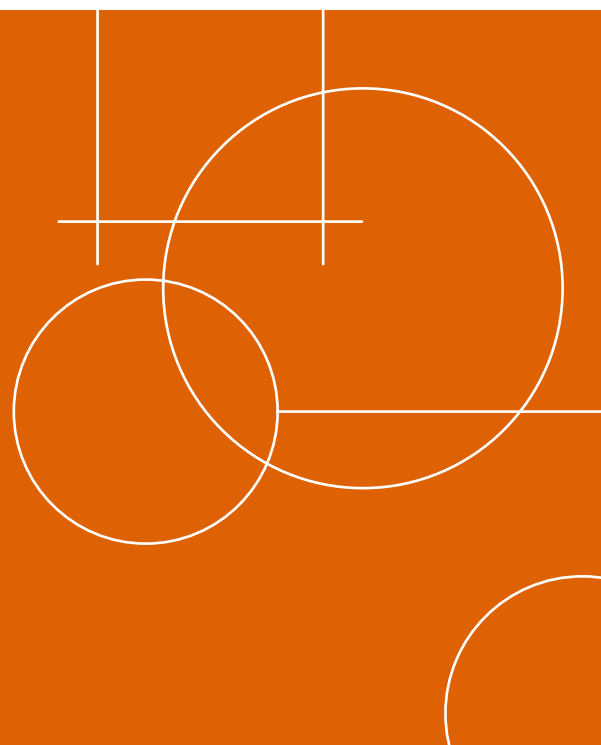




*A 2025 Update of State Investments in **Short-term Credential Pathways***

By: Stephanie M. Murphy, Ph.D.

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ACKNOWLEDGMENTS

We thank **Lumina Foundation** for its generous support of this project. Lumina's continued commitment to expanding educational opportunity and strengthening the nation's credentialing landscape made this research possible.

We also extend our appreciation to the **state partners and intermediary organizations participating in Lumina's FutureReady States initiative** for contributing essential data that enriched and completed our analysis.

This publication updates *A Typology and Policy Landscape Analysis of State Investments in Short-term Credential Pathways*, first **released in 2023** and **updated in 2024**.

The views expressed in this publication are those of the author and do not necessarily represent those of Lumina Foundation, its officers or employees.





EXECUTIVE SUMMARY

State investments in short-term nondegree credential pathways continue to grow. HCM's latest analysis identifies **111 active state-funded initiatives across 34 states.**¹

For **69 of these active initiatives**, the investments we calculated exclusively fund short-term nondegree credentials or short-term, skills-based workforce training programs. These represent a total investment of **at least \$4.5 billion to date**. At least another **\$3.6 billion** supports initiatives that can be applied toward short-term nondegree programs, though not exclusively. Together, these investments amount to at least **\$8.1 billion** in currently active state funding.

An additional estimated **\$986.41 million** has been spent on **22 now-inactive initiatives** where funds were applicable to short-term nondegree programs. In total, states have invested **nearly \$10 billion** in initiatives that directly or indirectly support short-term nondegree education and training.

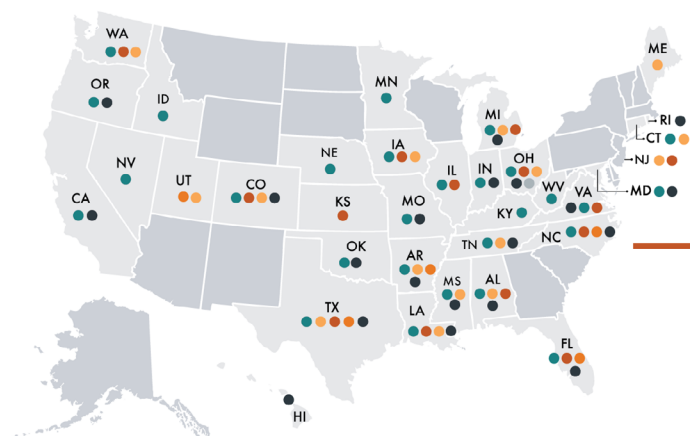
ACTIVE STATE INVESTMENTS IN SHORT-TERM NONDEGREE CREDENTIALS: A SNAPSHOT OF TOTAL INVESTMENTS

Total investment in active initiatives with quantifiable funding exclusively for short-term nondegree credentials	\$4,499,471,643
Total investment in active broad-scope initiatives that include short-term nondegree credentials among eligible uses	\$3,619,192,891
Estimated Total to Date	\$8,118,664,534

¹ The findings in this report are based on the most complete data available through our research as of December 2025. Due to the lack of consistent and comprehensive systems for tracking short-term credential programs, some state-funded initiatives may not be reflected here. To share information about additional initiatives that may not have been captured in this study, please contact **Stephanie Murphy** at stephanie_murphy@hcmstrategists.com.

STATE INVESTMENTS IN SHORT-TERM CREDENTIAL PATHWAYS

State Investments in Short-term Credential Pathways Continue to Soar



A 2025 SNAPSHOT OF TOTAL CUMULATIVE INVESTMENTS TO DATE:

\$8.1 Billion

111 Active Initiatives
Across 34 States

Of these initiatives, at least \$4.5 billion funds short-term nondegree credentials exclusively and \$3.6 billion supports flexible initiatives applicable toward short-term nondegree programs, though not exclusively.



Over the last year alone, states have invested an estimated **\$511 million to establish 26 new short-term credential initiatives**. This reflects a growing consensus: postsecondary systems must evolve to meet the realities of today's economy and the needs of today's modern learners.

