

Careers & Workforce Subcommittee

Wednesday, February 4, 2026
1:30 PM
Morris Hall (17 HOB)

Daniel Perez
Speaker

Tiffany Esposito
Chair

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Careers & Workforce Subcommittee

Start Date and Time: Wednesday, February 04, 2026 01:30 PM

End Date and Time: Wednesday, February 04, 2026 03:30 PM

Location: Morris Hall (17 HOB)

Duration: 2.00 hrs

Consideration of the following bill(s):

CS/HB 221 Minimum Wage Requirements by Industries & Professional Activities Subcommittee, Chamberlin
CS/HB 1343 Insurance Customer Representative Licensing Qualifications by Insurance & Banking Subcommittee, Hodgers

Consideration of the following bill(s) with proposed committee substitute(s):

PCS for HB 1325 -- Linking Industry to Nursing Education

NOTICE FINALIZED on 02/02/2026 4:55PM by Kelley.Megan

FLORIDA HOUSE OF REPRESENTATIVES
BILL ANALYSIS

This bill analysis was prepared by nonpartisan committee staff and does not constitute an official statement of legislative intent.

BILL #: CS/HB 221	**COMPANION BILL:** SB 1412 (Martin)
TITLE: Minimum Wage Requirements	**LINKED BILLS:** None
SPONSOR(S): Chamberlin	**RELATED BILLS:** None

Committee References

Industries & Professional Activities	➤	Careers & Workforce	➤	Commerce
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SUMMARY

Effect of the Bill:
The bill allows employees to opt out of receiving the state minimum wage for work-studies, internships, preapprenticeship programs, or other similar work-based learning opportunities. The bill limits the timeframe for such work-based learning opportunities to 252 days, or two semesters, whichever is longer, and for employees under 18 years of age, the bill provides a shorter timeframe of 126 days, or one semester. The bill defines "work-based learning opportunity" to ensure that such activities provide beneficial experience and training for the employee. The bill also clarifies that the employee must be paid at or above the federal minimum wage while participating in the work-based learning opportunity.

Fiscal or Economic Impact:
The bill does not appear to have a fiscal impact on state or local government. The bill allows certain employees to opt out of receiving the state minimum wage. The fiscal impact on such employees and employers is indeterminate.

JUMP TO SUMMARY ANALYSIS RELEVANT INFORMATION BILL HISTORY

ANALYSIS

EFFECT OF THE BILL:

The bill creates the "On-the-Job Workforce Training Act." (Section 1)

The bill amends the Florida Minimum Wage Act to provide specific exemptions from state minimum wage requirements for certain employees. The bill provides that employers are not required to pay the state minimum wage to employees in a structured work-study, internship, preapprenticeship program, or other similar work-based learning opportunity, provided such employees choose to opt out of receiving the state minimum wage. (Section 2)

The bill prohibits such work-based learning opportunities from lasting longer than:

- 252 days or two semesters if the employee is earning credit at a school, college, or university, whichever is longer; or
- If the employee is under 18 years of age, 126 days, or one semester if the employee is earning credit at a school, college, or university, whichever is longer. (Section 2)

The bill defines "work-based learning opportunity" as any "interaction with industry or community professionals which occurs in a workplace setting with the sole purpose of providing the employee with an authentic structured learning experience and on-the-job training that fosters in-depth, firsthand engagement with the tasks required in a given career field in order to become qualified and proficient in such career field." (Section 2)

The bill requires work-based learning opportunities to meet all of the following criteria:

- Be developmentally appropriate.
- Identify learning objectives for the term of experience.
- Explore multiple aspects of an industry.
- Develop workplace skills and competencies.
- Assess employee performance.
- Be documented and reported in compliance with state and federal labor laws. (Section 2)

The bill requires an employee to opt out of receiving the state minimum wage by voluntarily signing a waiver. The written waiver must state that the employee acknowledges his or her right to the state minimum wage pursuant to the State Constitution and that the employee is knowingly and voluntarily choosing to receive a lesser amount for his or her work-based learning opportunity. (Section 2)

The bill prohibits an employer from coercing an employee to opt out of receiving the state minimum wage, and provides that if the employee is younger than 18 years of age, in order for the waiver to be effective, the employee's parent or guardian must have agreed and signed the waiver on behalf of and in addition to the minor employee. (Section 2)

The bill requires employees who opt-out of the state minimum wage to be paid at or above the federal minimum wage, and specifies that at the expiration of the work-based learning opportunity, the employee must be paid at or above the state minimum wage regardless of his or her position or job title with the employer. (Section 2)

The effective date of the bill is July 1, 2026. (Section 3)

FISCAL OR ECONOMIC IMPACT:

PRIVATE SECTOR:

Indeterminate. The bill allows certain employees to opt out of receiving the state minimum wage.

RELEVANT INFORMATION

SUBJECT OVERVIEW:

Fair Labor Standards Act

The federal Fair Labor Standards Act (FLSA), enacted in 1938, provides covered workers with minimum wage, overtime pay, and child labor protections.[1] In 1938, the FLSA established a minimum wage of $.25 an hour. The current federal minimum wage rate is $7.25 an hour, which went into effect July 24, 2009. The FLSA applies to employment within any state in the U.S., the District of Columbia, or any territory or possession of the U.S.[2]

The FLSA covers most private and public sector **employees**. However, certain employers and employees are exempt from coverage, including individuals with disabilities, youth workers, tipped workers, and executive, administrative, and professional workers. The FLSA covers businesses if the business has annual sales of at least $500,000.[3] It also covers certain individual employees if such employee is engaged in interstate commerce.

[1] 29 U.S.C. § 201-219 and 29 C.F.R. Ch. V.

[2] Congressional Research Service, CRS Report R42713, *The Fair Labor Standards Act (FLSA): An Overview*, https://crsreports.congress.gov/product/pdf/R/R42713, (last visited Nov. 5, 2026). (The main FLSA provisions and accompanying Department of Labor (DOL) regulations constitute what is commonly known as federal wage and hour laws and federal child labor law.).

[3] The size of an enterprise is measured by its "annual sales or business done." Annual sales or business done includes all business activities that can be measured in dollars. Thus, retailers are covered by the FLSA if their annual sales are at least $500,000. Owners of rental properties are covered if they collect at least $500,000 annually in rent. 29 C.F.R.§§779.258-779.259.

