Talent Ready Utah
Strategies for Talent Development

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Mission & Purpose

Talent Ready Utah was legislatively created in the Governor’s Office of Economic Opportunity to be an industry-facing department to align educational programs to workforce demands.

Our role is to engage with and convene industry, education, and other stakeholders to create, expand, and align short-term and long-term workforce training solutions.

We aim to close workforce gaps in high-demand occupations, increase access to career and education opportunities, and support economic development.
Talent, Education, & Industry Alignment Board

- Lt. Governor
- Governor's Education Advisor
- Member of the Senate (Senator Millner)
- Member of the House of Representatives
- Commissioner of Higher Education
- State Superintendent of USBE
- Executive Director of Go UTAH
- Executive Director of DWS
- Executive Director Commerce
- Presidents of SLC, Black, Hispanic Chambers
- Leaders Representing Targeted Industries & Economic Development Regions
Targeted Workforce Initiatives

Unified Economic Opportunity Commission & 2024 Legislative Session
Talent, Education & Industry Alignment Board

**UEOC Subcommittee**

**Convene** industry, government, education, associations and other organizations in working groups and individual meetings.

**Collect** qualitative and quantitative data, including industry feedback, state job projections, enrollments and completions.

**Assess** current funding streams, initiatives, and identify gaps.

**Act** by addressing gaps with funding and policy recommendations.
Healthcare Expansion Request

$4.5M ongoing

90,000 10-year total projected openings in Healthcare & Behavioral Health careers*

20,000 Current Healthcare Occupation Openings*

25% New job growth projections in Healthcare fields*

26K+ New jobs projections will cause major workforce gaps
Targeted Workforce Development

Occupational Projections for Behavioral Health

Ten-year job growth for behavioral health workers: **27%**
Total openings: **26,914**
Growth openings: **5,955**

**Fastest Growing Occupations:**

- Health Specialties Teachers, Postsecondary (57.2%; $131,210 median wage; )
- Medical and Health Services Managers (46.4%; $94,520 median wage; )
- Marriage and Family Therapists (28.6%; $75,940 median wage; )
- Mental Health and Substance Abuse Social Workers (25.5%; $46,720 median wage; )
- Psychiatric Technicians (21.9%; $29,650 median wage; )

Source: Department of Workforce Services
Behavioral Health Technician

*Closing Talent Gaps*

**Convene:** Commerce, OPLR, DHHS, Medicaid, Councils, Industry & Associations

**Assess:** Credential between high school graduation and bachelor’s degree needed

**Collect:** Benchmarked programs and scopes of work for one-year behavioral health technician

**Act:** $800,000 RFP for program and credential creation
Behavioral Health Technician

*Funded Proposals*

University of Utah: 60 Students
Salt Lake Community College: 30 Students
Weber State University: 25 Students
Southern Utah University: 200 Students
Computer Sciences Expansion Request

$4.5M ongoing

$25.2B  Computer Science related Utah GDP – 2020 **

70,000  10-year total projected openings in CS careers*

42%  New job growth projections in CS fields*

25K+  New jobs projections will cause major workforce gaps
Ten-year job growth for computer scientists: **41.6%**
Total openings: **77,300**
Growth openings: **25,000**

**Fastest Growing Occupations:**

- Information Security Analysts (61.4%; $98,870 median wage; 5-Star)
- Software Developers and QA Analysts (57.6%; $99,000 median wage; 5-Star)
- Digital Interface Designers (38.9%; *$66,600 median wage; 5-star)
- Computer and Information Research Scientists (31.9%; $85,820 median wage; 5-Star)
- Database Administrators and Architects (31.4%; $91,100 median wage; 5-star)

Source: Department of Workforce Services
Cybersecurity Programs

Funded Proposals

Davis Tech - Cyber Expansion: $150,210
Weber State - Cyber Expansion: $242,500
SLCC - Cyber Expansion: $196,543
Utah State - Cyber Expansion: $472,213
U of U - Secure Computing w/ AI: $269,182
Generative AI

Convene & Collect

Every Person - Every Industry

Over 60% of business owners say AI will increase productivity (Forbes) including Healthcare, Tech, Financial Services and Cyber.

Prompt Engineering

Integration of the tool as an application across education disciplines
Generative AI

Act

K12 Pilot Roll-Out

- Study of Providers - Trusted Private Sector Platform
- Analyzing AI Basics for Educators
- UEN Course Integration
- Train the Trainer Modules for Educators
- Student Experience in Using Prompt Engineering
Computer Science For Utah Grant Program

$3M ongoing
$5M one time

What does “Computer Science for UTAH” mean?
Equitable Computer Science education is offered in all Kindergarten - 12th grade classrooms

34 School Districts
19 Charter Schools have agreed to the CS Master Plan

Industry Certification requirements for teachers to be met by 2022

Current funding $8 million one-time

The First Computer Science Teacher Ed Program will be in place at UVU for Fall 2024!

Offer robust Computer Science courses in every junior high & high school in Utah

Our ask $8 million on-going

Create elementary CS integrated curriculum & offer training for implementation for ANY school in Utah

Offer support for alternative teacher endorsement programs in Computer Science

6 additional School Districts & 10 Charter Schools agreeing to the CS Master Plan

On-going funding to build specific CS Generalist & new CS teachers in each LEA

Where we are now...

