

2024 Year Two Report
Murphy J. Foster Promise Award Program

Act 457 of the 2021 Regular Session of the Louisiana Legislature



BACKGROUND

Act 457 of Louisiana's 2021 Regular Legislative Session, created Louisiana's adult financial aid program. Named after former Louisiana Governor Murphy J. "Mike" Foster, this legislation established a \$10.5 million annual state fund to provide workforce training opportunities for the state's working-age adults who have not yet earned a postsecondary credential (legislation can be accessed here: [Act 457 \(2021\)](#)).

The purpose of the program is to provide financial assistance to eligible students enrolled in two-year public postsecondary institutions and accredited proprietary schools approved by the Board of Regents to pursue an associate's degree or a short-term credential aligned with Louisiana's workforce priorities. The M.J. Foster Promise Award Program's (MJFP's) effective date was the 2022–2023 academic year.

Award recipients must pursue an associate's degree or shorter-term postsecondary credential tied to specific high-demand, high-wage occupations aligned to Louisiana's workforce priorities. The program funds enrollment in priority majors related to growing industry sectors, including construction, healthcare, information technology, manufacturing, and transportation and logistics (the complete list can be found at [MJFP Approved Programs](#)).

The M.J. Foster Promise Award Program is critical in helping to reach the goal outlined in the Board of Regents Master Plan, *Louisiana Prospers*, of 60% credential attainment for the state's population by 2030. With the growth of participants and completers in the program, the MJFP Award provides financial support for students to complete their education and training to earn high-demand credentials, ultimately contributing to a significant influx of working-age adults needed for high-value positions in Louisiana's economy.

Program eligibility requirements are as follows: applicants must be Louisiana residents (21 years or older), meet a family income threshold of 300% of the Federal Poverty Level (FPL)¹, or be unemployed or underemployed for six months. The awards are available on a first-come, first-served basis and accessible to the student for three years. The original program covered the cost of tuition and required fees after all other sources of aid have been applied (excluding student loans and federal work-study [MJFP Award Information](#)); however, Act 284 of the 2023 Legislative Session allows the scholarship to be used before all other sources of aid for an eligible student's first semester of support.

The award amount of \$3,200 per award year, or \$1,600 per semester, is provided to a student enrolled full-time. Part-time students receive a proportional amount. Students can receive a maximum of \$6,400 over three years.

¹A measure of income issued annually by the Department of Health and Human Services (HSS) determines eligibility for specific programs and benefits such as Medicaid. The 2024 income number of the Federal Poverty Level (FPL) for an individual is \$15,060, and for a family of four is \$31,200. [Federal Poverty Level \(FPL\) - Glossary | HealthCare.gov](#)

A student may receive the maximum award amount of \$6,400 in one year for certain high-cost programs ([MJFP Award Information](#)).

Students can use the annual M.J. Foster Promise Award from July 1 through June 30. Compliance with reporting requirements is a condition of an institution's continued eligibility to receive payments from the state on behalf of award recipients, which shall be determined annually by the administering agency.

As required by law, the Board of Regents has established an Advisory Council and identified qualified programs that provide the high-value credentials this program supports. The Advisory Council is comprised of the following members or their designees: chancellors of LSU Eunice and Southern University Shreveport, the President of the Louisiana Community and Technical College System, the Commissioner of Higher Education, the State Superintendent of Education, the Secretary of the Louisiana Department of Economic Development, the Executive Director of the Louisiana Workforce Commission (LWC), the Chairman of the Louisiana Workforce Investment Council and the Secretary of the Louisiana Department of Revenue. Furthermore, the law requires the Board of Regents to administer the program through the Louisiana Office of Financial Assistance (LOSFA).

Multiple pieces of legislation approved in the 2024 Regular Legislative Session made substantive changes to the M.J. Foster Program.

Act 102 made the following additional changes to MJFP:

- Increased the maximum amount that may be appropriated to \$40 million. Note that this increase only allows for a maximum appropriation; it does not require it.
- Provides that the Advisory Council shall be called by the Louisiana Workforce Commission rather than the Board of Regents.

Act 633 gradually reduces the minimum eligibility age for the M.J. Foster Promise Program from the current 21 to 17. This reduction in the minimum eligibility age will take place in a graduated manner over a period of four years, as follows:

- For the 2024–2025 award year, an applicant must be 20 years or older;
- For the 2025–2026 award year, an applicant must be 19 years or older;
- For the 2026–2027 award year, an applicant must be 18 years or older; and
- For the 2027–2028 award year and thereafter, an applicant must be at least 17 years old.