The FLSA applies to all:[4]

- **Governments**: Federal, state, or local government agencies.
- **Hospitals**: Hospitals, or institutions primarily engaged in the care of the sick, the aged, or the mentally ill or disabled who live on the premises. It does not matter if the hospital or institution is public or private or is operated for profit or not-for-profit.
- **Schools**: Pre-schools, elementary or secondary schools or institutions of higher learning (e.g., college), or a school for mentally or physically handicapped or gifted children. It does not matter if the school or institution is public or private or operated for profit or not-for-profit.

The FLSA includes several exemptions from the federal minimum wage provisions, including:[5]

- Executive, administrative, and professional employees.
- Employees in certain seasonal amusement or recreational establishments, employees in certain small newspapers, seamen employed on foreign vessels, employees engaged in fishing operations, and employees engaged in newspaper delivery.
- Farm workers employed by certain employers.
- Casual babysitters and persons employed as companions for the elderly or infirm.
- Border patrol agents.[6]
- **Tipped employees**, as long as their tips, combined with the employer's cash wage, equal at least the federal minimum wage ($7.25). The minimum cash wage for tipped employees is $2.13 per hour, with the employer able to claim a tip credit of up to $5.12 per hour.[7]
- **Learners, apprentices, and messengers employed primarily in delivering letters and messages, under special certificates issued by the Department of Labor**.[8]

The FLSA provides for the employment of certain individuals at wage rates below the minimum wage including student-learners (vocational education students), as well as full-time students employed by retail or service establishments, agriculture, or institutions of higher education. Also included are individuals whose earning or productive capacity is impaired by a physical or mental disability, including those related to age or injury, for the work to be performed. Certificates issued by the Department of Labor's Wage and Hour Division are required for this type of employment.[9]

The FLSA exempts certain people who volunteer to perform services for a state or local government agency or who volunteer for humanitarian purposes for non-profit food banks. There is also a recognized exception for individuals who volunteer their time, freely and without anticipation of compensation, for religious, charitable, civic, or humanitarian purposes to non-profit organizations. Unpaid internships for public sector and non-profit charitable organizations, where the intern volunteers without expectation of compensation, are generally permissible.[10]

The FLSA was amended in 2014, concerning border patrol agents, and again in 2018, to exempt minor league baseball players who are paid at least $290 per week during the 2018 championship season from the federal

[4] U.S. Department of Labor, Fair Labor Standards Act Advisor, https://webapps.dol.gov/elaws/whd/flsa/scope/screen10.asp, (last visited Nov. 5, 2026).
[5] 29 U.S.C. § 213. (It also includes separate exemptions from overtime pay.)
[6] *See* Border Patrol Agent Pay Reform Act of 2014, S.1691, 113th Cong, (2014).
[7] 29 U.S.C. § 203(m)(2)(A).
[8] 29 U.S.C. § 214.
[9] U.S. Department of Labor, Subminimum Wage, https://www.dol.gov/general/topic/wages/subminimumwage (last visited Nov. 5, 2026).
[10] U.S. Department of Labor, Wage and Hour Division, Fact Sheet #71: Internship Programs Under the Fair Labor Standards Act, https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships (last visited Nov. 5, 2026).

minimum wage rate and overtime pay. These two amendments were the only amendments made to the minimum wage exemptions provisions of the FLSA since Florida passed its minimum wage law in 2005.[11]

The FLSA provides that if states enact worker protections, including minimum wage rates, that are more protective of employees than what is provided by the FLSA, the state law applies.[12] **Consequently, no state law may weaken the worker protections in the FLSA.** However, state laws that impose greater worker protections will supersede those in the FLSA.[13]

Thirty states plus Washington DC, Guam, Puerto Rico, and the Virgin Islands provide a minimum wage greater than the federal minimum wage. Thirteen states provide a minimum wage that is equal to the federal minimum wage. Five states have not adopted a minimum wage and two states have a minimum wage that is below the federal minimum wage.[14] For those seven states, the federal minimum wage applies, but only to those workers covered by the FLSA.

Florida law does not indicate or allow for wage exceptions for learners, apprentices, or messengers. Thus, the FLSA provisions apply.

Minimum Wage Contained in Article X, Section 24 of the Florida Constitution

On November 2, 2004, Floridians voted to amend the Florida Constitution by adding a minimum wage provision (Art. X, Sec. 24) that established the state minimum wage.[15] Prior to this date, Florida did not have a state minimum wage so the FLSA applied for covered workers. Art. X, Sec. 24 provides the amount of the minimum wage and the procedure for calculating increases in the minimum wage.[16] The amendment also provides that "all working Floridians are entitled to be paid a minimum wage sufficient to provide a decent and healthy life, that protects their employers from unfair low wage competition, and that does not force them to rely on taxpayer-funded public services."[17]

On November 3, 2020, Florida voters again approved a constitutional amendment related to the state's minimum wage, Amendment 2, to gradually increase the state's minimum wage to $15 an hour by the year 2026.[18] Pursuant to the passage of Amendment 2, on September 30, 2021, Florida's minimum wage increased to $10 per hour. Each year, thereafter, Florida's minimum wage will increase by $1 until the minimum wage reaches **$15 per hour on September 30, 2026.** Beginning in 2027, the minimum wage will be adjusted annually for inflation, as it had been done from 2004 to 2021.

Art. X, Sec. 24 specifies that "employers shall pay Employees Wages no less than the Minimum Wage for all hours worked in Florida."[19] Section 24 authorizes persons aggrieved by violations the following remedies:[20]

- A civil action.
- Recovery of the full amount of back wages unlawfully withheld plus the same amount as liquidated damages.

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[11] s. 448.110, F.S., expressly references ss. 213 and 214 of the FLSA, which address minimum wage exemptions and employment under special certificates, respectively. However, s. 214 has not been amended since 1989. (*See* Pub. L. 101–157, § 4(d), Nov. 17, 1989, 103 Stat. 941).
[12] 29 U.S.C. §218.
[13] Congressional Research Service, CRS Report R42713, *The Fair Labor Standards Act (FLSA): An Overview, Updated March 8, 2023,* https://crsreports.congress.gov/product/pdf/R/R42713, (last visited Nov. 5, 2026).
[14] U.S. Department of Labor, Consolidated Minimum Wage Table, https://www.dol.gov/agencies/whd/mw-consolidated (last visited Nov. 5, 2026).
[15] Art. X, s. 24, Fla. Const.
[16] Art. X, s. 24(c), Fla. Const.
[17] Art. X, s. 24(a), Fla. Const.
[18] U.S. Department of State, *Notice of Increase to State of Florida's Minimum Wage*, https://www.state.gov/wp-content/uploads/2021/01/2021-01-29-Notice-FL-Minimum-Wage-Increase.pdf (last visited Nov. 5, 2026).
[19] Art. X, s. 24(c), Fla. Const.
[20] Art. X, s. 24(e), Fla. Const.

