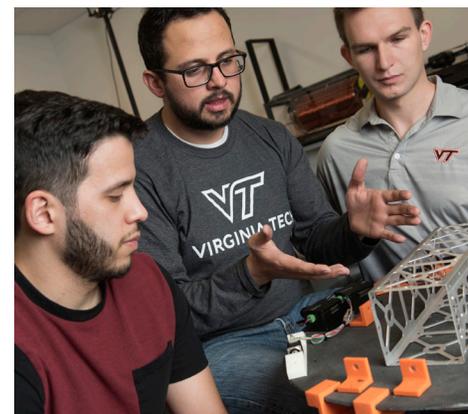


Tech Talent Investment Program | December 2025

VEDP | Virginia Economic Development Partnership

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA



Introduction

The Tech Talent Investment Program (TTIP), launched in 2019, is a historic \$1.1 billion, 20-year investment in Virginia's tech talent pipeline. TTIP was conceived as part of Virginia's 2018 winning proposal to Amazon for HQ2. Participating institutions have set goals to increase the number of BS and MS graduates in Computer Science and related fields by at least 30,000 over 20 years. Degree goals are equally divided between BS (16,000) and MS (16,000) programs. Thirteen institutions¹ and the Virginia Community College System participate in TTIP as of Fiscal Year (FY) 26.

TTIP is overseen by the Virginia Secretary of Finance, in consultation with the other designated reviewers: the Secretary of Education, the director of the Department of Planning and Budget, the director of the State Council of Higher Education for Virginia (SCHEV), the president of the Virginia Economic Development Partnership (VEDP), and the staff directors of the House Appropriations Committee and the Senate Finance and Appropriations Committee. VEDP and SCHEV provide administrative support.

TTIP provides institutions with three different forms of support: operating expense support, equipment support, and capital support. The program is structured as a performance-based funding model, and institutions' operating expense awards are contingent upon meeting certain targets. Each participating institution signed a memorandum of understanding (MOU) and committed to producing a number of new degrees in the fields of Computer Science, Computer Engineering, and Computer Software Engineering each year. They further specified the percentage of new degrees that would be attributable to growth of the institution (Organic Growth Percentage (OGP)).

The two master's degree TTIP programs also committed to a one-to-one philanthropic match for TTIP funds. By June 30, 2029, the institutions must have raised funds equaling or exceeding all executed (FY20–FY29) and anticipated (FY30–FY39) grant payments. Reductions will be applied for any shortfalls starting with the FY30 grant payments.

Institutions received their first round of operating expense awards in December 2019 (FY20) and are eligible to continue receiving annual awards through FY39. The first three years of TTIP were a grace period, and institutions received their maximum operating expense awards, regardless of performance, in December 2020, 2021, and 2022 (FY21, FY22, and FY23).

Awards were first adjusted for performance in FY24. That year, institutions that failed to produce the target number of new degrees received commensurate reductions to their support. The designated reviewers elected not to apply reductions related to Organic Growth for FY24.

For FY25, institutions that failed to produce the target number of new degrees received commensurate reductions to their support, as in FY24. Institutions that were not meeting their OGP targets also received reductions. Since the original MOUs did not include specifics about the calculation of OGP reductions, Secretary Stephen Cummings (Secretary of Finance, 2022-2026) elected to use a methodology that accounted for the relative valuations of Organic Degrees versus Reallocated Degrees

¹ Radford University withdrew from the program in the fall of 2024. See Appendix B for information about Radford's degree production and awards prior to their withdrawal.

(degrees that are not attributable to institutional growth), per the MOUs. However, rather than fully adjusting awards to reflect actual Organic Growth, Secretary Cummings applied only 50% of the reductions.