Types of State Funding for Short-term Credential Initiatives


- Student Financial Aid: Direct to Student
- Institutional Aid: Capacity-building
- Student Financial Aid: Via Institutions
- Part of State Outcomes-based Funding Formula
- Aid to Private Provider
- Other

This report updates HCM Strategists' **2023** and **2024** typology and landscape analysis of state investments in short-term credential initiatives across the United States.

State investments in short-term nondegree credential pathways continue to expand, reflecting a growing perception that these credentials play a vital role in meeting labor market demand, strengthening state economies, and advancing economic opportunity for learners. HCM's latest analysis documents the scale of these efforts and offers the most comprehensive accounting to date of how states are directing public resources toward nondegree education.

This year's analysis identifies **111 active state-funded initiatives across 34 states**.¹ For **69 of these initiatives**, the funding we calculated reflect investments exclusively in short-term nondegree credentials or short-term, skills-based workforce training programs; they represent a total investment to date of **at least \$4.5 billion**. At least

¹ The state-funded short-term nondegree credential initiatives in our dataset include ones that apply to both credit-bearing and non-credit programs. The initiatives date back to 1974, when Iowa established the Vocational-Technical Tuition Grant. However, the vast majority of these initiatives were created in the 21st century, with most having launched within the past decade. Only a small number of programs providing funding for short-term credentials existed prior to 2000. See the timeline below for additional details.



another **\$3.6 billion** has been spent by states to support flexible initiatives that are applicable toward short-term nondegree credential programs, though not exclusively. Together, these investments account for **at least \$8.1 billion** in active state funding currently dedicated—either wholly or in part—to short-term nondegree education and training (see **Table 1 in the Appendix** for a full list of state-funded initiatives).²

In addition to these active investments, states have previously spent an estimated **\$986.41 million** on **22 now-inactive initiatives** where funding was applicable to short-term credential programs. When combined, states have collectively committed an estimated **nearly \$10 billion** to date in public funds to initiatives that support or enable short-term credential attainment. These investments span a diverse range of policy instruments, including student aid programs, institutional capacity-building grants, competitive workforce innovation funds, data infrastructure tools, and research to better understand sub-associate credentialing opportunities—all of which are designed to expand access to and strengthen the value of nondegree pathways.

This year's estimate represents the most accurate and complete assessment to date of state-level investments in short-term nondegree credentials, owing to richer, more detailed fiscal data we have been able to gather through collaboration with national partners, such as the states and organizations participating in **Lumina Foundation's FutureReady States initiative**.³ Their contributions have significantly enhanced the completeness and accuracy of our dataset and have enabled us to gain a clearer picture of the scale and strategies employed by states to define, measure, and fund short-term credentials.

2 Note that our dataset excludes Illinois' Monetary Award Program, which has allocated \$14.6 billion for 6.6 million grants since its inception in 1967. While the program currently extends aid to students in credit-bearing certificate programs, it is unclear whether these awards have been available for the program's full duration. Moreover, the program's primary intent appears to be supporting degree-seeking students, rather than those pursuing nondegree credentials.

3 HCM is proud to partner with Lumina Foundation on the FutureReady States initiative, which brings together five national intermediary organizations to support 12 states in strengthening their short-term credential systems. Through this collaboration, HCM is helping to assess how states define and measure credential value, track employment outcomes, and align programs with workforce demand. The goal is to build smarter, data-informed strategies that connect adult learners to credentials of value and ensure public investments translate into genuine economic opportunity. Participating states include Alabama, Colorado, Connecticut, Illinois, Louisiana, Michigan, Mississippi, New Jersey, North Carolina, Tennessee, Texas, and Virginia.

TIMELINE OF STATE INVESTMENTS IN SHORT-TERM CREDENTIAL INITIATIVES

1970s

FOUNDATIONAL ERA

1974 – Iowa: Creation of the Vocational-Technical Tuition Grant (IVTG), supporting students in short-term career and technical programs at community colleges.

1978 – Alabama: Introduction of the Alabama Student Assistance Program, offering need-based aid for six-month or one-year certificate programs.

1980s

EARLY WORKFORCE PARTNERSHIPS

1984 – Colorado: Launch of Skills Advance Colorado, which reimburses businesses and nonprofits to develop or expand customized short-term training in targeted industries.

1990s

EXPANSION AND DIVERSIFICATION

1994 – Maine: Establishment of the Maine Quality Centers (MQC) Program to fund customized short-term nondegree workforce training.

Mid-1990s – 1999: A few new programs emerge nationwide, including Mississippi's Tuition Assistance Grant (1995), Colorado's Enterprise Zone Job Training Tax Credit (1996), and Louisiana's Incumbent Worker Training Program (1999).

