



GOVERNOR JOSH SHAPIRO

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Governor Shapiro Signs Executive Order to Fill Critical Public Service Vacancies in Pennsylvania by Recruiting Talented, Experienced Federal Employees and Streamlining Hiring Process

With nearly 600 vacancies in the Commonwealth workforce, Governor Shapiro's Executive Order seeks to capitalize on federal layoffs by accepting federal work experience as equivalent to state experience for the state's top recruitment needs.

Shapiro Administration to begin aggressive hiring campaign to recruit the best and brightest federal employees to serve Pennsylvania.

Working with legislative leaders, Governor Shapiro will also push for commonsense updates to civil service hiring processes through the Civil Service Modernization Act, updating an 84-year-old law and opening doors of opportunity for those who want to serve the Commonwealth.



Harrisburg, PA – Today, **Governor Josh Shapiro** signed [Executive Order 2025-01](#) to help fill critical vacancies in the Commonwealth workforce with experienced former federal employees who have specialized expertise in important fields like civil engineering, nursing, corrections, accounting, and more. The Governor’s Executive Order directs the **Office of Administration** to accept federal government experience as equivalent to Commonwealth work experience for civil service roles, ensuring former federal employees with valuable experience can more easily apply for essential vacant positions with the Commonwealth. The Executive Order focuses on adding workforce in already-funded job positions to serve Pennsylvanians more efficiently and effectively.

As part of this Executive Order, the **Shapiro Administration** will also begin an aggressive effort to recruit federal employees into Pennsylvania’s workforce, launching a [new website](#) with key information about exciting state government opportunities that align with their experience and hosting virtual and in-person job fairs for federal employees. That effort builds on the **Shapiro Administration’s** work to streamline Commonwealth hiring processes, open the doors of opportunity for those who want to serve, and recruit a team that represents all of Pennsylvania. As a result of that work so far, the **Shapiro Administration** has reduced hiring times by 32 percent and filled nearly 600 previously vacant permitting, licensing, and certification (PLC) jobs.

The Governor signed the Executive Order at the **second annual Commonwealth Job Fair in Harrisburg**, where over 40 state agencies provided job seekers with information about public service careers and hundreds of open positions to nearly 900 registered attendees.

“Under my Administration, we’ve worked to speed up hiring, fill essential vacancies, and recruit more qualified employees who have helped us cut processing times, reduce wait lists, and deliver results for the people of Pennsylvania,” said **Governor Shapiro**. “Right now, Pennsylvania still has 540 critical jobs to fill – and we have an opportunity to recruit federal workers and veterans who have significant experience and expertise in all of these fields because they’ve held these jobs already at the federal level or in the military. Under this Executive Order, my Administration will consider relevant federal work experience as equivalent to Commonwealth work experience so skilled, experienced federal employees can pre-qualify for existing open positions with the

Commonwealth — while continuing to protect pathways for veterans to continue their service.”

Since taking office, **Governor Shapiro** has worked to create real opportunities for hardworking Pennsylvanians to serve in state government. On his first full day in office, the Governor [signed Executive Order 2023-03](#), which eliminated the college degree requirement for 92 percent of state government jobs and announced that the Pennsylvania State Police will remove the college credit requirement for those who wish to serve as state troopers.

Last year, the Governor [established](#) the **Hire, Improve, Recruit, Empower (HIRE) Committee** through [Executive Order 2024-01](#) to expand opportunity for Pennsylvanians seeking careers in public service. These efforts have made Pennsylvania a more competitive employer that can now fill vacancies faster with highly qualified applicants.

With 104,000 federal employees in Pennsylvania, many possessing in-demand skills, the Executive Order directs the Office of Administration to:

- **Match federal job titles** with state job classifications so workers can easily identify how their experience translates into state government roles.
- **Host in-person and virtual recruitment events** to connect federal employees directly with state job opportunities.
- **Create a new website** for former federal employees, which includes:
 - - An overview of Pennsylvania’s hiring process
 - - Information on civil service vs. non-civil service jobs
 - - Details about the benefits of working for the Commonwealth
 - - A list of 23 high-priority, hard-to-fill state jobs and their federal equivalents
 - - Information for veterans and military service members and direct access to recruiter contacts for additional support

“The federal public sector workforce is one of the most professional and qualified in the world, and we know that many federal jobs have similar duties to jobs performed by Commonwealth employees,” said **Secretary of Administration Neil Weaver**. “This Executive Order will help individuals with federal work experience find relevant job

opportunities, continue their public service careers, and put their skills to work for the people of Pennsylvania.”

Jonathan Skripka, a Commonwealth employee and Director of Disaster Recovery Assistance at PEMA, shared how his experience working for the federal government prepared him to serve his fellow Pennsylvanians in state government.

"I'm honored to be here today to share how my experience as a former federal employee prepared me to serve the Commonwealth and help Pennsylvanians in times of crisis. From volunteering with my local fire department to working with FEMA as an emergency management specialist, my career has been driven by a desire to help others. When I had the opportunity to bring my expertise back home to Pennsylvania, I took it — because I wanted to make a difference here," said **Skripka**. "The skills I gained in the federal government have helped me navigate complex policies and deliver disaster relief more efficiently to those in need. Governor Shapiro's executive order creates a clear pathway for more federal employees to bring their talents to state service, ensuring that Pennsylvania continues to benefit from experienced, dedicated public servants — just as I have been fortunate to do."

Commissioner Pam Iovino, of the State Civil Service Commission, discussed how her military experience prepared her for Commonwealth service and thanked Governor Shapiro for his commitment to Pennsylvania's veterans, Commonwealth employees, and the civil service system.