Overall, for the 2023–2024 award year, 10,878 applicants were evaluated for eligibility to receive program funds. Of the total applicants, 6,807 were eligible, 1,938 were ineligible, 773 were cancelled, and five were withdrawn. Cancellations and withdrawals consisted of students who voluntarily withdrew for various reasons, were not enrolled in an approved program, were not enrolled during the award year, or did not adhere to enrollment deadlines. In total \$9,949,882 was dispersed (as of 9/04/2024) to students in Year Two, compared to \$2,712,371 to students in Year One.

METHODOLOGY

To gather the requested data for the report, eligible institutions offering the program were identified: Louisiana Community and Technical College System (LCTCS) institutions, LSU Eunice (LSUE), Southern University Shreveport (SUSLA), and accredited proprietary schools licensed by the Board of Regents. The dataset for year two of the program includes students enrolled in MJFP-approved majors and validated skills and learning programs at LCTCS institutions, LSUE, and SUSLA. In addition, approximately 155 proprietary institutions are licensed in the state; of those, 38 are accredited, and 33 offer credentials that are eligible for the award. BOR worked with these proprietary institutions to gather their enrollment and outcomes data.

Staff worked to identify both program awardees who enrolled in eligible credential programs and credential completers from all eligible institutions. Non-awardees in eligible programs were also identified to provide comparison data whenever possible. BOR, LOSFA, and LWC relied on previously established intra-agency Memoranda of Understanding (MOUs) governing data-sharing to acquire the data required for this report, following all data privacy protocols.

REPORTING REQUIREMENTS

Act 457 (2021) required that the Board of Regents submit a written report to the Legislature to include all the information for the preceding academic year as listed below:

- Demographic information of award recipients, including age, race, gender, and household income.
- The mean length of time required for award recipients to complete a qualified program as compared to other completers of the program who did not receive the award.
- Pre- and post-award employment information, including employment status, annual wages, and employer's industry sector.
- Recidivism rates of award recipients.
- The administering agency shall, with the cooperation and assistance of the state's public two-year postsecondary education institutions and proprietary schools, annually query each first-time award recipient to determine the extent to which receiving the award influenced the recipient's decision to enroll in postsecondary education.

All data requested and analyzed are reported in the aggregate only and contain no personally identifiable information.

Program Participant Demographic Information

Act 457 (2021) requires demographic information of program participants, including age, race, gender, and household income.

Table 1 considers the 3,038 MJFP recipients by race and gender. Black non-Hispanic students represent the majority of recipients at 67%, followed by White non-Hispanic students at 17% and Hispanic students at 2%. When gender is added to the analysis, Black non-Hispanic females represent the highest participation percentage rate at 56%, followed by White non-Hispanic females at 14% and Black non-Hispanic males at 11%.

Table 1. Race by Gender for MJFP Funding Recipients, 2023–2024

Race by Gender for MJFP Funding Recipients, 2023–2024							
Race	Female		Male		Gender Not Reported	Total	Percent of Total
	Headcount	Percent of Total	Headcount	Percent of Total			
Black, Non-Hispanic	1,695	56%	338	11%	9	2,042	67%
White, Non-Hispanic	416	14%	110	4%	5	531	17%
Hispanic	60	2%	12	0%		72	2%
Asian	214	7%	24	1%		238	8%
American Indian or Alaskan Native	11	0%	3	0%	1	15	0%
Native Hawaiian or Other Pacific Islander	11	0%	3	0%		14	0%
Two or More Races	43	1%	8	0%	2	53	2%
Race/Ethnicity Unknown	54	2%	12	0%	7	73	2%
Grand Total	2,504	82%	510	17%	24	3,038	100%

Source: LOSFA’s MJFP Recipient File, as of 07/25/2024

Table 2 looks at the age ranges of MJFP funding recipients. Eligible students must be 21 or older. Of the total MJFP recipients (3,038), just under half (47%) are 30 or older, and 72% are 25 or older.

Table 2. Age Ranges for MJFP Funding Recipients, 2023–2024

Age Ranges for MJFP Funding Recipients, 2023–2024		
Age Range	Headcount	Percent
21–24	848	28%
25–29	768	25%
30–39	943	31%
40 +	479	16%
Total	3,038	100%

Source: LOSFA’s MJFP Recipient File, as of 07/25/2024

Another data point required by the law to be reported under demographic information is personal income for MJFP recipients. The program requires participants to meet a family income threshold of 300% of the [Federal Poverty Level](#)¹ or be unemployed or underemployed for six months.