2000s

CONTINUED GROWTH AND REFINEMENT

2004 – 2009: States introduce a series of targeted nondegree workforce scholarships:

- TennesseeWORKS Scholarship (formerly Wilder-Naifeh Technical Skills Grant, 2004)
- West Virginia's HEAPS Workforce Component (2004)
- Mississippi's Workforce Enhancement Training Fund (2005)
- Michigan's New Jobs Training Program (2008)
- Louisiana's LED Fast Start (2009)

TIMELINE OF STATE INVESTMENTS IN SHORT-TERM CREDENTIAL INITIATIVES

2010s

STEADY GROWTH

Early 2010s:

- Accelerating Opportunity Kansas (2011)
- Washington State Opportunity Grant (2011)
- Iowa's Kibbie Grant (2012) and GAP Tuition Assistance Program (2013)
- Louisiana's JumpStart 2.0 (2014)
- Michigan's Going PRO Talent Fund (2014)

ERA OF MAJOR EXPANSION

Late 2010s – State spending accelerates dramatically, introducing programs that shape the current short-term credential policy landscape:

- Tennessee Promise (2015) and Tennessee Reconnect (2018)
- Virginia's New Economy Workforce Credential Grant (Formerly FastForward, 2016)
- Mississippi Works (2016)
- Texas' Jobs and Education for Texans (JET) Grant (2016)
- Arkansas' Workforce Challenge Scholarship (2017)
- Indiana's Next Level Jobs Workforce Ready Grant (2017)
- Work Ready Kentucky Scholarship (2017)
- North Carolina's Finish Line Grants (2018)
- Illinois' Workforce Empowerment Initiative (2019)
- Ohio's TechCred Program (2019)

2020-2022

COVID-19 ERA INVESTMENTS

A surge of short-term investments—many of which were backed by one-time federal Covid-19 relief funds—fuels unprecedented program growth.

Examples include:

- Alabama's Workforce Stabilization Grant
- Connecticut's Career ConneCT
- Florida's Rapid Credentialing Grant (now Open Door Grant)
- Louisiana's MJ Foster Promise Program
- Michigan's Futures for Frontliners
- Ohio's Individual Microcredential Assistance Program (IMAP)
- Texas' Reskilling and Upskilling through Education (TRUE) Grant
- Virginia's G3: Get a Skill, Get a Job, Get Ahead

2023-2025

MODERN INNOVATION AND SYSTEM ALIGNMENT

Recent years mark a new wave of major state investments in workforce-aligned nondegree credential pathways:

- Alabama's Career Roadmap System
- Arkansas LAUNCH
- California's Master Plan for Career Education
- Idaho LAUNCH
- Iowa's Career Academy Incentive Fund
- Oklahoma's Access and Achievement Scholarship
- Texas' revised Community College Funding Model (HB 8)
- West Virginia's Credential WV

NEW STATE INITIATIVES LAUNCHED IN 2025

Over the past year, states have committed approximately \$511 million to launch 26 new short-term credential initiatives. Notable investments include \$45 million tied to California's new Master Plan for Career Education, \$107 million to establish the Building Michigan's Infrastructure Workforce program, and a one-time \$300 million appropriation in Ohio's state operating budget to upgrade career-technical facilities and equipment. A full list of new initiatives appears below.



Alabama: Workforce Pathways Act (SB 253)

Creates a flexible graduation pathway that links high school coursework to in-demand careers.

Beginning fall 2025, Alabama high school students have the option to pursue an "Option B" workforce pathway diploma. This option substitutes upper-level math and science courses with state-approved nondegree CTE coursework within a single career cluster. More than 70% of Alabama students already take at least one CTE class.



Arkansas: LAUNCH and ACCESS Bill

Strengthens the state's workforce matching system and lays the groundwork for noncredit program funding.

Arkansas released LAUNCH, a statewide skills-based platform that connects jobseekers and employers to help users explore career paths, access training opportunities, and match to in-demand jobs. Overseen by the Department of Transformation and Shared Services, LAUNCH has been described as "eHarmony meets Indeed."

The 2025 ACCESS Bill establishes a framework for potentially funding noncredit training programs in future state budgets to expand access to workforce-aligned learning.



California: Master Plan for Career Education

Creates a cohesive career education ecosystem with universal access points.

Governor Gavin Newsom's Master Plan for Career Education, released April 2025, charts a vision for a seamless, inclusive career education system. The plan calls for a new statewide coordinating body, a "career passport" to document skills, and stronger linkages between education and employment. It emphasizes multiple entry points to education—from libraries to prisons—and expanded support for short-term and alternative credentials. The plan's goal is to make every pathway a "right door" to career success.



Indiana: Senate Bill 448 and Ivy Tech Community College Report

Aligns education and training systems to prepare a modern, credentialed workforce.

Senate Bill 448, enacted May 2025, grants the Indiana Commission for Higher Education authority to align public university programs with workforce needs and directs the Department of Education to design stackable, industry-aligned credentials. The law supports connecting 50,000 students to work-based learning opportunities by 2034.

Complementing this effort, Ivy Tech Community College's [2025 Workforce Transformation Report](#) projects

that 69% of Indiana jobs in key industries will require postsecondary training, calling for 82,000 new non-degree credentials annually—underscoring the need for large-scale upskilling and reskilling efforts.



Iowa: Healthcare Credentialing Grant, Career Academy Incentive Fund, and House File 117

Expands statewide training capacity through healthcare upskilling, regional centers, and targeted scholarships.

Iowa invested \$2.94 million in new Healthcare Credentialing Grants to expand earn-and-learn programs and train nearly 400 participants for high-demand healthcare roles.

The Career Academy Incentive Fund awarded more than \$3.9 million to community colleges to expand CTE programs, renovate facilities, and build regional career centers serving multiple districts.

House File 117 established scholarships for Iowa National Guard members to pursue short-term credentials through approved institutions.



Maryland: EARN Maryland Program Expansion

Scales a proven public-private model linking workforce training to tangible economic outcomes.

