



DEPARTMENT OF MANAGEMENT SERVICES
DIVISION OF STATE HUMAN RESOURCE
MANAGEMENT ADVISORY

STATE PERSONNEL SYSTEM

ADVISORY: HRMA #2023-010

DATE: July 28, 2023

SUBJECT:

Substitution of Work Experience for Postsecondary Education Requirements

STATUTES/RULES/REGULATIONS/LAWS:

Sections 112.219, 287.057, Florida Statutes (F.S.)

FORMS:

ADDITIONAL REFERENCE MATERIALS:

Dear Colleagues,

On June 16, 2023, Governor DeSantis signed Senate Bill 1310, cited as "Expanding Public Sector Career Opportunities Act," amending section 112.219, F.S., which became effective July 1, 2023. The bill limits agencies from including postsecondary education in baseline job requirements except when the education is alternative to a specified number of years of direct experience, not to exceed:

- (a) Two years of direct experience for an associate degree.
- (b) Four years of direct experience for a bachelor's degree.
- (c) Six years of direct experience for a master's degree.
- (d) Seven years of direct experience for a professional degree.
- (e) Nine years of direct experience for a doctoral degree.

Related work experience may not substitute for any licensure, certification, or registration required by an agency and indicated in their advertised job description.

The bill also amends section 287.057, F.S., allowing agencies to substitute postsecondary educational requirements for verifiable, related work experience when seeking contractual services, pursuant to section 112.219, F.S., from someone otherwise qualified.

If you have any questions, email gabrielle.vollertsen@dms.fl.gov or call 850-921-7931.

PREPARER'S INITIALS: SMB

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