

By Senator Burgess

20-00517-22

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1 A bill to be entitled
 2 An act relating to workforce education requirements;
 3 creating s. 110.1081, F.S.; authorizing state
 4 governmental employing agencies to substitute
 5 equivalent work experience in lieu of a postsecondary
 6 education requirement for a position of employment if
 7 certain conditions are met; providing construction;
 8 creating ss. 125.75, 166.04435, and 189.0195, F.S.;
 9 requiring a county, municipality, or special district,
 10 respectively, that elects to substitute equivalent
 11 work experience in lieu of a postsecondary education
 12 requirement for a position of employment to include a
 13 certain notice in job advertisements for the position;
 14 providing construction; providing an effective date.

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

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 18 Section 1. Section 110.1081, Florida Statutes, is created
 19 to read:

20 110.1081 Substitution of work experience for a
 21 postsecondary education requirement.—Effective July 1, 2022, an
 22 employing agency may elect to substitute equivalent work
 23 experience in lieu of a postsecondary education requirement for
 24 a position of employment if the applicant is otherwise qualified
 25 for the position. However, equivalent work experience may not
 26 substitute for any required licensure, certification, or
 27 registration as established by the agency and indicated on the
 28 position description. If an employing agency elects to
 29 substitute work experience for postsecondary education, all job

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30 advertisements for such position by the employing agency must
31 include notice that substitution is authorized and a description
32 of what education and work experience equivalencies apply. The
33 implementation of this section may not be used to abridge the
34 requirements of equal opportunity and equity in employment
35 accorded by other state law or rules.

36 Section 2. Section 125.75, Florida Statutes, is created to
37 read:

38 125.75 Notice of substitution of work experience for a
39 postsecondary education requirement.—Effective July 1, 2022, if
40 a county elects to substitute equivalent work experience in lieu
41 of a postsecondary education requirement for a position of
42 employment, all job advertisements for such position by the
43 county must include notice that substitution is authorized and a
44 description of what education and work experience equivalencies
45 apply. The implementation of this section may not be used to
46 abridge the requirements of equal opportunity and equity in
47 employment accorded by other state or county law, rules, or
48 ordinances.

49 Section 3. Section 166.04435, Florida Statutes, is created
50 to read:

51 166.04435 Notice of substitution of work experience for a
52 postsecondary education requirement.—Effective July 1, 2022, if
53 a municipality elects to substitute equivalent work experience
54 in lieu of a postsecondary education requirement for a position
55 of employment, all job advertisements for such position by the
56 municipality must include notice that substitution is authorized
57 and a description of what education and work experience
58 equivalencies apply. The implementation of this section may not

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59 be used to abridge the requirements of equal opportunity and
60 equity in employment accorded by other state or municipal law,
61 rules, or ordinances.

62 Section 4. Section 189.0195, Florida Statutes, is created
63 to read:

64 189.0195 Notice of substitution of work experience for a
65 postsecondary education requirement.—Effective July 1, 2022, if
66 a special district elects to substitute equivalent work
67 experience in lieu of a postsecondary education requirement for
68 a position of employment, all job advertisements for such
69 position by the special district must include a notice that
70 substitution is authorized and a description of what education
71 and work experience equivalencies apply. The implementation of
72 this section may not be used to abridge the requirements of
73 equal opportunity and equity in employment accorded by other
74 state, county, or municipal law, rules, or ordinances.

75 Section 5. This act shall take effect July 1, 2022.