

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2023

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SENATE BILL 239
Education/Higher Education Committee Substitute Adopted 3/15/23
Third Edition Engrossed 3/28/23

Short Title: Reduce Barriers to State Employment.

(Public)

Sponsors:

Referred to:

March 9, 2023

1 A BILL TO BE ENTITLED
2 AN ACT TO REDUCE BARRIERS TO STATE EMPLOYMENT.
3 The General Assembly of North Carolina enacts:

4 **SECTION 1.** Article 2 of Chapter 126 of the General Statutes is amended by adding
5 a new section to read:

6 "**§ 126-8.6. Reducing barriers to State employment.**

7 (a) Pursuant to the process for establishing reasonable qualifications for each class of
8 positions in G.S. 126-4(3), the Office of State Human Resources, under the oversight of the State
9 Human Resources Commission, shall do all of the following:

10 (1) Regularly assess the educational, experiential, and training requirements
11 necessary for each position within each State agency, department, and
12 institution.

13 (2) Determine when practical experience and training, such as military service, an
14 apprenticeship, directly related on-the-job experience, a certification from a
15 Comprehensive Transition and Postsecondary Education program, or a trade
16 school education, is appropriate to make equivalent to an academic degree in
17 the qualification for a position.

18 (3) Identify jobs for which the educational, experiential, and training
19 requirements could be reduced from their present level, as well as jobs for
20 which knowledge, skill, and ability requirements could be made less specific.

21 (4) Remove requirements for an academic degree, to the extent practicable, when
22 an academic degree is not necessary for the position.

23 (b) Beginning October 1, 2023, and then annually thereafter, the Office of State Human
24 Resources shall report to the Joint Legislative Oversight Committee on General Government on
25 its efforts to reduce barriers to State employment as required by this section."

26 **SECTION 2.** This act is effective when it becomes law.



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