

SENATE BILL 910

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By: **Senator Rosapepe**

Introduced and read first time: February 2, 2024

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Governor’s Workforce Development Board – Study on Diploma and Degree**
3 **Employment Discrimination**

4 FOR the purpose of requiring the Governor’s Workforce Development Board, in
5 consultation with the Maryland Department of Labor, to conduct a study on
6 discrimination in employment opportunities in the State against individuals who do
7 not hold a high school diploma or a degree from an institution of higher education;
8 and generally relating to a study on diploma and degree employment discrimination.

9 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
10 That:

11 (a) In this section, “institution of higher education” has the meaning stated in §
12 10–101 of the Education Article.

13 (b) The Governor’s Workforce Development Board, in consultation with the
14 Maryland Department of Labor and other interested parties, shall conduct a study on:

15 (1) discrimination in employment opportunities in the State against
16 individuals who do not hold a high school diploma or a degree from an institution of higher
17 education; and

18 (2) approaches to advancing skills–driven education and training, hiring,
19 and internal advancement practices across public and private sector employers.

20 (c) The study conducted under subsection (b) of this section shall:

21 (1) examine and identify opportunities to advance skills–based hiring,
22 including:

23 (i) industries and employers in the State employing the lowest and

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 highest number of individuals with high school diplomas and degrees from institutions of
2 higher education;

3 (ii) if feasible, whether the employers examined under item (i) of this
4 item require an individual to indicate possession of a high school diploma or a degree from
5 an institution of higher education as part of the hiring process;

6 (iii) the extent to which individuals use the education or training that
7 their high school diplomas or degrees from institutions of higher education provide as it
8 relates to their employment;

9 (iv) for the immediately preceding 3 years, the number of newly
10 created jobs each year in the State:

11 1. that require a high school diploma or a degree from an
12 institution of higher education; or

13 2. for which a high school diploma or a degree from an
14 institution of higher education is required by rules of professional licensing; and

15 (v) the number of individuals without a high school diploma or
16 degree from an institution of higher education in the State; and

17 (2) recommend methods for skills-based hiring, education, and training
18 practices in the State.

19 (d) On or before January 1, 2025, the Governor's Workforce Development Board
20 shall report its findings and recommendations to the Senate Finance Committee and the
21 House Economic Matters Committee, in accordance with § 2-1257 of the State Government
22 Article.

23 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
24 1, 2024.