Washington County School District is the first in Utah to 70+ Elementary Teachers in Computer Science Integration

Current Participation in K-12 computer science professional development

Where we want to go...

This includes Salt Lake City SD, which is included at this time.
2023 Legislative Appropriations

**Appropriation:** $3M ongoing & $5M one time

**Computer Science (CS) Plans:**

*Increase CS offerings* for every Utah secondary student to have access to robust and varied computer science courses.

*Increase licensed educators in CS* to support the launch of additional computer science courses and support elementary teachers through the integration of newly adopted computer science standards into common core instruction.
Life Sciences

Convene & Collect Workforce Demands

Bachelor’s Degree & Higher
- Biomedical Engineers
- R&D, QA, QC
- Chemical Engineers
- Mechanical & Industrial Engineers
- Biochemist & Microbiologist
- Medical Lab Scientist
- Material Scientist

Technical Certification & Associate Degree
- Specialized Production Staff Technicians
- Automation
- Maintenance Lab Technicians
Life Sciences

Act

Pathways to Life Science Careers

- Partnership with USBE, industry, and Utah STEM Action Center to align biotechnology to industry standards
- Create industry-education partnerships to promote WBL opportunities
- Develop bioindustrial manufacturing pathways to meet emerging talent needs
- BioMADE Economic Workforce Development Grant
Aligning Pathways

What to Expect
Utah’s Legislative Landscape

- **2018**
  - S.B. 131 Talent Ready Utah Created

- **2019**
  - S.B. 138 TRAC Established
  - H.B. 280 Commissioner of Apprenticeships Appointed

- **2020**
  - H.B. 68 Talent Ready Connections Grant Program Created

- **2021**
  - H.B. 391 Utah Apprenticeship Act Definitions
  - H.B. 348 Unified Economic Opportunity Commission Created

- **2023**
  - H.B. 555 State Apprenticeship Intermediary & Liability Changes
TRAC Vision

“Youth apprenticeship is a strategy for building a more inclusive economy by creating affordable, reliable and equitable pathways from high school to good careers and college degrees. [Talent Ready Apprenticeship Connection] is a structured work-based learning program that connects the educational needs of students with the talent needs of industry.”

- PAYA State Policy Playbook
Aligning education, industry and government resources and infrastructure to further the development and growth of youth apprenticeships.
What is TRAC?

• Industry general, multi-partner youth apprenticeships

• Provides supportive services through the State Work-Based Learning Intermediary and access to the benefits of registered apprenticeships

• Aligns educational programs to industry skills and standards for enhanced relevancy

• Leverages Utah’s educational systems and “earn while you learn” opportunities to merge theoretical and practical learning

• Streamlines access to post-secondary credentials for upskilling and career advancement
TRAC Definition

- Structured on-the-job training and mentorship
- Minimum of 1 wage progression throughout apprenticeship
- Related-Training-Instruction aligns to on-the-job training
- Apprenticeship program ends with a form of post-secondary credential
- Guaranteed job interview for graduating apprentices
TRAC Programs

Education programs are aligned to industry general skills and competencies.

Structured on-the-job learning begins in high school with on-ramps for adult learners.
Demonstrating Stackability

TRAC creates on & off ramps to continued education and professional experience for career development.

Every off ramp leads to high demand career opportunities.
Utah State Team
Goals & Strategies

1. Solidify statewide governance structure for youth apprenticeships.

1. Use data to inform program development, implementation and accountability for continuous improvement in outcomes.

1. Reduce logistical, regulatory and financial barriers to student and employer participation.

1. Develop pre-apprenticeships to increase participation, completion and retention in youth apprenticeship programs.
Regional Pathway Coordinators

Strategic approach to better align:

- Curriculums
- Articulations
- Pathways
- Stackable Credentials

Secondary Pathways
Tech Ed Certificates
Associates & Bachelorette Degrees
Regional Pathway Coordinators

Provide Educational & Career On & Off Ramps through better alignment

Secondary Pathways
CTE Pathways
TRU Pathways

Tech Ed Certificates

Assoc. & Bach. Degrees

Off ramp into careers
On ramp back into education
Off ramp into careers
On ramp back into education
Off ramp into careers
Industry-Education Partnerships

Increasing Access to Opportunity
Utah Adopt A School

Increasing Access to Opportunity

- An initiative of Governor Cox, launched Feb 2022
- Utahadoptaschool.org launched August 2023
- A matching platform connecting businesses to schools to form partnerships for increased access to opportunity and economic empowerment
- Resource for schools, businesses, and state programs
Utah Adopt A School
Increasing Access to Opportunity

How it Works

STEP 1
Sign up in minutes
Schools and Businesses can get access in just a few easy steps.

STEP 2
Find programs
Businesses can browse schools and connect with specific needs.

STEP 3
Approve connections
Schools approve connections with local businesses.

STEP 4
Begin your partnership
Schools and Businesses work together to create lasting benefit.

GET STARTED
Thank You

Talent Ready Utah & Team

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