- Reasonable attorney's fees and costs.
- Legal or equitable relief, including, reinstatement in employment and/or injunctive relief.

Art. X, Sec. 24 provides that any employer or other person found liable for willful violations is subject to a $1,000 fine per violation, and the attorney general or other official designated by the state legislature may also bring a civil action.

Art. X, Sec. 24 provides that "implementing legislation is not required in order to enforce this amendment. The state legislature may by statute establish additional remedies or fines for violations of this amendment, raise the applicable Minimum Wage rate, reduce the tip credit, or extend coverage of the Minimum Wage to employers or employees not covered by this amendment."[21]

Employees

Art. X, Sec. 24 references the FLSA and specifically ties the meaning[22] of "employer," "employee," and "wage," to the meanings established under the FLSA and its implementing regulations.[23] It also indicates that case law, administrative interpretations, and other guiding standards developed under the federal FLSA must guide the construction of Florida's Constitution related to Art. X, Sec. 24 and any implementing statutes or regulations.[24]

The FLSA defines:[25]

- "Employer" as "any person acting directly or indirectly in the interest of an employer in relation to an employee and includes a public agency, but does not include any labor organization (other than when acting as an employer) or anyone acting in the capacity of officer or agent of such labor organization."
- "**Employee**" as "any individual employed by an employer."

The FLSA requires "for-profit" employers to pay **employees** for their work. Interns and students, however, may not be "**employees**" under the FLSA—in which case the FLSA does not require compensation for their work. Courts have used the "primary beneficiary test" to determine whether an intern or student is, in fact, an employee under the FLSA.[26] This determination is made on a case-by-case basis.

This test allows courts to examine the "economic reality" of the intern-employer relationship to determine which party is the "primary beneficiary" of the relationship. Courts[27] have identified the following seven factors as part of the test:

- The extent to which the intern and the employer clearly understand that there is no expectation of compensation. Any promise of compensation, express or implied, suggests that the intern is an employee—and vice versa.
- The extent to which the internship provides training that would be similar to that which would be given in an educational environment, including the clinical and other hands-on training provided by educational institutions.

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[21] Art. X, s. 24(f), Fla. Const.
[22] *In re Advisory Opinion to the Atty. Gen. re Fla. Minimum Wage Amend*., 880 So. 2d 636, 641–42 (Fla. 2004). ("The proposed amendment does not state that it is adopting the FLSA's *definition* of the term "employee," but provides that it is adopting the *meaning* of the term "employee," which is a much broader concept.")
[23] Art. X, s. 24(b), Fla. Const.
[24] Art. X, s. 24(f), Fla. Const.
[25] 29 U.S.C. §203.
[26] E.g., Benjamin v. B & H Educ., Inc., --- F.3d ---, 2017 WL 6460087, at *4-5 (9th Cir. Dec. 19, 2017); Glatt v. Fox Searchlight Pictures, Inc., 811 F.3d 528, 536-37 (2d Cir. 2016); Schumann v. Collier Anesthesia, P.A., 803 F.3d 1199, 1211-12 (11th Cir. 2015); see also Walling v. Portland Terminal Co., 330 U.S. 148, 152-53 (1947); Solis v. Laurelbrook Sanitarium & Sch., Inc., 642 F.3d 518, 529 (6th Cir. 2011).
[27] Schumann v. Collier Anesthesia, PA, 803 F.3d 1199 (11th Cir. 2015) (Adopting a modified version of the "primary beneficiary" test, which examines the "economic reality" of the relationship between the intern and employer to determine who benefits most.)

- The extent to which the internship is tied to the intern's formal education program by integrated coursework or the receipt of academic credit.
- The extent to which the internship accommodates the intern's academic commitments by corresponding to the academic calendar.
- The extent to which the internship's duration is limited to the period in which the internship provides the intern with beneficial learning.
- The extent to which the intern's work complements, rather than displaces, the work of paid employees while providing significant educational benefits to the intern.
- The extent to which the intern and the employer understand that the internship is conducted without entitlement to a paid job at the conclusion of the internship.

Courts have described the "primary beneficiary test" as a flexible test, and no single factor is determinative. Accordingly, whether an intern or student is an employee under the FLSA necessarily depends on the unique circumstances of each case.

If analysis of these circumstances reveals that an intern or student is actually an **employee**, then he or she is entitled to both minimum wage and overtime pay under the FLSA. On the other hand, if the analysis confirms that the intern or student is not an employee, then he or she is not entitled to either minimum wage or overtime pay under the FLSA.

Florida Minimum Wage Act

The Act implements the minimum wage provisions in the Art. X, Sec. 24 of the Florida Constitution.[28] The Act designates the Department of Commerce (DC) as the state agency that implements the minimum wage requirements,[29] establishes procedures with respect to civil actions alleging violations, and provides that it is the exclusive remedy under state law for violations of Art. X, Sec. 24.[30]

The Act provides that, beginning May 2, 2005, employers are required to pay employees a minimum wage at an hourly rate of $6.15 for all hours worked in Florida. Only those individuals entitled to receive the federal minimum wage under the FLSA and its implementing regulations are eligible to receive the state minimum wage pursuant to the Florida Constitution and this statute. The provisions of ss. 213 and 214 of the federal FLSA, as interpreted by applicable federal regulations and implemented by the Secretary of Labor, are incorporated by reference.[31]

The Act requires the DC to calculate an adjusted state minimum wage rate and requires the Department of Revenue (DOR) and the DC to annually publish the amount of the adjusted state minimum wage and the effective date on their websites.[32] The Act authorizes persons to file a complaint or inform any person of his or her potential rights pursuant to Art. X, Sec. 24 regarding unpaid wages.[33] The Act also authorizes the Attorney General (AG) to bring a civil action to enforce these provisions. The AG may seek injunctive relief, and for willful violations, may seek to impose a fine of $1,000 per violation, payable to the state.[34]

As it relates to the federal minimum wage and the FLSA, the Act specifies that:[35]

- **Only those individuals entitled to receive the federal minimum wage under the FSLA, and its implementing regulations, are eligible to receive the state minimum wage; and**

[28] Ch. 2005-353, Laws of Fla., codified in s. 448.110, F.S.
[29] S. 448.110(2), F.S.
[30] S. 448.110(10), F.S. HB 5 (2023) renames the Department of Economic Opportunity as the Department of Commerce; SB 82 (2024), section 220, makes this conforming change in the Florida Minimum Wage Act.
[31] S. 448.110(3), F.S.
[32] S. 448.110(4), F.S.
[33] S. 448.110(5), F.S.
[34] S. 448.110(7), F.S.
[35] S. 448.110(3), F.S.

