

Workforce Aligned State Scholarship Policy Database

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The *Workforce Aligned State Scholarship Policy Database* is produced by researchers from the Martin School of Public Policy and Administration at the University of Kentucky. The database provides a comprehensive inventory of state-level scholarship policies designed to address targeted workforce needs. Policies were identified through systematic reviews of state agency websites and legislative records. Since scholarship policies evolve over time, the database reflects workforce aligned state scholarships active as of **July 1, 2025**.

For the purposes of this database, workforce aligned state scholarships are defined as policies that meet all of the following criteria:

1. Policies must directly link financial aid to a designated group of major fields or industries that have been identified by the state as high-demand. They must support multiple high-demand major fields or industries rather than being limited to a singular sector.
2. Eligible credentials supported by policies must be awarded or co-sponsored by an accredited postsecondary institution, including credit- or non-credit-bearing certificates and diplomas, associate degrees, and bachelor's degrees.
3. Scholarship funds must ultimately be delivered for the sole benefit of eligible students, either disbursed directly to the student or sent to an approved institution to be applied as credit toward the student's account (e.g., tuition, fees, or other qualifying expenses).

We also provide a corresponding **Technical Notes** document for this spreadsheet. In the Technical Notes, Appendix A contains a detailed data dictionary for each variable included in the database. Appendix B lists the source information by state and scholarship policy.

State	Scholarship Name	Effective Year	Current Policy?	Review System for High-Demand Fields or Industries' Comment
Alabama	(Re)Engage Alabama Grant Program	2024	Y	
Alabama	Short-Term Credential Scholarship Program	2024	Y	
Arizona	Arizona Community College Workforce Scholarship	2024	N	None Specified
Arkansas	Arkansas Workforce Challenge Scholarship	2017	Y	
Colorado	Colorado Career Advance (In-Demand Short-Term Credentials Program)	2023	Y	None Specified
Delaware	Career Based Scholarship	2022	Y	
Florida	Open Door Grant	2021	Y	
Georgia	Hope Career Grant	2013	Y	
Iaho	Iaaho LAUNCH	2023	Y	
Illinois	Workforce Empowerment Initiative (formerly Workforce Equity Initiative)	2019	Y	None Specified
Indiana	Next Level Jobs Workforce Ready Grant	2017	Y	
Iowa	Future Ready Iowa Last-Dollar Scholarship	2019	Y	
Iowa	Gap Tuition Assistance Program	2011	Y	
Kansas	Promise Act Scholarship	2021	Y	
Kentucky	Work Ready Kentucky Scholarship	2016	Y	
Louisiana	M.J. Foster Promise Program	2021	Y	
Maine	Competitive Skills Scholarship Program	2008	Y	
Maryland	Workforce Shortage Student Assistance Grant Program	2006	Y	
Massachusetts	Massachusetts High Demand Scholarship Program	2012	Y	
Michigan	Michigan Achievement Skills Scholarship	2022	Y	
Michigan	Michigan Reconnect Short-Term Training Program	2020	Y	
Minnesota	Workforce Development Scholarships	2018	Y	
Missouri	Fast Track Workforce Incentive Grant	2019	Y	
Nebraska	Community College Gap Assistance Program	2015	Y	
Nevada	Workforce Incentive Grant	2022	N	None Specified
North Carolina	Governor's Emergency Education Relief (GEER) Scholarship	2020	N	None Specified
North Carolina	Short-Term Workforce Development Grant	2021	Y	
North Dakota	Skilled Workforce Scholarship (Career Builders)	2019	Y	
Ohio	Short-Term Certificate Grant	2019	Y	
Ohio	Ohio Work Ready Grant	2023	Y	
Oregon	Workforce Ready Grant	2022	Y	
Oregon	Postsecondary Career Pathways	2022	Y	None Specified
Pennsylvania	Grow PA Scholarship Grant Program	2024	Y	
South Carolina	South Carolina Workforce Industry Needs Scholarship (SCWINS)	2022	Y	
South Dakota	Build Dakota Scholarship	2015	Y	
South Dakota	Dakota Corps Scholarship	2005	Y	None Specified
Texas	Texas Reskilling and Upskilling through Education (TRUE) Grant Program	2021	Y	
Utah	Talent Development Award Program	2022	Y	
Virginia	New Economy Workforce Credential Grant	2016	Y	
Virginia	Get Skilled, Get a Job, Give Back Program (G3 Program)	2021	Y	
Washington	Washington State Opportunity Scholarship	2011	Y	
West Virginia	West Virginia Invests Grant	2019	Y	
West Virginia	HEAPS Workforce Grant	1999	Y	
Wyoming	Wyoming Works	2019	Y	None Specified

Type of Scholarship

Merit-Based	Requires a minimum level of academic achievement (e.g., GPA, test scores)
Need-Based	Eligibility or award amount is determined by financial need
First-Dollar	Covers tuition or fees before any other gift aid is applied
Last-Dollar	Applied only after all other gift aid (e.g., Pell Grants, state grants) has been exhausted
Targeted Scholarship	Restricted to a specific demographic or group
Full-Tuition Scholarship	Covers the full cost of tuition
Reimbursement	Repays students for expenses already incurred
Matching	Requires a dollar-for-dollar match from another source (e.g., a private donor)

Type of Institution

Public-4year	State-supported colleges and universities authorized to award bachelor's or higher degrees.
Public-2year or less	State-supported institutions whose highest award is the associate degree (or below). For example, community and technical colleges.
Private non-profit-4year	Privately governed, non-profit colleges and universities awarding bachelor's or higher degrees. For example, liberal arts colleges.
Private non-profit-2year or less	Privately governed, non-profit institutions whose highest award is the associate degree (or below). For example, private junior colleges.
Private for-profit-4year (proprietary)	Proprietary (for-profit) institutions awarding bachelor's or higher degrees.
Private for-profit-2year or less	Proprietary (for-profit) institutions whose highest award is the associate degree (or below).

