

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2025

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HOUSE BILL 177

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

Sponsors: Representatives Bell, Sauls, Gillespie, and Balkcom (Primary Sponsors).
For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Commerce and Economic Development, if favorable, Rules, Calendar, and Operations of the House

February 25, 2025

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 "**§ 126-8.7. Reducing barriers to State employment.**

7 (a) The State Human Resources Commission (SHRC) 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, 2025, and then annually thereafter, the SHRC shall report to
19 the Joint Legislative Oversight Committee on General Government on its efforts to reduce
20 barriers to State employment as required by this section."

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