Table 3 illustrates the self-reported adjusted gross income levels of recipients. 24% (740) of recipients fall into the two lowest income levels (less than \$15,000 per year); 73% (2,224) of recipients make less than \$34,999 per year, and 10% fall into the \$35,000–\$49,999 per year

income group. Only 7% of the recipients make \$50,000 or more, and 9% of recipients (286 students) did not report their income.

Table 3. Income by Groups for MJFP Funding Recipients, 2023–2024

Income by Groups for MJFP Funding Recipients, 2023–2024		
Self-Reported Adjusted Gross Income	Headcount	Percent
Less Than \$10,000	408	13%
\$10,000 to \$14,999	332	11%
\$15,000 to \$24,999	855	28%
\$25,000 to \$34,999	629	21%
\$35,000 to \$49,999	305	10%
\$50,000 and more	223	7%
Did Not Report	286	9%
Total	3,038	100%

Source: LOSFA’s MJFP Recipient File, as of 07/25/24

Almost 65% of recipients self-reported adjusted gross incomes below the ALICE Household Survival Budget for a single adult in Louisiana (\$27,420), and 97% self-reported adjusted gross incomes below the [ALICE Household Survival Budget](#) for a family of four (\$78,744). ALICE is an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed households with income above the Federal Poverty Level but below the basic cost of living [[About Us | Overview of ALICE Project \(unitedforalice.org\)](#)]. The ALICE Household Survival Budget is “the bare-minimum cost of household basics (housing, childcare, food, transportation, health care, and a smartphone plan, plus taxes and a small contingency)”.

The M.J. Foster Promise Program is clearly helping the students who need the most assistance to get on an academic track to success.

Program Completers Information

Table 4 shows the race and gender demographics of the 1,276 students who completed credentials. 53% of completers were Black non-Hispanic females, and the majority (69%) of the total completers were Black non-Hispanic.

These data align closely with those on recipients and demonstrate that program support is effective across races and genders in enabling students to complete their credentials.

Table 4. Completers by Race and Gender, 2023–2024

Completers by Race and Gender, 2023–2024						
Completers	Female		Male		Total for Race	Percent of Total
	Headcount	Percent of Total	Headcount	Percent of Total		
Black, Non-Hispanic	673	53%	210	16%	883	69%
White, Non-Hispanic	220	17%	85	7%	305	24%
Hispanic	23	2%	13	1%	36	3%
Asian	2	0.2%	1	0.1%	3	0.2%
American Indian or Alaskan Native	2	0.2%	3	0.2%	5	0.4%
Native Hawaiian or Other Pacific Islander	3	0.2%			3	0.2%
Two or More Races	19	1%	11	1%	30	2%
Race/Ethnicity Unknown	5	0.4%	6	0.5%	11	0.9%
Total	947	74%	329	26%	1,276	100%

Source: BOR’s Statewide Completers System, Enrollment and Completions, Statewide Student Profile System, LOSFA MJFP files

Program Completion Information

Table 5 provides the top five programs for MJFP program completions. In this report, completing an industry-recognized credential is limited to completions in the approved MJFP program *Classification of Instructional Programs* (CIP) code list, which is aligned to the five major industry sectors (listed in Table 5). Altogether, 1,276 completers were awarded 1,480 credentials.

In this second year, credential completions increased appreciably from 211 in 2022–2023 to 1,480 in 2023–2024. The healthcare profession had the most significant number of completers, a clear need in our state. Further analysis finds that the top five healthcare program completions were Practical Nursing, Vocational Nursing, and Nursing Assistants (342); Allied Health and Medical Assisting Services (312); Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing (83); Clinical/Medical Laboratory Science/Research and Allied Professions (62); and Clinical/Medical Laboratory Science/Research and Allied Professions (58).

Table 5. MJFP Completions by Industry

MJFP Completions by Industry		
Program Description	2022–2023	2023–2024
Healthcare	156	965*
Transportation and Warehousing	15	310
Manufacturing	13	96
Construction	17	70
Information Technology	10	39
Total	211	1,480

Source: BOR’s Statewide Completers System, Enrollment and Completions, LOSFA MJFP files

*The majority of healthcare program completions (857) are in the top five.

Comparing year two MJFP completions by award level (Table 6) to year one data, the increase in completions is significant. This positive trend indicates that MJFP funding is accomplishing its intent of helping students earn the skills needed for the workforce. Additionally, the number of students earning stackable credentials of value suggests opportunities for this group of students to continue acquiring expertise in their chosen professions.