- **Provisions related to federal minimum wage exemptions in the FLSA are considered incorporated in the Act.**

RECENT LEGISLATION:

YEAR	BILL #/SUBJECT	HOUSE/*SENATE* SPONSOR(S)	OTHER INFORMATION
2024	CS/CS/HB 433 - Employment Regulations	Esposito/ *Trumbull*	Became law on July 1, 2024.

OTHER RESOURCES:

U.S. Department of Labor: State Minimum Wage Laws

U.S. Department of Labor: Internship Programs

Florida Department of Commerce: Florida's Minimum Wage

BILL HISTORY

COMMITTEE REFERENCE	ACTION	DATE	STAFF DIRECTOR/ POLICY CHIEF	ANALYSIS PREPARED BY
Industries & Professional Activities Subcommittee	11 Y, 6 N, As CS	1/28/2026	Anstead	Thompson
THE CHANGES ADOPTED BY THE COMMITTEE:	• Shortened the period of time that an employee under 18 years of age is allowed to work for less than minimum wage. • Defined "work-based learning opportunity." • Clarified that any employee that participates in the program may not be paid less than the federal minimum wage. .			
Careers & Workforce Subcommittee			Kiner	Kiner
Commerce Committee				

THIS BILL ANALYSIS HAS BEEN UPDATED TO INCORPORATE ALL OF THE CHANGES DESCRIBED ABOVE.

A bill to be entitled

An act relating to minimum wage requirements; providing a short title; amending s. 448.110, F.S.; exempting an employer from state minimum wage requirements for specified employees; prohibiting certain work-based learning opportunities from lasting longer than a specified timeframe; defining the term "work-based learning opportunity"; authorizing employees to voluntarily opt out of the state minimum wage requirements by signing a waiver; prohibiting an employer from coercing an employee into opting out of the state minimum wage; providing requirements for the waiver to be effective for a minor employee; requiring employers to pay an employee at or above the federal minimum wage; requiring an employee to be paid at or above the state minimum wage at the expiration of the work-based learning opportunity; providing an effective date.

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

Section 1. This act may be cited as the "On-the-Job Workforce Training Act."

Section 2. Subsection (3) of section 448.110, Florida Statutes, is amended to read:

CODING: Words stricken are deletions; words underlined are additions.

448.110 State minimum wage; annual wage adjustment; enforcement.—

(3)(a) Employers shall pay employees a minimum wage at an hourly rate of $6.15 for all hours worked in Florida. Only those individuals entitled to receive the federal minimum wage under the federal Fair Labor Standards Act, as amended, and its implementing regulations shall be eligible to receive the state minimum wage pursuant to s. 24, Art. X of the State Constitution and this section. The provisions of ss. 213 and 214 of the federal Fair Labor Standards Act, as interpreted by applicable federal regulations and implemented by the Secretary of Labor, are incorporated herein.

(b)1. An employer is not subject to the state minimum wage requirements of this section for an employee who is in a structured work-study, internship, or preapprenticeship program, or other similar work-based learning opportunity, and such employee opts out of receiving the minimum wage.

a. Such work-based learning opportunity may not last longer than 252 days or, if the employee is earning credit at a school, Florida College System institution, or state university, two semesters, whichever is longer.

b. If the employee is under 18 years of age, such work-based learning opportunity may not last longer than 126 days or, if the employee is earning credit at a school, Florida College System institution, or state university, one semester, whichever

is longer.

2. For purposes of this paragraph, the term "work-based learning opportunity" means any interaction with industry or community professionals which occurs in a workplace setting with the sole purpose of providing the employee with an authentic structured learning experience and on-the-job training that fosters in-depth, firsthand engagement with the tasks required in a given career field in order to become qualified and proficient in such career field. A work-based learning opportunity must meet all of the following criteria:

a. Be developmentally appropriate.

b. Identify learning objectives for the term of the experience.

c. Explore multiple aspects of an industry.

d. Develop workplace skills and competencies.

e. Assess employee performance.

f. Be documented and reported in compliance with state and federal labor laws.

(c) An employee may opt out of receiving the state minimum wage by voluntarily signing a waiver of his or her right to the state minimum wage established under this subsection. The waiver must state that the employee acknowledges his or her right to the state minimum wage pursuant to s. 24, Art. X of the State Constitution and this section and that the employee is knowingly and voluntarily choosing to receive a lesser amount for his or

her work-based learning opportunity as described in paragraph (b). An employer may not coerce an employee to opt out of receiving the state minimum wage. If the employee is younger than 18 years of age, in order for the waiver to be effective, the employee's parent or guardian must have agreed and signed the waiver on behalf of, and in addition to, the minor employee.

(d) Except as provided in paragraphs (b) and (c), an employer must pay an employee a wage at or above the federal minimum wage.

(e) At the expiration of the work-based learning opportunity, the employee must be paid at or above the state minimum wage regardless of his or her position or job title with the employer.

Section 3. This act shall take effect July 1, 2026.

CS/HB 1343

FLORIDA HOUSE OF REPRESENTATIVES
BILL ANALYSIS

This bill analysis was prepared by nonpartisan committee staff and does not constitute an official statement of legislative intent.

BILL #: CS/HB 1343	**COMPANION BILL:** CS/SB 1504 (Calatayud)
TITLE: Insurance Customer Representative Licensing Qualifications	**LINKED BILLS:** None
SPONSOR(S): Hodgers	**RELATED BILLS:** None

Committee References

Insurance & Banking
16 Y, 0 N, As CS
➤ Careers & Workforce
➤ Commerce

SUMMARY

Effect of the Bill:
The bill provides that an individual who has earned a high school diploma in Florida satisfies the education requirement for an insurance customer representative's license, if the individual completed a course in insurance and personal finance as part of the curriculum.

