Talent Ready Utah

Strategies for Talent Development

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UTAH SYSTEM OF HIGHER EDUCATION

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

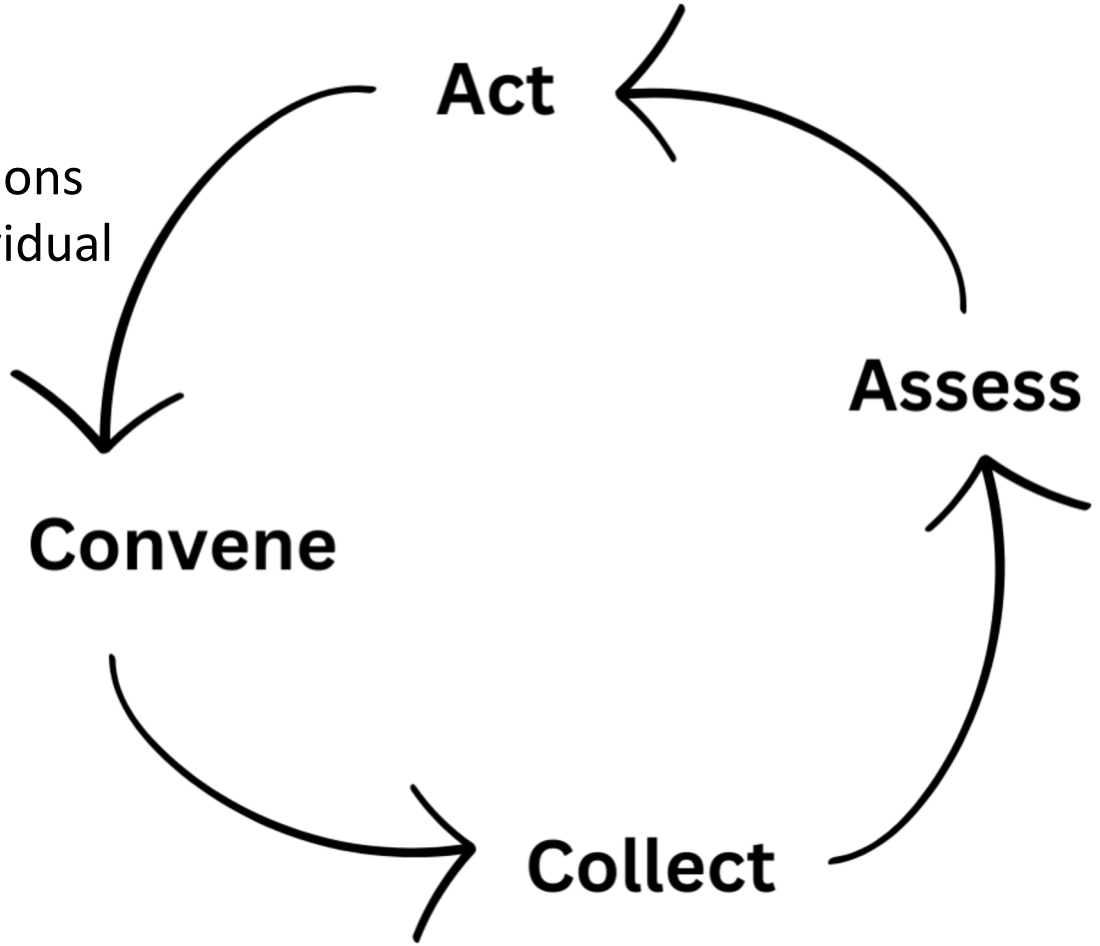
UEOC Subcommittee

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.