In July 2025, Governor Wes Moore announced \$10.5 million in new funding to scale EARN Maryland, the state's nationally recognized workforce program. The investment will support more than 2,900 residents with occupational training, credential attainment, and career services. Since its inception, EARN Maryland has placed over 3,000 individuals into jobs and upskilled nearly 5,000 workers. The program generates an estimated \$18 in economic impact for every \$1 invested.



Michigan: Various Workforce and Education Initiatives

Expands workforce access and innovation across youth, infrastructure, and educator pipelines.

Governor Gretchen Whitmer's Executive Order on Expanding Access for Michigan Men instructs agencies to close gender gaps in participation in tuition-free short-term training and degree programs.

The Young Professionals Initiative awarded \$3 million to local Michigan Works! agencies to connect youth ages 14-24 to paid work experience and in-demand short-term credentials.

The Building Michigan's Infrastructure Workforce program committed \$107 million to train 5,000 new infrastructure workers by 2030.

The Michigan Department of Lifelong Education, Advancement, and Potential (MiLEAP) launched a \$1 million Mentor Teacher Credential Pilot to strengthen early childhood educator pipelines.



Missouri: Governor's Workforce of the Future Challenge (EO 25-16)

Reimagines CTE delivery through stronger coordination and employer-aligned pathways.

The Workforce of the Future Challenge directs the Department of Elementary and Secondary Education to engage K-12, higher education, and industry partners in redesigning the state's CTE delivery system. The initiative aims to expand participation in high-quality technical education and align it more closely with employer needs. Its focus is on improving attainment rates and modernizing the state's workforce training infrastructure.



New Jersey: Opportunity Partnership Grant

Invests in displaced worker retraining for sustainable, high-wage employment.

The Opportunity Partnership Grant provides funding to training providers to deliver occupational training for displaced and dislocated workers. Administered by the New Jersey Department of Labor, the program prioritizes high-demand industries and aims to connect participants to jobs offering at least \$18 per hour.



North Carolina: Council on Workforce and Apprenticeships (EO 11)

Creates a unified state council to scale apprenticeships and skill-based pathways.

Governor Josh Stein's executive order established a Council on Workforce and Apprenticeships chaired by leaders from the Department of Commerce, the North Carolina General Assembly, and the North Carolina Community College System. The Council is charged with expanding apprenticeships and workforce credential programs statewide. Its goal is to ensure every North Carolinian can gain the skills required for good-paying jobs in a modern economy.



Ohio: Career-Tech Investments (HB 96)

Delivers historic CTE infrastructure funding and links education directly to employment.

Ohio's 2025 operating budget dedicates \$300 million for career-technical education facilities and equipment upgrades—a historic investment in CTE infrastructure by the state. The budget also established a 50% "state share floor" to ensure equitable funding for all districts participating in CTE consortia. Governor Mike DeWine has urged higher education institutions to expand co-op and work-based learning opportunities to better align education with workforce needs.



Tennessee: Micro-Credentialing Program and TN Direct Admissions

Simplifies the path from high school to higher education through automatic admission and launches a capacity-building grant.

Tennessee allocated \$6.3 million to launch a Micro-Credentialing Program to support the development of short-term, industry-aligned certifications.

The TN Direct Admissions Pilot, launched July 2025, automatically admits eligible high school seniors to participating community colleges and Tennessee Colleges of Applied Technology (TCATs) while also providing them with personalized financial aid information. This first-in-the-nation model aims to simplify the transition from high school to postsecondary education, including short-term and nondegree pathways.



Texas: Workforce and Credentialing Legislation

Expands access to high-value credentials while tying state funding to workforce outcomes.

Texas advanced several workforce bills in 2025. Senate Bill 1105 exempts tuition and lab fees for paramedics enrolled in emergency medical service courses to address statewide shortages.

House Bill 120 expands CTE access and strengthens advising using workforce data.

House Bill 20 creates an Applied Sciences Pathway Program allowing high schoolers to earn certificates while completing diplomas.

Senate Bill 1786 establishes a revised framework for evaluating “credentials of value,” tying them to workforce demand and ROI metrics, with full implementation slated for 2027.



Utah: First Credential Scholarship (HB 260)

Creates a structured, statewide framework for students to earn their first credential and enter the workforce.

Utah’s First Credential Scholarship Program replaces the PRIME initiative to help students earn their first industry-recognized credential. The program establishes a master credential list and oversight committee to ensure alignment with workforce needs and educational pathways. It provides scholarships for students completing eligible credentials and grants for schools expanding first credential programs. The initiative includes \$3 million in one-time funding and took effect July 1, 2025.



Virginia: College and Career Ready Virginia (CCRV) Expansion

Integrates academic and noncredit pathways to reduce cost barriers and boost credential attainment.

Virginia expanded its College and Career Ready Virginia program to include noncredit workforce credentialing through the New Economy Workforce Credential Grant program. The initiative reduces college costs by providing no-cost access to transferable credits and training opportunities. A \$20 million reinvestment from the G3 program supports expanded eligibility, program reimbursements, and access for more Virginians seeking affordable workforce credentials.



THE EVOLVING NATIONAL HIGHER EDUCATION AND WORKFORCE POLICY NARRATIVE

States are expanding their investments in nondegree credentials at a moment of major change in the national policy landscape. Federal reforms, new accountability requirements, and evolving workforce priorities are reshaping how states design and fund credential programs, while rapid shifts in the labor market continue to drive demand for faster, more flexible routes to economic opportunity. Momentum is building from both the top down and the ground up as states, employers, and learners adapt to a changing economy and a credentialing system in transition.

