



Workforce Issuance

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☐ Policy ☒ Information

To: MassHire Workforce Board Chairs
MassHire Workforce Board Directors
MassHire Career Center Directors
MassHire Fiscal Officers
MassHire DCS Operations Managers

cc: WIOA State Partners

From: Diane Hurley, Acting Director
MassHire Department of Career Services

Date: February 6, 2024

Subject: **Skills-Based Hiring Practices – MA Executive Order 627 Signed by Governor Healey**

Purpose: To notify MassHire Workforce Boards, MassHire Career Center Operators and other local workforce partners of Massachusetts Executive Order (EO) No. 627 regarding Skills-Based Hiring Practices.

Background: In her address to the Associated Industries of Massachusetts (AIM), Governor Healey announced that she signed an executive order instituting skills-based hiring practices for the State's workforce. Through this Executive Order, for the vast majority of job postings, the administration will focus primarily on applicants' skills, knowledge, and abilities rather than educational credentials. Job postings will only be allowed to include degree conditions when absolutely necessary to the performance of the job. Additionally, for the first time, hiring managers will receive training and tools to implement this new hiring strategy effectively. Please see EO 627 for complete details.

Effective: Immediately

Action

Requested: Please share with managers, staff, and partners as appropriate.