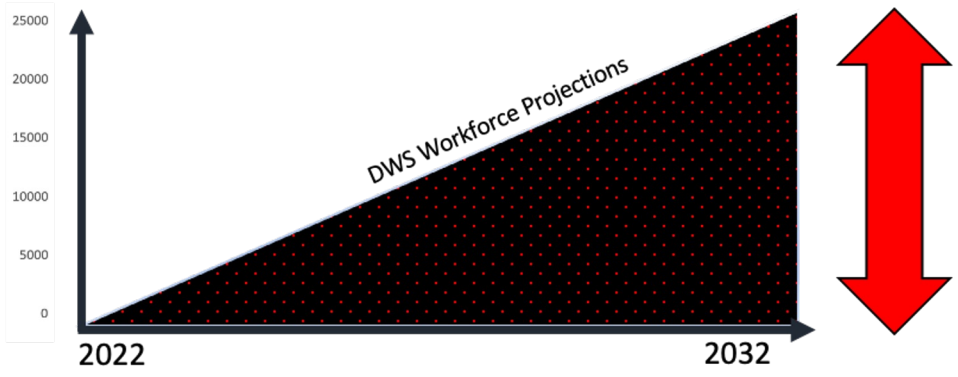
Healthcare Expansion Request

$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**

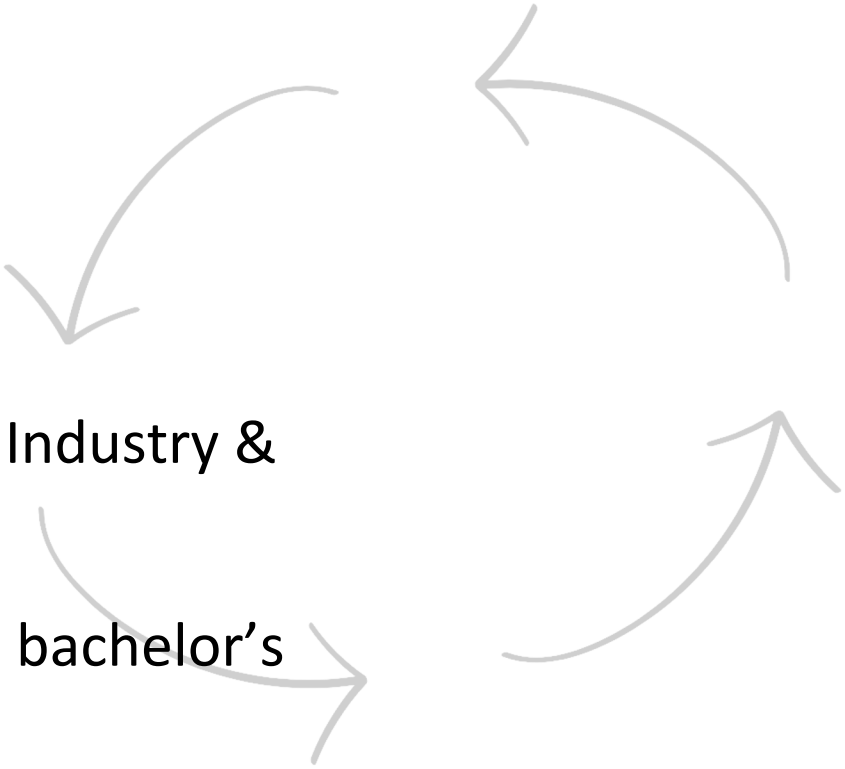
Fastest Growing Occupations:

- 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

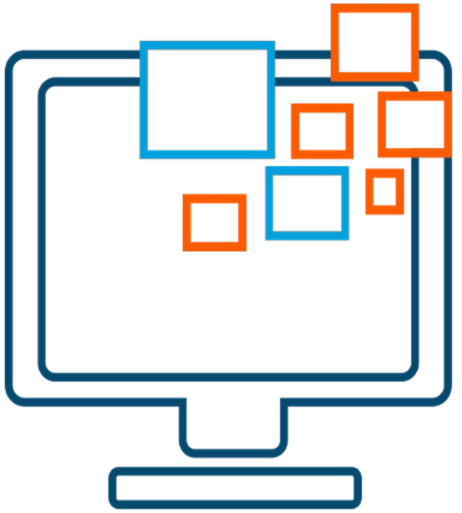
Computer Sciences Expansion Request

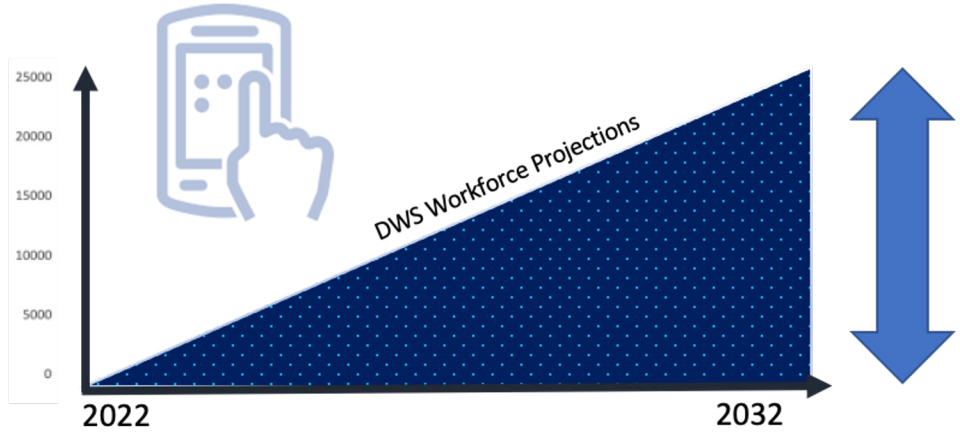
$4.5M ongoing

$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

Targeted Workforce Development

Occupational Projections for Computer Science

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

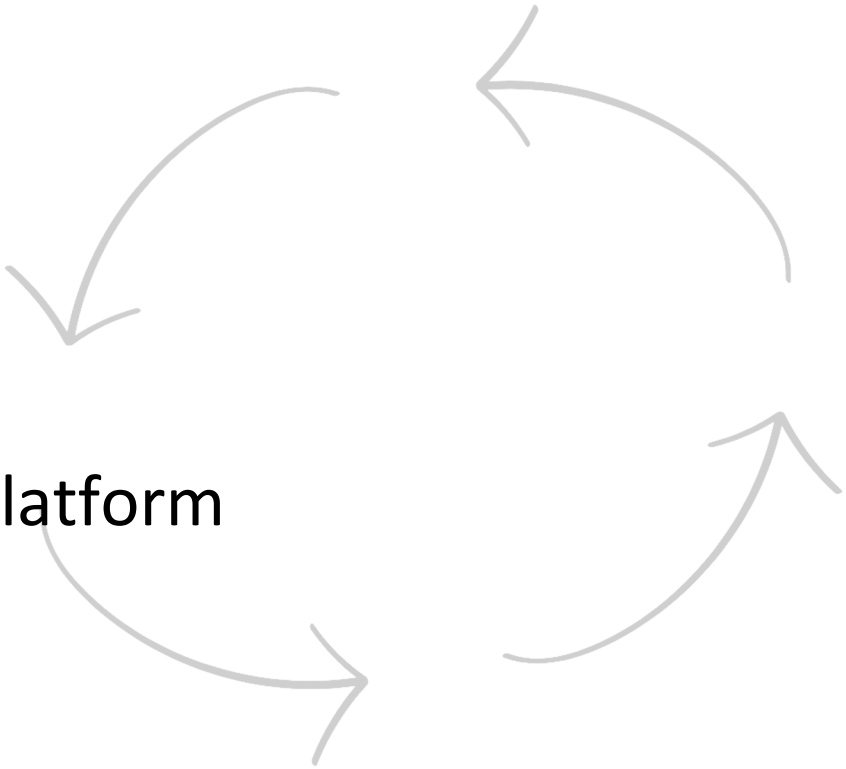
Over 60% of business owners say AI will increase productivity (Forbes) including Healthcare, Tech, Financial Services and Cyber.

