



May 2, 2025

The Honorable Mike Johnson  
Speaker of the House  
U.S. House of Representatives  
H-232, The Capitol  
Washington, D.C. 20515

The Honorable John Thune  
Senate Majority Leader  
U.S. Senate  
511 Dirksen Senate Office Building  
Washington, D.C. 20510

The Honorable Hakeem Jeffries  
Democratic Leader  
U.S. House of Representatives  
2267 Rayburn House Office Building  
Washington, D.C. 20515

The Honorable Chuck Schumer  
Democratic Leader  
U.S. Senate  
322 Hart Senate Office Building  
Washington, D.C. 20510

Dear Representatives Johnson, Scalise, and Jeffries, and Senators Thune and Schumer:

PayrollOrg asks you to support the Freedom to Invest in Tomorrow's Workforce Act by including it in the broader legislation to renew and revise the Tax Cuts and Jobs Act.

The Freedom to Invest in Tomorrow's Workforce Act would expand qualified expenses under 529 savings plans to include postsecondary training and credentialing, such as private-sector certifications. It is important to provide individuals with opportunities to access tax-advantaged resources for professional growth.

**About PayrollOrg and the Value of Payroll Certification**

PayrollOrg is a non-political and non-partisan professional organization serving the interests of more than 20,000 payroll professional members nationwide, working for employers in all industries. Since 1982, our goal has been to increase the job skills of payroll professionals through education and training.

PayrollOrg's Fundamental Payroll Certification (FPC) and Certified Payroll Professional (CPP) designations are voluntary and offer a means for individuals to show current and potential employers that they have the necessary skills to manage payroll and that they are maintaining that knowledge.

**Removing Career Barriers**

The FPC and CPP programs serve as a critical means of gaining employment and career advancement for many individuals, especially because U.S. institutions of higher education do not offer a degree in payroll management. Thus, payroll certification is not a barrier to entry, but a means of entry.

The FPC credential is for payroll beginners and service and support professionals in jobs requiring payroll knowledge. Payroll experience is not required to take the exam. The exam includes of 150 questions and candidates have three hours to complete it.

The CPP credential is a more extensive program that requires payroll knowledge and several eligibility criteria before individuals can sit for the exam. The exam consists of 190 questions and candidates have four hours to complete it.

Individuals are not required to be PayrollOrg member to participate in the FPC and CPP programs. More information is available on PayrollOrg's website under the [certification pages](#).

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

Data shows that most workers in the United States are middle-skilled meaning that they need more than a high school education but not necessarily a degree in higher education.

Currently, when families save for education in 529 plans, the funds can only be used for a college degree, which is a disadvantage for children and working adults seeking alternatives. In addition, the cost of a degree in higher education is significantly higher than the cost of a credentialing program. A 529 plan could be used more effectively to pay for a credentialing program, which means that the Freedom to Invest in Tomorrow's Workforce Act can open doors to training and jobs to help families.

Again, PayrollOrg urges you to support the Freedom to Invest in Tomorrow's Workforce Act. Thank you.

Sincerely,



Alice P. Jacobsohn, Esq.  
Director, Government Relations  
202-669-4001  
[ajacobsohn@payroll.org](mailto:ajacobsohn@payroll.org)