



Workforce Pell: Indiana Policy and Technical Appendices

Indiana Workforce Pell Policy

Background

Effective July 1, 2026, eligibility for the Federal Pell Grant will expand. This need-based grant will now be open to eligible students enrolling in qualifying short-term workforce programs, known as Workforce Pell. The goal of Workforce Pell is to enable institutions to deliver high-quality, direct-to-workforce training programs that align with state workforce needs.

Workforce Pell Program Eligibility

To be eligible for Workforce Pell in Indiana, programs must:

- Run between 150 and 599 clock hours or between 4 and 15 credit hours, with a program length between 8 and 14 weeks.
- Lead directly to a recognized occupation in one of [Indiana's high-growth, high-demand job sectors](#).
- Lead to a recognized, stackable, and portable credential that can be articulated to academic credit in a related certificate or degree.
- Meet minimum accountability standards, including:
 - Demonstrate a 70% completion rate,
 - Demonstrate a 70% job-placement rate, and
 - Pass a tuition to value-added earnings test.
- Be offered at a college or university located in the state of Indiana that is approved by the U.S. Department of Education to disburse Federal Pell Grant funds.

Special Considerations

In limited circumstances, a college or university may partner with an external training provider to conduct up to 25% of the Workforce Pell program.

For registered apprenticeship programs, a college or university may partner with an external training provider to conduct up to 49% of the Workforce Pell program if it serves as related technical instruction (RTI).

Indiana residents may receive Workforce Pell at a college or university located in another state if a bilateral agreement exists between the governors of both states.

See the Technical Appendices for more information.

Student Eligibility for Workforce Pell

Students must file a Free Application for Federal Student Aid (FAFSA) for the upcoming academic year and demonstrate financial need to qualify for Federal Workforce Pell. Students must also meet other Federal student aid [eligibility requirements](#), complete [FAFSA verification](#) (if selected) or steps to



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resolve other FAFSA actions required, and maintain [Satisfactory Academic Progress](#). Students should contact the financial aid office at the institution offering the Workforce Pell program to learn more information about specific financial aid eligibility and steps to apply.

Workforce Pell award amounts are prorated based on the program length and count toward a student's lifetime Federal Pell Grant [eligibility units](#). Learn more about the [Federal Pell Grant calculation](#) or contact the financial aid office at the institution offering the Workforce Pell program.

Students cannot receive both regular Pell and Workforce Pell at the same time. While students who have already earned a bachelor's degree may be eligible for Workforce Pell, students who have obtained a graduate-level degree are not eligible.

Workforce Pell Application Process

Indiana has established an application process by which a joint committee of representatives from the Indiana Commission for Higher Education (CHE) and the Indiana Department of Workforce Development (DWD) will recommend to the Governor for approval if a program meets the requirements. Upon approval, the Governor will certify to the U.S. Department of Education that the program meets eligibility for Workforce Pell.

Upon receipt of this state certification, the U.S. Department of Education will conduct its own evaluation of the program for final determination. A list of eligible Workforce Pell programs that have received approval from the Governor of Indiana and the U.S. Secretary of Education will be available on CHE's website.

Workforce Pell: 2026-2027 Pilot Implementation

For 2026-2027, Indiana will limit Workforce Pell program applications to its two-year public institutions as part of its pilot implementation. Indiana intends to open the application process to all eligible institutions after the pilot phase has concluded (early to mid-2027).

The Workforce Pell pilot application materials and requirements are available on the [CHE website](#) under the Financial Aid section.

