

By: Bettencourt

S.B. No. 1441

A BILL TO BE ENTITLED

AN ACT

relating to state agency employment openings and aptitude assessments.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 656.002, Government Code, is amended by amending Subsections (b), (c), and (e) and adding Subsections (f), (g), and (h) to read as follows:

(b) The online system for listing state agency employment openings maintained by the Texas Workforce Commission must allow an applicant for employment to:

(1) complete a single state application and the standardized aptitude test online; and

(2) enter the application and the standardized aptitude test into an online database from which the applicant may electronically send the application and the standardized aptitude test to multiple state agencies.

(c) The Texas Workforce Commission shall:

(1) prescribe a standard electronic format for the online application and standardized aptitude test described by Subsection (b); and

(2) ensure that the commission's online system allows an applicant to submit and a state agency to receive an online application and the standardized aptitude test for state agency employment.

1 (e) This section does not prohibit a state agency from
2 accepting an application for an employment opening, the
3 standardized aptitude test, or a specialized aptitude test in a
4 manner other than the manner described by this section.

5 (f) The online system must inform an applicant that the
6 applicant is not required to complete the standardized aptitude
7 test to apply for an employment opening.

8 (g) The online system must list the classified positions for
9 which the standardized aptitude test will be accepted.

10 (h) In this section, "specialized aptitude test" and
11 "standardized aptitude test" have the meanings assigned by Section
12 656.028.

13 SECTION 2. Subchapter B, Chapter 656, Government Code, is
14 amended by adding Section 656.028 to read as follows:

15 Sec. 656.028. APTITUDE ASSESSMENTS. (a) In this section:

16 (1) "Career education and training program" has the
17 meaning assigned by Section 2308A.001.

18 (2) "Specialized aptitude test" means an assessment of
19 the competencies and skills needed for a specific state agency
20 position that are not measured by the standardized aptitude test,
21 including a skills demonstration, skills-based questionnaire,
22 skills-based interview, and any other valid skills measurement
23 strategy.

24 (3) "Standardized aptitude test" means the uniform
25 assessment that measures the skill set of a job applicant developed
26 by the state auditor under this section.

27 (b) Each state agency shall at least once each calendar year

1 review each classified position in the state agency to determine
2 the skills needed for each position. The state agency shall compile
3 a list of skills for each position identified under this subsection
4 and submit the list to the state auditor.

5 (c) The state auditor shall review each list of skills for
6 each position submitted under Subsection (b) and determine the
7 skills shared across state agency classified positions. The state
8 auditor shall develop, in consultation with state agencies, a
9 standardized aptitude test to determine whether a job applicant has
10 the shared skills. The state auditor may contract with a person
11 that specializes in certification of occupation-based skills
12 assessments to develop, certify, or evaluate the results of the
13 standardized aptitude test.

14 (d) The Texas Workforce Commission shall make the
15 standardized aptitude test available on the online system for
16 listing state agency employment openings described by Section
17 [656.002](#).

18 (e) If a state agency determines a specialized aptitude test
19 would improve the agency's hiring process, the agency must consult
20 with the Tri-Agency Workforce Initiative established by Chapter
21 [2308A](#) to align career education and training programs and the state
22 workforce development strategies developed under Section [2308A.006](#)
23 with the competencies and skills measured by the test.

24 (f) A state agency may not consider the fact that an
25 applicant for employment did not complete the standardized aptitude
26 test in making a hiring determination.

27 (g) The state auditor shall adopt rules necessary to

1 implement this section, including rules that require a state agency
2 to accept the standardized aptitude test as an alternative to a
3 hiring requirement that relates to an applicant's education or
4 experience, as determined appropriate by the state auditor.

5 SECTION 3. Each state agency shall complete the initial
6 review required by Section 656.028(b), Government Code, as added by
7 this Act, and submit the list of skills for each position to the
8 state auditor not later than December 1, 2026.

9 SECTION 4. This Act takes effect September 1, 2025.