Indicator Codes

Y	Yes
N	No
N/A	Not Available

Item No.	Item Name	Quantity	Unit	Material Code	Material Description	Material Specification	Material Grade	Material Type	Material Status	Material Location	Material Date	Material Price	Material Value	Material Remark
1	Steel Plate	100	m ²	SP-001	Steel Plate	10mm thick, 1500mm wide, 3000mm long	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
2	Steel Pipe	50	m	SP-002	Steel Pipe	60mm diameter, 6mm wall thickness	SS400	Steel	Available	Warehouse A	2023-10-27	30000	1500000	
3	Steel Rod	200	m	SP-003	Steel Rod	12mm diameter	SS400	Steel	Available	Warehouse A	2023-10-27	15000	3000000	
4	Steel Beam	10	m	SP-004	Steel Beam	150mm height, 60mm width	SS400	Steel	Available	Warehouse A	2023-10-27	150000	1500000	
5	Steel Bolt	10000	pcs	SP-005	Steel Bolt	M12, 60mm length	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
6	Steel Nut	10000	pcs	SP-006	Steel Nut	M12	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
7	Steel Washer	10000	pcs	SP-007	Steel Washer	M12, 12mm diameter	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
8	Steel Bracket	50	pcs	SP-008	Steel Bracket	100mm x 100mm x 10mm	SS400	Steel	Available	Warehouse A	2023-10-27	30000	1500000	
9	Steel Angle	100	m	SP-009	Steel Angle	50mm x 50mm x 6mm	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
10	Steel Channel	100	m	SP-010	Steel Channel	100mm height, 50mm width	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
11	Steel Plate	100	m ²	SP-011	Steel Plate	10mm thick, 1500mm wide, 3000mm long	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
12	Steel Pipe	50	m	SP-012	Steel Pipe	60mm diameter, 6mm wall thickness	SS400	Steel	Available	Warehouse A	2023-10-27	30000	1500000	
13	Steel Rod	200	m	SP-013	Steel Rod	12mm diameter	SS400	Steel	Available	Warehouse A	2023-10-27	15000	3000000	
14	Steel Beam	10	m	SP-014	Steel Beam	150mm height, 60mm width	SS400	Steel	Available	Warehouse A	2023-10-27	150000	1500000	
15	Steel Bolt	10000	pcs	SP-015	Steel Bolt	M12, 60mm length	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
16	Steel Nut	10000	pcs	SP-016	Steel Nut	M12	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
17	Steel Washer	10000	pcs	SP-017	Steel Washer	M12, 12mm diameter	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
18	Steel Bracket	50	pcs	SP-018	Steel Bracket	100mm x 100mm x 10mm	SS400	Steel	Available	Warehouse A	2023-10-27	30000	1500000	
19	Steel Angle	100	m	SP-019	Steel Angle	50mm x 50mm x 6mm	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	
20	Steel Channel	100	m	SP-020	Steel Channel	100mm height, 50mm width	SS400	Steel	Available	Warehouse A	2023-10-27	15000	1500000	

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. This is crucial for ensuring the integrity of the financial data and for providing a clear audit trail.

2. The second part of the document outlines the various methods used to collect and analyze data. These methods include both qualitative and quantitative approaches, each with its own strengths and limitations.

3. The third part of the document focuses on the results of the data collection and analysis. It provides a detailed breakdown of the findings and discusses their implications for the overall study.

4. The fourth part of the document discusses the conclusions drawn from the study. It highlights the key findings and offers suggestions for future research in this area.

5. The fifth part of the document provides a summary of the entire study, including the objectives, methods, results, and conclusions.

6. The sixth part of the document discusses the limitations of the study and the potential for bias. It also offers suggestions for how these limitations can be minimized in future research.

7. The seventh part of the document provides a list of references for the sources used in the study. This list includes both primary and secondary sources, as well as relevant literature in the field.

8. The eighth part of the document provides a list of appendices, which include additional data, charts, and tables that are not included in the main body of the text.

9. The ninth part of the document provides a list of figures and tables, which are used to present the results of the study in a clear and concise manner.

10. The tenth part of the document provides a list of footnotes, which are used to provide additional information or to clarify points made in the main text.

11. The eleventh part of the document provides a list of acknowledgments, which are used to thank the individuals and organizations that have supported the study.

12. The twelfth part of the document provides a list of abbreviations, which are used to simplify the text and to avoid repetition of long words or phrases.

13. The thirteenth part of the document provides a list of symbols, which are used to represent mathematical or scientific concepts in a clear and concise manner.

14. The fourteenth part of the document provides a list of definitions, which are used to clarify the meaning of key terms and concepts used in the study.

15. The fifteenth part of the document provides a list of references, which are used to cite the sources of information used in the study.

16. The sixteenth part of the document provides a list of appendices, which are used to provide additional information or to present data that is not included in the main text.

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1. The first step in the process of identifying a problem is to define the problem clearly. This involves identifying the symptoms and the underlying causes of the problem. Once the problem is defined, the next step is to gather information about the problem. This involves researching the problem and identifying the resources available to solve it. The final step is to develop a plan of action to solve the problem. This involves identifying the steps that need to be taken to solve the problem and the resources that will be needed to carry out the plan.

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