

The Florida Senate
BILL ANALYSIS AND FISCAL IMPACT STATEMENT

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

Prepared By: The Professional Staff of the Committee on Health Policy

BILL: CS/SB 340

INTRODUCER: Health Policy Committee and Senator Harrell

SUBJECT: Human Trafficking Training for Nursing Students

DATE: January 21, 2026

REVISED: _____

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	Smith	Brown	HP	Fav/CS
2.			AHS	
3.			FP	

Please see Section IX. for Additional Information:

COMMITTEE SUBSTITUTE - Substantial Changes

I. Summary:

CS/SB 340 requires graduates of professional and practical nursing programs to complete a two-hour course on human trafficking to be eligible to sit for the National Council Licensure Examination (NCLEX), a prerequisite for full licensure. This requirement applies to students who apply to take the NCLEX on or after July 1, 2027.

The bill provides an effective date of July 1, 2026.

II. Present Situation:

Human Trafficking

Human trafficking is a form of modern-day slavery in which people are exploited through force, fraud, or coercion for sexual exploitation or forced labor.¹ The two primary types of trafficking are sex trafficking and labor trafficking.

Sex trafficking is defined as a commercial sex act induced by force, fraud, or coercion, or any commercial sex act involving a child under 18, including prostitution or pornography, used to generate money for a trafficker.² Labor trafficking involves recruiting, harboring, transporting,

¹ Section 787.06, F.S.

² Department of Children and Families, What is Human Trafficking?, available at <https://www.myflfamilies.com/services/abuse/what-human-trafficking> (last visited Jan. 14, 2026).

providing, or obtaining a person for labor or services through force, fraud, or coercion, for purposes such as involuntary servitude, debt bondage, or slavery.³ Florida criminalizes human trafficking for commercial sexual activity or for labor or services under s. 787.06, F.S.

Statewide efforts such as the Florida Statewide Council on Human Trafficking,⁴ the direct-support organization Florida Alliance to End Human Trafficking,⁵ and the annual Human Trafficking Summit⁶ are designed to coordinate statewide prevention, victim identification, and response strategies among law enforcement, education, health care, and social-services stakeholders.

Reporting of Human Trafficking; Hotlines

Suspected human trafficking may be reported to several hotlines that serve different but complementary purposes.

- The National Human Trafficking Hotline (1-888-373-7888, or by texting “HELP” or “INFO” to 233733) is a confidential, toll-free, 24/7 resource operated by a nongovernmental organization with financial support from the Administration for Children and Families within the U.S. Department of Health and Human Services.⁷ The hotline is a specialized, victim-centered resource that provides crisis assistance, confidential support, service referrals, and help in identifying potential trafficking situations. It is not an emergency first responder or a law enforcement agency, but it may refer cases to appropriate authorities when warranted. According to data from the National Human Trafficking Hotline, Florida ranks third in the nation in human trafficking cases reported.⁸
- Suspected trafficking in this state may be reported directly to law enforcement through the Florida Human Trafficking Hotline at 1-855-FLA-SAFE (1-855-352-7233), a statewide toll-free number operated by the Florida Department of Law Enforcement.⁹
- Additionally, the U.S. Department of Homeland Security, through Homeland Security Investigations, operates a separate 24/7 tip line (1-866-DHS-2-ICE) to receive reports of a wide range of federal crimes, including human trafficking. Although not specific to trafficking, this line is intended for reporting suspected criminal activity that may warrant

³ *Id.*

⁴ Section 16.617, F.S. Florida Office of the Attorney General, Statewide Council on Human Trafficking, available at <https://www.myfloridalegal.com/human-trafficking/council> (last visited Jan. 14, 2026).

⁵ Section 16.618, F.S. Florida Alliance to End Human Trafficking, available at <https://www.floridaallianceendht.com/> (last visited Jan. 14, 2026).

⁶ Section 16.617(4)(d), F.S., Florida Alliance to End Human Trafficking, Human Trafficking Summit, available at <https://www.humantraffickingsummit.com> (last visited Jan. 14, 2026).

