

H.R. 1477/S. 722 – Freedom to Invest in Tomorrow’s Workforce Act



CAI SUPPORTS H.R. 1477/S. 722 - FREEDOM TO INVEST IN TOMORROW’S WORKFORCE ACT

H.R. 1477/S. 722 - The Freedom to Invest in Tomorrow’s Workforce Act is bipartisan and bicameral legislation that expands eligible uses of tax-favorable 529 savings plans to cover costs associated with workforce training and credentialing programs such as CAI’s education and credential opportunities. This bill provides valuable tax-advantaged resources for workers who pursue alternative career pathways, mid-career changes, or career growth.

COMMUNITY ASSOCIATION PROFESSIONAL CREDENTIALS

For the past 50 years, CAI has credentialed tens of thousands of professionals in the community association industry with high-level, high-stakes credentials ensuring competency to consumers being served by community association professionals. Credentials include Association Management Specialist (AMS), Professional Community Association Manager (PCAM), Large-Scale Manager (LSM), Accredited Association Management Company (AAMC), insurance and risk management (Community Insurance and Risk Management Specialist (CIRMS)), reserve analysts (Reserve Specialist (RS)), and attorney (College of Community Association Lawyers (CCAL)) credentials. These credentials recognize a professional’s achievements in the community association industry. Our industry is expanding, and communities need qualified professionals to safeguard and empower the financial well-being, physical maintenance, and social harmony of community associations. Professionals who earn credentials receive an average 55% increase in salary, [according to CAI](#). This

act would provide economic flexibility to American workers and their families by providing up to \$10,000 a year from 529 plans to help cover certification program tuition, testing fees including practice exams, required books and equipment, continuing education and certification renewal, & other charges required to obtain and maintain certification. 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 through professional certification—for workers with or without a college degree. CAI successfully advocated for the reintroduction of this legislation through the [Professional Certification Coalition](#) (PCC). CAI is an organizational member of the PCC along with more than 100 other associations that credential professionals within their respective industries.

HOW TO SUPPORT

REPRESENTATIVES: Cosponsor H.R. 1477 - The Freedom to Invest in Tomorrow’s Workforce Act

SENATORS: Cosponsor S. 722 - The Freedom to Invest in Tomorrow’s Workforce Act

For more information, contact:

Dawn M. Bauman, CAE
Chief Strategy Officer
Community Associations
Institute (CAI)
[dbauman@caionline.org](mailto:dbaum@caionline.org)

John Buscher
Senior Consultant
Cornerstone Government
Affairs
jbuscher@cgagroup.com



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

The **bipartisan, bicameral Freedom to Invest in Tomorrow's Workforce Act** (bill numbers TBD) would expand eligible uses of tax-favorable 529 savings plans ("529") 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 alternative career pathways, mid-career changes or career growth.

House Leads

Rep. Rob Wittman (R-VA)
Rep. Abigail Spanberger (D-VA)
Rep. Brad Finstad (R-MN) – *tentative*
Rep. Dean Phillips (D-MN) – *tentative*

Senate Leads

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

The Professional Certification Coalition (PCC) 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.

What are 529 Savings Plans?

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

Certifications Promote Economic Opportunity and a Resilient Workforce

Professional certifications provide pathways to opportunity and career growth across economic sectors—from entry level jobs to mid-career certifications that help people advance, to certifications that demonstrate highly specialized knowledge and skills. American employers need qualified employees for middle-skill/high-skill jobs.

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.

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

American workers and families could use up to \$10,000/year of their 529 plans to help cover:

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

Staff Contacts & More Information

Rep. Wittman	Will Sroka - will.sroka@mail.house.gov
Rep. Spanberger	Rebecca Eichmann - rebecca.eichmann@mail.house.gov
Sen. Klobuchar	Max Hurst - max_hurst@klobuchar.senate.gov
Sen. Braun	Robert Ordway - robert_ordway@braun.senate.gov
PCC	Craig Saperstein - craig.saperstein@pillsburylaw.com
Member roster	Jeff Evans - jevans@asaecenter.org
www.profcertcoalition.org	