



SPONSOR: Rep. Osienski & Rep. K. Williams & Sen. Townsend  
Reps. Baumbach, Bolden, Bush, Harris, K. Johnson,  
Morrison, Ramone; Sens. Hansen, Hoffner, Mantzavinos,  
Pettyjohn, Sokola, Walsh

HOUSE OF REPRESENTATIVES  
152nd GENERAL ASSEMBLY

HOUSE CONCURRENT RESOLUTION NO. 76

DIRECTING THE DELAWARE DEPARTMENT OF HUMAN RESOURCES TO ASSESS COLLEGE DEGREE REQUIREMENTS FOR STATE POSITIONS AND TO PROVIDE A REPORT ON HIRING AND PROMOTIONAL PRACTICES.

1 WHEREAS, the Delaware Department of Human Resources (DHR) has been actively working to diversify and  
2 broaden the applicant pool for state government jobs by reviewing the bachelor's degree requirement for numerous state  
3 positions in more than ten state agencies over the past 18 months; and

4 WHEREAS, DHR has recently implemented changes to job requirements for Family Service positions within the  
5 Department of Services for Children, Youth and their Families, and the Department of Health and Social Services,  
6 impacting more than 350 positions; and

7 WHEREAS, these changes include a focus on related work experience in lieu of a bachelor's degree and  
8 simplifying the application process by reducing the number of job requirements, aiming to align job requirements with  
9 professional experience to better serve the state's most vulnerable populations; and

10 WHEREAS, the state has previously eliminated a mandatory bachelor's degree requirement for certain positions,  
11 such as Probation Officer, Human Resource Advisor, and State Human Resource Analyst; and

12 WHEREAS, the objective is to enhance recruitment and retention efforts by providing a more inclusive pathway  
13 for individuals with relevant work experience, skills, or competency-based training to enter the state workforce.

14 NOW, THEREFORE:

15 BE IT RESOLVED by the House of the 152<sup>nd</sup> General Assembly of the State of Delaware, the Senate concurring  
16 therein, that:

17 The Department of Human Resources is directed to publish a report that:

18 (a) Describes DHR's hiring and rules of promotion/promotional standards.

19 (b) States the number and title of jobs that require any type of degree for hiring or promotions.

20 (c) Elaborates on the number and title of job vacancies where degrees are required for hiring or promotion.

21 (d) Provides information on and findings from DHR's 18-month review of bachelor's degree requirements for state  
22 positions in more than ten state agencies.

(e) Recent changes implemented to the job requirements for Family Service positions, impacting more than 350 positions within the Department of Services for Children, Youth and their Families and the Department of Health and Social Services.

(1) The impact of these changes on vacancy rates since their implementation.

(2) Recommendations for extending similar changes to other state jobs where applicable.

The Delaware Department of Human Resources shall issue a comprehensive written progress report to the General Assembly on or before December 31, 2024.

#### SYNOPSIS

This resolution directs the Delaware Department of Human Resources to publish a report detailing hiring and promotional practices, specifying jobs requiring degrees, outlining findings from the 18-month review of state positions, and providing insights into recent changes' impact on over 350 Family Service positions. The resolution directs the department to present recommendations for extending similar changes to other state jobs. The Secretary and the Department are directed to develop a comprehensive written progress report, encompassing these aspects, to the General Assembly on or before December 31, 2024, ensuring transparency and accountability in the state's pursuit of a more inclusive workforce.