

119TH CONGRESS  
2D SESSION

# H. R. 9596

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

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## IN THE HOUSE OF REPRESENTATIVES

JULY 6, 2026

Mr. KRISHNAMOORTHY (for himself, Mr. MACKENZIE, Ms. BYNUM, Mr. MCGUIRE, Mr. DOWNING, Mr. WALKINSHAW, Mr. GROTHMAN, and Mr. FIGURES) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## 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 2026”.

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 the enactment of this Act, submit a report on the  
17 findings 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 Gov-  
21 ernment Reform of the House of Representa-  
22 tives.

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