The bill directs the Department of Education to develop a course in insurance and personal finance in consultation with the Department of Financial Services.

Fiscal or Economic Impact:
There may be an indeterminate impact on the private sector.

JUMP TO SUMMARY ANALYSIS RELEVANT INFORMATION BILL HISTORY

ANALYSIS

EFFECT OF THE BILL:

The bill provides that an individual who has earned a diploma from a Florida high school, which included a course in insurance and personal finance, satisfies the education requirement for an insurance customer representative's license if the diploma was obtained within 4 years before filing the license application with the Department of Financial Services ("DFS"). (Section 1).

The bill directs the Department of Education, in consultation with DFS, to develop a 0.5 credit course in insurance and personal finance. The course must include a comprehensive analysis of property and casualty lines of insurance consistent with the other instructional programs that applicants for an insurance customer representative's license may use to satisfy the education requirement for licensure. (Section 2).

The course must be available to school districts for use beginning with the 2027-2028 school year. (Section 2).

The bill provides an effective date of July 1, 2026. (Section 3).

FISCAL OR ECONOMIC IMPACT:

PRIVATE SECTOR:

There may be an indeterminate impact on the private sector to the extent that creating a new pathway to licensure may encourage more people to obtain an insurance customer representative's license.

RELEVANT INFORMATION

SUBJECT OVERVIEW:

Insurance Customer Representatives

A customer representative is an individual appointed by a general lines agent or agency to assist them in transacting the business of insurance from the office of that agent or agency.[1]

Current law requires a general lines agent to supervise a customer representative. If an agency appoints a customer representative, then it must designate an agent to supervise the customer representative. A customer representative may only be appointed to one agency or agent at a time.[2] The license expires if the licensee is unappointed for 48 months.[3]

Customer representatives may perform the following functions:[4]

- Take insurance applications.
- Give quotes.
- Interpret policies.
- Explain procedures.
- Give insurance advice.
- Solicit new customers at the agent's office or by telephone from the office.
- Bind new or additional coverages.
- A customer representative may perform preliminary work to assist in processing a claim, including:
    - taking claims statements;
    - getting estimates;
    - advising claimants about procedures;
    - preparing claims paperwork;
    - taking photos; and
    - assembling or ordering claims files.
- Any other function consistent with assisting insurance agents in the transaction of property and casualty insurance which is consistent with the Florida Insurance Code or any DFS rule.

Customer representatives may not make or sign the actual substantive determination of the amount of a claim, loss, or damage payable, nor conduct settlement negotiations, settle a claim, or issue or sign claims checks or drafts.[5] A customer representative may not transact life insurance or any kind of insurance for which the agent or agency by which he or she is appointed does not have a license to transact.[6]

Qualifications to Obtain a Customer Representative License

To obtain a resident customer representative license, the applicant must be at least 18 years old, be a resident of Florida, be a United States citizen or a legal alien with valid employment authorization, and not hold a resident license in another state.[7]

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[1] S. 626.015(6), F.S.
[2] S. 626.7351(5), F.S. and s. 626.7353, F.S.
[3] Department of Financial Services, *Resident Customer Representative License*, https://www.myfloridacfo.com/docs-sf/insurance-agents-and-agency-services-libraries/agents-docs/licensure/agents-adjusters/4-40-resident-customer-representative.pdf (last visited Jan. 25, 2026).
[4] Fla. Admin Code R. 69B-213.130.
[5] *Id*.
[6] S. 626.7354(1), F.S.
[7] Department of Financial Services, *Resident Customer Representative License*, https://myfloridacfo.com/docs-sf/insurance-agents-and-agency-services-libraries/agents-docs/licensure/agents-adjusters/4-40-resident-customer-representative332ddeb4-13d4-4c18-90f8-e105361c41a3.pdf?sfvrsn=c31941aa_1 (last visited Jan. 24, 2026).

Additionally, the applicant must have been awarded one of the following designations within the last four years:[8]

- Accredited Advisor in Insurance (AAI) from the Insurance Institute of America.
- Accredited Customer Service Representative (ACSR) from the Insurance Institute of America.
- Associate in General Insurance (AINS) from the Insurance Institute of America.
- Certified Insurance Counselor (CIC) from the Society of Certified Insurance Service Counselors.
- Certified Insurance Representative (CIR) from the All-Lines Training provider.
- Certified Insurance Service Representative (CISR) from the Society of Certified Insurance Service Representatives.
- Certified Professional Service Representative (CPSR) from the National Foundation for CPSR.
- Chartered Property and Casualty Underwriters (CPCU) from the American Institute for Chartered Property Casualty Underwriters.
- Insurance Customer Service Representative (ICSR) from Statewide Insurance Associates LLC.
- Professional Customer Service Representative (PCSR) from the Professional Career Institute.
- Registered Customer Service Representative (RCSR) from an Accredited Postsecondary Institution.

An applicant may also qualify for licensure without earning one of the designations above if they earned a degree which includes at least nine credit hours of insurance instruction with specific instruction in property, casualty, and inland marine insurance from an accredited college or university.[9]

The license application requires a $50 fee.[10] Applicants must also submit fingerprint verification, and the associated fees which must be paid directly to the vendor who processes the fingerprints.[11]

[8] S. 626.7351(3), F.S.
[9] *Id*.
[10] Department of Financial Services, *Fees & Payment Methods*, https://myfloridacfo.com/division/agents/licensing/agents-and-adjusters/fees (last visited Jan. 23, 2026).
[11] *Id*.

BILL HISTORY

COMMITTEE REFERENCE	ACTION	DATE	STAFF DIRECTOR/ POLICY CHIEF	ANALYSIS PREPARED BY
Insurance & Banking Subcommittee	16 Y, 0 N, As CS	1/29/2026	Brackett	Miguez
THE CHANGES ADOPTED BY THE COMMITTEE:	• Removed the requirement for an individual to complete courses in personal finance & money management and economics & personal finance to satisfy the education requirement for an insurance customer representative license through a high school diploma. • Directed the Department of Education, in consultation with the Department of Financial Services, to develop a course in insurance & personal finance. The course must be available to school districts beginning in the 2027-2028 school year and must include a comprehensive analysis of basic property and casualty lines of insurance.			
Careers & Workforce Subcommittee			Kiner	Kiner
Commerce Committee				

THIS BILL ANALYSIS HAS BEEN UPDATED TO INCORPORATE ALL OF THE CHANGES DESCRIBED ABOVE.

