

Date: 2-5-21

Senate Education Committee

Bill: 1st Sub. HB 139 Competency-based Hiring Amendments

Sponsor: Rep. Thurston

Floor Sponsor: Sen. Thatcher

UASD Position: Tracking

This Bill: amends provisions related to hiring principles for certain state government employees.

Discussion: Rep. Thurston explained that this bill is intended to allow people to apply for state and government jobs, regardless of whether they have attained a college degree. It codifies what has already been policy in the Department of Human Resource Management. They removed the mandate for cities and towns, but have made it optional and will provide resources if they choose to adopt this policy. David Kitchen, HR Director for Lehi City, said that skills and knowledge can be acquired in many ways. He supports the bill. Sen. Riebe asked if they will still be able to require that someone has a degree. Rep. Thurston said if they are looking for someone who has the equivalent of a bachelor's degree in psychology, as long as they also allow someone who acquired those skills a different way, that would be okay. If there is a legal requirement that someone have a license, such as a CPA, they can require that. Sen. Riebe said she appreciates the bill. Sen. Fillmore said education is different from schooling. Schooling is important, but it is not the only way to get an education or experience.

Yeas: 4

Nays: 0

N/V: 3

Outcome: Passed unanimously with a favorable recommendation.