"As a former State Senator, a proud 24-year Navy veteran, and a member of the Pennsylvania Civil Service Commission, I know that hiring veterans and experienced federal workers is always a smart investment. They bring world-class training, valuable skills, and a strong commitment to public service," said **Iovino**. "With this executive order, Governor Shapiro is making it easier for highly qualified professionals to continue serving by bringing their expertise to Pennsylvania's workforce—strengthening our government and expanding opportunities for those ready to step up and lead."

Governor Shapiro also announced his support for the **Civil Service Modernization Act (CSMA)**, a legislative initiative co-sponsored by **Representatives Dave Madsen, Justin Fleming, and Nathan Davidson** and **Senator Patty Kim**, which will finally modernize Pennsylvania's civil service system — a structure that has remained largely unchanged for over 80 years.

The CSMA aims to streamline outdated hiring practices, expand access to state jobs, and improve recruitment and retention while preserving the integrity of merit-based hiring. By removing unnecessary qualifications, the CSMA will broaden the pool of qualified applicants, build on the **Shapiro Administration's** commitment to skills-based hiring, and help the Commonwealth more quickly fill critical vacancies. Currently, 70 percent of all Commonwealth jobs are civil service positions, but outdated requirements and policies have slowed the hiring process, limiting opportunities for qualified job seekers.

Key aspects of the CSMA include:

- **Cutting hiring times:** Current law requires job postings to stay open for at least 14 days, leading to hundreds of applications for certain roles and overwhelming HR teams. The CSMA introduces greater flexibility, ensuring agencies can fill positions faster.
- **Removing barriers to internal promotions:** The CSMA eliminates outdated rules that prevent qualified Commonwealth employees from applying for internal job postings, allowing more employees to advance based on skills and experience.
- **Creating new pathways for individuals with disabilities:** The CSMA establishes a state-level hiring program similar to the federal Schedule A model, making it easier for people with disabilities to secure Commonwealth jobs.
- **Easing residency requirements:** Pennsylvania residency will be a preference, not a requirement, expanding the talent pool and making it easier for out-of-state candidates to apply and establish residency if selected.
- **Protecting veterans' hiring preference:** The CSMA maintains the 10-point exam boost for veterans and ensures they receive selection priority. Today, about 17 percent of Commonwealth employees are veterans.
- **Streamlining civil service appeals:** The bill shortens appeal timelines, making the process more efficient and fairer.

“State government is the largest employer in my district, and I am proud to sponsor the Senate version of the Civil Service Modernization Act,” said **Senator Kim**. “The proposed reforms cut civil service red tape to improve talent recruitment, make hiring easier and more efficient, and remove unnecessary barriers that tie up state and local government. This modernization proposal allows government to keep pace and compete for talent in this rapidly changing employment market. It also puts the commonwealth in the lead for attracting the qualified talent pool of recently displaced federal workers.”

“The Civil Service Modernization Act is a long-overdue step toward building a 21st-century workforce for Pennsylvania,” said **Representative Madsen**. “By streamlining outdated hiring processes, expanding opportunities for both current employees and new talent, and making it easier to recruit the best and brightest, this legislation helps ensure we have a state government that truly works for the people it serves. This is about making sure the Commonwealth is not only a model employer but also a place where opportunity is open to everyone, including veterans, individuals with disabilities, and the next generation of public servants.”

“I’ve heard Governor Shapiro say many times that he’s building a Commonwealth that works for all — and with this executive order and the Civil Service Modernization Act,

we're building a Commonwealth where all can work," said **Representative Fleming**. "While it's unfortunate that many federal employees are facing uncertainty, Pennsylvania is seizing this moment to strengthen our workforce and bring in top talent. The Governor's executive order is just the first step, and with the Civil Service Modernization Act, we can make the lasting changes needed to build a modern, effective workforce that delivers for the people of Pennsylvania."

"I'm honored to stand alongside Governor Shapiro, my colleagues, and my team to support this executive order to recruit experienced, qualified federal workers to the Commonwealth, as well as Representative Madsen's legislation to modernize our 84-year-old state civil service system. These much-needed reforms will help Pennsylvania attract top talent, expand opportunities for a diverse workforce, and ensure our agencies continue delivering the high-quality services our constituents deserve," said **Representative Carol Hill-Evans**. "As chair of the House State Government Committee, I look forward to advancing this proposal, which reflects our shared commitment to open, efficient, and equitable government — one that removes unnecessary barriers to public service while upholding veterans' preferences and creating new pathways for individuals with disabilities."

Governor Shapiro's Administration has made progress in workforce development by eliminating unnecessary barriers to public service careers, reducing hiring times, and expanding opportunities for Pennsylvanians. His Administration has:

- **Eliminated college degree requirements** for most state jobs to prioritize skills and experience
- **Reduced hiring times by 32 percent**, from 90 days to 61 days.
- **Filled nearly 600 previously vacant permitting, licensing, and certification (PLC) jobs**, reducing vacancy rates by 64 percent.

With an unemployment rate of 3.6 percent and hundreds of Commonwealth job openings at any given time, Pennsylvania must remain competitive in today's labor market. This Executive Order and Civil Service Modernization Act will ensure the Commonwealth continues to recruit top talent, remove unnecessary barriers, and build a modern workforce that reflects the skills of Pennsylvania's residents and creates more opportunity for those seeking public service careers.

For more information on employment in the Commonwealth of Pennsylvania, visit employment.pa.gov.

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