

HR 9082

Advancing Skills-Based Hiring Act of 2022

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Sep 29, 2022

Current Status: Referred to the House Committee on Education and Labor.

Latest Action: Referred to the House Committee on Education and Labor. (Sep 29, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/9082>

Sponsor

Name: Rep. Stefanik, Elise M. [R-NY-21]

Party: Republican • **State:** NY • **Chamber:** House

Cosponsors

No cosponsors are listed for this bill.

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Sep 29, 2022

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 S 5333	Related bill	Dec 21, 2022: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Sep 29, 2022)

Advancing Skills-Based Hiring Act of 2022

This bill allows employers to submit to the Equal Employment Opportunity Commission (EEOC) evidence that a competency-based skills test or other employment selection process is consistent with lawful employment practices.

The EEOC must review each submission and determine whether the procedure is job-related and consistent with a business necessity, or provide technical assistance to the employer about potential changes that would allow the EEOC to make such a determination.

Such a determination may be used by the employer to satisfy the burden of proof under the disparate impact analysis with respect to a claim of an unlawful discrimination.

Actions Timeline

- **Sep 29, 2022:** Introduced in House
- **Sep 29, 2022:** Referred to the House Committee on Education and Labor.