To provide additional clarity around program goals and award calculations, Secretary Cummings and Secretary Aimee Rogstad Guidera (Secretary of Education, 2022-2026) decided to revise TTIP for FY26, in consultation with the Council of State Senior Business Officers (CSSBO), the Council of Presidents (COP), and the TTIP Designated Reviewers. Last fall, institutions and the Glenn Youngkin Administration executed amendments to the original MOUs to address continuing uncertainty around Organic Growth. Since it is neither reasonable nor desirable to expect many institutions to grow in the current higher education enrollment landscape, the amendments eliminate references to Organic Growth, Organic Growth Percentage, OGP targets, and OGP reductions.²

For FY26 and beyond, institutional performance is based solely on TTIP degree production. FY26 awards were adjusted proportionately for institutions that fell short of their degree targets, but no further reductions were applied related to Organic Growth.

Despite some institutions' underperformance, collectively, TTIP programs are far exceeding their overall targets. The bachelor's degree programs have more than doubled their goal, producing 3,924 new degrees through FY25 compared to a target of 1,729. The two master's degree programs have produced 2,174 new degrees versus a target of 1,902. For FY26, institutions received a total of \$26,594,739 in operating expense support. Over \$600 million in operating expense, equipment, and capital funds have been disbursed or allocated since the program began.

Section 23.1-1243 of the Virginia Code directs the Secretary of Finance, in consultation with the other designated reviewers, to submit an annual report to the chairs of the House Appropriations Committee and the Senate Finance and Appropriations Committee. The report should provide an update on the progress of each institution toward meeting its MOU targets and the total amount of grants awarded to each institution. The following tables include those analyses. Tables 1 and 2 report the degree progress of each TTIP institution through FY25. Tables 3 through 7 include information about award distributions through FY26. Finally, Table 8 reports on the philanthropic match funds for TTIP master's degree programs.

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On the cover: (left to right; top to bottom) College of William & Mary, Christopher Newport University, University of Virginia, Virginia Commonwealth University, Old Dominion University, University of Virginia's College at Wise, Norfolk State University, George Mason University, Longwood University, James Madison University, University of Mary Washington, Virginia State University, Virginia Tech

² The MOU amendments also address minor inconsistencies between the original MOUs and Code, and they add language to the definition of Eligible Degree Fields to ensure that TTIP degree counts only include appropriate academic programs.

Table 1A displays the number of degrees each institution produced in the fields of Computer Science, Computer Engineering, and Computer Software Engineering. The baseline year is 2018-2019. Institutions committed to producing additional degrees above baseline. For instance, the College of William and Mary’s baseline is 62 degrees. In FY25, it produced 89 degrees above baseline, for a total of 218 cumulative new degrees between FY20 and FY25.

Table 1A
Eligible Bachelor’s and Master’s Degrees in Computer Science and Related Fields through FY25

BS-Granting Institution	Baseline (2018–19)	Eligible Degrees (2024–25)	New Degrees (2024–25)	Cumulative New Degrees (2020–25)
Christopher Newport University (CNU)	70	85	15	28
College of William & Mary (CWM)	62	151	89	218
George Mason University (GMU)	307	515	208	637
James Madison University (JMU)	102	159	57	128
Longwood University (LU)	17	18	1	-7
Norfolk State University (NSU)	17	26	9	30
Old Dominion University (ODU)	103	160	57	209
University of Mary Washington (UMW)	59	84	25	34
University of Virginia (UVA)	239	716	477	898
University of Virginia’s College at Wise (UVAW)	18	8	-10	-37
Virginia Commonwealth University (VCU)	97	223	126	319
Virginia State University (VSU)	25	34	9	46
Virginia Tech (VT)	394	735	341	1421
Total	1510	2914	1404	3924
MS-Granting Institution				
George Mason University (GMU)	111	481	370	1011
Virginia Tech (VT)	97	556	459	1163
Total	208	1037	829	2174

Table 1B displays the number of eligible associate degrees the Virginia Community College System (VCCS) produced. Eligible associate degrees are degrees conferred to students who then transfer to TTIP programs at four-year institutions.