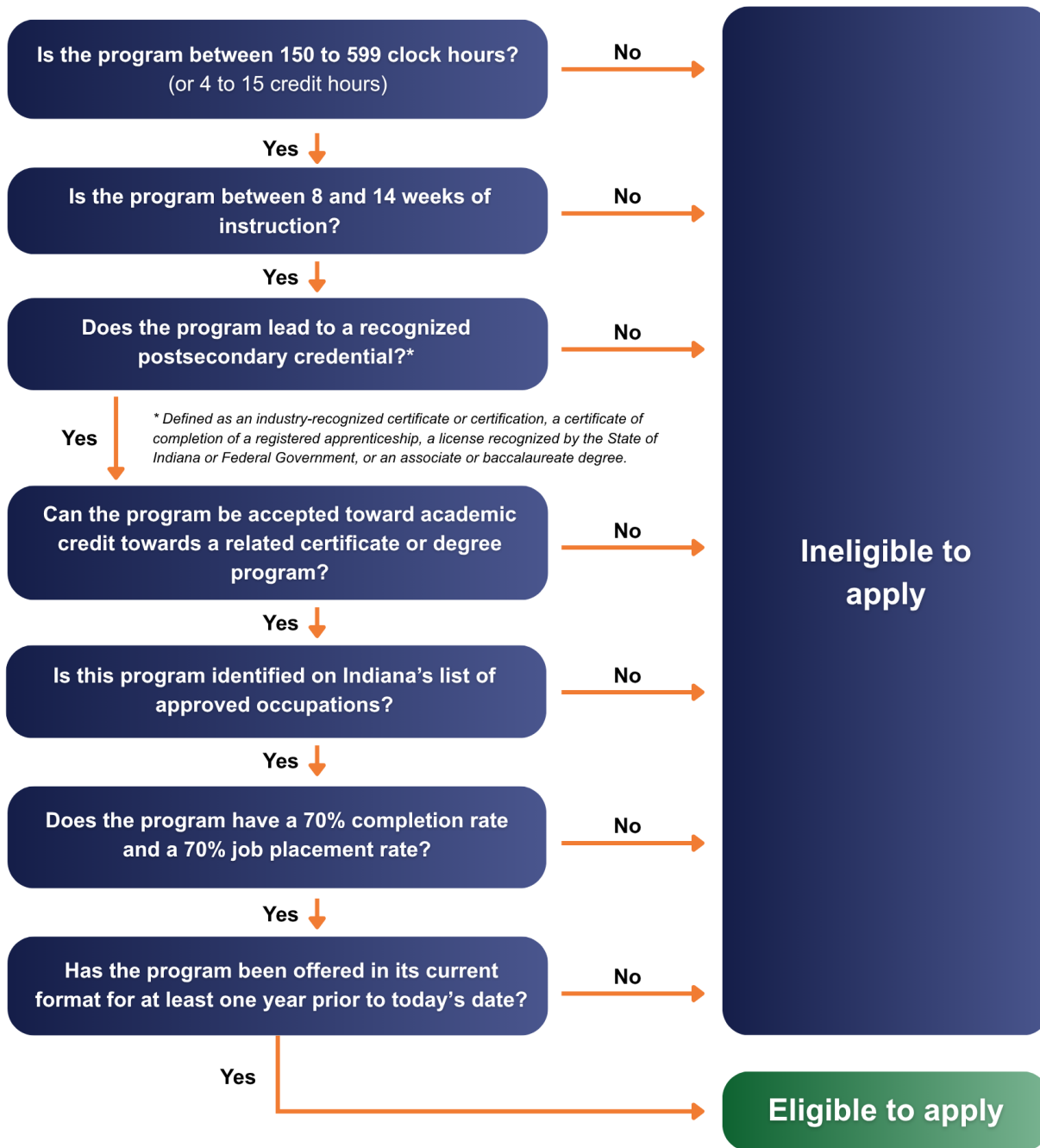
More information about the application processes can be found in the Technical Appendices.



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Program Eligibility Flowchart

Eligible institutions should use this flowchart prior to submitting Indiana's Federal Workforce Pell application materials. **Note:** Only public, two-year institutions are considered eligible institutions for Indiana's Workforce Pell pilot implementation (Summer 2026 through Spring 2027).





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Introduction

In July 2025, Congress passed the One Big Beautiful Bill (OB3) into law which makes changes to the definition of Federal Pell Grants in section 401 of the Higher Education Act (20 U.S.C. 1070a) These changes allow eligible providers to award Federal Pell Grant funds to students enrolled in eligible short-term, industry-aligned programs also known as Workforce Pell programs. Regulations implementing Workforce Pell are codified under 34 CFR Part 690¹.

This guide utilizes language directly from the publication ‘Understanding Postsecondary Credentials in the Public Workforce System²’ published by the Department of Labor. All direct quotes refer to this publication unless otherwise noted.

Authority

These policy and implementation decisions fall under the Indiana Commission of Higher Education’s (CHE’s) authority to facilitate institutional program alignment as part of the state’s long-range plan (IC 21-18-8) and the Department of Workforce Development’s (DWD’s) authority to execute its duties as a workforce focused agency as part of the state’s federal Workforce Innovation and Opportunity Act

