



This Bill Analysis reflects the contents of the bill as it was presented in committee.

# SENATE BILL 124: Reduce Barriers to State Employment.

2025-2026 General Assembly

<b>Committee:</b>	Senate Rules and Operations of the Senate	<b>Date:</b>	April 2, 2025
<b>Introduced by:</b>	Sens. Corbin, Lee, Johnson	<b>Prepared by:</b>	Michael Whitfield Staff Attorney
<b>Analysis of:</b>	First Edition		

**OVERVIEW:** Senate Bill 124 would direct the State Human Resources Commission (Commission) to examine the educational, experiential, and training requirements for jobs and determine when practical experience and training may be the appropriate qualification for a position.

**CURRENT LAW:** Chapter 126 of the General Statutes establishes for State government a system of personnel administration with the Commission being the policy and rulemaking body. The Commission must establish policies and rules for positions that are subject to the State Human Resources Act including those related to (i) position classification plans; (ii) compensation plans; and (iii) reasonable qualifications as to the education, experience, specialized training, licenses, certifications, and other job-related requirements pertinent to the work to be performed for each class of positions.

**BILL ANALYSIS:** Senate Bill 124 would require the Commission to do all of the following:

- Regularly assess the educational, experiential, and training requirements for positions in State government.
- Determine when practical experience and training (e.g. military service, apprenticeship, or trade school) is the appropriate job qualification, rather than a four-year college degree.
- Identify jobs for which educational, experiential, and training requirements can be reduced from their present level.
- To the extent practicable, remove language requiring a four-year college degree in position descriptions when a four-year degree is not necessary for the position.

Beginning October 1, 2025, the bill would require the Commission to report annually to the Joint Legislative Oversight Committee on General Government on the required efforts.

**EFFECTIVE DATE:** The act would be effective when it becomes law.

**BACKGROUND:** On March 13, 2023, Executive Order No. 278 directed the Office of State Human Resources to work with Cabinet Agencies to emphasize directly related experience as a substitute for formal education by: (1) requiring job postings for positions that allow a combination of education and experience to explain how experience can qualify an applicant, (2) reviewing requirements to determine where experience can substitute for education, (3) training human resources staff to eliminate unnecessary management preferences for degrees and on how experience helps an applicant meet minimum position qualifications, and (4) supporting and encouraging the use of trainee progression pathways and apprenticeships. The requirements of Executive Order No. 278 regarding job postings, management preferences, and training apply only to Cabinet agencies. Non-Cabinet agencies were encouraged to voluntarily opt-in.

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