



H.R. 5339, the *Freedom to Invest in Tomorrow's Workforce Act*, would allow 529 savings accounts to be used for workforce training, certification, and other credentialing program costs. This **bipartisan** bill, introduced by Reps. Abigail Spanberger (D-VA) and Rob Wittman (R-VA), would provide valuable tax-advantaged resources for individuals pursuing alternative career pathways, mid-career changes, or career advancement. The Professional Certification Coalition is proud to support this legislation.

What are 529 Savings Plans?

Every state sponsors a 529 savings plan ("529") to encourage higher education saving. The funds in a 529 account are exempt from federal taxes if used to pay for qualified education expenses.

Currently, 529s only allow students to pay for:

- Post-secondary two- and four-year college degrees and graduate or professional school;
- Career and technical education programs from Title IV accredited institutions; and
- Up to \$10,000/year in elementary and high school tuition

The Issue: 529s Currently Exclude Workforce Training and Credentialing Programs

College may not be the right path for everyone. According to the National Skills Coalition, most of the American labor market is comprised of middle-skill jobs that require more than a high school education but not a bachelor's degree. Key industries struggle to find adequately trained workers to fill these jobs.

Even for those who have completed college, a key differentiator for obtaining a job at any skill level is a professional certification. These credentials provide workers the recognition they need to compete for jobs in the 21st century economy. They also open up important new avenues for professional growth and development and signal to employers and potential customers that certification-holders have met established standards for knowledge, specialized skills, and competencies in their fields.

The Solution: H.R. 5339 Helps More People Enter and Thrive in the 21st Century Workforce

- H.R. 5339 provides opportunities for families to save for higher education and for professional development by amending the tax code to add obtaining or maintaining a "recognized post-secondary credential" as an eligible expense for a 529 plan.
- H.R. 5339 gives people **freedom** to use 529s to cover the costs of high-quality credential programs:
 - Tuition for participation in certification program;
 - Examination/testing fees charged by the program or by independent certification organizations;
 - Required books and equipment associated with certification program;
 - Tuition for continuing education courses;
 - Fees associated with renewal of certification;
 - Expenses associated with practice exams; and
 - Other charges by the certification organization required to obtain or maintain certification.

About the Professional Certification Coalition (PCC)

The Professional Certification Coalition is a nonprofit association established to address legislation that affects private professional certification organizations, the professionals they credential, and the public and other stakeholders who rely on those credentials. The PCC has more than 100 organizational members, including professional certification organizations, professional societies, and service providers. The PCC's members collectively represent or certify millions of professionals across the country in a broad spectrum of fields, including construction, education, food safety, healthcare, hospitality, engineering, financial services, transportation, and information technology services, among many others. For more information, please visit <https://www.profcertcoalition.org>.

MEMBERS OF THE PROFESSIONAL CERTIFICATION COALITION

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American Society of Association Executives
Institute for Credential Excellence

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American Board of Certification for Gastroenterology Nurses
American Board of Neuroscience Nursing
American Board of Post-Acute and Long-Term Care Medicine
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American Board of Wound Management
American Industrial Hygiene Association
American Medical Certification Association
American Nurses Credentialing Center
American Payroll Association
American Road & Transportation Builders Association Foundation
American Society for Clinical Pathology Board of Certification
American Society of Civil Engineers
American Society of Ophthalmic Administrators
American Speech-Language-Hearing Association
American Traffic Safety Services Association
American Translators Association
American Veterinary Medical Association
APICS
Associated General Contractors of America
Association for Financial Counseling & Planning Education
Association for Financial Professionals
Association of Surgical Technologists
Behavior Analyst Certification Board
Building Industry Consulting Services International

Board of Certification of Nutrition Specialists
Board of Certification/Accreditation
Board of Certified Safety Professionals
Board of Pharmacy Specialties
Building Commissioning Certification Board
Community Associations Institute and Community Association Managers International Certification Board
CCIM Institute
CFA Institute
Certification Board for Music Therapists
Certification Board of Infection Control and Epidemiology
Certified Financial Planner Board of Standards
Certified Fund Raising Executive International
Commercial Vehicle Safety Alliance
Commission for Case Manager Certification
Commission on Nurse Certification
CompTIA
Construction Management Association of America
Council of Engineering and Scientific Specialty Boards
Dental Assisting National Board
Design-Build Institute of America
Diving Equipment and Marketing Association
Entertainment Services and Technology Association
Entomological Society of America Certification Corporation
ETA International
Events Industry Council
Financial Planning Association
Heuristic Solutions
Hospice and Palliative Credentialing Center
HR Certification Institute
Infusion Nurses Certification Corporation
Institute of Certified Management Accountants
Institute of Hazardous Materials Management
Institute of Internal Auditors
Inteleos
Irrigation Association
International Association of Healthcare Central Service Materiel Management
International Association of Lighting Designers
International Certification & Reciprocity Consortium

International Coach Federation
International Foundation for Retirement Education
International Society of Automation
Institute of Real Estate Management
Information Systems Audit and Control Association
International Information System Security
Certification Consortium
IT Certification Council
LBA Technology, Inc.
Laborers' International Union of North America
Training & Education Fund
Medical-Surgical Nursing Certification Board
National Apartment Association
National Association of Legal Assistants, Inc.
National Association of Insurance and Financial
Advisors
National Association of Safety Professionals
National Association of Personal Financial
Advisors
National Athletic Trainers' Association Board of
Certification, Inc.
National Board of Certification and Recertification
for Nurse Anesthetists
National Board of Certification in Hearing
Instrument Sciences
National Kitchen and Bath Association

National Board of Certification in Occupational
Therapy
National Certification Board for Diabetes Educators
National Certification Corporation
National Commission on Certification of Physician
Assistants
National Commission for Health Education
Credentialing
National Council on Family Relations
National Recreation and Park Association
National Restaurant Association
National Roofing Contractors Association
National Society of Professional Engineers
Nephrology Nursing Certification Commission
Professional Association of Therapeutic
Horsemanship International
Pediatric Nursing Certification Board
Pharmacy Technician Certification Board
Prometric
PSI Services
School Nutrition Association
SeaCrest Consulting
Security Industry Association
Society of Broadcast Engineers
Specialty Pharmacy Certification Board
Spray Polyurethane Foam Alliance
Towing and Recovery Association of America, Inc.