¹ <https://www.ecfr.gov/current/title-34/subtitle-B/chapter-VI>

² Pallasch, J. (2020). *TRAINING AND EMPLOYMENT NOTICE NO. TO: STATE AND LOCAL STAKEHOLDERS IN THE WORKFORCE INNOVATION AND OPPORTUNITY ACT STATE WORKFORCE AGENCIES STATE WORKFORCE ADMINISTRATORS STATE WORKFORCE LIAISONS H-1B JOB TRAINING PROGRAM GRANTEES INDIAN AND NATIVE AMERICAN (INA) PROGRAM GRANTEES NATIONAL FARMWORKER JOBS PROGRAM GRANTEES NATIONAL DISLOCATED WORKER GRANTEES STATE DIRECTORS, OFFICE OF APPRENTICESHIP STATE APPRENTICESHIP AGENCIES REENTRY EMPLOYMENT OPPORTUNITIES (REO) GRANTEES SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) GRANTEES TRADE ADJUSTMENT ASSISTANCE (TAA) LEADS YOUTHBUILD GRANTEES FROM: Change 1, Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III and Title IV Core Programs and TEGL 14-18 Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs.* https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEN/2020/TEN_25-19.pdf



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(WIOA) plan (IC 22-4.1-4.15), aligning workforce training with industry and employer needs. Effective July 1, 2026, IC 22-4.1-4-16 requires the “governor and the department [of Workforce Development]” in consultation with the commission for higher education” to establish a process to identify eligible workforce training programs and a process for institutions to apply for recognition as an eligible workforce training program for federal Workforce Pell Grants.

Workforce Pell Committee

A joint taskforce, composed of executive leadership of DWD and CHE, in consultation with the State Workforce Board, will execute and facilitate the creation of the Workforce Pell Program policies, application procedures and related activities under IC 22-4.1-4-16. The responsibilities designated to the governor in Federal 34 CFR § 690 remain with the governor. CHE and DWD are hereby referred to as the “Workforce Pell Committee” or “Committee” for the remainder of this policy document.

Eligible Providers

Interested providers of workforce training programs eligible for Federal Pell Grant funding must meet the following criteria:

- Federal Title IV eligible provider with an active program participation agreement (PPA) on file with the Department of Federal Student Aid <https://studentaid.gov/data-center/school/ppa>, and
- Is operating within the state of Indiana as demonstrated by an active Office of Postsecondary Education Identification (OPEID) number tied to a campus or location in the state of Indiana.

Evidence of the provider’s PPA, accreditation standing, and proof of operations within the state of Indiana will be required as part of the application submission process.

This policy will hereby reference “eligible providers” as “institutions” for the remainder of this document.

Eligible Out-of-State Providers

Interested providers of workforce training programs eligible for Federal Pell Grant funding not operating within the state of Indiana must meet the following criteria:

- Title IV eligible with an active PPA on file with the Department of Federal Student Aid <https://studentaid.gov/data-center/school/ppa>; and
- Active agreement on file with the National Council for State Authorization Reciprocity Agreements (NC-SARA) <https://nc-sara.org/about-nc-sara/>; and
- Located in a state in which the Governor of Indiana has entered into agreement with the governor of the state in which the institution is located as described in 690.93(h).

Evidence of the provider’s PPA and NC-SARA eligibility will be required as part of the application submission process. CHE will publish a list of states in which the Governor of Indiana has entered into a formal agreement with the governor of another state in a later section of this policy.



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Partnerships with Ineligible Providers

Institutions (including out-of-state institutions) may partner with an ineligible provider if the ineligible provider contributes up to 25% of the educational program, in accordance with 34 CFR 602.22(a)(1)(ii)(J). Evidence of the program's instructional breakout between the institution and ineligible provider will be required as part of the application submission process.

Special Considerations for Registered Apprenticeship Programs

Under the final rule in Section 668.5 regarding written arrangements with ineligible providers, the provider may provide up to 49% for related instruction components of Registered Apprenticeship programs.

Eligible Programs and Recognized Postsecondary Credentials

Eligible Programs

Indiana defines an ***eligible program*** as an approved training service or education path a participant undergoes to gain skills leading to a recognized postsecondary credential.

In accordance with federal regulations, eligible programs must also meet the following criteria:

- Meets the following weeks of instruction and credit/clock hour requirements:
 - Requires a minimum of 8 weeks, but less than 15 weeks of instruction; and
 - Is at least 150 clock hours but less than 600 clock hours; or
 - Is at least 4 but less than 16 semester or trimester hours; or at least 6 but less than 24 quarter hours; and
- Meets the definition of the state's High-Skill/High-Demand Occupations and Industry Sectors and prepares such students for employment in an occupation for which there is only one recognized postsecondary credential ([see High-Skill High-Wage/High-Demand Occupations and Industry Sectors section](#)); and
- Leads to a recognized postsecondary credential that is stackable and portable across more than one employer; *and*
- Complies with the annual value-added earnings requirements (beginning in 2029-2030); *and*
- Meets the minimum completion and job placement rates as defined in 34 CFR §690.94 and in this policy; *and*
- Ensures completers of the program receive academic credit for the program that will be accepted toward meeting such certificate or degree program requirements at one or more eligible institutions; *and*
- The program has met the conditions under 34 CFR §690.92(a) and (b) for the 12 months preceding the date on which the institution applied for eligibility for the program.



