



Executive Order

Commonwealth of Pennsylvania

Governor's Office

Executive Order 2025-01 – Filling Critical Public Service Vacancies by Recruiting Federal Government Talent and Expertise

Date: March 5, 2025

By Direction of: 
Josh Shapiro, Governor

WHEREAS, the Commonwealth recognizes that a workforce of dedicated and talented public servants is the backbone of a responsive government that can ensure the efficient and effective delivery of services for Pennsylvanians; and

WHEREAS, it is imperative that the Commonwealth attract and retain qualified employees who are drawn to a career in public service to fill its existing vacancies; and

WHEREAS, approximately 103,700 Pennsylvanians were employed with the Federal Government in 2024, according to the Pennsylvania Department of Labor & Industry; and

WHEREAS, individuals with experience working in the Federal Government may possess valuable knowledge, skills, and expertise that could significantly benefit the Commonwealth; and

WHEREAS, due to recent events many experienced and talented public servants within the Executive Branch of the Government of the United States (hereinafter "Federal Government") may be unemployed or seeking new employment; and

WHEREAS, many of the job titles within the Federal Government's classification plan perform the same or a similar function as job titles within the Commonwealth's Classification Plan; and

WHEREAS, increasing awareness of Commonwealth employment opportunities for individuals with unique skills and specialized experience who have worked in the Federal Government may help fill critical vacancies and strengthen the Commonwealth's workforce.

NOW, THEREFORE, I, Josh Shapiro, Governor of the Commonwealth of Pennsylvania, by virtue of the authority vested in me by the Constitution of the Commonwealth of Pennsylvania and other laws, do hereby order and direct as follows:

1. Purpose.

The purpose of this Executive Order is to direct the Office of Administration to consider relevant Federal Government work experience as equivalent to Commonwealth work experience for the state's top recruitment needs, as authorized by law and determined by the Office of Administration. The Executive Order also directs the Office of Administration to provide information and resources regarding Commonwealth employment opportunities to individuals who have worked in the Federal Government by creating an employment awareness and recruitment campaign.

2. Employment Awareness and Recruitment Campaign.

- a.** The Office of Administration shall include, on its public-facing website, a landing page dedicated to the recruitment of individuals who have Federal Government work experience. The landing page shall:
 - (1)** Provide a summary of the Commonwealth's Civil Service and Non-Civil Service application and hiring processes.
 - (2)** Highlight the top recruitment needs, by job title, for agencies under the Governor's Jurisdiction.
 - (3)** Identify those job titles within the Federal Government that the Office of Administration has determined are equivalent to those job titles identified pursuant to paragraph 2.a.(2) of this Executive Order.
 - (4)** Give an overview of the fringe benefits available to Commonwealth employees, including health insurance and retirement benefits.
 - (5)** Include a point of contact for individuals who have worked in the Federal Government to submit questions regarding employment opportunities and the application and hiring process in the Commonwealth.
 - (6)** Provide resources specifically for veterans, current military service members looking to transition to civilian life, and Pennsylvania National Guard members on their specific benefits and hiring process.
- b.** The Office of Administration shall develop and implement a digital awareness campaign promoting Commonwealth employment opportunities that are available for individuals who have Federal Government work experience.
- c.** The Office of Administration shall hold online and in-person recruitment events, which focus on the recruitment of individuals with Federal Government work experience.

3. Cooperation by State Agencies.

All agencies under the Governor's jurisdiction shall cooperate fully with and provide assistance and support to the Office of Administration, as needed, regarding the implementation of this Executive Order.

4. Implementation.

This Executive Order shall be implemented consistent with applicable law. This Executive Order is not intended to, and does not create, any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the Commonwealth, its departments, agencies, or entities, its officers, employees, or agents, or any other persons.

5. Effective Date.

This Executive Order shall take effect immediately and shall remain in effect until amended or rescinded by the Governor.