



SB 1124, An Act Concerning a Study of Pathways to State Employment

Testimony of the Department of Administrative Services (DAS)

Labor and Public Employees Committee

March 2, 2023

Good morning, Senator Kushner, Representative Sanchez, Senator Sampson, Representative Ackert, and distinguished members of the Labor and Public Employees Committee. My name is Michelle Gilman, and I am the Commissioner of the Department of Administrative Services (“DAS”). I am joined today by Nicholas Hermes, Chief Human Resource Officer at DAS. We jointly thank you for the opportunity to submit testimony to **oppose SB 1124, An Act Concerning a Study of Pathways to State Employment**.

DAS agrees with the merits and intent of this bill, but respectfully opposes this bill, as a study would be redundant of our current practices and would divert valuable resources away from ongoing recruitment and hiring efforts within our centralized Human Resources Unit.

The first requirement under **Section 1** of the bill indicates that the DAS Commissioner shall study “the feasibility of eliminating requirements for college degrees for certain appointments to state classified services...”

The concept of not requiring college degrees to qualify for public sector jobs has recently been popularized by announcements from states such as [Maryland](#) and [Pennsylvania](#). While we support the basis for and spirit of those announcements, this bill is unnecessary because the State implemented a similar policy and philosophy decades ago where **over 90% of our State of Connecticut job classifications already do not require a college degree**. The framework of job classification is that, depending on their purpose, level, and complexity, there is a requisite amount of experience and/or training needed to minimally qualify. This experience and/or training is characterized by knowledge, skills, and abilities relevant to why the job classifications exist. College credits are only accepted as a flexible and permissive substitute for a portion of such training and experience, as applicable.

The remaining relatively few job classifications that do require a college degree are typically those that require a degree to obtain a license or certification to perform such work. Examples of these jobs include, but are not limited to, engineers, nurses, doctors, and attorneys.

Additionally, we have concerns that if this bill should pass, it would require DAS to dedicate valuable time and resources toward developing a product that would only reiterate long implemented concepts here in the State and provide no new practical and tangible benefit. The resources that DAS would have to dedicate toward this are some of the same resources currently

tasked to and focused on the State's recruitment and hiring efforts. We ask that we be able to continue to concentrate on assisting State agencies' efforts to build and maintain their respective workforces.

Again, thank you for the opportunity to submit testimony. We look forward to working with the Committee to address these issues and urge opposition to **SB 1124**, *An Act Concerning a Study of Pathways to State Employment*.