

HB 317

2022

1 A bill to be entitled

2 An act relating to substitution of work experience for  
3 postsecondary educational requirements; creating s.  
4 112.219, F.S.; authorizing the head of an employing  
5 agency, beginning on a specified date, to elect to  
6 substitute certain work experience for postsecondary  
7 educational requirements under certain circumstances;  
8 prohibiting the substitution of certain work  
9 experience for postsecondary educational requirements;  
10 providing advertising requirements relating to  
11 positions of employment; specifying that certain laws  
12 and regulations governing equal opportunity employment  
13 apply; providing a definition; providing an effective  
14 date.

15  
16 Be It Enacted by the Legislature of the State of Florida:

17  
18 Section 1. Section 112.219, Florida Statutes, is created  
19 to read:

20 112.219 Substitution of work experience for postsecondary  
21 educational requirements.-

22 (1) Beginning July 1, 2022, the head of an employing  
23 agency may elect to substitute verifiable, related work  
24 experience in lieu of postsecondary educational requirements for  
25 a position of employment if the person seeking the position of

26 employment is otherwise qualified for such position.

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

32 (3) If the head of an employing agency elects to  
33 substitute related work experience for postsecondary educational  
34 requirements, the employing agency must include, in all  
35 advertisements for the position of employment made by the  
36 employing agency, a notice that such substitution is authorized  
37 and describing the related work experience equivalencies that  
38 may be substituted for the required postsecondary education.

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

41 (5) For purposes of this section, the term "employing  
42 agency" means any agency or unit of government of the state or  
43 any county, city, municipality, or political subdivision  
44 thereof, including special districts, that is authorized to  
45 employ personnel to carry out the responsibilities of the agency  
46 or unit of government.

47 Section 2. This act shall take effect July 1, 2022.