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Noncredit programs must provide evidence of clock-hour or credit-hour conversion completed in accordance with Federal [34 CFR §668.8\(k\) and \(l\)](#) and [Federal EA ID: GENERAL-21-34](#) as part of the application.

Eligible Programs – Related Technical Instruction Component of a Registered Apprenticeship Program

Under the final rule in Section 690.93, a program that serves as a related technical instruction (RTI) component of a Registered Apprenticeship program is considered to meet the state's definition of a High-Skill/High-Demand Occupations and Industry Sectors that prepares such students for employment in an occupation for which there is only one recognized postsecondary credential.

Definition of Weeks of Instruction of an Eligible Program

Institutions must use the Federal Title IV definition of [weeks of instructional time](#) to determine program length, defined as:

“any period of seven consecutive days in which at least one day of regularly scheduled instruction or examinations occurs, or, after the last scheduled day of classes for a term or payment period, at least one scheduled day of study for examinations occur.”

Weeks of instructional time do not require a program to have consecutive weeks of instruction.

Weeks of Instruction – RTI for a Registered Apprenticeship Program

It is acceptable for an eligible workforce program tied to RTI to have nonsequential weeks of instructional time as long as the instructional weeks do not exceed 14 weeks. The final rules give the following example:

“The program would be considered an eligible workforce program as long as the weeks of instructional time used to determine the students' Pell Grant eligibility is less than 15 weeks. For example, non-sequential weeks of coursework that occur over a year but only include 14 weeks of instructional time (as defined under 34 CFR 668.3(b)) applicable to the student's Pell Grant eligibility is acceptable.”

Recognized Postsecondary Credential

Indiana defines a ***recognized postsecondary credential*** as a credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree. WIOA further defines these credentials as follows:



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- **Certificates** are “completion-based and denote participation in a defined course of study and often related to discrete skills within one or more industries or occupations.”
- **Certifications** “attest to attainment of competence through a rigorous examination or demonstration, and may also have a work experience requirement.”
- **Certificates of Completion of Apprenticeship for Registered Apprenticeship Program** (RAP) are “issued by the Department of Labor or a federally recognized State Apprenticeship Agency (SAA) and convey occupational proficiency, signifying that the apprentice has successfully completed all training requirements associated with the occupation.” This includes interim credentials.
- **Occupational licenses** are credentials “awarded by a government agency that constitutes legal authority to do a specific job. Licenses are based on some combination of degree or certificate attainment, certifications, assessments, or work experience; are timebound; and must be renewed periodically.”

Per federal regulations, occupational licensing programs otherwise meet the requirements for Workforce Pell Grant if the state can document it is necessary to obtain the educational component in order to obtain licensure.

Stackability and Portability Definition

All programs must lead to a recognized postsecondary credential that is stackable and portable across more than one employer.

Indiana considers a recognized postsecondary credential to be **stackable and portable** when it meets the following definitions.

Stackable: A credential is considered *stackable* when it is part of a sequence of credentials that can be accumulated over time to build up an individual’s qualifications and help them to move along a career pathway or career ladder to different and potentially higher-paying jobs.

Portable: A credential is considered *portable* when it is recognized and accepted as verifying the qualifications of an individual in other settings — such as other geographic areas across the country, other educational institutions, or other industries or businesses.

See DOL Training and Employment Notice 25-19, 6/8/202, Attachment 1

Indiana considers a credential stackable and portable if it may be accepted by the same or different Title IV-eligible participating institution to meet a different postsecondary credential requirement, including general education requirements.

If a program prepares a student for employment in an occupation for which there is only **one** recognized postsecondary credential, and provides the credential upon program completion this program is considered to meet the definition of *portable*.



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Awarding of Academic Credit Policy

In addition to issuing the student formal record of completion of a recognized postsecondary credential (such as a diploma or certificate), institutions must establish and document their process to award the recognized academic credit as part of the application process.

Institutions must also provide evidence in their application detailing the academic credit's stackability and portability at one or more eligible institutions through written agreements, including established articulation agreements, transfer-of-credit agreements, consortium or partnership agreements, or similar arrangements.

