

SENATE BILL 910

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4lr0660

By: **Senator Rosapepe**

Introduced and read first time: February 2, 2024

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 2, 2024

CHAPTER _____

1 AN ACT concerning

2 **Governor's Workforce Development Board – Study on ~~Diploma and Degree~~**
3 **~~Employment Discrimination~~ Advancing Skills-Based Hiring**

4 FOR the purpose of requiring the Governor's Workforce Development Board, in
5 consultation with the Maryland Department of Labor, to conduct a study on
6 discrimination in employment opportunities in the State against individuals who do
7 not hold a high school diploma or a degree from an institution of higher education
8 and advancing skills-driven education and training, hiring, and internal
9 advancement practices; and generally relating to a study on ~~diploma and degree~~
10 ~~employment discrimination~~ the advancement of skills-based hiring.

11 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
12 That:

13 (a) In this section, "institution of higher education" has the meaning stated in §
14 10–101 of the Education Article.

15 (b) The Governor's Workforce Development Board, in consultation with the
16 Maryland Department of Labor and other interested parties, shall conduct a study on:

17 ~~(1) discrimination in employment opportunities in the State against~~
18 ~~individuals who do not hold a high school diploma or a degree from an institution of higher~~
19 ~~education; and~~

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 ~~(2)~~ approaches to advancing skills-driven education and training, hiring,
2 and internal advancement practices across public and private sector employers.

3 (c) The study conducted under subsection (b) of this section shall:

4 (1) examine and identify opportunities to advance skills-based hiring,
5 including:

6 (i) industries and ~~employers~~ occupations in the State employing the
7 lowest and highest number of individuals with high school diplomas and degrees from
8 institutions of higher education;

9 (ii) if feasible, whether the ~~employers~~ industries and occupations
10 examined under item (i) of this item require an individual to indicate possession of a high
11 school diploma or a degree from an institution of higher education as part of the hiring
12 process;

13 (iii) the extent to which individuals use the education or training that
14 their high school diplomas or degrees from institutions of higher education provide as it
15 relates to their employment;

16 (iv) for the immediately preceding 3 years, the number of newly
17 created jobs each year in the State:

18 1. that require a high school diploma or a degree from an
19 institution of higher education; or

20 2. for which a high school diploma or a degree from an
21 institution of higher education is required by rules of professional licensing; ~~and~~

22 (v) the number of individuals without a high school diploma or
23 degree from an institution of higher education in the State; and

24 (vi) additional data found to be relevant by the Governor's Workforce
25 Development Board; and

26 (2) recommend methods for skills-based hiring, education, and training
27 practices in the State.

28 (d) On or before ~~January~~ July 1, 2025, the Governor's Workforce Development
29 Board shall report its findings and recommendations to the Governor and, in accordance
30 with § 2-1257 of the State Government Article, the Senate Finance Committee and the
31 House Economic Matters Committee, in accordance with § 2-1257 of the State Government
32 Article.

33 SECTION 2. AND BE IT FURTHER ENACTED, That this Act is contingent on
34 \$150,000 being provided in the fiscal year 2025 budget for program P00A01.09 Governor's

1 Workforce Development Board within the Maryland Department of Labor for the purpose
2 of conducting the study required under Section 1 of this Act. If the appropriation is not
3 provided in the fiscal year 2025 budget, this Act, with no further action required by the
4 General Assembly, shall be null and void.

5 SECTION ~~2~~ 3. AND BE IT FURTHER ENACTED, That, subject to Section 2 of this
6 Act, this Act shall take effect July 1, 2024.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.