

By the Committee on Governmental Oversight and Accountability;  
and Senators Burgess and Perry

585-02655-22

2022514c1

1 A bill to be entitled  
2 An act relating to substitution of work experience for  
3 postsecondary educational requirements; creating s.  
4 112.129, 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; providing for construction;  
12 defining the term "employing agency"; providing an  
13 effective date.

14  
15 Be It Enacted by the Legislature of the State of Florida:

16  
17 Section 1. Section 112.219, Florida Statutes, is created to  
18 read:

19 112.219 Substitution of work experience for postsecondary  
20 educational requirements.—

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

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

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30 position of employment.

31 (3) If the head of an employing agency elects to substitute  
32 related work experience for postsecondary educational  
33 requirements, the employing agency must include, in all  
34 advertisements for the position of employment made by the  
35 employing agency, a notice that such substitution is authorized  
36 and a description of the related work experience equivalencies  
37 that may be substituted for the required postsecondary  
38 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, municipality, or political subdivision thereof,  
44 including special districts, that is authorized to employ  
45 personnel to carry out the responsibilities of the agency or  
46 unit of government.

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