

50-State Comparison: Education and Workforce Development Connections

Workforce Education and Training Financial Aid

October 2020

For the purpose of answering these questions, state statutes were examined.

Term Definitions:

Grant: Whether merit or need-based, money that the student does not have to repay. Some states use the term "scholarship" here.

Grant with employment/repayment stipulation: Money that the student does not have to repay as long as they complete the requirements of an agreement to work in a certain field and/or reside in the state for a set amount of time after leaving their postsecondary program.

Forgivable loan: Money is given to a student as a loan, but the student does not have to repay the loan if they work in a certain field and/or reside in the state for a set amount of time after leaving their postsecondary program.

Financial need: Money awarded based on a student's ability to pay, most commonly assessed by completing the Free Application for Federal Student Aid (FAFSA).

Full time: Requires a student to enroll in a minimum of 12 credit hours per term or equivalent to be eligible.

Part time: Allows a student to enroll in fewer than 12 credit hours or equivalent per term to be eligible.

Overview:

States most often administer financial aid for workforce education and training as grants, rather than as loans or grants with post-graduation employment or residency requirements. The 50-state comparison also shows that most programs allow for full or part time enrollment, are not linked a maximum age or high school graduation date, and include a variety of sub-associate, associate, or, in some cases, bachelor level credentials. Several programs cover costs over the tuition and fees, providing students with additional dollars for books, supplies, or other indirect costs. Finally, several of the state policies require collaboration between state agencies to administer the program. Requiring a state workforce agency and the higher education agency to work together to identify the eligible high-need fields was the most common type of required collaboration.

View the full 50-State Comparison: Education and Workforce Development Connections [here](#).

STATE ▲	PROGRAM NAME	POLICY CITATION(S)	IS THE PROGRAM A GRANT, A GRANT WITH AN EMPLOYMENT/ REPAYMENT STIPULATION OR A FORGIVABLE LOAN?	IS THE PROGRAM BASED ON FINANCIAL NEED?	DOES THE PROGRAM ALLOW STUDENTS TO ENROLL FULL OR PART-TIME?	IS A MAXIMUM AGE CAP FOR PROGRAM PARTICIPATION IN PLACE?	IS ELIGIBILITY FOR THE PROGRAM LINKED TO WHEN THE STUDENT COMPLETED HIGH SCHOOL?	DOES THE PROGRAM INCLUDE TWO-YEAR PROGRAMS?	DOES THE PROGRAM INCLUDE PROGRAMS THAT TAKE LESS THAN TWO YEARS TO COMPLETE?	DOES THE PROGRAM COVER COSTS BEYOND TUITION AND FEES?	DOES THE PROGRAM REQUIRE COLLABORATION BETWEEN STATE POSTSECONDARY AND WORKFORCE DEVELOPMENT AGENCIES?
Alabama	None identified.										
Alaska	None identified.										
Arizona	None identified.										
Arkansas	Arkansas Future Grant	Ark. Code Ann. § 6-82-1803 et seq.	Grant with employment/repayment stipulation	No	Yes	No	No	Yes	No	No	No

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California	Cal Grant C	Cal. Educ. Code § 69439	Grant	Yes	Yes	No	No	Yes	Yes	Yes	Yes The Student Aid Commission must work with "appropriate state and federal agencies, including the Economic and Workforce Development Division of the Office of the Chancellor of the California Community Colleges and the California Workforce Investment Board" to identify areas eligible for Cal Grant C awards.
Colorado	CTE Grant	Statute: Colo. Rev. Stat. Ann. § 23-3.3-1101	Grant	Yes	Yes	No	No	Yes	Yes	Not identified in state policy.	No
Connecticut	None identified.										
Delaware	None identified.										
District of Columbia	University of the District of Columbia Workforce Development and Lifelong Learning	Link	Grant	No	Not identified in state policy.	No	No	Yes	Not identified in state policy.	No	Not identified in state policy.
Florida	None identified.										
Georgia	HOPE Career Grant	Ga. Code Ann. § 20-3-519.5	Grant	No	Yes	No	Yes	Yes	No	No	Not identified in state policy.
Hawaii	Workforce Development Scholarship Program	Haw. Rev. Stat. Ann. § 304A-505		Yes	Not identified in state policy.	Not identified in state policy.	Not identified in state policy.	Not identified in state policy.	No	Not identified in state policy.	No
Idaho	None identified.										
Illinois	None identified.										
Indiana	Workforce Ready Grant	Ind. Code Ann. § 21-12-8-9	Grant	Yes	Yes	No	No	Yes	Yes	No	No
Iowa	Skilled Workforce Shortage Tuition Grant	Iowa Code Ann. § 261.130	Grant	Yes	Yes	No	No	Yes	No	No	No
Iowa	Future Ready Iowa Last-Dollar Scholarship	Iowa Code Ann. § 261.131	Grant	No	Yes	No	Yes	Yes	No	No	No