High Skill/High Demand Occupations and Industry Sectors

Indiana uses the WIOA definition of “**High Skill/High Demand**” as either:

- (1) “An industry sector that has a substantial current or potential impact on the State, regional, or local economy as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors”; or
- (2) “An occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the state, regional, or local economy.”

As identified in the Indiana WIOA State plan, below are the priority In-Demand Sectors for FYs 2026-27 and 2027-2028.

- Advanced Manufacturing
- Building and Construction
- Health and Life Sciences
- IT and Business Services
- Transportation and Logistics

High Skill and High Demand occupations within these sectors will be identified and validated using the following indicators.

- Labor market information specific to demand and growth as identified through the Indiana Top Jobs methodology. Occupations will be identified at the six-digit SOC code level. An overview of the state's Top Jobs Methodology can be [found on the Top Jobs Website](#). An aggregate score of 80 or higher aligned to demand and growth has been established for the initial occupation list.
- Education or training required beyond the high school level specifically at the postsecondary non-degree award. Education or training must be conferred through a recognized postsecondary credential that can be earned within the established program timeframe.
- Meets the criteria of stackability and portability within career pathways for priority industry sectors.



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- Employer input as provided through the Regional Workforce Boards, Registered Apprenticeship sponsors, and individual employers. The Workforce Employer Validation form is included in application materials and will be used to confirm the selected occupations, accept occupations lower than the proposed wage threshold, and offer an exception process for excluded occupations.
- An occupational wage threshold has been established at a minimum of 25* from the Top Jobs data with exceptions for occupations that meet the first three criteria with demonstrated employer support through the Workforce Employer Validation form.

**The Workforce Pell wage threshold is based on the newly established Value-Added Earnings calculation.*

A complete list of initial accepted occupations is included in the next section.



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Indiana Eligible Occupations as of July 1, 2026

Indiana Eligible Workforce Pell Occupations List as of 7/1/2026				Weighted Indicators			Demand & Growth Aggregate
Occupation Group Name	SOC 6-Digit Code	Occupation Name	CIP Code(s)	Demand	Growth	Earnings	
Construction and Extraction Occupations	47-2111	Electricians	46.0302	71	71	45	142
Transportation and Material Moving Occupations	53-3032	Heavy and Tractor-Trailer Truck Drivers	49.0205	89	53	44	142
Transportation and Material Moving Occupations	53-3033	Light Truck Drivers	49.0205	71	66	27	136
Installation, Maintenance, and Repair Occupations	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	47.0201	66	65	45	132
Transportation and Material Moving Occupations	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	52.0203	72	60	49	131
Installation, Maintenance, and Repair Occupations	49-3042	Mobile Heavy Equipment Operators	47.0302	60	67	50	127
Healthcare Support Occupations	31-9091	Dental Assistants	51.0601	68	54	31	122
Construction and Extraction Occupations	47-2152	Plumbers, Pipefitters, and Steamfitters	46.0502, 46.0503	68	53	48	121



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Indiana Eligible Workforce Pell Occupations List as of 7/1/2026				Weighted Indicators			Demand & Growth Aggregate
Occupation Group Name	SOC 6-Digit Code	Occupation Name	CIP Code(s)	Demand	Growth	Earnings	
Construction and Extraction Occupations	47-2031	Carpenters	46.0201	66	54	45	119
Production Occupations	51-4121	Welders, Cutters, Solderers, and Brazers	48.0508	68	50	35	117
Installation, Maintenance, and Repair Occupations	49-3023	Automotive Service Technicians and Mechanics	47.0600, 47.0604	74	41	32	114
Installation, Maintenance, and Repair Occupations	49-9051	Electrical Power-Line Installers and Repairers	46.0301	53	56	65	109
Healthcare Practitioners and Technical Occupations	29-2072	Medical Records Specialists	51.0713	59	49	30	108
Installation, Maintenance, and Repair Occupations	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	47.0605, 47.0613	67	34	43	101
Installation, Maintenance, and Repair Occupations	49-9081	Wind Turbine Service Technicians	47.0303	37	55	54	92
Transportation and Material Moving Occupations	53-3052	Bus Drivers, Transit and Intercity	49.0205	56	33	30	89
Installation, Maintenance, and Repair Occupations	49-3021	Automotive Body and Related Repairers	47.0603	60	29	40	88



