

May 13, 2025

CONTACT

Josué Ortiz

773-798-6645

Josue.Ortiz@cityofchicago.org

Alderman Gilbert Villegas, Workforce Committee Pass Skills-Based Hiring Ordinance

CHICAGO — Early this afternoon, Alderman Gilbert Villegas, 36, and the Workforce Committee, chaired by Alderman Mike Rodriguez, 22, passed the Skills-Based Hiring Substitute Ordinance. The legislation amends Chapter 2-74 of the Municipal Code of Chicago to allow the Department of Human Resources to consider relevant work experience that is equivalent to a college degree for eligibility for hire to a position in City employment.

“45% of Chicagoans aged 25 and older do not possess a college degree, for veterans the number is 54%,” said Alderman Villegas. “It’s important to note that many of these folks and veterans even more so, acquire valuable skills and training during apprenticeship programs or military service, often earning certificates or certifications that enhance their employability, even if they do not possess traditional college degrees. This ordinance will open doors for many people and acknowledge the work and expertise they have built and honed through various roles and jobs.”

The effort to diversify Chicago's workforce and the experience that makes candidates eligible for employment is supported by Opportunity@Work, who work to create a labor market where all workers Skilled Through Alternative Routes (STARs) can work, learn, and earn to their full potential, and the Chicago Jobs Council, whose mission is to reimagine a workforce where all people can thrive through employment.

“At Chicago Jobs Council, we’ve long championed the recognition of skills and experience, and we’re thrilled to see this landmark ordinance pass at the city level. We hope this success serves as a powerful example for how skills-based hiring can inspire similar systemic employment practices statewide, creating a more inclusive workforce that truly values people’s capabilities. This ordinance marks a critical step forward, but the work is far from over.”

The ordinance will head to City Council next and is expected to pass. It will take effect immediately upon passage and publication.

###