



March 24, 2025

The Honorable Tim Walberg, Chairman
Committee on Education and Workforce
U.S. House of Representatives
2176 Rayburn House Office Building
Washington, DC 20515

The Honorable Bobby Scott, Ranking Member
Committee on Education and Workforce
U.S. House of Representatives
2101 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Walberg and Ranking Member Scott,

I write to you today in strong support of the *Flexibility for Workers Education Act* (H.R. 2262), a critical piece of legislation that will modernize outdated provisions of the Fair Labor Standards Act (FLSA) and help American workers gain the skills they need to thrive in today's rapidly evolving job market.

As the founder and CEO of 1Huddle, I have seen firsthand how restrictive labor laws hinder workforce development and limit opportunities for workers to acquire new skills. The FLSA, which was enacted in 1938, was designed for an industrial workforce. While its protections remain important, the law has not kept pace with the needs of today's economy—one shaped by technological advancements, a growing service sector, and a persistent skills gap, with approximately 8 million open jobs nationwide¹.

A major issue with the current law is how it treats employer-provided education and training. Under existing regulations, when businesses offer voluntary training outside of work hours, those hours are classified as compensable time. This discourages employers from offering training programs, thereby limiting workers' ability to upskill and advance in their careers.

The *Flexibility for Workers Education Act*, introduced by Congresswoman Ashley Hinson, proposes a simple but important fix: allowing businesses to provide voluntary upskilling, training, and educational programs to employees outside of work hours without requiring those hours to be counted as compensable time. This change would ensure that workers can pursue professional growth without placing an undue financial burden on employers.

The legislation maintains strong worker protections—participation in these training opportunities would be entirely voluntary, occur outside of work hours, and could not involve productive work for the employer. Removing this regulatory hurdle would expand access to employer-sponsored education, making it easier for workers to develop the skills necessary for higher-paying jobs and career advancement.

Consider a restaurant owner who wants to help a busboy become a bartender by offering to pay for a mixology class. Under the current framework, the owner must also pay the employee for the time spent in the class, even though participation is voluntary. This requirement discourages many employers from providing training, which in turn limits opportunities for workers to gain new skills and advance.

The impact of these outdated rules extends beyond the restaurant industry. In manufacturing and other skilled trades, employers often struggle to provide training that helps employees transition into more technical, higher-paying roles. By modernizing the FLSA to accommodate voluntary education and training, this legislation will play a crucial role in addressing the nation's skills gap and helping businesses fill critical positions.

¹ <https://www.bls.gov/news.release/jolts.nr0.htm>

The *Flexibility for Workers Education Act* is a commonsense solution that benefits both workers and employers. It does not impose new mandates or costs on businesses; rather, it removes outdated restrictions that have long hindered workforce development. Encouraging businesses to invest in upskilling their employees will:

- Provide workers with greater access to career-advancing skills and training;
- Help close the skills gap and fill high-demand jobs;
- Improve employee retention and job satisfaction; and
- Strengthen the economy by increasing worker productivity and earnings potential.

Promoting career and technical education, incentivizing apprenticeships, and supporting skills-based training initiatives will help ensure that American workers remain competitive in a rapidly changing global marketplace. It is time to adapt our laws for a 21st century workforce, and the *Flexibility for Workers Education Act* represents a vital step in that direction.

I respectfully urge the Committee to support this important legislation and to continue advancing policies that promote workforce development and economic opportunity.

Thank you for your leadership on this issue, and I appreciate your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sam Caucci', with a stylized, cursive script.

Sam Caucci
Founder & CEO, 1Huddle