Table 6. MJFP Completions by Credential Level

MJFP Completions by Credential Level		
Degree Level	2022–2023	2023–2024
Career Tech Certification	55	393
Certificate (One Year)	11	94
Diploma	42	165
Associate	34	147
Cert. or Diploma < than 3 Months	3	24
Cert. or Diploma 3 to 6 months	6	134
Cert. or Diploma 6 months to 1 year	52	326
Cert. or Diploma 1 year to 2 years	7	179
Associate in Occ. Studies	1	18
Grand Total	211	1,480

Source: BOR’s Statewide Completers System, Enrollment and Completions, LOSFA MJFP files

Time-To-Degree

Program completion data compared the time to degree for MJFP award recipients in public and proprietary institutions with students in the same programs who did not receive MJFP funding.

Table 7 provides data for students who completed eligible credentials in public postsecondary institutions and proprietary schools in the program's second year. For each credential level, time to degree is compared for students who received and did not receive MJFP funding.

Table 7. Time-to-Degree by Credential Level 2022–2023 and 2023–2024

Time-to-Degree by Credential Level 2022–2023 and 2023–2024				
Degree Level	2022–2023		2023–2024	
	MJFP Completions	Non-MJFP Completions	MJFP Completions	Non-MJFP Completions
Career Tech 1-8 cr. hrs.	0.8	1.0	0.9	1.0
Career Tech 9-18 cr. hrs.	1.0	1.0	1.1	1.2
Certificate (One Year)	2.0	1.5	1.5	1.4
Diploma	3.3	2.1	3.0	2.1
Associate	3.3	3.2	4.2	3.2
Cert. or Diploma < than 3 Months	0.1	0.1	0.1	0.1
Cert. or Diploma 3 months to 6 months	0.4	0.4	0.4	0.3
Cert. or Diploma 6 months to 1 year	0.7	0.8	0.8	0.8
Cert. or Diploma 1 year to 2 years	1.4	1.1	1.1	0.9
Associate in Occ. Studies	1.9	1.7	1.9	1.8

Source: BOR's Completions, Enrollment Files, Enrollment and Completion Data System, LOSFA MJFP files as of 7/25/24.

MJFP recipients and non-recipients earned credentials that could be completed in a year or less in similar, if not identical, lengths of time. These included Career Technical Certificates, short-term Diplomas, and Industry-Recognized Certifications.

Second, students also completed eligible diploma or associate's degree programs that cannot be completed in a single year. The average time to degree for these programs was a bit longer in some credentials for the award recipients than the non-recipients (3.0 vs. 2.1 years for diploma earners and 4.2 vs. 3.2 years for associate's degree earners). Further analysis of this population shows that many of these students began their college studies long ago. This analysis suggests that the funds provided by the MJFP award enabled students who had some college but no degree to complete their credentials.

Pre- and Post-Award Employment Information

As an element of this report, we analyze the financial impact of employment for MJFP completers. For this analysis, we examine the data for last year’s graduates. Of the 192 completers from the 2022–2023 cohort matched to Louisiana Workforce Commission (LWC) data, 174 had reported wages before accepting the MJFP Award. The average annual wage for this group was \$21,673 (Tables 8 and 9). This is below the ALICE Household Survival Budget for a Single Adult in Louisiana of \$27,420.

Tables 8 and 9. Pre-MJFP Enrollment Wage/ALICE Data

Pre-Completion Annual Salary:			
Median: \$19,026			
Mean: \$21,673			
Collection Year	2022–2023		
Below/Above ALICE* for Pre-MJFP Enrollment	Average Wage Within Group	Headcount	Percent
Below ALICE Household Survival Budget for Single Adult (\$27,420)	\$15,663	131	77%
Above ALICE Household Survival Budget for Single Adult (\$27,420)	\$39,984	43	23%
All Matched Students	\$21,673	174	100%

*Of the 192 MJFP completers reported for AY 2022–2023, 174 (91%) of those completers were found in pre-MJFP wage data.

Source: [State Reports | UnitedForALICE](#)

Of the 192 completers from the 2022–2023 cohort matched to LWC data, 135 (70%) had post-earnings after completing their credential in the LWC data set. The average annual salary for this group of 135 completers was \$40,566 (Table 10). This equates to a change from 77% below the ALICE Household Survival Budget pre-MJFP support to 64% above post-completion.

