



Cleveland Attorney Discusses House Bill That Incentivizes Skills-Based Hiring

News

11.01.22

In an interview with *SHRM*, **Anthony Dick** shares his insights on a recent House bill that would support employers seeking to adopt skills-based hiring practices through technical assistance from the Equal Employment Opportunity Commission (EEOC). Tony explains that the bill is designed to alleviate some of the uncertainty employers may feel about using assessments and testing for hiring.

"The EEOC reviews your program and decides whether it is job-related and consistent with business necessity. That would be very enticing for a lot of employers, especially big employers who use these tools nationwide and don't currently have the backstop of the EEOC weighing in and letting them know their tool is compliant." Tony added.

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