Table 1B
Associate Degrees by Students Who Transferred to TTIP Programs at Four-Year Institutions through FY25

System-Level Participant	Baseline (2018–19)	Eligible Degrees (2024–25)	New Degrees (2024–25)	Cumulative New Degrees (2020–25)
Virginia Community College System (VCCS)	325	496	171	518

Table 2A includes institutions’ actual and target new degrees through FY25. The third column lists the target number of cumulative new degrees for FY25 from each institution’s MOU. For instance, the University of Mary Washington (UMW) produced 34 new degrees, compared to a commitment of 104 degrees. The fourth column displays institutions’ relative performance, and the final column indicates whether the institution met its target. UMW had only produced 33% of the degrees it committed to through FY25, so it did not meet its target.

Table 2A
Actual Versus Target New Bachelor's and Master's Degrees in Computer Science and Related Fields through FY25

BS-Granting Institution	Actual New Degrees (2020–25)	Target New Degrees (2020–25)	Performance Relative to Target (%)	Met Cumulative New Degree Production Target (Yes/No)
CNU	28	46	61	No
CWM	218	127	172	Yes
GMU	637	259	246	Yes
JMU	128	117	109	Yes
LU	-7	-3	NA	NA
NSU	30	12	250	Yes
ODU	209	141	148	Yes

Table 2A, Continued

Actual Versus Target New Bachelor's and Master's Degrees in Computer Science and Related Fields through FY25

BS-Granting Institution	Actual New Degrees (2020–25)	Target New Degrees (2020–25)	Performance Relative to Target (%)	Met Cumulative New Degree Production Target (Yes/No)
UMW	34	104	33	No
UVA	898	399	225	Yes
UVAW	-37	4	0	No
VCU	319	86	371	Yes
VSU	46	24	192	Yes
VT	1421	413	344	Yes
Total	3924	1729	227	Yes
MS-Granting Institution				
GMU	1011	455	222	Yes
VT	1163	1447	80	No
Total	2174	1902	114	Yes

Table 2B compares the Virginia Community College System’s actual degree production to its target through FY25.

Table 2B

Actual Versus Target New Eligible Associate Degrees through FY25

System-Level Participant	Actual New Eligible Degrees (2020–25)	Target New Eligible Degrees (2020–25)	Performance Relative to Target (%)	Met Cumulative New Degree Production Target (Yes/No)
VCCS	518	142	365	Yes

Table 3A includes the operating expense support institutions received in FY26. The second column lists the maximum annual award institutions can receive for full performance for FY21–FY39 (initial FY20 awards were prorated). Column 3 indicates any reduction an institution received for not meeting its degree production target. Column 4 lists the final FY26 operating expense awards after degree production reductions.

For example, the University of Mary Washington was at 33% of its cumulative new degree target (see Table 2A). Therefore, it received a 67% reduction for degree production, or \$440,805. UMW’s final FY26 operating expense award was \$214,106.

Table 3A
Operating Expense Support, FY26

BS-Granting Institution	Maximum Annual Award in MOU (for full performance) (\$)	Reduction for Underperformance on Eligible Degree Production (\$)	Support after EDP Reduction (\$)
CNU	751,702	294,144	457,558
CWM	1,384,198	-	1,384,198
GMU	4,075,259	-	4,075,259
JMU	685,381	-	685,381
LU ¹	271,250	NA	271,250
NSU	241,601	-	241,601
ODU	1,480,916	-	1,480,916
UMW	654,911	440,805	214,106
UVA	821,285	-	821,285
UVAW	73,449	73,449	0
VCU	1,345,125	-	1,345,125
VSU	305,824	-	305,824
VT	9,695,499	-	9,695,499
Total	21,786,400		20,978,002

Table 3A, ContinuedOperating Expense Support, FY26

MS-Granting Institution	Maximum Annual Award in MOU (for full performance) (\$)	Reduction for Underperformance on Eligible Degree Production (\$)	Support after EDP Reduction (\$)
GMU	1,722,478	-	1,722,478
VT	3,261,805	640,188	2,621,617
Total	4,984,283		4,344,095
System-Level Participant			
VCCS	1,272,643	-	1,272,643
Grand Total	28,043,326		26,594,739

¹LU was not subject to reductions for FY24–FY26 because it did not commit to cumulative new degree production by those years.

