



Task Force on the Modernization of the State Personnel Management System

Meeting #7

November 14, 2023



Remaining Meetings and Deadlines

- Tuesday, November 28th
 - Final Meeting: Discussion of Draft Report and Recommendations
- Tuesday, January 2nd, 2024
 - Task Force Report Due to Maryland General Assembly



Today's Meeting

- Reminder: Meeting is being recorded
- Task Force Email: SPMS.TaskForce@maryland.gov
- Presentations
 - Example of career assessment tool currently used by the Government of DC
 - Update on State's efforts to remove degree blockers and review job requirements.
- Discussion of Draft Task Force Recommendations



Presentation #1

**Kilin Boardman-Schroyer,
Deputy Assistant Superintendent
Postsecondary and Career Education
Office of the State Superintendent of Education
Government of the District of Columbia**

November 14, 2023



Presentation #2

Mark Townend

**Director of Recruitment and Examination
Office of Personnel Services and Benefits
Department of Budget and Management**

November 14, 2023



Alternative Path Qualification Awareness Campaign & Degree Blocker Removal

The State of Maryland has been involved in an ongoing review of classification requirements to ensure the true need for the required knowledge, skills and abilities.

- Compression of experience requirement where possible to credit “quality vs quantity”
- Verification that degree requirement was valid (involved job studies of each classification)
- Revision of State job descriptions to lead with non-degree path requirements option (where available).



Classification Title Review

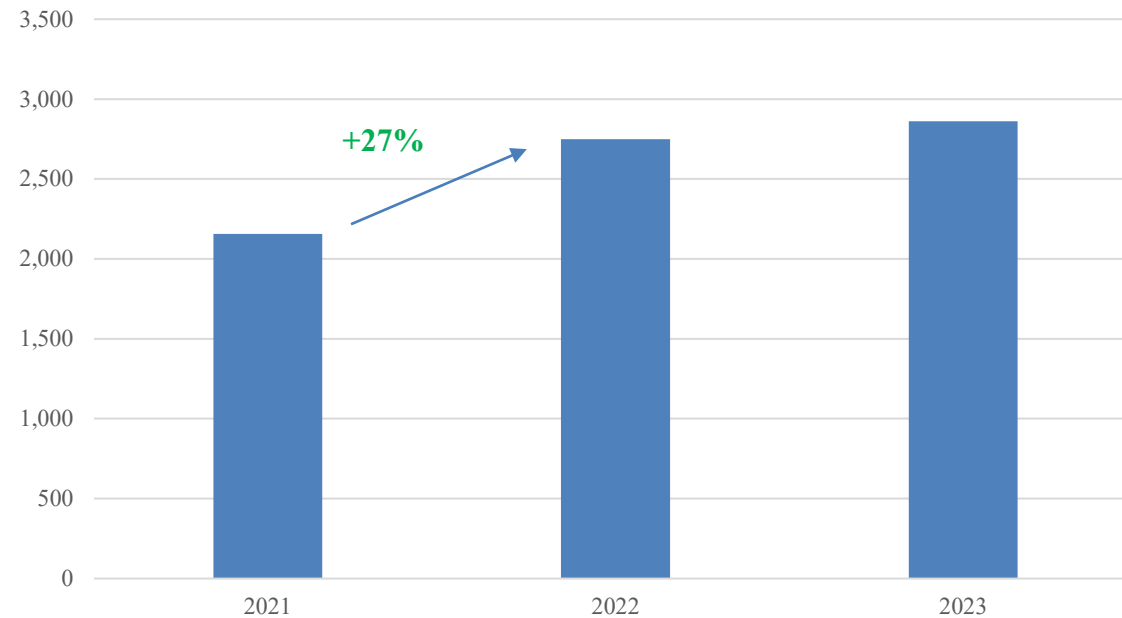
There are 1292 classifications, of which 350 currently require a 4-year degree

Roughly 73% do not have a classification degree requirement.

There are approximately 40,000 active positions in the SPMS, this would translate to just over 29,000 non-degree required positions.

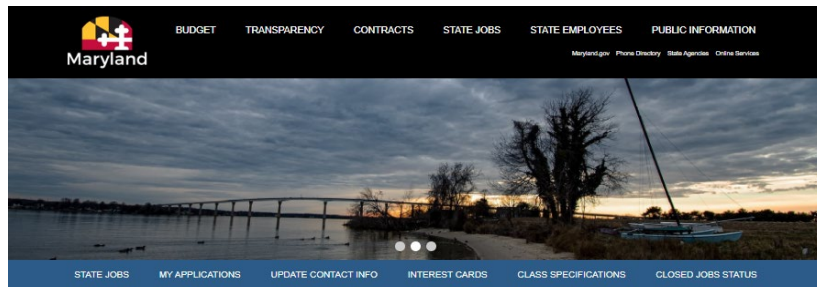
*the number includes management service/executive service and agency specific positions where the program sets the requirements as not requiring a degree.

27% Increase in Applicants Without Advanced Degrees Following April 2022 Awareness Campaign



*Data reflects applicants received from April – September each calendar year for direct comparison purposes. The awareness campaign that many State jobs do not require an advanced degree began in April 2022.

State Jobseekers Website



State of Maryland Job Openings

Follow us on:
f in @

The Department of Budget and Management welcomes you to the Maryland State Online Employment Center!

To quickly find the job openings in which you are most interested, narrow your search by using the filter options: Keyword, Location, Department, Recruitment Type, College degree requirement, and/or Job Category. If you do not see a result from your filtered search, that means there are no current open positions for your selection. If you would like to be notified by email when your job selection opens, click on Interest Cards.



[Click Here](#) for State jobs that do not require a degree for consideration

How do I...

Filter Open Jobs	
Keyword	<input type="text" value="Enter keyword(s)"/> <input type="checkbox"/> Full text search
Location	<input type="text" value="All Areas"/>
Type	<input type="text" value="Select Recruitment Type"/>
College Degree Required?	<input type="text" value="Select College Degree Required"/>

- Added “Skilled Through Experience?” search capability on the State website to identify jobs that have a “no-degree required”

- Redesigned the States webpage to be more user-friendly including state branded and inclusive imagery.



Draft Recommendations

- Encourage continuous applicant ratings during job posting period.
- Establish service level agreements for the hiring process.
- Consider the creation of dedicated recruitment staff to take ownership of the process.



Draft Recommendations

- Improve applicant engagement throughout the hiring process.
- Develop a “hire now” process with an improved referral process.
- Explore options to improve applicant career matching.



Draft Recommendations

- Expand use of open/continuous job postings.
- Consider additional funding options for recruitment activities and marketing.
- Expand efforts to update job titles to make job postings more attractive.



Draft Recommendations

- Explore opportunities for alternative career pathways and the creation of registered apprenticeships.
- Continue efforts to remove degree blockers and review job requirements to make State jobs more accessible.



Closing

- Approve October 31st Meeting Minutes
- Final Meeting: November 28, 2023
 - Draft Report will be sent electronically prior to the final meeting.
 - Final Report will be sent electronically prior to submission.
- SPMS.Taskforce@maryland.gov