The passage of the **One Big Beautiful Bill Act (H.R.1)** on July 4, 2025, marked the most significant expansion of federal student aid in decades through the creation of the **Workforce Pell Grant**, a landmark policy that extends need-based aid to short, workforce-aligned programs lasting as little as eight weeks. Beginning in July 2026, eligible learners will be able to apply Pell funds toward short-term training that meets stringent federal criteria. To qualify, programs must be accredited, aligned with high-demand occupations, validated by employers, and designed to articulate into additional degrees or credentials. They must also demonstrate high completion and job placement rates and show that tuition costs do not exceed post-graduation earnings gains. This new framework reflects a growing national consensus: learners pursuing short-term credentials deserve equitable access to financial aid, and postsecondary systems must evolve to meet the realities of today's workforce.

If implemented effectively, Workforce Pell could transform how the nation prepares its workforce. By enabling students to earn industry-recognized credentials in months rather than years, the program promises to fill critical labor shortages and open doors to higher-wage careers. Community colleges—which are already the backbone of many local economies—stand to play a pivotal role, serving adult learners and working students through programs that are affordable, flexible, and closely aligned with labor-market needs.

Yet, realizing this potential will require substantial groundwork. Many states lack the data systems needed to verify which programs meet Workforce Pell's guardrails. While some, such as Iowa, Louisiana, and Virginia, already collect detailed noncredit data through existing workforce funding models, others track only limited information, such as program length or enrollment. These uneven data practices could make it difficult for states to certify eligible programs and fully leverage new federal resources. Policymakers and institutional leaders will need to strengthen data capacity, build cross-sector partnerships, and establish robust accountability frameworks to ensure quality and transparency.

Federal agencies and accreditors are also adapting to this shifting landscape. Two regional accreditors—the New England Commission of Higher Education and the Higher Learning Commission—are **extending** their oversight to short-term and noncredit programs, signaling growing recognition of these pathways within higher education's quality assurance system.

Additional federal actions reinforce this direction. The U.S. Department of Labor’s **Industry-Driven Skills Training Fund**, **established** August 2025, is channeling \$30 million in grants to encourage employers to design and expand training programs in high-demand fields. Together, these initiatives reflect a broader national push to better align education and training with the needs of a rapidly evolving economy.

The urgency behind these reforms is clear. The United States has **fallen** to ninth among OECD nations in postsecondary attainment for adults ages 25-64, down from third at the start of the century. Nearly **43 million Americans** hold some college credit but no credential, and confidence in the value of higher education remains low, despite a **recent uptick**. Meanwhile, employers across nearly every sector continue to report shortages of skilled workers, particularly in occupations that require technical proficiency or hands-on expertise. Expanding access to short-term, high-quality, and affordable pathways has become an educational and economic necessity.

These national shifts are unfolding at the same time that artificial intelligence and automation are redefining the future of work. AI’s rapid ascent is transforming job requirements, shortening the shelf life of technical skills, and accelerating the need for continuous reskilling. In this environment, traditional degrees alone are no longer sufficient to guarantee career mobility. The workforce of tomorrow will depend on modular, stackable learning pathways that enable individuals to adapt as technology evolves.

These developments mark a turning point for American higher education and workforce policy. Federal recognition of short-term credentials, the emergence of new accountability mechanisms, and the growing role of accreditors and employers in shaping the training ecosystem all point toward a more flexible, data-driven, and learner-centered future. For states, the challenge ahead lies in transforming this national momentum into actionable systems—building the systems, partnerships, and governance structures needed to ensure that short-term credentials expand opportunity for all, strengthen the workforce, and drive economic growth.



APPENDIX

Table 1: Comprehensive Catalog of State-funded Short-term Credential Initiatives

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
AL	Alabama Workforce Stabilization Grant*	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$17,827,178
		Aid to Private Provider		
	Alabama Student Assistance Program	Student Financial Aid: Via Institution	Six-month and one-year certificate programs, associate degrees	\$71,500,000 ¹
	Workforce Development Competitive Fund	Student Financial Aid: Via Institution	Nondegree and degree programs at Alabama Community College System institutions	\$3,750,000
	ACCS Innovation Center/Skills for Success Program	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$15,000,000
	Alabama Career Essentials (ACE) Program & Alabama Certified Worker Credential (formerly Ready to Work)	Aid to Private Provider	Short-term nondegree credentials only	\$1,677,739
	Career Technical Education Equipment Grant	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$30,000,000
	AI Microcredential Grant	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$1,000,000
	Alabama Industrial Development Training (AIDT) E&T Centers	Other: Operates Education/Training Centers	Short-term nondegree credentials only	\$9,100,000
	Short-term Credential Scholarship Program (SB 175)	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$2,000,000
	Alabama Career Roadmap System	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$4,000,000
	Alabama Workforce Pathways Act (SB 253) - "Option B" Workforce Pathways Diploma	Other: High School Diploma Track	Short-term nondegree credentials only	\$1,000,000