Prompt Engineering

Integration of the tool as an application across education disciplines

Generative AI

Act

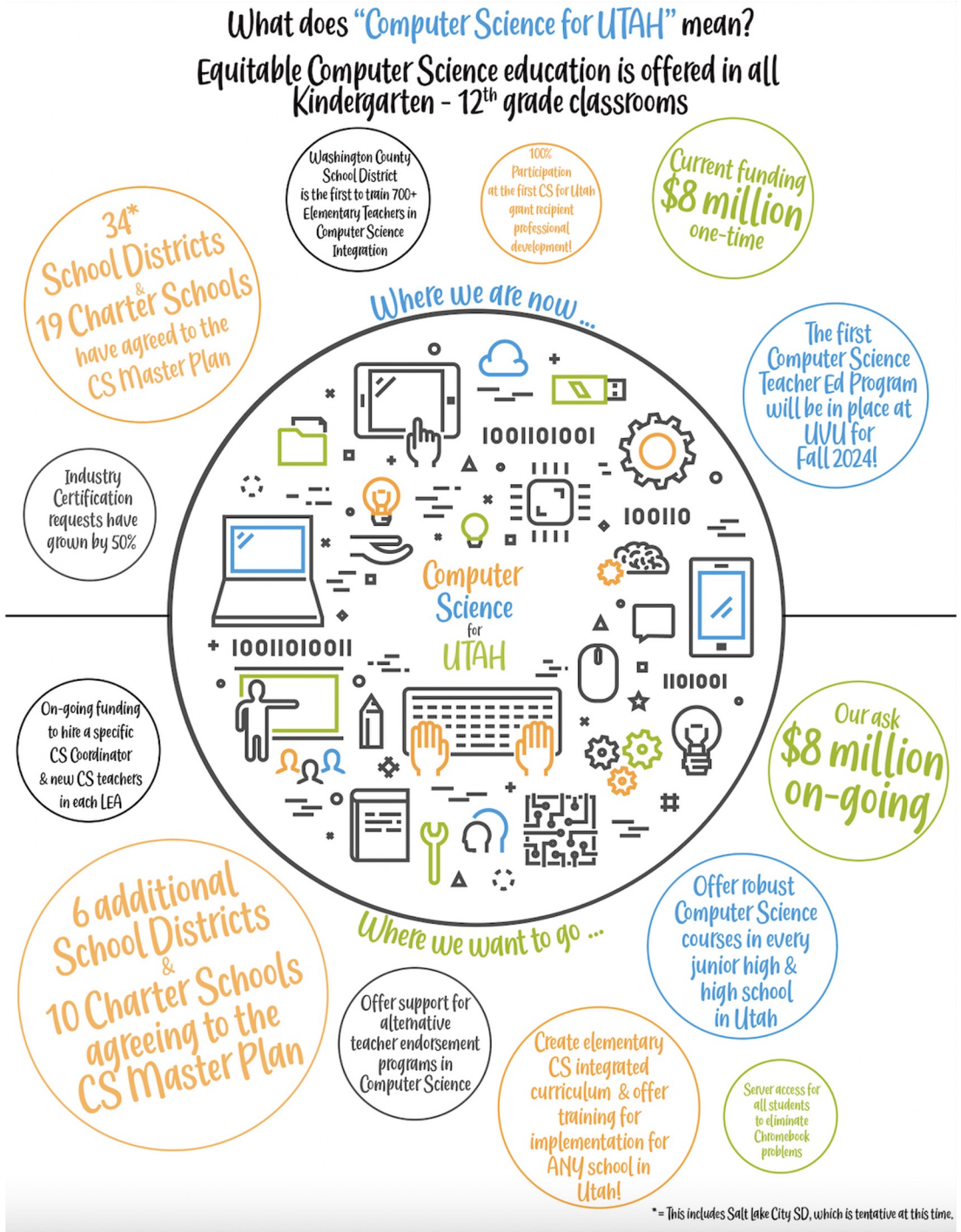


K12 Pilot Roll-Out

- 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



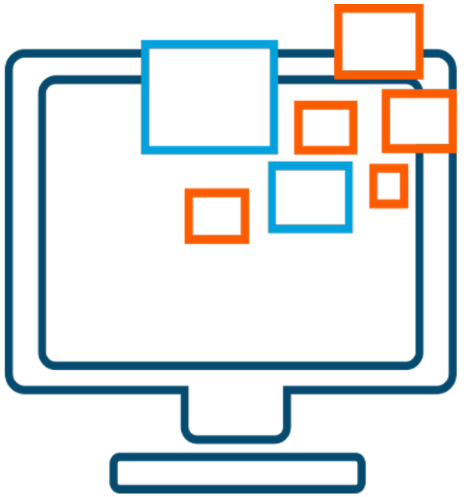
2023 Legislative Appropriations

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