Table 3B includes the total operating expense support institutions received through FY26. The third column lists the support institutions received during the grace period from FY20–FY23. Column 4 includes institutions’ FY24 awards after degree production reductions; Column 5 lists FY25 operating expense awards after both degree production and Organic Growth reductions; and Column 6 is institutions’ FY26 awards after degree production reductions. Finally, Column 7 is the total operating expense support institutions received between FY20 and FY26.

Table 3BOperating Expense Support, FY20–FY26

BS-Granting Institution	Maximum Annual Award in MOU (for full performance) (\$)	Grace Period Support (2020–23) (\$)	FY24 Support after EDP Reduction (\$)	FY25 Support after EDP Reduction and 50% Organic Growth Reduction (\$)	FY26 Support after EDP Reduction (\$)	Total Operating Expense Support through 2026 (\$)
CNU	751,702	2,679,692	751,702	213,670	457,558	4,102,622
CWM	1,384,198	4,934,435	1,384,198	795,914	1,384,198	8,498,745
GMU	4,075,259	14,527,620	4,075,259	4,075,259	4,075,259	26,753,396

Table 3B, ContinuedOperating Expense Support, FY20–FY26

BS-Granting Participant	Maximum Annual Award in MOU (for full performance) (\$)	Grace Period Support (2020–23) (\$)	FY24 Support after EDP Reduction (\$)	FY25 Support after EDP Reduction and 50% Organic Growth Reduction (\$)	FY26 Support after EDP Reduction (\$)	Total Operating Expense Support through 2026 (\$)
JMU	685,381	2,443,270	470,560	528,935	685,381	4,128,146
LU	271,250	813,750	271,250	271,250	271,250	1,627,500
NSU	241,601	861,267	241,601	241,601	241,601	1,586,071
ODU	1,480,916	5,279,221	1,480,916	861,845	1,480,916	9,102,898
UMW	654,911	1,964,733	0	44,653	214,106	2,223,491
UVA	821,285	2,927,744	821,285	821,285	821,285	5,391,598
UVAW	73,449	220,347	0	0	0	220,347
VCU	1,345,125	4,795,149	1,345,125	782,819	1,345,125	8,268,218
VSU	305,824	1,090,212	305,824	177,980	305,824	1,879,840
VT	9,695,499	34,562,843	9,695,499	9,695,499	9,695,499	63,649,340
Total	21,786,400	77,100,282	20,843,219	18,510,709	20,978,002	137,432,212
MS-Granting Institution						
GMU	1,722,478	6,140,349	1,722,478	1,722,478	1,722,478	11,307,783
VT	3,261,805	11,627,792	2,191,767	2,146,101	2,621,617	18,587,276
Total	4,984,283	17,768,140	3,914,246	3,868,579	4,344,095	29,895,059
System-Level Participant						
VCCS	1,272,643	4,537,149	1,272,643	1,272,643	1,272,643	8,355,078
Grand Total	28,043,326	99,405,571	26,030,108	23,651,931	26,594,739	175,682,349

Table 4 includes the amount of equipment support institutions were eligible for through FY26. Equipment support is not subject to reductions, regardless of performance. Institutions request equipment funds as needed. They may request funds available in FY26 or a previous year.

