



ASTD POLICY BRIEF

The American Society for Training & Development

• www.astd.org

ASTD Policy Brief Winter 2011

New State Resource for Training Incentives

With the help of IBM, ASTD recently posted a new tool to help learning professionals identify state resources for training including grant funding, tax credits, or other public programs for specific industries and populations. The tool, posted at www.astd.org/publicpolicy, provides the name of each state-based training program, the status of the program, and a direct link to more information.

Updates on Workforce Legislation in the 111th Congress

Two Year Extension of Section 127

As part of the \$858 billion tax package passed by Congress and signed by President Obama on December 17, employers and employees will continue to receive a tax break on their tuition expenses. As part of the “Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010,” Section 127 of the IRS Code—employer-provided education assistance—has been extended for two years through December 31, 2012.

Section 127 enables an employee to exclude from his or her income up to \$5,250 per year in employer-provided tuition assistance for any type of educational course, undergraduate or graduate. Employers who use this benefit can deduct these costs as a business expense when determining their income tax liability.

ASTD is a member of The Coalition to Preserve Employer Provided Education Assistance (CPEPEA), a group that advocated for the permanent extension of Section 127. It was originally established in 1978 as a five-year provision to give officials time to study it. It has been extended eight times since then—in some cases retroactively after it had expired—and most recently in 2001 for ten years. More information about Section 127 may be found at www.cpepea.com.

American COMPETES Act is Reauthorized

Finalized in the House of Representatives on December 22, the America COMPETES Act calls for investments and promotion of careers in the science, technology, engineering, and math (STEM) fields and appropriates other resources to help students in these career fields.

The Federal Supervisor Training Act of 2010

This bill revises provisions relating to specific training programs for federal agency supervisors. It would require each agency to:

- 1) develop competencies to assess the performance of each supervisor
- 2) assess the overall capacity of the supervisors in the agency to meet such guidance
- 3) develop and implement a supervisor training program to strengthen issues identified during an assessment
- 4) measure the effectiveness of that program in improving supervisor competence.

This bill passed the Senate, but did not pass in the full House.

Congressional Conversations

On September 30, 2010, a group of ASTD chapter leaders and members of the Public Policy Council met with Congressional staffers to discuss several issues important to the learning and development community. After the meetings on Capitol Hill, attendees participated in a debrief session to discuss the experience and next steps to help local chapters move forward in these areas.

Policy Sessions at ASTD 2011

During three sessions at the [ASTD International Conference & Exposition](#) in Orlando, Florida, May 22-25, attendees will be able to learn more about how to access public funding for training, among other topics in public policy:

1. Successfully Engaging With the Publicly Funded Workforce System
Session #SU205; Sunday, May 22
2. Public Funding for Training: Are You Getting Your Fair Share?
Session #M205; Monday, May 23
3. Show Me the Money: Building Your Plan to Apply for Training Incentives
Session #W205; Wednesday, May 25