**South Carolina General Assembly**

125th Session, 2023-2024

**S. 859**

**STATUS INFORMATION**

General Bill

Sponsors: Senator Davis

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Introduced in the Senate on January 9, 2024

Introduced in the House on March 21, 2024

Currently residing in the Senate

Summary: Skills Based Hiring

**HISTORY OF LEGISLATIVE ACTIONS**

Date Body Action Description with journal page number

11/30/2023 Senate Prefiled

11/30/2023 Senate Referred to Committee on **Finance**

1/9/2024 Senate Introduced and read first time ([Senate Journal‑page 62](h:\sj\20240109.docx))

1/9/2024 Senate Referred to Committee on **Finance** ([Senate Journal‑page 62](h:\sj\20240109.docx))

2/28/2024 Senate Committee report: Favorable **Finance** ([Senate Journal‑page 14](h:\sj\20240228.docx))

3/1/2024 Scrivener's error corrected

3/19/2024 Senate Read second time ([Senate Journal‑page 14](h:\sj\20240319.docx))

3/19/2024 Senate Roll call Ayes-42 Nays-0 ([Senate Journal‑page 14](h:\sj\20240319.docx))

3/20/2024 Senate Read third time and sent to House ([Senate Journal‑page 11](h:\sj\20240320.docx))

3/21/2024 House Introduced and read first time ([House Journal‑page 18](h:\hj\20240321.docx))

3/21/2024 House Referred to Committee on **Labor, Commerce and Industry** ([House Journal‑page 18](h:\hj\20240321.docx))

4/15/2024 Scrivener's error corrected

View the latest  [legislative information](https://www.scstatehouse.gov/billsearch.php?billnumbers=859&session=125&summary=B)  at the website

**VERSIONS OF THIS BILL**

[11/30/2023](https://www.scstatehouse.gov/sess125_2023-2024/prever/859_20231130.docx)

[02/28/2024](https://www.scstatehouse.gov/sess125_2023-2024/prever/859_20240228.docx)

[03/01/2024](https://www.scstatehouse.gov/sess125_2023-2024/prever/859_20240301.docx)

[04/15/2024](https://www.scstatehouse.gov/sess125_2023-2024/prever/859_20240415.docx)

Committee Report

February 28, 2024

S. 859

Introduced by Senator Davis

S. Printed 02/28/24--S. [SEC 4/15/2024 4:06 PM]

Read the first time January 09, 2024

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The committee on Senate Finance

To whom was referred a Bill (S. 859) to amend the South Carolina Code of Laws so as to enact the “State Employment Skills-Based Hiring Act”; by adding Section 8‑11‑188 so as to require the Office of, etc., respectfully

Report:

That they have duly and carefully considered the same, and recommend that the same do pass:

HARVEY S. PEELER, JR. for Committee.

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A bill

TO AMEND THE SOUTH CAROLINA CODE OF LAWS SO AS TO ENACT THE “STATE EMPLOYMENT SKILLS-BASED HIRING ACT”; BY ADDING SECTION 8‑11‑188 SO AS TO REQUIRE THE OFFICE OF HUMAN RESOURCES TO CONDUCT PERIODIC REVIEWS OF THE EDUCATIONAL, EXPERIENTIAL, AND TRAINING REQUIREMENTS FOR ALL EXECUTIVE BRANCH JOBS WITH A SPECIAL EMPHASIS ON WHETHER A FOUR‑YEAR COLLEGE DEGREE IS NECESSARY, TO PROVIDE THAT THE OFFICE OF HUMAN RESOURCES SHALL REDUCE THE REQUIREMENTS IN CERTAIN CIRCUMSTANCES, AND TO PROVIDE THAT THE OFFICE OF HUMAN RESOURCES SHALL REPORT ITS ACTIONS PURSUANT TO THIS ACT; AND SO AS TO PROVIDE THAT THE FIRST PERIODIC REVIEW SHALL COMMENCE WITHIN NINETY DAYS OF THE EFFECTIVE DATE OF THIS ACT.

Be it enacted by the General Assembly of the State of South Carolina:

SECTION 1. This act may be cited as the “State Employment Skills-Based Hiring Act”.

SECTION 2. Article 1, Chapter 11, Title 8 of the S.C. Code is amended by adding:

Section 8‑11‑188. (A) The Office of Human Resources shall periodically review the educational, experiential, and training requirements for all jobs in the executive branch to determine whether the educational, experiential, and training requirements for each job can be reduced without sacrificing the quality of service provided by the job. The Office of Human Resources shall pay special attention to jobs that require a four‑year college degree as a condition of employment.

(B) The Office of Human Resources shall adjust the educational, experiential, and training requirements for all jobs that they identify as suitable for a reduction in requirements as provided in subsection (A), provided that the educational, experiential, and training requirements are not established in law or regulation.

(C) Following each periodic review pursuant to subsection (A), the Office of Human Resources shall issue a report of its actions to the President of the Senate, the Speaker of the House of Representatives, the Chairman of the Senate Labor, Commerce and Industry Committee, the House of Representatives Labor, Commerce and Industry Committee, and the Governor. The report shall also identify any jobs that the Office of Human Resources finds suitable for a reduction in requirements but whose requirements are established in law or regulation.

SECTION 3. The first periodic review by the Office of Human Resources required pursuant to this act shall begin at least ninety days after the approval by the Governor.

SECTION 4. This act takes effect upon approval by the Governor.

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