Table 4
Available Equipment Support through FY26

BS-Granting Institution	2020–25 Support (\$)	2024–26 Support (\$)	Total Support through 2026 (\$)
CNU	100,000	-	100,000
CWM	288,932	-	288,932
GMU	4,290,491	1,073,314	5,363,805
JMU	15,000	-	15,000
LU	0	-	0
NSU	117,829	-	117,829
ODU	183,605	-	183,605
UMW	398,297	-	398,297
UVA	9,000,000	-	9,000,000
UVAW	27,003	-	27,003
VCU	2,058,668	465,215	2,523,883
VSU	26,274	13,137	39,411
VT	29,522,000	3,828,000	33,350,000
Total	46,028,099	5,379,665	51,407,764
MS-Granting Institution			
GMU	5,500,000	1,000,000	6,500,000
VT	12,915,000	2,460,000	15,375,000
Total	18,415,000	3,460,000	21,875,000

Table 4, ContinuedAvailable Equipment Support through FY26

System-Level Participant	2020–25 Support (\$)	2024–26 Support (\$)	Total Support through 2026 (\$)
VCCS	0	-	0
Grand Total	64,443,099	8,839,665	73,282,764

Table 5 includes the amount of capital support institutions were eligible for through FY26. Capital support is not subject to reductions, regardless of performance. Institutions request capital funds as needed. They may request funds available in FY26 or a previous year.

Table 5Available Capital Support through FY26

BS-Granting Institution	2020–25 Support (\$)	2025–26 Support (\$)	Total Support through 2026 (\$)
CNU	200,000	-	200,000
CWM	1,565,049	-	1,565,049
GMU	18,475,631	1,131,161	19,606,792
JMU	900,000	-	900,000
LU	0	-	0
NSU	500,952	-	500,952
ODU	83,831	-	83,831
UMW	597,446	-	597,446
UVA	8,000,000	-	8,000,000
UVAW	191,273	33,754	225,027
VCU	0	-	0
VSU	840,761	236,464	1,077,225
VT	69,000,000	-	69,000,000
Total	100,354,943	1,401,379	101,756,322

Table 5, ContinuedAvailable Capital Support through FY26

MS-Granting Institution	2020–25 Support (\$)	2025–26 Support (\$)	Total Support through 2026 (\$)
GMU	84,000,000	-	84,000,000
VT	167,733,333	-	167,733,333
Total	251,733,333	0	251,733,333

System-Level Participant	2020–25 Support (\$)	2025–26 Support (\$)	Total Support through 2026 (\$)
VCCS	2,700,000	200,000	2,900,000

Grand Total	354,788,276	1,601,379	356,389,655
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Table 6 includes the actual transfers to institutions for equipment and capital support. Institutions request equipment and capital funds as needed. They may request funds available in FY26 or a previous year. Column 2 lists total available support through FY26, and Column 3 lists total transfers through December 2025. Column 4 includes any remaining available funds for FY26. For example, through FY26, VCU was appropriated \$2,523,883. They have requested and received \$2,058,668, leaving \$465,215 in available support for the remainder of FY26.

Table 6Total Available Equipment and Capital Support Transfers through FY26

BS-Granting Institution	Total Available Support through 2026 (\$)	Total Support Transfers through December 2025 (\$)	Remaining Support for FY26 (\$)
CNU	300,000	250,000	50,000
CWM	1,853,981	1,853,981	0
JMU	915,000	915,000	0
LU	0	0	0
NSU	618,781	618,421	360
ODU	267,436	267,436	0
UMW	995,744	995,744	0

Table 6, Continued**Total Available Equipment and Capital Support Transfers through FY26**

BS-Granting Institution	Total Available Support through 2026 (\$)	Total Support Transfers through December 2025 (\$)	Remaining Support for FY26 (\$)
UVA	17,000,000	16,000,000	1,000,000
UVAW	252,031	0	252,031
VCU	2,523,883	2,058,668	465,215
VSU	1,116,636	0	1,116,636
BS/MS-Granting Institution			
GMU ¹	115,470,597	103,606,792	11,863,805
VT ¹	285,458,333	285,458,333	0
System-Level Participant			
VCCS	2,900,000	2,500,000	400,000
Grand Total	429,672,421	414,524,375	15,148,046

¹In addition to the original support in their TTIP MOUs, GMU and VT received supplemental funding for their MS capital projects in the amounts of \$5,966,355 and \$9,163,636, respectively.