⁷ National Human Trafficking Hotline, Human Trafficking Hotline, available at <https://humantraffickinghotline.org/en> (last visited Jan. 14, 2026).

⁸ *Id.*

⁹ According to the Attorney General’s website, Attorney General Moody worked with FDLE to designate the statewide trafficking hotline after learning that the National Human Trafficking Hotline was not always sending tips directly to law enforcement. Information reported to the state hotline is directly sent to the law enforcement authority in the state best suited to provide assistance. Florida Office of the Attorney General, VIDEO: Florida Launches Statewide Human Trafficking Hotline After Radical CEO Demands National Hotline Stop Giving Timely Information to Police (May 16, 2024), available at <https://www.myfloridalegal.com/newsrelease/video-florida-launches-statewide-human-trafficking-hotline-after-radical-ceo-demands> (last visited Jan. 14, 2026).

federal investigation, particularly cases involving cross-border trafficking, immigration-related exploitation, or organized criminal networks.¹⁰

Biennial Human Trafficking Continuing Education for Licensed Nurses

Section 464.013, F.S., requires all nurses licensed under part I of ch. 464, F.S., to complete a two-hour continuing education course on human trafficking as a condition of license renewal every two years. This includes Licensed Practical Nurses (LPNs), Registered Nurses (RNs), and Advanced Practice Registered Nurses (APRNs).

The course must include:

- Data and information on the types of human trafficking, such as labor and sex, and the extent of human trafficking;
- Factors that place a person at greater risk of being a victim of human trafficking; public and private social services available for rescue, food, clothing, and shelter referrals;
- Hotlines for reporting human trafficking which are maintained by the National Human Trafficking Resource Center and the U.S. Department of Homeland Security;
- Validated assessment tools for identifying a human trafficking victim and general indicators that a person may be a victim of human trafficking;
- Procedures for sharing information related to human trafficking with a patient; and
- Referral options for legal and social services.¹¹

There are approximately 55 of these courses available to licensees with prices ranging from \$0.00 to \$30.00.¹²

Signage Requirements for other Health Care Practitioners

Section 456.0341, F.S., establishes human trafficking training and workplace notice requirements for certain licensed health care practitioners. The section applies to each person licensed or certified under:

- Chapter 457, F.S. (acupuncture);
- Chapter 458, F.S. (allopathic medicine);
- Chapter 459, F.S.(osteopathic medicine);
- Chapter 460, F.S. (chiropractic medicine);
- Chapter 461, F.S. (podiatric medicine);
- Chapter 463, F.S. (optometry);
- Chapter 465, F.S. (pharmacy);
- Chapter 466, F.S. (dentistry);
- Part II, part III, part V, or part X of ch. 468, F.S. (including, among others, speech-language pathology and audiology, nursing home administration, dietetics and nutrition, and respiratory therapy);

¹⁰ U.S. Department of State, Domestic Trafficking Hotlines, available at <https://www.state.gov/domestic-trafficking-hotlines> (last visited Jan. 14, 2026).

¹¹ Section 464.013(3)(c), F.S.

¹² Department of Health, Senate Bill 340 Legislative Analysis (Nov. 10, 2025) (on file with the Senate Committee on Health Policy).

- Chapter 480, F.S. (massage therapy);¹³ and
- Chapter 486, F.S. (physical therapy).

Section 456.0341(1), F.S., requires that, by January 1, 2021, each licensee or certificate-holder must complete a one-hour continuing education course on human trafficking that is board-approved, or the DOH-approved if there is no board.¹⁴ The course must address both sex trafficking and labor trafficking, how to identify individuals who may be victims, how to report suspected cases, and available victim resources. Any board that requires completion of the course must count this hour within the total continuing education hours otherwise required for that profession, rather than as an additional requirement.