A bill to be entitled

An act relating to insurance customer representative licensing qualifications; amending s. 626.7351, F.S.; revising the methods by which applicants can qualify for the customer representative license; creating s. 1003.4207, F.S.; requiring the Department of Education, in consultation with the Department of Financial Services, to develop a specified insurance and personal finance course beginning in a specified school year; providing an effective date.

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

Section 1. Subsection (3) of section 626.7351, Florida Statutes, is amended to read:

626.7351 Qualifications for customer representative's license.—The department shall not grant or issue a license as customer representative to any individual found by it to be untrustworthy or incompetent, or who does not meet each of the following qualifications:

(3) Within 4 years preceding the date that the application for license was filed with the department, the applicant has earned the designation of Accredited Advisor in Insurance (AAI), Associate in General Insurance (AINS), or Accredited Customer Service Representative (ACSR) from the Insurance Institute of

America; the designation of Certified Insurance Counselor (CIC) from the Society of Certified Insurance Service Counselors; the designation of Certified Professional Service Representative (CPSR) from the National Foundation for CPSR; the designation of Certified Insurance Service Representative (CISR) from the Society of Certified Insurance Service Representatives; the designation of Certified Insurance Representative (CIR) from All-Lines Training; the designation of Chartered Customer Service Representative (CCSR) from American Insurance College; the designation of Professional Customer Service Representative (PCSR) from the Professional Career Institute; the designation of Insurance Customer Service Representative (ICSR) from Statewide Insurance Associates LLC; the designation of Registered Customer Service Representative (RCSR) from a regionally accredited postsecondary institution in the state whose curriculum is approved by the department and includes comprehensive analysis of basic property and casualty lines of insurance and testing which demonstrates mastery of the subject; a diploma from a Florida high school in which the applicant completed the insurance and personal finance course provided in s. 1003.4207; or a degree from an accredited institution of higher learning approved by the department when the degree includes a minimum of 9 credit hours of insurance instruction, including specific instruction in the areas of property, casualty, and inland marine insurance. The department shall

adopt rules establishing standards for the approval of curriculum.

Section 2. Section 1003.4207, Florida Statutes, is created to read:

1003.4207 Insurance and personal finance course.—No later than January 1, 2027, the Department of Education, in consultation with the Department of Financial Services, shall develop a 0.5 credit course in insurance and personal finance which is available to school districts for use beginning with the 2027-2028 school year. The course must include a comprehensive analysis of basic property and casualty lines of insurance consistent with the instructional designations provided under s. 626.7351(3).

Section 3. This act shall take effect July 1, 2026.

PCS for HB 1325

FLORIDA HOUSE OF REPRESENTATIVES
BILL ANALYSIS

This PCS analysis was prepared by nonpartisan committee staff and does not constitute an official statement of legislative intent.

BILL #: PCS for HB 1325	**COMPANION BILLS:** SB 1246 (Davis)
TITLE: Linking Industry to Nursing Education Fund	**LINKED BILLS:** None
SPONSOR(S): Career & Workforce Subcommittee	**RELATED BILLS:** None

Committee References

Orig. Comm.: Careers & Workforce

SUMMARY

Effect of the Bill:
The PCS expands the Linking Industry to Nursing Education (LINE) Fund to allow nonmonetary contributions made to an institution. The PCS broadens the range of eligible contributors to include any person or entity, in addition to health care partners, and establishes that contributions from health care partners receive priority when awarding matching funds. The PCS also updates proposal requirements, allowing institutions to identify these additional contributors and clarifying that proposals may not consist solely of nonmonetary contributions.

The PCS revises proposal evaluation criteria to address how funds and nonmonetary contributions are used to support student enrollment, program completion, and the expansion of nursing education programs to meet workforce needs. The PCS also revises grant disbursement procedures, allowing institutions to receive matching funds for nonmonetary contributions, with the Board of Governors and the Department of Education required to release funds on a dollar-for-dollar basis, up to the amount of funds received or the fair market value of nonmonetary contributions.

Fiscal or Economic Impact:
The PCS does not have an additional fiscal impact, as the LINE Fund matching is subject to available funds.

JUMP TO SUMMARY ANALYSIS RELEVANT INFORMATION PCS HISTORY

ANALYSIS

EFFECT OF THE BILL:

The PCS expands the Linking Industry to Nursing Education (LINE) Fund to allow nonmonetary contributions made to an institution. The PCS also expands eligible contributors to include any other person or entity, in addition to health care partners, and specifies that contributions from health care partners must receive priority when awarding matching funds to institutions.

The PCS revises proposal requirements for participation in the LINE Fund by expanding the entities that may be identified in a proposal to include other persons or entities whose contributions may be matched by the fund. The PCS further requires that a proposal may not be comprised solely of nonmonetary contributions.

The PCS updates proposal evaluation criteria to include monetary and nonmonetary contributions, expands eligible contributors to include persons or entities other than health care partners, and requires consideration of how funds and nonmonetary contributions support enrollment, program completion, and expansion of nursing education programs to meet workforce demands.

The PCS revises grant disbursement requirements for institutions with approved proposals to include nonmonetary contributions in addition to funds. Under the PCS, the Board of Governors (BOG) and the Department of Education (DOE) are required to release grant funds on a dollar-for-dollar basis, up to the amount of funds received or the fair market value of the nonmonetary contribution. (Section 1).

The effective date of the PCS is July 1, 2026. (Section 2).

RULEMAKING:

The PCS requires the BOG to adopt regulations and the DOE to adopt rules to determine under what circumstances nonmonetary contributions may be considered and how the fair market value of such nonmonetary contributions may be determined.

Lawmaking is a legislative power; however, the Legislature may delegate a portion of such power to executive branch agencies to create rules that have the force of law. To exercise this delegated power, an agency must have a grant of rulemaking authority and a law to implement.