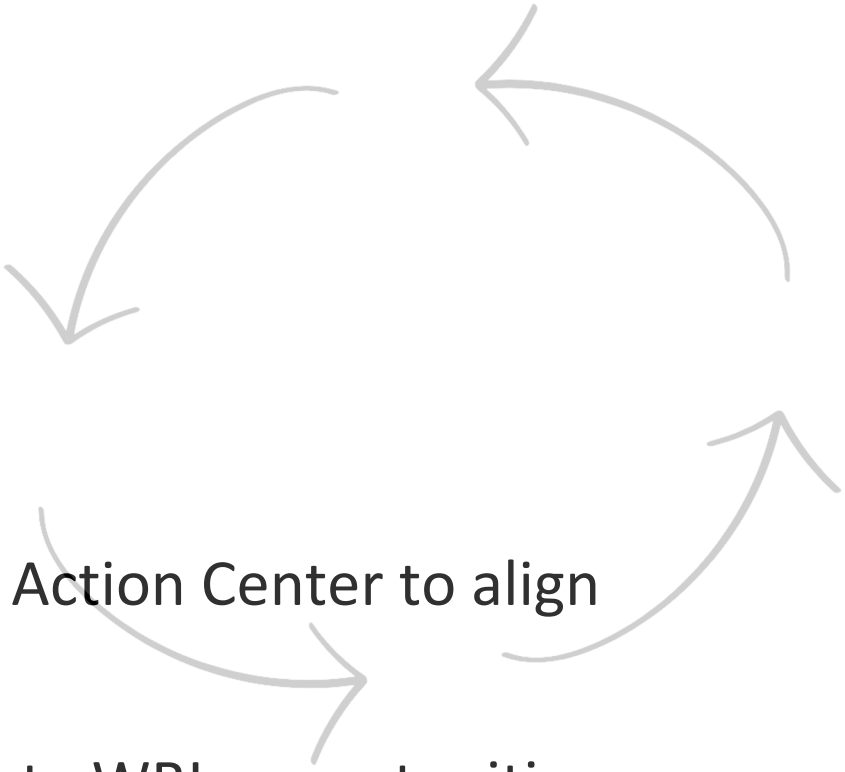
- Biomedical Engineers
- R&D, QA, QC
- Chemical Engineers
- Mechanical & INdustrial Engineers
- Biochemist & Microbiologist
- Medical Lab Scientist
- Material Scientist

Technical Certification & Associate Degree

- Specialized Production Staff Technicians
- Automation
- Maintenance Lab Technicians

