacancies and has experienced challenges within the hiring process, and;

**WHEREAS**, last month, the Pennsylvania Governor Josh Shapiro issued an executive order eliminating college requirements for more than 65,000 state jobs, or 92% of commonwealth jobs, as well as an accompanying review of the remaining job positions requiring a degree, and;

**WHEREAS**, deemphasizing educational requirements will help create a workforce that reflects the rich diversity of Cook County. Research shows that Black and Latinx job applicants are less likely to have a college degree as their white counterparts with similar skills and experience, and;

**WHEREAS**, the Bureau of Human Resources for the Offices under the jurisdiction of the President analyze educational requirements and potential equivalency language for each job description prior to job posting; and implementing a similar policy at Cook County has potential to solve myriad challenges around employment, diversify the workforce, and create a more equitable future for workers.

**WHEREAS**, the Bureau of Human Resources for the Offices under the jurisdiction of the President and the Human Resource officers for the other various County agencies should describe their position on educational requirements for job descriptions and use of equivalency language where applicable and whether they have such a policy regarding eliminated college requirements from eligible jobs at Cook County.

**THEREFORE BE IT RESOLVED**, a meeting of the Cook County Workforce, Housing & Community Development Committee be convened on Wednesday, March 15 at [time] to discuss the feasibility of implementing a policy to eliminate college requirements from eligible jobs at Cook County, how many jobs such a policy would impact, and benefits to our workforce; and

**THEREFORE BE IT FURTHER RESOLVED**, that relevant Bureau Chiefs and Department Heads from the Bureau of Human Resources, as well as the Human Resource officers for each County agency shall the Bureaus and Departments comprise the largest parts of the County workforce, be available to respond to questions, explain current processes, and address how such a policy could be addressed and whether such a policy is necessary in light of any current processes. ~~devise a plan to implement such a policy.~~