



# Financial Planning Association

## H.R. 1477 / S. 722

### 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, including professional certifications. This bill would provide valuable tax-advantaged resources for workers who pursue career growth, mid-career changes, or alternative career pathways.

#### What are 529 Savings Plans?

529 plans (commonly referred to as “qualified tuition plans”) are education savings vehicles that offer tax benefits when used for qualified education expenses. These expenses 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.

#### 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 demonstrating 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.

529 Plan Restrictions Today	529 Plan Solutions For Tomorrow
<p><b>Currently, 529 Plan Savings are ineligible for Training, Certifications and Other Credentials.</b></p> <p>According to the National Skills Coalition, 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. <b>Professional certification</b> is a differentiator for obtaining jobs in the 21st-century economy—for workers <i>with or without a college degree</i>.</p>	<p><b>Providing Economic Flexibility and Opportunity.</b></p> <p>This legislation would allow American workers and families to use their 529 plans to help cover:</p> <ul style="list-style-type: none"> <li>• Certification program tuition</li> <li>• Testing fees, including practice exams</li> <li>• Required books and equipment</li> <li>• Continuing education and certification renewal</li> <li>• Charges required to obtain and maintain a certification</li> </ul>

### FPA is Proud to Support This Legislation

As financial planners, our members work with families who make important savings decisions for their futures. This legislation would benefit more families whose children may choose a career that requires specialized training or recognized credentials and certifications.

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

Learn more about FPA and our advocacy priorities!