RELEVANT INFORMATION

SUBJECT OVERVIEW:

Nursing Shortage in Florida

Florida continues to experience significant shortages in the nursing workforce. In 2024, hospitals across the state reported more than 16,000 vacant nursing positions, down from over 58,000 in 2022, and the statewide nursing vacancy rate declined to 7.8 percent, with a turnover rate of 17.6 percent.[1] Despite these short-term improvements, long-term projections indicate the state will continue to face a shortage of nurses. According to the Florida Nurse Workforce Projections report, Florida is expected to have a deficit of 59,100 nurses by 2035.[2]

Linking Industry to Nursing Education Fund

The Linking Industry to Nursing Education (LINE) Fund was established in 2022[3] to address Florida's persistent and growing nursing shortage by incentivizing collaboration between nursing education programs and health care partners.[4] The LINE Fund is intended to meet local, regional, and statewide workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates prepared to enter the workforce.[5]

The LINE Fund is administered by the Board of Governors (BOG) for state universities and by the Department of Education (DOE) for all other eligible institutions.[6] Subject to available funds, the program provides a dollar-for-dollar match for monetary contributions made by a health care partner to a participating institution.[7] The LINE Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings.[8]

For purposes of the LINE Fund, a health care partner is a health care provider as defined in Florida statute.[9]

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[1] Florida Hospital Association, *Press Release - New Data Reveals Significant Improvements to Florida's Health Care Workforce Shortage* (Sept. 2024), https://www.fha.org/FHA/FHA/News-Content/New-Releases/091224%20Vacancy%20and%20Turnover%20Data%20Release.aspx (last visited Jan. 30, 2026).
[2] *Id*.
[3] Chapter 2022-154, s. 50, L.O.F
[4] Section 1009.8962(2), F.S.
[5] *Id*.
[6] Section 1009.8962(4), F.S., *See also*, Florida Board of Governors, *All Universities with Nursing Programs Receive LINE Funding*, https://www.flbog.edu/2024/10/31/all-universities-with-nursing-programs-receive-line-funding/ (last visited Jan. 21, 2026) and Florida Department of Education, *Linking Industry to Nursing Education (LINE) Fund*, https://www.fldoe.org/academics/career-adult-edu/funding-opportunities/linefund/ (last visited Jan. 21, 2026).
[7] Section 1009.8962(5), F.S.
[8] Section 1009.8962(6), F.S.
[9] Section 1009.8962(3)(a), F.S. ; *see* s. 768.38(2), F.S., for the statutory definition of "health care provider."

Postsecondary institutions eligible to participate in the program include:[10]

- District and charter career centers;[11]
- Florida College System institutions;
- State universities;
- Independent non-profit colleges or universities; and
- Independent schools, colleges or universities with an eligible program.[12]

All eligible programs must meet or exceed the following performance metrics:[13]

- Certified Nursing Assistant (CNA) programs must have a completion rate of at least 70% for the prior year.
- Licensed Practical Nurse (LPN), Associate of Science in Nursing (ASN), and Bachelor of Science in Nursing (BSN) programs must achieve a first-time passage rate of at least 75% on the National Council of State Boards of Nursing Licensing Examination (NCLEX) for the prior year, based on a minimum of ten testing participants.

Program Administration

To participate, an institution must submit a timely and completed proposal to the BOG[14] or the DOE[15], as applicable, in a format prescribed by the respective governing body.[16] The proposal must identify a health care partner located and licensed to operate in Florida whose monetary contributions will be matched by the LINE Fund on a dollar-to-dollar basis.[17]

The BOG or DOE, as applicable, must review and evaluate each proposal according to the following minimum criteria:[18]

- Whether funds committed by the health care partner will contribute to an eligible purpose.
- How the institution plans to use the funds, including how such funds will be utilized to increase student enrollment and program completion.
- How the health care partner will onboard and retain graduates.
- How the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, it should include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process.

Each institution with an approved proposal must notify the BOG or DOE, as applicable, upon receipt of the health care partner provided funds identified in the proposal. Upon notification, the BOG or DOE must release matching grant funds on a dollar-for-dollar basis, up to the amount of funds received by the institution.[19]

By February 1 of each year, each institution awarded grant funds in the previous fiscal year must submit a report to the BOG or DOE, as applicable, demonstrating implementation of the approved proposal and the use of LINE Funds.[20] At minimum, the report must include by program level:

- The number of additional nursing education students enrolled;
- If scholarships were awarded using grant funds, the number of students who received scholarships and the average award amount; and

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[10] Section 1009.8962, F.S. *See also*, The Reimagining Education and Career Help Office, *Nursing Education Trends Report* (Dec. 2025), at 26.
[11] *See* ss. 1001.44 and 1002.34, F.S.
[12] *See* s. 464.003, F.S.
[13] S. 1009.962(3)(b)1.-2., F.S.; r. 6A-10.0352(2)(c)1.-2., F.A.C., and Regulation 8.008(1)(a), Board of Governors.
[14] Regulation 8.008, Board of Governors.
[15] Rule 6A-10.0352, F.A.C.
[16] Section 1009.8962(7)(a), F.S.
[17] Section 1009.8962(7)(b), F.S.
[18] Section 1009.8962(8), F.S.
[19] Section 1009.8962,(9)(a), F.S.
[20] Section 1009.8962,(9)(b), F.S.

- The outcomes of students as reported by the Office of Reimagining Education and Career Help.

Funding History and Awards

The table below summarizes LINE Fund appropriations and awards distributed to eligible postsecondary institutions by fiscal year.[21]

Fiscal Year	Total Appropriations	BOG Allocation	DOE Allocation	Projects funded	Total Amount Awarded
2022-23	$25 million	$ 6 Million[22]	$ 19 Million[23]	1 District Career Center 16 Florida Colleges 9 Independent Colleges and Universities 8 State Universities	$24.5 million
2023-24	$25 million	$ 6 Million[24]	$ 19 Million[25]	2 District Career Centers 17 Florida Colleges 8 Independent Colleges and Universities 9 State Universities	$19.7 million
2024-25	$30 million	$ 6 Million[26]	$ 19 Million[27] $ 5 Million[28]	1 District Career Center 26 Florida Colleges 14 Independent Colleges and Universities 10 State Universities	$20 million
2025-26	$30 million	$ 6 Million[29]	$ 24 Million[30]	Applicants ongoing	—
Total	**$110 million**	**$24 Million**	**$ 86 Million**	—	—

NonMonetary Contributions

An in-kind contribution is a non-cash donation made to a nonprofit organization. Instead of giving money, donors provide goods, services, or expertise that have a tangible value. Common in-kind contributions include donated office equipment, professional services, event space, or materials needed for a project.[31]

Currently, in-kind or nonmonetary contributions do not qualify for matching funds under the LINE Fund.[32]

