

119TH CONGRESS  
1ST SESSION

# H. R. 3893

To direct the Federal Acquisition Regulatory Council to issue regulations that require all Federal contractors to conduct a comprehensive review of job classifications to identify positions for which a college degree is required without a demonstrable occupational necessity.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 10, 2025

Mr. TORRES of New York introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## A BILL

To direct the Federal Acquisition Regulatory Council to issue regulations that require all Federal contractors to conduct a comprehensive review of job classifications to identify positions for which a college degree is required without a demonstrable occupational necessity.

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 “Employment Abun-  
5 dance Act”.

1 **SEC. 2. FEDERAL CONTRACTOR JOB CLASSIFICATION RE-**  
2 **VIEW.**

3 (a) IN GENERAL.—Not later than 1 year after the  
4 date of the enactment of this Act, the Federal Acquisition  
5 Regulatory Council shall issue regulations that require any  
6 Federal contractor that enters into a contract subject to  
7 the Federal Acquisition Regulation to—

8 (1) conduct a comprehensive review of all job  
9 classifications within their Federal contract-related  
10 workforce;

11 (2) identify each position that requires a bach-  
12 elor's degree or higher as a condition of employment;  
13 and

14 (3) determine whether such educational require-  
15 ments are demonstrably necessary for the perform-  
16 ance of essential job functions.

17 (b) REPORTING REQUIREMENT.—Not later than 180  
18 days after the effective date of the regulations issued pur-  
19 suant to subsection (a), each Federal contractor shall sub-  
20 mit to the Federal Acquisition Regulatory Council a report  
21 outlining the results of its job classification review, includ-  
22 ing—

23 (1) a list of positions where a degree require-  
24 ment was determined to lack demonstrable occupa-  
25 tional necessity; and

1           (2) a plan to revise such job classifications, in-  
2           cluding alternative criteria that may be used, such  
3           as relevant work experience, certifications, or skills  
4           assessments.

5           (c) COMPLIANCE AND ENFORCEMENT.—Failure to  
6           comply with the requirements under this section may re-  
7           sult in administrative actions, including ineligibility for fu-  
8           ture Federal contracts, subject to regulations issued by the  
9           Federal Acquisition Regulatory Council.

10          (d) RULE OF CONSTRUCTION.—Nothing in this sec-  
11          tion may be construed to prohibit Federal contractors  
12          from maintaining educational requirements for a case in  
13          which such requirements are shown to be necessary for  
14          job performance or are mandated by law, regulation, or  
15          professional licensure standards.

16          (e) APPLICABILITY.—This section applies with re-  
17          spect to any contract entered into on and after the effec-  
18          tive date of the regulations issued pursuant to subsection  
19          (a).

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