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Indiana Eligible Workforce Pell Occupations List as of 7/1/2026				Weighted Indicators			
Occupation Group Name	SOC 6-Digit Code	Occupation Name	CIP Code(s)	Demand	Growth	Earnings	Demand & Growth Aggregate
Installation, Maintenance, and Repair Occupations	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	47.0104, 47.0105	48	40	52	88
Production Occupations	51-9161	Computer Numerically Controlled Tool Operators	48.0510	63	23	29	86
Healthcare Practitioners and Technical Occupations	29-2055	Surgical Technologists	51.1012	57	29	47	86
Installation, Maintenance, and Repair Occupations	49-9044	Millwrights	47.0303	54	31	58	86
Construction and Extraction Occupations	47-4051	Highway Maintenance Workers	49.0202, 49.0207	57	26	30	83
Production Occupations	51-9162	Computer Numerically Controlled Tool Programmers	48.0510	49	34	46	83
Occupations Requiring Additional Employer Verification							
Healthcare Support Occupations	31-9092	Medical Assistants	51.0711, 51.0801	79	67	10	146
Healthcare Support Occupations	31-1131	Nursing Assistants	51.2601, 51.3902, 51.3999	82	57	9	140
Healthcare Practitioners and Technical Occupations	29-2052	Pharmacy Technicians	51.0805	73	46	11	119



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Indiana Eligible Workforce Pell Occupations List as of 7/1/2026				Weighted Indicators			
Occupation Group Name	SOC 6-Digit Code	Occupation Name	CIP Code(s)	Demand	Growth	Earnings	Demand & Growth Aggregate
Healthcare Support Occupations	31-9097	Phlebotomists	51.1009	61	31	10	92
Healthcare Practitioners and Technical Occupations	29-2042	Emergency Medical Technicians	51.0904	56	27	12	83



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Institution Determined Metrics and Data Sources

Program Completion

Within 30 days of a cohort completion (on an ongoing basis) institutions will submit a list of students that enrolled in the program and other institutional information necessary for the Governor to verify program completion rate of at least 70%. Institutions must also denote each record for exclusion in either the numerator or the denominator due to one of the following exceptions:

A student is not included in the numerator or denominator of completion or placement rates if the student—

- (i) Dies;
- (ii) Experiences the onset of a medical condition that prevents employment; or
- (iii) Is ordered to service in the uniformed services, including service performed under Title 10 or Title 32 of the United States Code, for a period of more than 30 days;
- (iv) Becomes incarcerated.

State Determined Metrics and Data Sources

Job Placement Calculation for 2026-2027 and 2027-2028

Within 30 days of a cohort completion (on an ongoing basis) institutions will submit a list of students that completed the program and other institutional information necessary for the Governor to verify a job placement rate of at least 70%. Institutions must also denote each record for exclusion in either the numerator or the denominator due to one of the following exceptions:

A student is not included in the numerator or denominator of completion or placement rates if the student—

- (i) Dies;
- (ii) Experiences the onset of a medical condition that prevents employment; or
- (iii) Is ordered to service in the uniformed services, including service performed under Title 10 or Title 32 of the United States Code, for a period of more than 30 days;
- (iv) Becomes incarcerated.

The Committee will use administrative data to match records to UI wage data for the purpose of calculating the job placement rate. For years 2026-2027 through 2028-2029, the job placement rate will be calculated as the percentage of non-excluded students in the cohort that are employed during the second quarter after exiting the program divided by the total non-excluded students in the cohort.

Job Placement Rate Calculation for 2028-2029 and Beyond

Within 30 days of a cohort completion (on an ongoing basis), institutions will submit a list of students that completed the program and other institutional information necessary for the Governor to verify a



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job placement rate of at least 70%. Institutions must also denote each record for exclusion in either the numerator or the denominator due to one of the following exceptions:

A student is not included in the numerator or denominator of completion or placement rates if the student—

- (i) Dies;
- (ii) Experiences the onset of a medical condition that prevents employment; or
- (iii) Is ordered to service in the uniformed services, including service performed under Title 10 or Title 32 of the United States Code, for a period of more than 30 days;
- (iv) Becomes incarcerated.

The Committee will use administrative data to match records to UI wage data for the purpose of calculating the job placement rate in a related occupation. For years 2028-2029 and beyond, the job placement rate will be calculated as the percentage of non-excluded students in the cohort that are percentage of students that are employed in the occupation(s) for which the program prepares students or a comparable high-skill, high-wage, or in-demand occupation during the second quarter after exiting the program divided by the total non-excluded students in the cohort.

U.S. Secretary Determined Metrics and Data Sources

Value-Added Earnings Policy (effective 2028-2029)

Beginning with the 2028-2029 award year, an eligible workforce program's published tuition and fees may not exceed the value-added earnings of students who:

1. received a Pell Grant for the eligible workforce program; and
2. completed the program during the award year three years prior to the one for which the calculation is being performed; and
3. were working during the most recent tax year for which data is available.

