

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

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SENATE BILL 239

Short Title: Reduce Barriers to State Employment. (Public)

Sponsors: Senators Corbin, Lee, and Johnson (Primary Sponsors).

Referred to: State and Local Government

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, or a trade school education, rather than a four-year college  
13 degree, is the appropriate qualification for a position.

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

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

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

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

