



OFFICE OF THE MAYOR
CITY OF CHICAGO

BRANDON JOHNSON
MAYOR

EXECUTIVE ORDER NO. 2025-3

CITY OF CHICAGO SKILL-BASED HIRING

WHEREAS, the City of Chicago (“City”) is a great City in part because it is made up of diverse people with diverse work experiences; and

WHEREAS, as a government, the City can benefit from these diverse work experiences; and

WHEREAS, more than half of Chicago workers do not have a bachelor’s degree and have acquired valuable skills through community college, apprenticeships, bootcamps, and on-the-job experience; and

WHEREAS, workers that acquire training through community college, apprenticeships, bootcamps, and on-the-job experience are equipped with the skills to succeed in middle class careers; and

WHEREAS, in many industries college degrees are not required and, instead, skills and work experience can be equally or more valuable than having a college degree; and

WHEREAS, the lack of a college degree should not be a barrier to employment for positions that do not require a college degree; and

WHEREAS, the discipline and hands-on experience that are acquired through work experience are indicators of a candidate’s potential to perform effectively as an employee; and

WHEREAS, requiring college degrees unnecessarily screens populations out of jobs that they would otherwise be qualified for, resulting in screening out 61% of veterans and 66% of rural workers; and

WHEREAS, job listings that do not clearly state how a candidate may qualify for a position without having a formal degree act as barrier to employment; and

WHEREAS, supporting skills-based hiring in the City would expand talent pools, enabling the City to be well-equipped and resourced to deliver critical supports and services to Chicago residents and visitors; and

WHEREAS, on May 21, 2025, the Chicago City Council passed an ordinance allowing the Commissioner of Human Resources to consider relevant work experience if the Commissioner, when appropriate, determines that such work experience is equivalent to a college degree; now, therefore,

I, Brandon Johnson, Mayor of the City of Chicago, do hereby order that the Commissioner of Human Resources shall:

When the Commissioner identifies that the City has a new need for an employee to further the goals of the City, identify the skills necessary to perform the job and identify possible pathways which may qualify candidates for the position; and


Review job specifications for current City employment and take steps to ensure that requirements for City job titles are inclusive of skills, competencies, and work experiences from various pathways which may qualify candidates for the position; and

Remove the statement “or an equivalent combination of education, training, and experience,” from City job postings and replace it with language that clearly details what constitutes the necessary experience, training, or education, or a combination thereof to qualify for a position; and

Update City job postings taking into consideration the information gained by the above tasks; and

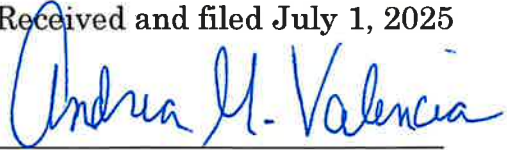
Complete the above tasks by October 30, 2025.

SECTION 2. This Executive Order shall take effect upon its execution and filing with the City Clerk.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, positioned above a solid horizontal line.

Mayor

Received and filed July 1, 2025

A handwritten signature in blue ink, reading "Andrea M. Valencia", positioned above a solid horizontal line.

City Clerk

Chicago City Clerk - Council Div.
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