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**HOUSE BILL NO. 1611**

**AMENDMENT IN THE NATURE OF A SUBSTITUTE**

(Proposed by the House Committee on General Laws  
on January 30, 2025)

(Patrons Prior to Substitute—Delegates Cole and Leftwich [HB 2572])

*A BILL to amend the Code of Virginia by adding in Chapter 12 of Title 2.2 a section numbered 2.2-1214, relating to Department of Human Resource Management; hiring on the basis of direct experience.*

**Be it enacted by the General Assembly of Virginia:**

**1. That the Code of Virginia is amended by adding in Chapter 12 of Title 2.2 a section numbered 2.2-1214 as follows:**

**§ 2.2-1214. Hiring on the basis of direct experience.**

*A. No state agency shall require as a condition of eligibility for hire to a position in state employment that an applicant have a baccalaureate degree.*

*B. Subsection A shall not apply if the knowledge, skills, or abilities required for the position for which an applicant is applying can only reasonably be obtained, as determined by the appointing authority, through a course of study in pursuit of, and culminating in the award of, a baccalaureate degree.*

**HOUSE  
SUBSTITUTE**

**HB1611H1**