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Kansas	Kansas Career Technical Workforce Grant	Kan. Stat. Ann. § 74-32,423	Grant	Yes	Yes	No	No	Yes	Yes	No	Yes The Kansas Board of Regents must work in conjunction with the Kansas Department of Commerce to identify critical industry programs.
Kentucky	Work Ready Kentucky Scholarship	Ky. Rev. Stat. Ann. § 164.787	Grant	Yes	Yes	No	No	Yes	Yes	No	Yes The Kentucky Higher Education Assistance Authority must consult with the Education and Workforce Development Cabinet, the Kentucky Department of Education, and the Council on Postsecondary Education to administer the program.
Louisiana	None identified.										
Maine	Competitive Skills Scholarship Program	Link	Grant	Yes	Yes	No	No	Yes	Yes	Yes	No
Maryland	Workforce Shortage Student Assistance Grant Program	Md. Code Ann., Educ. § 18-708 Info page	Grant with employment/repayment stipulation	Yes and merit based.	Yes	No	Yes	Yes	Yes	Yes	Yes Advisory Council on Workforce Shortage is responsible for administering the program and must include postsecondary and workforce development stakeholders as described in the statute.
Massachusetts	High Demand Scholarship Program	Board of Education Policy	Grant	Yes	Yes	No	No	No	No	No	Yes Each year, the Executive Office of Labor and Workforce Development identifies eligible fields. Currently any STEM field in a UMass campus.
Michigan	None identified.										
Minnesota	None identified.										
Mississippi	Mississippi Works Dual Enrollment-Dual Credit Option	Miss. Code. Ann. § 37-15-38	Grant	No	No	Yes	Yes	Yes	Yes	No	Yes The Mississippi Works program requires collaboration from several state agencies to be administered.

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Missouri	Fast Track Workforce Incentive Grant	Mo. Ann. Stat. § 173.2553	Grant with employment/repayment stipulation	Yes	Yes	No	No	Yes	Yes	Yes	Yes In Missouri, higher education and workforce development are one department.
Montana	None identified.										
Nebraska	None identified.										
Nevada	None identified.										
New Hampshire	None identified.										
New Jersey	None identified.										
New Mexico	None identified.										
New York	None identified.										
North Carolina	Forgivable Education Loans for Service	N.C. Gen. Stat. Ann. § 116-209.45	Forgivable loan	Not identified in state policy.	Not identified in state policy.	Not identified in state policy.	Not identified in state policy.	Yes	Yes	Not identified in state policy.	Not identified in state policy.
North Dakota	None identified.										
Ohio	Choose Ohio First Scholarship Program	Ohio Rev. Code Ann. § 3333.61 et seq.	Grant	Not identified in state policy.	Yes	No	No	Yes	No	Not identified in state policy.	Not identified in state policy.
Oklahoma	None identified.										
Oregon	None identified.										
Pennsylvania	Pennsylvania Targeted Industry Program (PA-TIP)	PA-TIP Annual Report	Grant	Yes	No	No	No	Yes	Yes	Yes	No
Puerto Rico	None identified.										
Rhode Island	None identified.										

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South Carolina	SC WINS Scholarship	H. 4000 General Appropriations Bill for 2019-2020, Section 3.5 A (1)	Grant	Yes	Yes	No	No	Yes	Yes	No	Yes The State Board for Technical and Comprehensive Education must define and recommend critical workforce area programs. The list must be ratified by the South Carolina Coordinating Council for Workforce Development.
South Dakota	None identified.										
Tennessee	TCAT Reconnect	Tenn. Code Ann. § 49-4-944 Reconnect Grant	Grant	No	Yes	No	No	Yes	Yes	No	No
Tennessee	Wilder-Naifeh Technical Skills Grant	Tenn. Code Ann. § 49-4-923	Grant	No	No	No	No	Yes	Yes	No	No
Texas	None identified.										
Utah	None identified.										
Vermont	Advancement Grant (Non-Degree Grant)	Vt. Stat. Ann. tit. 16, § 2846	Grant	Yes	Yes	No	No	Yes	Yes	No	No
Virginia	New Economy Workforce Credential Grant Program	Va. Code Ann. § 23.1-627.1 et seq. 8 Va. Admin. Code 40-160-10 et seq.	Grant	Not identified in state policy.	Not identified in state policy.	No	No		Yes	No	No
Washington	SBCTC Opportunity Grant	Wash. Rev. Code Ann. § 28B.50.271	Grant	Yes	Yes	No	No	Yes	Yes	Yes	Yes The college board, in partnership with business, labor, and the workforce training and education coordinating boards work together to identify eligible fields.
West Virginia	Higher Education Adult Part-Time Student Grant Program (HEAPS)	W. Va. Code Ann. § 18C-5-7	Grant	Yes	No	No	No	Yes	Yes	No	Yes The Joint Commission for Vocational-Technical-Occupational Education shall prepare and update annually a list of occupations that they determine meet the requirements of this definition

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Wisconsin	None identified.										
Wyoming	None identified.										