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[21] The Reimagining Education and Career Help Office, *Nursing Education Trends Report* (Dec. 2025), at 26-27.
[22] Specific Appropriation 143A, s. 2, ch. 2022-156, L.O.F.
[23] Specific Appropriation 126A, s. 2, ch. 2022-156, L.O.F.
[24] Specific Appropriation 142, s. 2, ch. 2023-239, L.O.F
[25] Specific Appropriation 125, s. 2, ch. 2023-239, L.O.F
[26] Specific Appropriation 146, s. 2, ch. 2024-231, L.O.F.
[27] Specific Appropriation 129, s. 2, ch. 2024-231, L.O.F
[28] Section 79, Ch. 2024-15, L.O.F. Effective July 1, 2024, for the 2024-2025 fiscal year, the sum of $5 million in recurring funds from the General Revenue Fund is appropriated in the Aid to Local Governments Grants and Aids – Nursing Education category to the Department of Education for the purpose of implementing the Linking Industry to Nursing Education (LINE) Fund established in s. 1009.8962, Florida Statutes.
[29] Specific Appropriation 146, s. 2, ch. 2024-231, L.O.F.
[30] Specific Appropriation 131, s. 2, ch. 2025-198, L.O.F.
[31] Aplos, *In-Kind contribution*, https://www.aplos.com/glossary/in-kind-contribution (last visited Jan. 26, 2026).
[32] *See* Florida Department of Education, Linking Industry to Nursing Education (LINE) Fund '*Frequently Asked Questions*' (Question #38), *available at* https://www.fldoe.org/file/20694/2526LINEFunFAQs.pdf.

BILL HISTORY

COMMITTEE REFERENCE	ACTION	DATE	STAFF DIRECTOR/ POLICY CHIEF	ANALYSIS PREPARED BY
Orig. Comm.: Careers & Workforce Subcommittee			Kiner	Dixon

A bill to be entitled

An act relating to the Linking Industry to Nursing Education Fund; amending s. 1009.8962, F.S.; revising legislative intent to incentivize collaboraton with other persons and entities that contribute monetary or nonmonetary contributions; authorizing dollar-to-dollar matches of funds for certain contributions by persons or entities to an institution; revising Board of Governors and State Board of Education duties to adopt regulations and reules, respectively, to administer the program; providing an effective date.

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

Section 1. **Section 1009.8962, Florida Statutes, is amended to read:**

1009.8962 Linking Industry to Nursing Education (LINE) Fund.—

(1) This section shall be known and may be cited as the "Linking Industry to Nursing Education (LINE) Fund Act."

(2) Recognizing that the state has a persistent and growing nursing shortage, it is the intent of the Legislature to address this critical workforce need by incentivizing collaboration between nursing education programs, ~~and~~ health care partners, and other persons and entities, that contribute

monetary or nonmonetary contributions, through the establishment of the LINE Fund. This fund is intended to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce.

(3) As used in this section, the term:

(a) "Health care partner" means a health care provider as defined in s. 768.38(2).

(b) "Institution" means a school district career center under s. 1001.44; a charter technical career center under s. 1002.34; a Florida College System institution; a state university; an independent nonprofit college or university located and chartered in this state and accredited by an agency or association that is recognized by the database created and maintained by the United States Department of Education to grant baccalaureate degrees; or an independent school, college, or university with an accredited program as defined in s. 464.003 which is located in this state and licensed by the Commission for Independent Education pursuant to s. 1005.31, or an institution authorized under s. 1009.521, which has a nursing education program that meets or exceeds the following:

1. For a certified nursing assistant program, a completion rate of at least 70 percent for the prior year.

2. For a licensed practical nurse, associate of science in nursing, and bachelor of science in nursing program, a first-time passage rate on the National Council of State Boards of Nursing Licensing Examination of at least 75 percent for the prior year based on a minimum of 10 testing participants.

(c) "Student" means a person who is a resident for tuition purposes pursuant to s. 1009.21 and enrolled in a nursing education program at an institution.

(4) The LINE Fund shall be administered by the Board of Governors for state universities and the Department of Education for all other institutions.

(5) Subject to available funds, for every monetary or nonmonetary contribution ~~dollar contributed~~ to an institution by a health care partner or other person or entity, the fund shall provide a dollar-to-dollar match to the participating institution. Monetary and nonmonetary contributions from health care partners shall receive priority when awarding matching funds to institutions.

(6)(a) Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state.

(b) Funds may not be used for the construction of new buildings.

(7)(a) To participate, an institution must submit a timely

and completed proposal to the Board of Governors or Department of Education, in a format prescribed by the Board of Governors or Department of Education, as applicable.

(b) The proposal must identify a health care partner located and licensed to operate in the state or other person or entity whose ~~monetary~~ contributions will be matched by the fund on a dollar-to-dollar basis.

(c) A proposal may not be comprised solely of nonmonetary contributions.

(8) The Board of Governors or Department of Education, as applicable, must review and evaluate each completed and timely submitted proposal according to the following minimum criteria:

(a) Whether monetary and nonmonetary contributions ~~funds~~ committed by the health care partner or other person or entity will contribute to an eligible purpose.

(b) How the institution plans to use the funds or nonmonetary contribution, including how such funds or nonmonetary contribution will be utilized to increase student enrollment and program completion.

(c) How the health care partner will onboard and retain graduates.

(d) How the funds or nonomonetary contribution will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, this shall include advanced education nursing programs and how the funds or

nonmonetary contribution will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in s. 14.36.

(9)(a) Each institution with an approved proposal shall notify the Board of Governors or Department of Education, as applicable, upon receipt of the ~~health care partner~~ provided funds or nonmonetary contribution identified in the proposal. The Board of Governors or Department of Education, as applicable, shall release grant funds, on a dollar-for-dollar basis, up to the amount of funds or the fair market value of the nonmonetary contribution received by the institution.

(b) Annually, by February 1, each institution awarded grant funds in the previous fiscal year shall submit a report to the Board of Governors or Department of Education, as applicable, that demonstrates the expansion as outlined in the proposal and the use of funds. At minimum, the report must include, by program level, the number of additional nursing education students enrolled; if scholarships were awarded using grant funds, the number of students who received scholarships and the average award amount; and the outcomes of students as reported by the Office of Reimagining Education and Career Help pursuant to s. 14.36(3)(l).

(10) The Board of Governors shall adopt regulations and the State Board of Education shall adopt rules to administer the fund, establish dates for the submission and review of

proposals, award funds, determine under what circumstances nonmonetary contributions may be considered, how the fair market value of such nonmonetary contributions may be determined, and other regulations and rules necessary to implement this section.

Section 2. This act shall take effect July 1, 2026.