The value-added earnings calculation will be calculated as:

- The value-added earnings calculation:

[Adjusted median earnings] – [150% of the Federal poverty guideline]

Earnings of Workforce Pell Recipients,
measured 3-years after exit & adjusted
for regional price differences

Federal poverty line exemption

The U.S. Department of Education will be responsible for performing the calculation and notifying eligible workforce programs of their calculated value-added earnings beginning six months prior to the 2029-2030 award year based on the completers from the 2026-2027 award year (or prior award years until the cohort reaches more than 50).



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Application Process

Institutions must apply for each program for which it desires Governor review and approval to determine if the program meets the requirements of a Workforce Pell Grant program for final review and approval by the U.S. Secretary of Education.

Institutions will be required to submit information and other evidence as part of this application process, including but not limited to:

1. The name of the program.
 - a. For credit-bearing: Name of certificate
 - b. For non-credit-bearing: Name of certification or skills training
 - c. For apprenticeship: Name of recognized apprenticeship agency, occupation name, and the related technical instruction certification.
 - d. For occupational license: Name of granting agency and occupation name
2. The 6-digit Classification of Instructional Programs (CIP) Code of the program.
3. The institution's OPEID number (from its PPA), current PPA expiration date, and OPEID campus or location showing an active operation in the state of Indiana or in a state in which the Governor of Indiana has entered into a formal agreement with the governor of another state as described in the 'Out-of-State Agreements between Governors' section of this policy.
4. The Standard Occupational Classification (SOC) codes(s) for which the program prepares individuals for employment as determined by the most recently publicly available Indiana Department of Workforce Development's Industry-Recognized Credential - SOC Crosswalk.
5. The program's start date (for verification it has been an active program in the 12 months immediately preceding the request for certification).
6. Documentation outlining the maximum and minimum number of credit hours/clock hours and weeks of instruction required for program completion.
7. The program's published Tuition and Fees to complete the program for the most recent award year.
 - a. Award year is defined in 34 CFR §600.2 as the period of time from July 1 of one year through June 30 of the following year.
8. A data file containing deidentified record-level data for the most recent entry cohort and completion cohorts, as defined in the 'Institution Determined Metrics and Data Sources' section of this policy.
9. Supporting documentation from local, regional, or state employers, or workforce boards in Indiana attesting to the credential's ability to meet current job openings and/or provide pathways for advancement.
10. Institution submitter name and contact information.



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Data Sharing and Secure File Methods / Student Privacy

Institutions may be required to complete a data sharing agreement (DSA) prior to completing the application and submitting cohort data. This DSA would outline requirements for secure file sharing and other requirements for maintaining student privacy under FERPA.

Program Recommendations to the Governor

Committee Review

Upon receipt of an application for Workforce Pell consideration, the Committee will review the application and materials within 45 days. Within 60 days of receipt, the Committee will provide written requests to the institution provider if additional information is needed in making a final determination of eligibility.

Submission to Governor for Consideration

Upon completion of review of application materials, the Committee will submit recommendations for programs for approval or denial to the Governor, at minimum, on a quarterly basis:

- Quarter 1: July 1 of each year
- Quarter 2: October 1 of each year
- Quarter 3: January 1 of each year
- Quarter 4: April 1 of each year

The Committee will process applications on a first-come first-serve basis. Institutions are encouraged to submit all application materials at least 90 days in advance of the desired quarterly Governor review to ensure the Committee can make a formal recommendation.

Program Approval

Governor Approval

Within 30 calendar days of receiving a Committee's recommendation for program approval, the Governor will issue a final certification to the Committee, with a copy to the institution, that includes the following:

- A signed statement that the program was approved by the Governor and that the program currently meets, and has met for the 12 months immediately preceding the certification, the requirements described in the 34 CFR §690.93;
- An agreement that the Governor will inform the U.S. Department of Education and U.S. Department of Labor and the institution within 15 calendar days of its final decision to withdraw approval of the eligible workforce program;
- A certification that the Governor has taken into consideration the cost of the program and the anticipated wages of the industry or occupation prior to the initial determination of the program's value-adding earnings is made under 34 CFR §690.95;



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- Date of Governor's Approval expiration aligned with the institution's PPA; and
- Any other information the U.S. Secretary of Education or U.S. Secretary of Labor may require as part of Governor certification.

