

113TH CONGRESS  
2D SESSION

# S. 2079

To establish a pilot program to hire individuals with alternative educational experience.

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IN THE SENATE OF THE UNITED STATES

MARCH 5, 2014

Mr. RUBIO introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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## A BILL

To establish a pilot program to hire individuals with alternative educational experience.

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 “Alternative Qualifica-  
5 tions for Federal Employment Act of 2014”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act—

8 (1) the term “agency” has the meaning given  
9 the term “Executive agency” in section 105 of title  
10 5, United States Code;

1 (2) the term “Director” means the Director of  
2 the Office of Personnel Management; and

3 (3) the term “individual with alternative edu-  
4 cational experience” means an individual who—

5 (A) does not have a degree from an insti-  
6 tution of higher education (as defined in section  
7 101(a) of the Higher Education Act of 1965  
8 (20 U.S.C. 1001(a))); and

9 (B) has received training or education in 1  
10 or more subject areas or occupational fields  
11 from an educational provider that does not  
12 meet the requirements of such section 101(a).

13 **SEC. 3. ESTABLISHMENT OF PILOT PROGRAM; PILOT PRO-**  
14 **GRAM SPECIFICATIONS.**

15 (a) ESTABLISHMENT OF PILOT PROGRAM.—Not  
16 later than 6 months after the date of enactment of this  
17 Act, the Director shall establish a pilot program to appoint  
18 to positions in the civil service individuals with alternative  
19 educational experience, in accordance with subsection (b).

20 (b) PILOT PROGRAM SPECIFICATIONS.—

21 (1) IN GENERAL.—In carrying out the pilot  
22 program established under subsection (a), the Direc-  
23 tor shall select positions in the civil service for which  
24 the employing agency—

1 (A) is accepting applications for employ-  
2 ment as of the date of establishment of the  
3 pilot program, or is likely to accept applications  
4 for employment within 1 year of such date;

5 (B) may not require an individual to have  
6 a degree from an institution of higher education  
7 (as defined in section 101(a) of the Higher  
8 Education Act of 1965 (20 U.S.C. 1001(a))) in  
9 order to be appointed to such positions; and

10 (C) shall consider an application for em-  
11 ployment, if any, from an individual with alter-  
12 native educational experience.

13 (2) SCOPE AND NUMBER OF POSITIONS SE-  
14 LECTED.—

15 (A) POSITIONS SELECTED.—The Director  
16 shall select not less than 25 positions under  
17 paragraph (1) during each of fiscal years 2015  
18 through 2019.

19 (B) OCCUPATIONAL FIELDS COVERED.—  
20 The positions selected under subparagraph (A)  
21 shall be from across not less than 10 diverse oc-  
22 cupational fields.

1 **SEC. 4. REPORT TO CONGRESS.**

2 Not later than December 31, 2020, the Director shall  
3 submit to Congress a report on the pilot program estab-  
4 lished under section 3(a), which shall include—

5 (1) the number and description of the positions  
6 selected under section 3(b), including the geographic  
7 locations and occupational fields of such positions;

8 (2) the number of individuals with alternative  
9 educational experience whose applications were con-  
10 sidered for a position selected under section 3(b);

11 (3) the number of individuals with alternative  
12 educational experience who were appointed to a posi-  
13 tion selected under section 3(b); and

14 (4) the number of individuals described in para-  
15 graph (2) who, as of the end of fiscal year 2019,  
16 with respect to the position to which the individual  
17 was appointed under the pilot program—

18 (A) continued to occupy the position;

19 (B) were promoted; or

20 (C) were terminated.

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