



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Details (With Text)

File #:	23-1462	Version:	1	Name:	REQUESTING A HEARING TO DISCUSS FEASIBILITY OF ELIMINATING COLLEGE REQUIREMENTS FOR COUNTY JOB POSITIONS
Type:	Resolution	Status:			Approved
File created:	2/9/2023	In control:			Workforce, Housing & Community Development Committee
On agenda:	2/9/2023	Final action:			3/16/2023
Title:	PROPOSED RESOLUTION				

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

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.

Sponsors: BRIDGET GAINER, JOHN P. DALEY, ALMA E. ANAYA, BRIDGET DEGNEN, Monica Gordon, DONNA MILLER, JOSINA MORITA, MAGGIE TREVOR

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
3/16/2023	1	Board of Commissioners	approve as amended	Pass
3/14/2023	1	Workforce, Housing & Community Development Committee	recommend for approval as amended	Pass
3/14/2023	1	Workforce, Housing & Community Development Committee	accept as amended	Pass
2/9/2023	1	Board of Commissioners	refer	Pass

PROPOSED RESOLUTION

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(Workforce, Housing and Community Development Committee Meeting 3/14/2023)

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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;

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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.

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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.~~