Life Sciences

Act



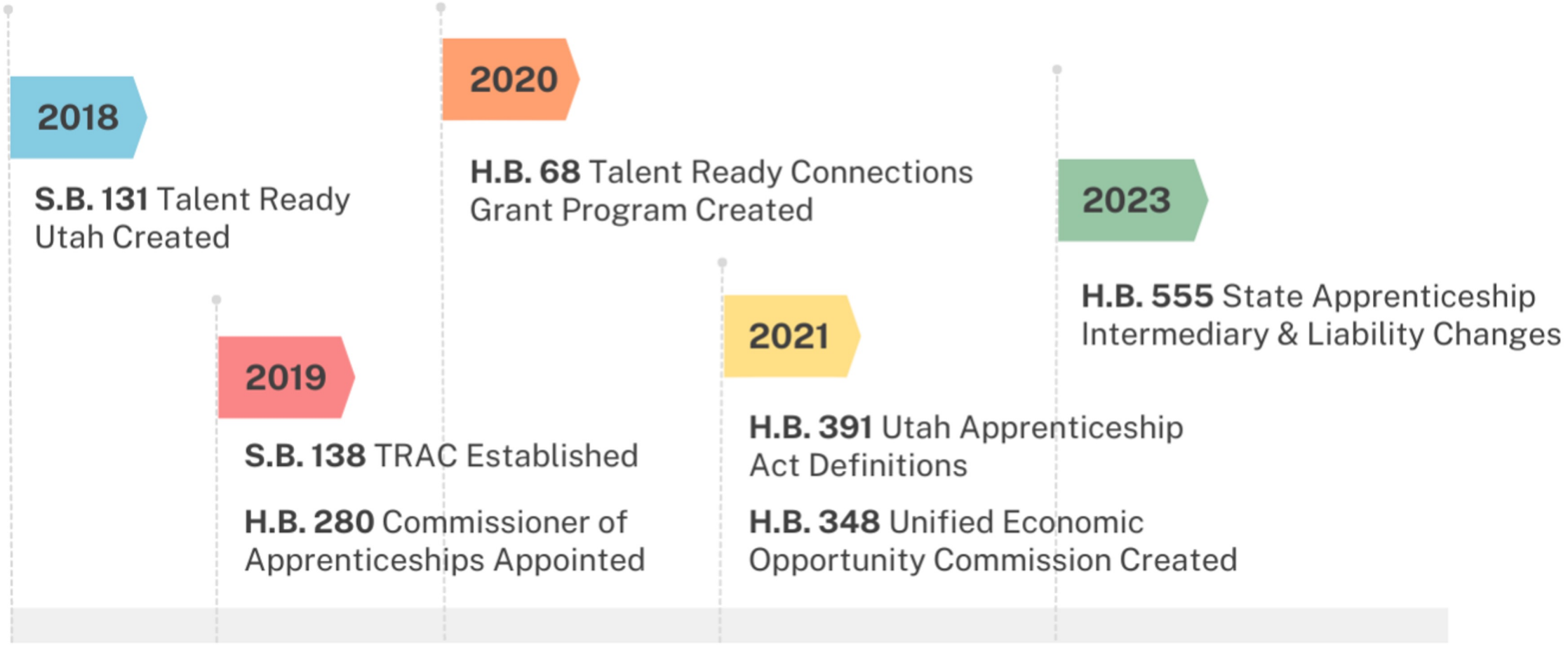
Pathways to Life Science Careers

- 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



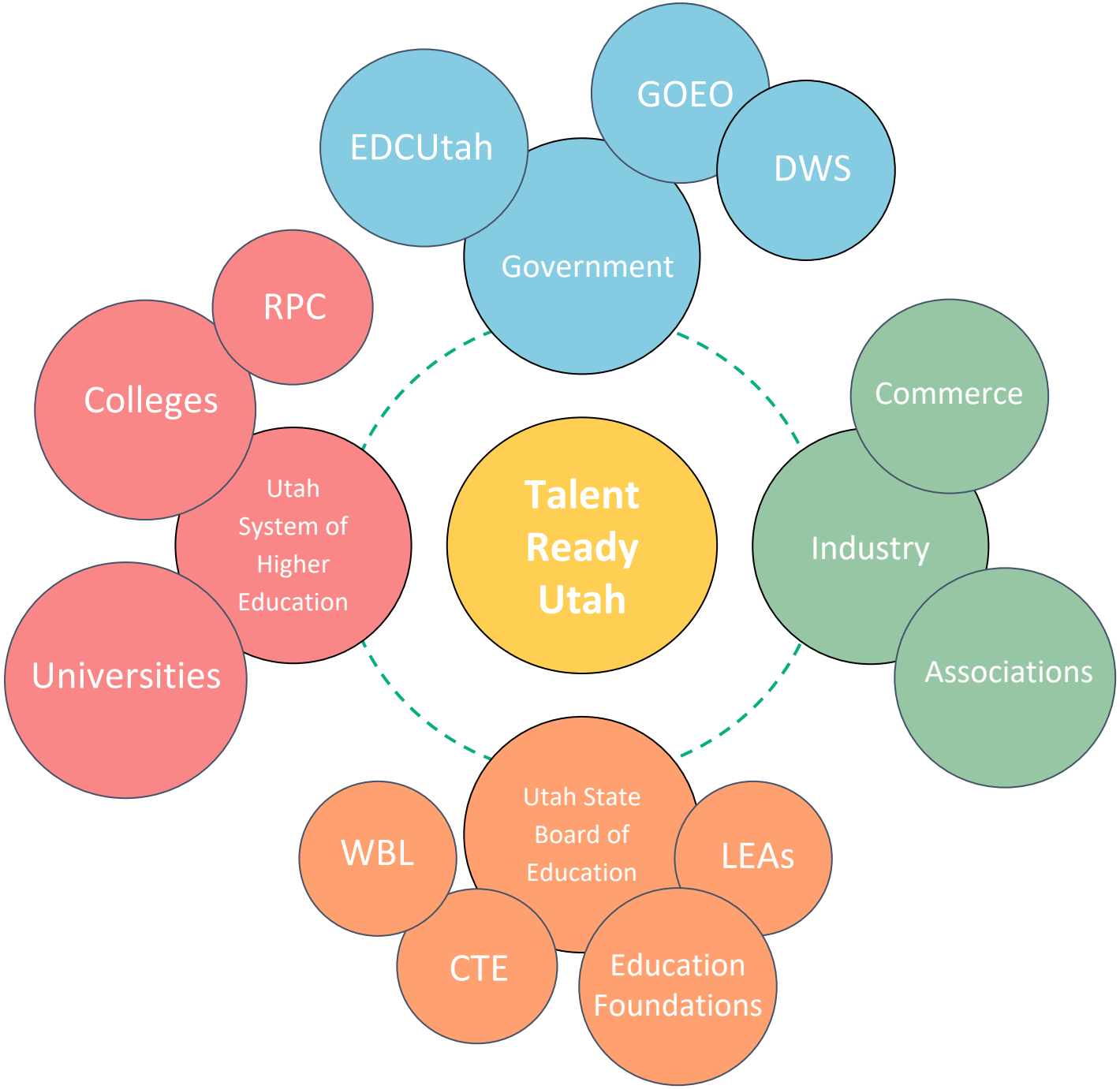
TRAC Vision

