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1
2 An act relating to substitution of work experience for
3 postsecondary education requirements; providing a
4 short title; amending s. 112.219, F.S.; removing
5 obsolete language; defining terms; providing that a
6 postsecondary degree may be a baseline requirement for
7 employment with a public employer only under a certain
8 circumstance; conforming provisions to changes made by
9 the act; amending s. 287.057, F.S.; authorizing an
10 agency to substitute certain work experience for
11 postsecondary education requirements for a person
12 seeking to enter into a contract with the agency under
13 certain circumstances; providing an effective date.

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

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17 Section 1. Section 112.219, Florida Statutes, may be cited
18 as the "Expanding Public Sector Career Opportunities Act."

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

21 112.219 Substitution of work experience for postsecondary
22 educational requirements.—

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

29 (2) Related work experience may not substitute for any

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30 required licensure, certification, or registration required for
31 the position of employment as established by the public employer
32 ~~employing agency~~ and indicated in the advertised description of
33 the position of employment.

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

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

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

45 (a) "Postsecondary degree" means an associate degree, a
46 bachelor's degree, or a graduate degree from an accredited
47 college or university.

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

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

57 (a) Two years of direct experience for an associate degree;

58 (b) Four years of direct experience for a bachelor's

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59 degree;

60 (c) Six years of direct experience for a master's degree;

61 (d) Seven years of direct experience for a professional

62 degree; or

63 (e) Nine years of direct experience for a doctoral degree.

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

66 287.057 Procurement of commodities or contractual
67 services.—

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

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