Notice to the Secretary for Review

[Per federal guidance](#), institutions have been instructed to submit an update to their institution's federal Electronic Application (E-App) through the Federal Student Aid [Partner Connect portal](#), requesting Secretary approval of programs certified by the Governor as eligible for Federal Workforce Pell Grant funds.

Institutions must wait until their E-App has been processed and approved for Workforce Pell prior to awarding or disbursing any Federal Workforce Pell Grant funds to students. Upon notification from the Secretary, the institution should notify the Committee of their eligible program's start date to participate in Federal Workforce Pell.

Committee or Governor Denial

Within 30 calendar days of a Committee decision not to recommend for Governor approval, the Committee will submit a written notice to the institution that includes the following:

- A written determination of why the program was not recommended for approval, and
- Instructions for how the institution may appeal the Committee's recommendation.

Within 30 calendar days of a Governor denial decision, the Governor will submit a written notice to the institution and the Committee that includes the following:

- A written determination of why the program was not approved, and
- Instructions for how the institution may appeal the determination.

Appeal Process

Within 60 calendar days of being notified of a program denial decision by either the Committee or the Governor, the institution may seek an appeal for the Committee to re-review and resubmit the application by completing an online appeal form. Institutions will be required to submit the following information as part of this appeal process:

1. The name of the program,
2. The 6-digit Classification of Instructional Programs (CIP) Code of the program,
3. The Standard Occupational Classification (SOC) codes(s) for which the program prepares individuals for employment as determined by the most recently publicly available Department of Workforce Development's Industry-Recognized Credential - SOC Crosswalk list, and
4. A letter or statement from the institution providing additional context, information, or reasons for submitting the appeal.



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The Committee will follow its normal timeline for review as described earlier in the section, 'Submission to Governor for Consideration.'

Appeal decisions are final.

Out-of-State Agreements between Governors

Indiana will evaluate the feasibility of out-of-state bilateral agreements between governors as other states establish Workforce Pell state policies. Indiana DWD, in collaboration with CHE, will review other states' policies to determine if there is fidelity in program eligibility standards and verified outcomes before moving forward with approval. A process for review and approval will be appended to this policy at a future date.

Eligible Program Compliance and Monitoring

Ongoing Completion and Job Placement Data Reporting

Institutions are required to provide the Committee evidence of meeting the minimum program completion rate of 70% no later than 30 days after the conclusion of the program. Institutions must follow the cohort guidelines described in the section 'Institution Determined Metrics and Data Sources' of this document.

Institutions are required to provide the Committee evidence of meeting the minimum job placement rate of 70% no later than 30 days after the conclusion of the program. Institutions must follow the cohort guidelines described in the section 'Institution Determined Metrics and Data Sources' of this document.

Tuition and Fees 2026-2027 and 2027-2028

For 2026-2027 and 2027-2028, institutions are permitted to set tuition and fees for a Workforce Pell eligible program based on reasonable market comparison to other programs operating in the state.

Tuition and Fees 2029-2030 and beyond

For 2029-2030 and beyond, institutions are permitted to set tuition and fees for their Workforce Pell eligible program at or below the value-added earnings as determined by the U.S. Secretary of Education based on the 'Federal Definition of a Cohort' section of this document.



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Student Notices and Disclosures

Indiana encourages all institutions to send a written notice (electronic or paper) to recipients of a Workforce Pell Award within 30 days of the first disbursement that includes the following information.

- A statement the student has received a Workforce Pell Award due to the information submitted in their FAFSA and the program's eligibility as by the Governor of Indiana and the U.S. Secretary of Education.
- The name of the eligible institution disbursing Workforce Pell funds.
- The name of the eligible program for which the student is receiving Workforce Pell funds.
- Contact information for the institution's financial aid office.
- Information about Lifetime Pell Grant Eligibility, including the statement:
 - "The amount of Federal Pell Grant funds, including Workforce Pell, you may receive over your lifetime is limited by federal law to be the equivalent of six years. More information is available at <https://studentaid.gov/understand-aid/types/grants/pell/calculate-eligibility>."
- Information about Return of Title IV Funds, including the statement:
 - "Federal regulations require institutions to calculate the amount of Federal Pell Grant funds, including Workforce Pell, when they withdraw, drop out, or are dismissed before completing 60% or more of the payment period. More information is available at https://www.studentaidrefdesk.org/term/Return_of_Title_IV_Funds_R2T4."
- Information about how a student can track their federal aid usage, including the statement:
 - "More information about your federal student aid eligibility and usage is available at <https://studentaid.gov/articles/4-ways-manage-federal-student-aid/>."