1 Total allocation since FY2015

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
AR	Workforce Challenge Scholarship	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$13,292,860
	Rural Economic Development Initiative (Act 746)	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$11,917,562
	Arkansas Scholarship Lottery	Student Financial Aid: Direct to Student	Short-term nondegree vocational-technical programs and degrees	\$2,000,000
	Arkansas LAUNCH	Other: Skills Connector Job Search Platform	Nondegree and degree credentials	No evident fiscal impact
	ACCESS Bill	Outcomes-based Funding	Short-term nondegree credentials only	\$10,000,000
CA	Golden State Education and Training Grant	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$500,000,000
	California Master Plan for Career Education	Other: State Talent Plan	"No wrong door" approach: captures short-term job training, nondegree credentials, and degrees	\$45,000,000
CO	Talent Pipeline Report	Other: Research	All credentials in the state's talent supply	No evident fiscal impact
	Career Development Incentive Program	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$117,400,000
	Tuition Assistance for Certificate Programs (CTE Grant)	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$450,000
	Reskilling, Upskills, and Next-Skilling (RUN) Workers*	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$28,000,000
	Opportunities For Credential Attainment (SB 22-192)	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$675,810
	Opportunity Now (Regional Talent Development Initiative Grant Program)	Institutional Aid: Capacity-building	Nondegree and degree programs	\$94,600,000

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
CO (cont.)	Skill Advance Colorado	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$49,500,000 ²
	Opportunities for Credential Attainment (Stackable Credential Pathways)	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$2,800,000
	Care Forward Colorado*	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$26,000,000
		Student Financial Aid: Via Institution		
	Career Advance Colorado (SB 23-1246)*	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$38,600,000
	Enterprise Zone Job Training Tax Credit	Other: Tax Credit to Employers	Short-term nondegree credentials only	\$2,075,000
	HB 24-1340: Incentives for Post-Secondary Education (aka Colorado Promise)	Student Financial Aid: Direct to Student	Nondegree and degree programs	\$92,600,000
CT	Career ConneCT*	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$70,000,000
	Tech Talent Accelerator	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$4,745,000
FL	Rapid Credentialing Grant*	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$35,000,000
	Open Door Grant Program	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$70,000,000
	SB 98	Outcomes-based Funding	Nondegree and degree programs	6,500,000
	HB 917	Other: Work Group	Short-term nondegree credentials only	No evident fiscal impact
HI	Promising Credentials in Hawai'i*	Other: Research	Short-term nondegree credentials only	No evident fiscal impact

² Total allocation since FY2015. The program originated with the Colorado First customized job training initiative, authorized in 1984 and launched in 1985. It was later consolidated with the Existing Industry grant program under the unified Skill Advance Colorado framework. Since FY2015, state budgets have referred to it as the Colorado First/Existing Industry Job Training Program (or simply Colorado First). The program has received consistent annual appropriations of \$4.5 million since FY2015.

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
ID	Idaho LAUNCH	Student Financial Aid: Direct to Student	Short-term career-technical certificate, short-term workforce training, two- and four-year degrees	\$95,800,000
	Advanced Opportunities Program Expansion (SB 1359)	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$400,000
IL	Workforce Empowerment Initiative (formerly Workforce Equity Initiative)	Student Financial Aid: Via Institution	Nondegree and degree programs	\$112,200,000
	Monetary Award Program (MAP)	Student Financial Aid: Direct to Student	Credit-bearing certificate and degree programs	Undetermined ³
IN	Next Level Workforce Ready Grant	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$24,000,000
	Career Scholarship Account	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$15,000,000
	SB 448	Other: Program review and development of a plan to create stackable workforce credentials	Short-term nondegree credentials only	No evident fiscal impact
	Ivy Tech Community College Study	Other: Research	Nondegree and degree programs	No evident fiscal impact
IA	GAP Tuition Assistance Program	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$18,000,000
	Skilled Workforce Shortage Tuition Grant (Kibbie Grant)	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$50,000,000
	Vocational-Technical Tuition Grant	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$18,001,850
	Iowa Healthcare Credentialing Grant	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$2,940,000
	Career Academy Incentive Fund	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$4,000,000
	House File 117	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$302,000

3 Our total calculation excludes Illinois' Monetary Award Program (MAP), which has allocated \$14.6 billion for 6.6 million grants since its inception in 1967. While the program currently provides aid to students in credit-bearing certificate programs, it is unclear whether such awards have been available throughout the program's full history. As a result, this figure has been excluded from the total to maintain accuracy.

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
KS	Accelerating Opportunity Kansas	Student Financial Aid: Via Institution	Short-term nondegree credentials only	Undetermined*
KY	Work Ready Kentucky Scholarship Program	Student Financial Aid: Direct to Student	Certificate programs, short-term postsecondary diploma programs, associate degrees	\$58,495,176
LA	MJ Foster Promise Program	Student Financial Aid: Direct to Student	Nondegree and degree programs	\$32,000,000
	Completers Fund*	Student Financial Aid: Direct to Student	Short-term non degree credentials, on-ramp credentials, two- and four-year degrees	\$13,300,000
	Reboot LA 2.0*	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$20,000,000
	Jump Start 2.0	Student Financial Aid: Via Institution	Short-term nondegree credentials only	Undetermined ⁴
	Incumbent Worker Training Program	Other: Employer Incentive	Short-term nondegree credentials only	\$750,000,000
	LED Fast Start	Other: Employer Incentive	Short-term nondegree credentials only	\$36,700,000
ME	Maine Quality Centers Program	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$122,960,000
MD	Maryland Community College Promise	Student Financial Aid: Direct to Student	Certificate and non-credit continuing education programs, degrees	\$72,000,000
	Non-credit Workforce Completers System	Other: Dataset	Short-term nondegree credentials only	No evident fiscal impact
	Workforce Development Sequence Scholarship (Sequence Scholarship)	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$8,000,000
	EARN Maryland	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$29,200,000

4 This figure could not be confirmed in time for the release of this report. Updated information is forthcoming and will be incorporated as soon as it becomes available.

