

**STATE OF SOUTH DAKOTA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER 2023-05**

Whereas, The State of South Dakota has enjoyed a consistent and strong economy, steady population growth, and record low unemployment, and the lowest unemployment rate in the United States at 1.9% in March 2023; and,

Whereas, South Dakota's continued prosperity has driven an increased workforce demand; and,

Whereas, A nimble and efficient state government requires flexibility and innovation to meet our state's workforce needs and fully serve South Dakota citizens; and,

Whereas, Many state government job postings state that a postsecondary degree or other certification is a job requirement when the functions of the job do not necessitate such a degree or certification requirement, which makes adding valuable employees to our state workforce unduly burdensome and eliminates otherwise highly qualified individuals from consideration; and,

Whereas, Employees develop critical workforce skills from a variety of other experiences, such as prior work experience, registered apprenticeship programs, career and technical college certificates and degrees, military service, and many other methods of qualification; and,

Whereas, Many potential employees possessing these postsecondary degree alternatives may have significant contributions to make to state government:

NOW, THEREFORE, I, KRISTI NOEM, Governor of the State of South Dakota, pursuant to the authority vested in me by the Constitution and Laws of the State of South Dakota, do hereby Order and Direct that the state shall consider other work or life experience during the hiring process when a postsecondary degree is not necessary for the performance of job duties.

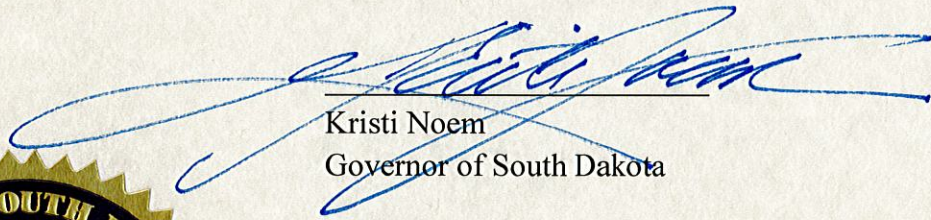
BE IT ORDERED, For any current and future job posting for an executive branch agency position that requires an undergraduate or graduate degree, the Commissioner of the Bureau of Human Resources, in cooperation with all individuals responsible for hiring, shall review and consider whether the position necessitates such a degree to perform the job duties, and then, if the degree is not necessary to perform the job duties, then the job posting shall state that no degree is required to fill the position. A job posting may further state preferred career experience and education that an applicant may have to prepare the applicant to perform the job duties.

BE IT FURTHER ORDERED, A state employee responsible for hiring shall give due consideration to the work or life experience of an applicant during the selection process, such as workforce expertise, registered apprenticeship programs, career and technical college certificates

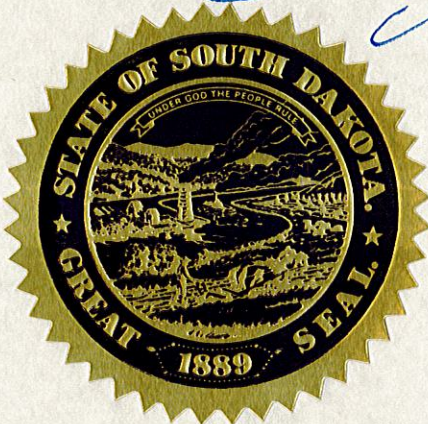
or degrees, military service, or any other valid qualification to determine if the applicant is likely to be sufficiently prepared to perform the job duties.

BE IT FURTHER ORDERED, Nothing in this Executive Order shall be construed to apply to any job posting that requires professional licensure to perform the job duties, or where performing certain duties without a required degree, licensure, or other similar certification is criminal, illegal, or unethical.

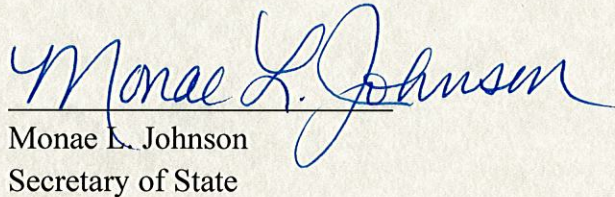
Dated in Pierre, South Dakota, this 24th day of April, 2023.



Kristi Noem
Governor of South Dakota



ATTEST:



Monae L. Johnson
Secretary of State