

CHAPTER 2023-256

Committee Substitute for Committee Substitute for Senate Bill No. 1310

An act relating to substitution of work experience for postsecondary education requirements; providing a short title; amending s. 112.219, F.S.; removing obsolete language; defining terms; providing that a postsecondary degree may be a baseline requirement for employment with a public employer only under a certain circumstance; conforming provisions to changes made by the act; amending s. 287.057, F.S.; authorizing an agency to substitute certain work experience for postsecondary education requirements for a person seeking to enter into a contract with the agency under certain circumstances; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Section 112.219, Florida Statutes, may be cited as the “Expanding Public Sector Career Opportunities Act.”

Section 2. Section 112.219, Florida Statutes, is amended to read:

112.219 Substitution of work experience for postsecondary educational requirements.—

(1) ~~Beginning July 1, 2022,~~ The head of a public employer ~~an employing agency~~ may elect to substitute verifiable, related work experience in lieu of postsecondary educational requirements for a position of employment if the person seeking the position of employment is otherwise qualified for such position.

(2) Related work experience may not substitute for any required licensure, certification, or registration required for the position of employment as established by the public employer ~~employing agency~~ and indicated in the advertised description of the position of employment.

(3) If the head of a public employer ~~an employing agency~~ elects to substitute related work experience for postsecondary educational requirements, the public employer ~~employing agency~~ must include, in all advertisements for the position of employment made by the public employer ~~employing agency~~, include a notice that such substitution is authorized and a description of the related work experience equivalencies that may be substituted for the required postsecondary education.

(4) This section does not abridge state and federal laws and regulations governing equal opportunity employment.

(5) For purposes of this section, the term:

(a) “Postsecondary degree” means an associate degree, a bachelor’s degree, or a graduate degree from an accredited college or university.

(b) “Public employer” has the same meaning as in s. 448.095 “employing agency” means any agency or unit of government of the state or any county, municipality, or political subdivision thereof, including special districts, that is authorized to employ personnel to carry out the responsibilities of the agency or unit of government.

(6) A public employer may include a postsecondary degree as a baseline requirement only as an alternative to the number of years of direct experience required, not to exceed:

- (a) Two years of direct experience for an associate degree;
- (b) Four years of direct experience for a bachelor’s degree;
- (c) Six years of direct experience for a master’s degree;
- (d) Seven years of direct experience for a professional degree; or
- (e) Nine years of direct experience for a doctoral degree.

Section 3. Subsection (28) is added to section 287.057, Florida Statutes, to read:

287.057 Procurement of commodities or contractual services.—

(28) An agency may substitute verifiable, related work experience in lieu of postsecondary education requirements for contractual services pursuant to s. 112.219 if the person seeking the contract for services is otherwise qualified for such contract.

Section 4. This act shall take effect July 1, 2023.

Approved by the Governor June 16, 2023.

Filed in Office Secretary of State June 16, 2023.