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
MI	Michigan New Jobs Training Program*	Institutional Aid: Capacity-building	All: No restrictions on credential type	\$50,000,000
	Skills Scholarship (Part of Michigan Reconnect)*	Student Financial Aid: Direct to Student	Short-term skills certificates, associate degrees	\$6,000,000
	Futures for Frontliners	Student Financial Aid: Direct to Student	Short-term skills certificates, associate degrees	\$49,000,000
	Michigan Reconnect Short-Term Training Program*	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$6,000,000
	Going PRO Talent Fund (formerly Skilled Trades Training Fund)	Other: Aid to Employers	Short-term nondegree credentials only	\$352,100,000
	Executive Order: Expanding Access to College and Skills Training for Michigan Men	Other: Equity-focused Awareness	Short-term nondegree credentials only	No evident fiscal impact
	Young Professionals Initiative	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$3,000,000
		Student Financial Aid: Via Institution		
	Building Michigan's Infrastructure Workforce Program	Agency Aid: Capacity-building	Short-term nondegree credentials only	\$107,000,000
	Mentor Teacher Credential	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$1,000,000
MN	Workforce Development Scholarship	Student Financial Aid: Direct to Student	Targets short-term nondegree credentials; provides an additional year of support to students who complete an associate degree and transfer to a bachelor's program	\$36,000,000

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
MS	Mississippi Tuition Assistance Grant	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$35,580,000
	Workforce Enhancement Training (WET) Fund	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$440,000,000
	Mississippi Works	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$47,424,829
	Tiered Credential Model (forthcoming)	Other: Data Tool	All: program agnostic	TBD
MO	FastTrack Workforce Incentive Grant	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$18,376,079
	Upskill Credential Training Fund (HB 417)	Other: Aid to Employers	Short-term nondegree credentials only	\$3,000,000
	Governor's Workforce of the Future Challenge (Executive Order 25-16)	Other: State Engagement Plan	Short-term nondegree credentials only	No evident fiscal impact
NE	Community College Gap Assistance Program	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$7,020,000+
NV	Promise Scholarship	Student Financial Aid: Direct to Student	Short-term certificate programs, associate and bachelor's degrees	\$28,600,000
NJ	New Jersey Pathways to Career Opportunities Initiative	Institutional Aid: Capacity-building	Nondegree and non-credit and for-credit credentials, degrees	\$24,000,000
		Student Financial Aid: Via Institution		
	Opportunity Partnership Grant	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$3,000,000
	Manufacturing Skills Initiative	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$2,000,000

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
NC	GEER Scholarship*	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$14,549,996
	Short-term Workforce Development Grant Program (Session Law 2021-180, Section 6.6. (a))	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$3,000,000
	North Carolina Finish Line Grants	Student Financial Aid: Direct to Student	Short-term certificate programs, postsecondary diplomas, degrees	\$7,500,000
	Propel NC	Outcomes-based Funding	Includes short-term credentials	\$18,500,000
	Council on Workforce and Apprenticeships (Executive Order 11)	Other: Creation of a Council	Short-term nondegree credentials only	No evident fiscal impact
OH	HB 699 Section R.C. 3333.34 (126th General Assembly)*	Other: Development of a system of pre-college and college-level stackable certificates	Short-term nondegree credentials only	No evident fiscal impact
	Short Term Certificate Grant*	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$12,000,000
	TechCred	Aid to Private Provider	Short-term nondegree credentials only	\$159,136,415 ⁵
	Individual Microcredential Assistance Program (IMAP)	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$16,415,230 ⁶
	Ohio Work Ready Grant*	Student Financial Aid: Direct to Student	Short-term industry-recognized credentials, short-term certificates, degrees	\$20,000,000
	Ohio Talent Ready Grant*	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$20,000,000
	One-time investment in career-tech facilities and equipment (HB 96)	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$300,000,000

⁵ Individual Microcredential Assistance Program (IMAP) allocations are excluded from this total. Although IMAP is funded as a line item within the Department of Development's budget for TechCred, its amounts have been removed from TechCred's total to accurately reflect allocations for each individual initiative.

⁶ IMAP is funded through the Department of Development's budget under the TechCred appropriation but is shown separately here to provide a clearer picture of how Ohio allocates funding across its short-term credential initiatives and to illustrate the full range of related state investments. Note that funding for FY2020 is missing from this calculation.

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
OH (cont.)	College Credit Plus (HB 64)	Student Financial Aid: Via Institution	Short-term certificates and associate degrees	\$47,250,000
	UpskillOK.org	Other: Pathways Tool	Short-term nondegree credentials only	\$5,400,000
OK	Access and Achievement Scholarship (HB 3792)	Student Financial Aid: Direct to Student	Nondegree and degree programs	\$59,691
OR	Future Ready Oregon	Student Financial Aid: Via Institution Institutional Aid: Capacity-building	Nondegree and degree programs	\$200,000,000
	Semiconductor Talent Sustaining Fund (HB 4154)	Student Financial Aid: Via Institution	Technical certificates, short-term credentials, technical degrees, associate degrees, bachelor's degrees, and graduate-level degrees	\$10,000,000
RI	Rhode Island Reconnect	Other: Network for Educational Navigators	Nondegree and degree programs	\$8,400,000
TN	Tennessee Promise	Student Financial Aid: Direct to Student	Short-term certificates, postsecondary diplomas, and associate degrees	\$1,084,143,900
	Tennessee Reconnect	Student Financial Aid: Direct to Student	Short-term certificates and associate degrees	\$170,672,698
	Tennessee WORKS Scholarship (formerly Wilder-Naifeh Technical Skills Grant)	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$251,291,752
	"Project Calypso" — Reimagining the Community College Experience Program*	Institutional Aid: Capacity-building	Nondegree and degree programs	\$2,200,000
	Micro-Credentialing Program	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$6,300,000
	TN Direct Admissions	Other: Admissions Program (Pilot Study)	Nondegree and degree programs	Undetermined ⁺