Subsection (3)¹⁵ requires that, by January 1, 2025, licensees or certificate-holders post in their place of work, in a conspicuous area accessible to employees, a sign at least 11 by 15 inches, printed in a clearly legible font of at least 32-point type, stating in English and Spanish¹⁶ the specific human-trafficking notice language set out in the statute:

“If you or someone you know is being forced to engage in an activity and cannot leave, whether it is prostitution, housework, farm work, factory work, retail work, restaurant work, or any other activity, call the Florida Human Trafficking Hotline, 1-855-FLA-SAFE, to access help and services. Victims of slavery and human trafficking are protected under United States and Florida law.”

While this requirement does not apply to persons licensed under ch. 464, F.S., nurses commonly practice in health care settings such as hospitals, clinics, physician offices, and other facilities, with licensees who are subject to the notice requirement. As a result, nurses are likely to work in environments where the human trafficking notice required by s. 456.0341(3), F.S., is displayed.

III. Effect of Proposed Changes:

CS/SB 340 adds a new paragraph (e) to s. 464.008(1), F.S., which sets the requirements for licensure as a practical or professional nurse by examination.

The bill requires graduates of professional and practical nursing programs to complete a two-hour course on human trafficking, in addition to the other requirements specified in that subsection, to be eligible to sit for the National Council Licensure Examination (NCLEX), a prerequisite for full licensure. This requirement applies to students who apply to take the NCLEX on or after July 1, 2027.

¹³ Section 480.043, F.S., imposes additional requirements on massage establishments relating to human trafficking.

¹⁴ Under s. 456.001(1), F.S., the term “board” is defined as any board, commission, or other statutorily created entity, to the extent such entity is authorized to exercise regulatory or rulemaking functions within DOH or, in some cases, within DOH’s Division of Medical Quality Assurance (MQA).

¹⁵ Chapter 2024-184, Laws of Fla.

¹⁶ The DOH has also provided Mandarin translations of signs for use in offices where those languages are spoken. Florida Department of Health, *Human Trafficking*, FLHealthSource.gov, available at <https://flhealthsource.gov/humantrafficking/> (last visited Jan. 14, 2026).

The two-hour course must include the content required for the human trafficking continuing education course under s. 464.013(3)(c), F.S., which is required for biennial licensure renewal. Required topics include types of trafficking, risk factors, indicators, screening, communication, and referral options. *See “Present Situation: Biennial Human Trafficking Continuing Education for Licensed Nurses.”* As a result, graduates applying to take the NCLEX could satisfy the requirement by completing one of the many on-line human trafficking continuing education courses already available.

The bill provides that it will take effect July 1, 2026.

IV. Constitutional Issues:

A. Municipality/County Mandates Restrictions:

None identified.

B. Public Records/Open Meetings Issues:

None identified.

C. Trust Funds Restrictions:

None identified.

D. State Tax or Fee Increases:

None identified.

E. Other Constitutional Issues:

None identified.

V. Fiscal Impact Statement:

A. Tax/Fee Issues:

None identified.

B. Private Sector Impact:

Applicants for nursing licensure by examination will need to complete a human trafficking course that meets the bill’s requirements. Associated costs are expected to be modest, given the existing body of human trafficking training materials available to health care providers.¹⁷

¹⁷ CE Broker, course search results for “human trafficking” – Florida advanced practice registered nurse, available at <https://courses.cebroke.com/search/fl/advanced-practice-registered-nurse?coursePageIndex=1&term=human%20trafficking> (last visited Jan. 14, 2026).

C. Government Sector Impact:

None identified.

VI. Technical Deficiencies:

None identified.

VII. Related Issues:

None identified.

VIII. Statutes Affected:

This bill substantially amends section 464.008 of the Florida Statutes.

IX. Additional Information:

A. Committee Substitute – Statement of Substantial Changes:

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

CS by Health Policy on January 20, 2026:

The committee substitute shifts the training requirement to the person pursuing nursing licensure by examination instead of mandating that a nursing education program must provide the course as part of its core curriculum. The bill eliminates the underlying bill's requirement that the Board of Nursing must approve the courses, which enables applicants for licensure to complete one of the many on-line human trafficking continuing education courses that already exist.

B. Amendments:

None.