



Reimagining Employee Education Benefits:

# Skill Savings Accounts



## WHY NOW?

Employee tuition reimbursement benefits—which enjoy special tax treatment and are not considered income up to a particular amount—have been successful in investing around **\$30 billion annually to improve worker access to credentialing opportunities**. However, **not enough employers participate and too few frontline workers benefit from this investment**. Simply put, while this approach is successful, it does not fully meet the needs of today’s economy and labor market.

## The Solution: Skill Savings Accounts

### THE OPPORTUNITY

Imagine if over

# 60 million

workers in America had a Skill Savings Account with more than

# \$100 billion

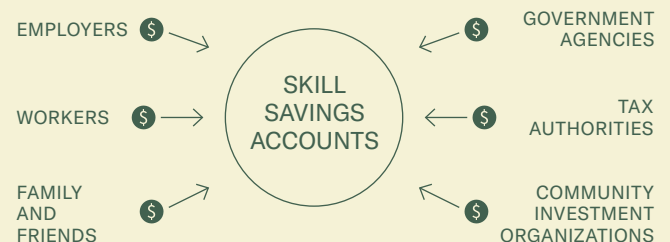
worth of investment from employers, employees, government, and other investors to use for upskilling and reskilling on demand resulting in more than one trillion new skills.



On behalf of the Talent Finance initiative, the U.S. Chamber of Commerce Foundation and Society for Human Resource Management (SHRM) co-chaired the Employee Education Benefits Workgroup. The workgroup examined the current state of employee education benefits and how an alternative and more worker-centered approach can provide greater access to upskilling and reskilling opportunities.

### WHAT ARE SKILL SAVINGS ACCOUNTS?

Skill Savings Accounts are envisioned to be a worker-centered bank account that is portable, flexible, and can receive contributions from:



If paired with Section 127 of the tax code, contributions would not be counted as taxable income up to a certain amount.



Skill Savings Accounts can be accessed as easily as using a debit card and can be used to purchase a wide variety of quality upskilling and reskilling opportunities that can be documented and verified digitally.

- + Bootcamps and Skill Accelerators
- + Workforce Training Providers on Eligible Training Provider Lists
- + Online Courses
- + Short or Long-Term Community College and University Courses
- + Community-Based Nonprofit Skill Offerings
- + Support Services, Such as Tools, Supplies, or Transportation to a Training Provider

Imagine a Health Savings Account (HSA), but for skills!

Workers can easily open a Skill Savings Account of their own with the support of many partners.



Employers Onboarding New Hires and Offering Benefits



Organizations Providing Reemployment Services



Government Agencies Integrating Services



Community-Based Organizations  
(e.g., libraries)



And **workers take their accounts with them** when they move on to other employment opportunities.



When needed, **Skill Savings Accounts** could convert to other benefits so they are always working on behalf of the American workers.

“Would you like to open a portable and flexible Skill Savings Account to begin growing your skills today?”

“Yes!”

If you are interested in the Skill Savings Account concept and the Talent Finance initiative, contact Jason A. Tyszko at the U.S. Chamber of Commerce Foundation at [jtyszko@uschamber.com](mailto:jtyszko@uschamber.com)



U.S. Chamber of Commerce Foundation