Table 10. Post-Completion Annual Salary

	Average Annual Salary Within Group	Headcount	Percent
Below ALICE Household Survival Budget for Single Adult (\$27,420)	\$13,509.67	48	36%
Above ALICE Household Survival Budget for Single Adult (\$27,420)	\$55,493.38	87	64%
All Matched Students	\$40,565.84	135	100%

Source: BOR’s Statewide Completers System, Enrollment and Completions Data System, LOSFA MJFP files, LWC Wage Data

Table 11. Post-Completion Annual Salary

Post-Completion Annual Salary:	
Median: \$36,256	
Mean: \$40,566	
Annual Salary After Completing MJFP, 2022–2023	
Post-Completion Annual Salaries	Headcount
\$0–\$9,999	16
\$10,000–\$19,999	19
\$20,000–\$29,999	20
\$30,000–\$39,999	21
\$40,000–\$49,999	17
\$50,000–\$59,999	16
>\$60,000	26
Total	135

*Of the 192 MJFP completers reported for AY 2022–2023, 135 (70%) of those completers were found in post-MJFP wage data.

Of the 192 MJFP completions, 128 had both pre- and post-wage data in the LWC data match. Changes in salary are shown in Table 12.

Table 12. Post Completion Salary Bands

Change in Salary After Completing MJFP, 2022–2023	
Salary Increase	Headcount
<\$0	22
\$0–\$4,999	17
\$5,000–\$9,999	19
\$10,000–\$19,999	17
\$20,000–\$29,999	16
\$30,000–\$39,999	8
\$40,000–\$49,999	8
\$50,000–\$59,999	5
\$60,000–\$69,999	9
>70,000	7
Total*	128

Source: BOR’s Statewide Completers System, Enrollment and Completions Data System, LOSFA MJFP files, LWC Wage Data

*Of the 192 MJFP completers for AY 2022–2023, only 128 (67%) of those completers were found in both pre- and post-MJFP wage data.

Salaries of MJFP students increased by 217% on average after completing their credentials (Table 12). This means that on average an individual's salary more than tripled from the amount before the student received MJFP funds. The median (the mid-point of the data set) increase in salary is \$13,016, and the mean (average) increase in salary is \$ 20,520.

Recidivism Rates

The law allows people who have been previously incarcerated to receive MJFP funds provided they have not been convicted of a violent crime. In this second year of the program, BOR continues to work with the Department of Corrections to obtain data concerning the recidivism rates of MJFP recipients. Once obtained the data exchange agreement for the recidivism rates will provide a review to determine if students receiving MJFP funds return to prison. However, while we do not currently have data concerning previously incarcerated MJFP recipients, of the 1,192 students who received MJFP funds in 2022–2023, two individuals were incarcerated subsequent to the award.

Yearly Student Survey

The legislation requires an annual survey of every first-time award recipient to determine how the MJFP award influenced their decision to enroll in college. LOSFA was asked to survey all students who were MJFP recipients. The source for the data below is LOSFA's survey.

The total survey population consisted of 8,094 MJFP-eligible students. Of the total surveys sent through email, 5,172 students opened the email, 384 clicked on the survey, and 310 responded, yielding a 3.83% response rate. 49% of survey respondents reported learning about the MJFP program through a college advisor, admissions, or enrollment staff. 19% of survey respondents reported hearing about the program from family and friends (Table 13).

Finally, 15% heard about the program through personal web research for financial aid and scholarships. 64% of survey respondents learned about the MJFP program essentially through word of mouth, either at their institutions or through family and friends. This finding underscores the importance of socializing this program with college advisors and counselors who have direct contact with students and can inform them of this opportunity.

Of the 258 responses to the question "*Did M.J. Foster funds affect your decision to enroll in your college program?*", 135, or 52%, said the award influenced their decision to enroll in a postsecondary institution (Table 16). Table 17 drills down into the enrollment behavior of these students' responses. Of the 135 survey respondents, 55 enrolled in a certificate, diploma, or associate's degree, and 78 did not respond. In contrast, 48% reported that the award did not influence their decision to enroll. Overall, 81% of respondents (Table 18) reported enrolling in a program to complete a credential or degree that they had begun previously.

