

118TH CONGRESS
2D SESSION

S. 4889

To remove educational barriers to Federal employment for workers who are skilled through alternative routes, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JULY 31, 2024

Mr. BROWN (for himself, Ms. BALDWIN, and Ms. KLOBUCHAR) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

To remove educational barriers to Federal employment for workers who are skilled through alternative routes, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Jobs for
5 STARs Act of 2024”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act—

8 (1) the term “employee” means an individual
9 appointed to a position in the civil service (as de-

1 fined in section 2101 of title 5, United States Code)
 2 in an executive agency;

3 (2) the term “executive agency” means a de-
 4 partment, agency, office, or other establishment in
 5 the executive branch of the Federal Government;
 6 and

7 (3) the term “STAR” means an individual
 8 who—

9 (A) is active in the labor force;

10 (B) has not obtained a bachelor’s degree or
 11 a higher degree; and

12 (C) has developed job-related skills through
 13 alternative routes, which may include at a com-
 14 munity college, in an apprenticeship, through a
 15 bootcamp, through military service, through
 16 partial college completion, in other training pro-
 17 grams, or through on-the-job experience.

18 **SEC. 3. TRANSPARENCY AND DIRECTIVES ON EDU-**
 19 **CATIONAL REQUIREMENTS FOR FEDERAL**
 20 **PUBLIC SECTOR JOBS.**

21 To improve transparency and directives related to
 22 educational requirements for positions in executive agen-
 23 cies, the Director of the Office of Personnel Management
 24 shall—

1 (1) prohibit the head of an executive agency
2 from requiring a minimum educational attainment
3 as qualification for a position as an employee of the
4 executive agency, unless the Director of the Office of
5 Personnel Management determines that such edu-
6 cational attainment is necessary for the position
7 based on specified skills required for the position
8 that can only be obtained through a certain degree;

9 (2) prescribe regulations for hiring of employees
10 by executive agencies regarding alternative qualifica-
11 tions to educational attainment that would meet the
12 knowledge, skills, and abilities requirements for a
13 position;

14 (3) review the addition of educational require-
15 ments for employees during audits of hiring actions
16 within executive agencies; and

17 (4) establish a hiring path dedicated to posi-
18 tions for which STAR workers are eligible to apply
19 within usajobs.gov, or any successor website, and di-
20 rect executive agencies to identify job postings that
21 are within that hiring path, so that STAR workers
22 may search for positions based on this criterion.

1 **SEC. 4. FEASIBILITY STUDY ON TRAINING PROGRAMS FOR**
2 **STARS.**

3 The Director of the Office of Personnel Management,
4 the Deputy Director for Management of the Office of
5 Management and Budget, and the head of any other ap-
6 propriate executive agency shall jointly—

7 (1) conduct a feasibility study regarding re-
8 sources required to establish a program to provide
9 STAR employees with pathways for acquiring fur-
10 ther training and higher education, including fellow-
11 ships, scholarships, apprenticeships, and tuition as-
12 sistance, if the employee chooses to initiate or con-
13 tinue pursuit of further training or higher education
14 while an employee; and

15 (2) not later than 180 days after the date of
16 enactment of this Act, submit a report on the find-
17 ings of the feasibility study to—

18 (A) the Committee on Homeland Security
19 and Governmental Affairs of the Senate; and

20 (B) the Committee on Oversight and Ac-
21 countability of the House of Representatives.

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