

# Support for the Freedom to Invest in Tomorrow's Workforce Act

The bipartisan, bicameral Freedom to Invest in Tomorrow's Workforce Act (S. 722 / H.R. 1477) would expand eligible uses of tax-favorable 529 savings plans to cover costs associated with workforce training and credentialing programs, such as professional certifications. This bill would provide valuable tax-advantaged resources for workers who pursue career growth, mid-career changes or alternative career pathways.

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## Senate Leads (S. 722)

Sen. Klobuchar (D-MN)  
Sen. Braun (R-IN)

## Senate Cosponsors

Sens. Duckworth (D-IL), Collins (R-ME), Feinstein (D-CA), Manchin (D-WV), Heinrich (D-NM), Welch (D-VT), Tuberville (R-AL)

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## House Leads (H.R. 1477)

Rep. Wittman (R-VA)  
Rep. Spanberger (D-VA)

## House Cosponsors

[Congress.gov Cosponsor List](https://www.congress.gov/cosponsor)

**44 Cosponsors:** 27 Republicans & 17 Democrats

**Ways & Means:** Reps. Van Duyne (R-TX), Carey (R-OH), Steube (R-FL)

The American Society of Association Executives (ASAE) is proud to support this legislation.

Expanding eligible uses for 529 plans would empower workers of any educational background, skill level or age and would benefit all industries and professions that rely on employees with specialized training or recognized credentials.

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## What are 529 Savings Plans?

529 plans are state-sponsored education savings vehicles that are exempt from federal taxes if funds are used to pay for qualified education expenses. These include college, graduate or professional degrees; education programs from Title IV accredited institutions; registered apprenticeship programs; up to \$10,000/year in elementary or high school tuition; and certain student loan repayments.

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## Certifications Promote Economic Strength and Resilience

Professional certifications provide career growth across the economy—from entry level jobs to mid-career certifications that help workers advance, to certifications that demonstrate highly specialized knowledge and skills. Certification reduces the racial wage gap among men by 43% and the gender wage gap between women and white men by 36%-40%, according to the University of Chicago.

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## Training, Certifications and Other Credentials are Ineligible Under 529 Plans

The American workforce is comprised mostly of middle-skill jobs that require more than a high school education but not a bachelor's degree, according to the National Skills Coalition. A differentiator for obtaining jobs in the 21st century economy is professional certification—for workers with or without a college degree.

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## Staff Contacts & More Information

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Bill Text [S. 722 / H.R. 1477 - Cosponsors](#)

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## The Freedom to Invest in Tomorrow's Workforce Act Would Provide Economic Flexibility and Opportunity

American workers and families could use their 529 plans to help cover:

- Certificate program tuition, including prep-courses;
- Testing fees, including practice exams;
- Required books and equipment;
- Continuing education and certification renewal; and
- Other charges required to obtain and maintain a certification.