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
TX	Reskilling Support Fund Grant*	Student Financial Aid: Via Institution	Short-term certificates and associate degrees	\$37,836,447
	Texas Reskilling and Upskilling through Education (TRUE) Grant Program	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$93,000,000
		Student Financial Aid: Via Institution		
	Nondegree portion of the Returned-value Formula at Texas State Technical College	Outcomes-based Funding	Short-term nondegree credentials only	\$97,900,000 ⁷
	Accelerating Credentials of Purpose and Value Grant*	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$12,500,000
	State Community College Funding Model - Performance Tier Funding Component for Sub-Associate Credentials (HB 8)	Outcomes-based Funding	Short-term nondegree credentials only	\$605,695,527 ⁸
	Financial Aid for Swift Transfer (FAST) (Created by HB 8, Modified by HB 120)	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$243,800,000
	Texas Educational Opportunity Grant	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$528,186,616
	Jobs and Education for Texans Grant	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$121,700,000
	SB 1105 - 89(R)	Other: Tuition Exemption Plan	Short-term nondegree credentials only	No evident fiscal impact

⁷ Due to the presence of unmasked FERPA data, publicly accessible data for TSTC's returned-value funding are limited to the 2020-21 and 2022-23 budget cycles. Extrapolating from HCM's analysis of the available data, we estimate that nondegree programs account for approximately 16% of the total funding generated by TSTC's returned-value formula. These estimates rely on published TSTC budget reports and should be interpreted with caution given not only the data limitations, but also the differences between TSTC and Texas community colleges in both mission and scale. TSTC serves a distinct statewide technical mission and a smaller overall student population than the community college sector, which affects the composition and distribution of their program offerings.

⁸ Note that under the state's pre-HB 8 success point system, certificates did generate a modest amount of direct performance funding. Publicly available data do not provide sufficient detail to calculate the precise dollar value attributable to certificates alone, and available estimates would be approximate. This historical context is noted here to acknowledge that performance-based funding for certificates did exist prior to HB 8, though at a substantially lower scale than under the current framework.

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
TX (cont.)	HB 120 - 89(R)	Other: Aid to K-12 Districts	Short-term nondegree credentials only	\$5,000,000
	SB 1786 - 89(R) - Revised Framework for Evaluating Credentials of Value	Other: Credential Framework	Nondegree and degree programs	No evident fiscal impact
	HB 20 - 89(R)	Other: Permits the Substitution of credits in nondegree career and technical courses for high school credit	Short-term nondegree credentials only	No evident fiscal impact
UT	SB 117	Outcomes-based Funding	Nondegree and degree programs	Undetermined ⁺
	First Credential Scholarship (HB 260)	Student Financial Aid: Via Institution	Short-term nondegree credentials only	\$3,000,000
		Institutional Aid: Capacity-building		
VA	New Economy Workforce Credential Grant (formerly FastForward)	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$140,800,000
		Student Financial Aid: Via Institution		
	Get a Skill, Get a Job, Get Ahead (G3)	Student Financial Aid: Direct to Student	Non-credit occupational training, short-term certificates, and associate degrees	\$28,500,000
	College and Career Ready Virginia Program Expansion	Student Financial Aid: Direct to Student	15-credit credentials and 30-credit certificates of general studies	\$20,000,000
	HB 1345 - Mandated list of industry-recognized workforce credentials	Other: Creation of High-Value Credential List	Nondegree and degree programs	No evident fiscal impact

STATE	PROGRAM	WHO'S FUNDED	QUALIFYING CREDENTIALS	TOTAL INVESTMENT
WA	Washington State Opportunity Grant	Student Financial Aid: Direct to Student	Career & Technical Track includes short-term certificates, apprenticeships, and associate degrees	\$700,000,000
	Washington State Worker Retraining Program	Student Financial Aid: Via Institution	Nondegree and degree programs	\$39,759,000
	Washington College Grant	Student Financial Aid: Direct to Student	Short-term certificate programs, short-term job training, apprenticeships, and associate degrees	\$27,600,000
	HB 2236	Institutional Aid: Capacity-building	Short-term nondegree credentials only	\$500,000
WV	Workforce Component of the Higher Education Adult Part-Time Students (HEAPS) Grant Program	Student Financial Aid: Direct to Student	Short-term nondegree credentials only	\$26,250,000
	Credential WV	Other: State Implementation Strategy	Short-term nondegree credentials only	\$325,000

TOTAL CUMULATIVE INVESTMENT TO DATE

\$8,118,664,534

- \$4,499,471,643 - Nondegree programs only
- \$3,619,192,891 - Nondegree and degree programs

* Indicates an initiative that is no longer active.

+ Indicates an estimated minimum figure that has not been confirmed.