Table 7 includes the total amount of support institutions received (operating expense support) or were eligible for (equipment and capital support) through FY26. Operating expense reductions in FY24–FY26 decreased the total amount of support available to institutions.

Table 7**Total Support through FY26**

BS-Granting Institution	2020–25 Support (\$)	2025–26 Support (\$)	Total Support through 2026 (\$)
CNU	3,945,064	457,558	4,402,622
CWM	8,968,527	1,384,198	10,352,725
GMU	45,444,260	6,279,733	51,723,993
JMU	4,357,765	685,381	5,043,146

Table 7, ContinuedTotal Support through FY26

BS-Granting Institution	2020–25 Support (\$)	2025–26 Support (\$)	Total Support through 2026 (\$)
LU	1,356,250	271,250	1,627,500
NSU	1,963,250	241,601	2,204,851
ODU	7,889,418	1,480,916	9,370,335
UMW	3,005,129	214,106	3,219,234
UVA	21,570,313	821,285	22,391,598
UVAW	438,623	33,754	472,377
VCU	8,981,760	1,810,340	10,792,101
VSU	2,441,050	555,425	2,996,475
VT	152,475,841	13,523,499	165,999,340
Total	262,837,252	27,759,046	290,596,298
MS-Granting Institution			
GMU	99,085,305	2,722,478	101,807,783
VT	196,613,993	5,081,617	201,695,609
Total	295,699,298	7,804,095	303,503,392
System-Level Participant			
VCCS	9,782,435	1,472,643	11,255,078
Grand Total	568,318,984	37,035,784	605,354,768

Tables 8A and 8B include information about the philanthropic match funds reported by the two master’s degree programs. Table 8a lists the contributions reported by each institution for FY20 through FY25. Table 8b compares total contributions to the grant funds each institution has received or could receive. Column 2 of Table 8b is the total philanthropic contributions received by each institution. Column 3 is the total grant funds received through FY26 for each institution. Column 4 is the total grant funds each institution could have received for full performance over the lifetime of the program, and Column 5 is the total grant funds each institution could receive over the lifetime of the program after accounting for FY24–FY26 reductions.

Table 8A
Philanthropic Match Contributions for MS Programs through FY25

MS-Granting Institution	2020–24 (\$)	2024–25 (\$)	Total (\$)
GMU	25,978,233	23,000,541	48,978,774
VT	111,063,349	1,326,490	112,389,839

Table 8B
Philanthropic Match Contributions for MS Programs Compared to Grant Funds through FY25

MS-Granting Institution	Total Philanthropic Match Contributions FY20–25 (\$)	Grant Funds FY20–26 (\$)	Maximum Grant Funds FY20–26 for Full Performance (\$)	Maximum Grant Funds FY20–39 Less FY24–FY26 Reductions (\$)
GMU	48,978,774	101,807,783	125,000,000	125,000,000
VT	112,389,839	201,695,609	250,000,000	247,174,070

Appendix A

TTIP Institutions

BS-Granting Institution	Abbreviation
Christopher Newport University	CNU
College of William & Mary	CWM
George Mason University	GMU
James Madison University	JMU
Longwood University	LU
Norfolk State University	NSU
Old Dominion University	ODU
University of Mary Washington	UMW
University of Virginia	UVA
University of Virginia's College at Wise	UVAW
Virginia Commonwealth University	VCU
Virginia State University	VSU
Virginia Tech	VT
MS-Granting Institution	
George Mason University	GMU
Virginia Tech	VT
System-Level Participant	
Virginia Community College System	VCCS

Appendix B

Radford University's Degrees and Awards Prior to Program Exit in 2024

Degrees

Actual New Degrees (2020–2023)	-45
Target New Degrees (2020–2023)	20

Support (\$)

Total Operating Expense Support (2020–2024)	3,162,464
Total Equipment Support (2020–2024)	9,730
Total Capital Support (2020–2024)	0
Total Support (2020–2024)	3,172,194