

Illinois Restricts Employers From Requiring Driver's Licenses

On Aug. 7, 2026, Illinois [amended](#) the Job Opportunities for Qualified Applicants Act (Act) to prohibit employers from requiring applicants to have a valid driver's license in most circumstances. The amendment takes effect **Jan. 1, 2027**.

Background

The Act prohibits employers or employment agencies from inquiring about or into, considering, or requiring disclosure of an applicant's criminal record or criminal history until the applicant has been deemed qualified for the position and notified that they have been selected for an interview or, if there is not an interview, until after a conditional offer of employment is made.

Amendment

Under the amendment, the Act will also prohibit employers or employment agencies from including in any specific job posting a statement that an applicant must have a valid driver's license, unless driving is one of the essential functions of the posted job and is a business necessity. If a job requires a valid driver's license, the employer or employment agency must include in the job posting a brief description explaining why a valid driver's license is required.

Under the amendment, a **"driver's license"** means any license or privilege to operate a motor vehicle issued under Illinois law.

Next Steps for Employers

In advance of the amendment's effective date, employers may consider reviewing and revising job postings to ensure they do not require applicants to have a driver's license, unless necessary for the job. For positions for which driving is an essential function of the job, employers may update such job postings to include a description of such a requirement.

Highlights

Aug. 7, 2026

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Jan. 1, 2027

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