

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. Bill Number: HB1193

House of Origin Introduced Substitute Engrossed
Second House In Committee Substitute Enrolled

2. Patron: Earley

3. Committee: Committee Referral Pending

4. Title: Department of Human Resource Management; recruitment policy; direct work experience.

5. Summary: Requires the Department of Human Resource Management to develop a statewide recruitment policy designed to provide guidance to state agencies on how to remove postsecondary degree requirements from hiring considerations and recruit qualified employees utilizing appropriate baseline requirements, the specifics of which are outlined in the bill.

6. Budget Amendment Necessary: No.

7. No Fiscal Impact

8. Fiscal Implications: On May 30, 2023, Governor Youngkin announced the removal of degree requirements and preferences for almost 90% of state classified positions. The Department of Human Resource Management (DHRM) updated Policy 2.10 - Hiring and removed degree requirements as a job posting requirement or preference unless the educational requirements were required by law, regulation, or accrediting body. The policy also provided guidance to agencies that they should consider the applicants' knowledge, skills and abilities, specialized training, and specialized job-related experience. DHRM communicated these changes to agencies via email on June 15, 2023. The policy changes became effective July 1, 2023.

9. Specific Agency or Political Subdivisions Affected: Department of Human Resource Management and all state agencies

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is identical to HB 680.