

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

S

2

SENATE BILL 239  
Education/Higher Education Committee Substitute Adopted 3/15/23

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) The State Human Resources Commission shall do all of the following:

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

11 (2) Determine when practical experience and training, such as military service, an  
12 apprenticeship, a certification from a Comprehensive Transition and  
13 Postsecondary Education program, or a trade school education, rather than a  
14 four-year college degree, is the appropriate qualification for a position.

15 (3) Identify jobs for which the educational, experiential, and training  
16 requirements could be reduced from their present level.

17 (4) Remove language for a four-year college degree in position descriptions, to  
18 the extent practicable, when they are not necessary for the position.

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

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

