

PERSONNEL AND HIRING COMMITTEE REPORT relative to permitting for work experience to be considered in lieu of meeting education requirements for City job and examination qualification.

Recommendation for Council action:

NOTE and FILE the December 4, 2024 and June 17, 2025 Personnel Department reports to relative to permitting for work experience to be considered in lieu of meeting education requirements for City job and examination qualification.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: Yes

Wilmington Neighborhood Council

Summary:

On May 9, 2025, the Chair of the Personnel and Hiring Committee [there was only one Committee member present- the Committee Chair] considered a December 4, 2024 Personnel Department reports relative to permitting for work experience to be considered in lieu of meeting education requirements for City job and examination qualification. According to the Personnel Department, it recognizes that educational requirements, particularly the need for a college degree, can pose significant challenges for some potential candidates and existing employees, especially those with limited resources. To address this, the Personnel Department has proactively implemented measures to incorporate work experience as a viable qualification in place of formal education wherever feasible. These measures have opened pathways to employment and career advancement within the City workforce for many without degrees. The City offers opportunities through existing pathways where many classifications allow a flexible approach, enabling candidates to qualify based on relevant work experience. Programs such as the Targeted Local Hiring Program provide on-the-job training for roles in fields like clerical work, animal care, gardening, mechanical repair, and street services.

Similarly, the BRIDGE Program creates access to semi-skilled City roles by offering multiple qualification criteria, including high school diplomas, GEDs, certifications, or aptitude test scores. Additionally, the City has introduced apprenticeship programs that blend on-the-job training with structured learning, enabling individuals with little to no formal education or 5 experience to transition into full-time civil service roles. Furthermore, the City routinely reviews and updates examination qualifications to expand candidate pools while meeting operational needs. Through these efforts, the City continues to address the challenges associated with the high cost of obtaining a college degree, providing alternative avenues for individuals to access City employment and

career development based on experience and training whenever feasible. After consideration, the Committee Chair moved to continue the matter

Subsequently, on August 8, 2025, the Committee considered this matter again to include a June 17, 2025 Personnel Department report. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the two Personnel Department reports. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
RODRIGUEZ:	YES
HUTT:	YES

ARL

8/8/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-