

Training Essential Workers

Requested Action

Support legislation like the bipartisan, bicameral Freedom to Invest in Tomorrow's Workforce Act (HR 1477/S 722) that would help essential cleaning professionals get trained and certified. This specific bill would expand qualified expenses under 529 savings plans to include postsecondary training and credentialing, such as licenses and professional certifications, for cleaning workers.

ISSA, the worldwide cleaning industry association, represents more than 10,500 companies representing the full supply chain of cleaning. We are also a member of the Tomorrow's Workforce Coalition, which includes more than 800 organizations that operate in more than 50 industries and advocates for beneficial workforce-development policies that would strengthen the economy now and into the future.

ISSA supports the bipartisan, bicameral Freedom to Invest in Tomorrow's Workforce Act (HR 1477/S 722), which would expand qualified expenses under 529 savings plans to include postsecondary training and credentialing, such as licenses and professional certifications. The bill would provide valuable tax-advantaged resources to more workers pursuing career growth, midcareer changes, or alternative career pathways that diverge from a typical academic route.

This legislation would help cleaning professionals access and pay for essential training and certifications tax-free. The bill would transform 529s from college-savings plans to career-savings plans; the legislation would encourage more workers and families to save funds on a tax-preferred basis for their career.



What Are 529 Savings Plans? A 529 plan is a state-sponsored educational savings vehicle that is exempt from federal taxes if funds are used to pay for qualified educational expenses.

What's the Issue? Training and Credentialing Are Ineligible for 529s. America's 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 amid the 21st century workforce economy is postsecondary credentialing—for workers with or without a college degree.

How Does the Freedom To Invest In Tomorrow's Workforce Act Address the Problem? The legislation would enable families to use 529 plans to help cover:

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

We ask that you co-sponsor the bipartisan, bicameral Freedom to Invest in Tomorrow's Workforce Act (HR 1477/S 722) to help essential cleaning professionals get trained and certified.