Table 13. M.J. Foster Promise Survey Results, 2023–2024

M.J. Foster Promise Survey Results, 2023–2024		
How did you hear about the M.J. Foster Promise Program?		
College Advisor, Admissions, or Enrollment Staff	163	49%
Family, Friends	63	19%
Personal Web Research for Financial Aid/Scholarships	50	15%
Social Media	25	8%
Other	13	4%
Email from Friends, Colleagues, etc.	12	4%
Adult Counseling	4	1%
High School Guidance Counselor	1	0.3%
Total Responses^{1**}	331	100%

¹ Of the 310 survey respondents, the survey response rate for this question is 89%.

^{**}Students were able to select multiple responses to this survey question.

Table 14. M.J. Foster Promise Survey Results, 2023–2024

M.J. Foster Promise Survey Results, 2023–2024		
Have You Attended College Before?		
Yes	269	87%
No	41	13%
Total Survey Respondents Awarded Funding²	310	100%

² Of the 310 survey respondents, the survey response rate is 100% for this question.

Table 15. M.J. Foster Promise Survey Results, 2023–2024

M.J. Foster Promise Survey Results, 2023–2024		
Did You Have College Credit Already?		
Yes	155	60%
No	103	40%
Total Survey Respondents Awarded Funding³	258	100%

Table 16. M.J. Foster Promise Survey Results, 2023–2024

M.J. Foster Promise Survey Results, 2023–2024		
Did M.J. Foster Funds Affect your Decision to Enroll in your College Program?		
Yes, It Did Influence	135	52%
No, It Did Not Influence	123	48%
Total Survey Respondents Awarded Funding³	258	100%

³ Of the 310 survey respondents, the survey response rate is 83% for this question.

Table 17. M.J. Foster Promise Survey Results, 2023–2024

Yes, the MJFP Funds Influenced my Decision to Enroll	135
I did not enroll in a certificate/diploma/associate degree program or a short-term workforce training program.	2
I enrolled in a certificate/diploma or a short-term workforce training program.	38
I enrolled in an associate degree program.	17
No response	78
No, the MJFP Funds Did Not Influence my Decision to Enroll.	123
Did you enroll in a program to finish your degree? No	18
Did you enroll in a program to finish your degree? Yes	61
Did you enroll in a program to finish your degree? No response	44

Table 18. M.J. Foster Promise Survey Results, 2023–2024

M.J. Foster Promise Survey Results, 2023–2024		
Did you enroll in an associate degree program or a workforce training program?		
Yes, I enrolled in an associate degree program	34	33%
Yes, I enrolled in a certificate/diploma or a short-term workforce training program	59	58%
No, I did not enroll in a certificate/diploma/associate degree program or a short-term workforce training program	9	9%
Total Survey Respondents Awarded Funding⁵	102	100%

⁴Of the 310 survey respondents, the survey response rate is 33% for this question.

Table 19. M.J. Foster Promise Survey Results, 2023–2024

M.J. Foster Promise Survey Results, 2023–2024			
Did you enroll in a program to finish your degree?			
	Yes	126	81%
	No	30	19%
	Total Survey Respondents Awarded Funding⁴	156	100%

⁴Of the 310 survey respondents, the survey response rate is 50% for this question.

CONCLUSION

Implications/Recommendations

The Murphy J. “Mike” Foster Promise Award Program was developed to assist adult students by providing funding for workforce education and training opportunities in high-value programs. Funding is available to recipients for up to three years to attain an associate’s degree, diploma, or short-term stackable credential.

The data in this report demonstrate that the program, as established, directly benefits its intended population. 3,038 students received funds to support their education, almost double that reported last year. Of those students who received funds, 67% were Black, 17% were White, 65% were from lower socio-economic brackets, 47% were 30 or older, and 82% were female. The majority of completers (74%) were female, and 69% were Black.

While many of those students who received funds are still pursuing their credentials, 1,276 were able to complete within this second year of the award. The law allows a student to earn several stackable credentials in a qualified program. In total, the 1,276 recipients in 2023–2024 completed 1,480 credentials.

Recipients of the MJFP scholarship are eligible to enroll in programs in the areas of Healthcare, Transportation and Warehousing, Manufacturing, Construction, and Information Technology. This year, almost 1000 students earned credentials in the Healthcare field, and 300 more credentials were earned in Transportation and Warehousing.

In addition to the analysis of this year's cohort, we were also able to examine the financial impact of post-MJFP employment for the 2022–2023 cohort. That analysis shows that on average the credential earned enabled a completer to increase their salary by more than \$20,000.

BOR will continue to monitor progress and gather data related to the remaining students. These outcomes will be included in future reports.

In future years, we will also be able to analyze the economic impacts that the credentials earned have had on the prosperity of the recipients and their families. The potential for success is significant.