“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

State-Wide Ecosystem

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

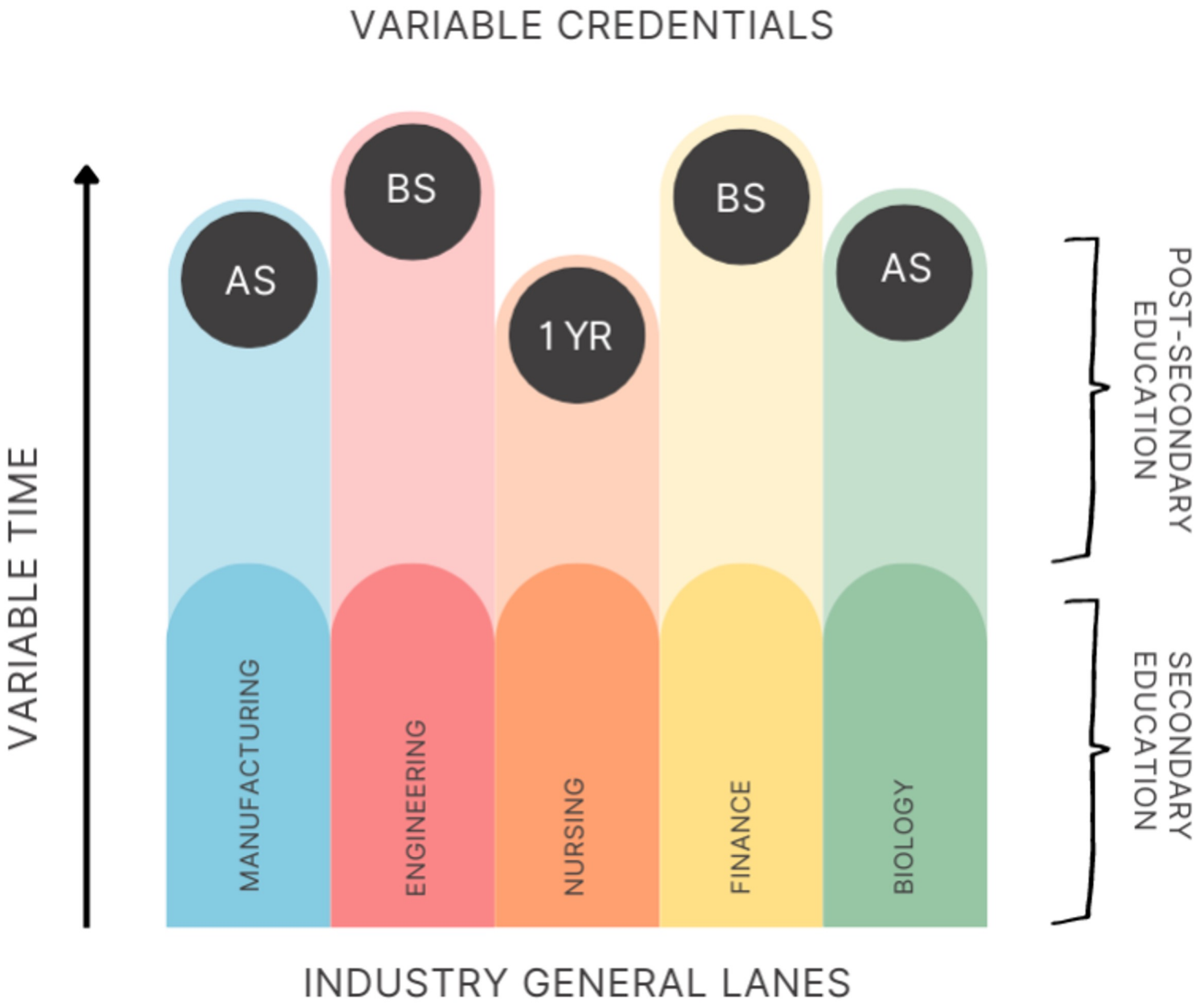
TRAC Definition

- 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

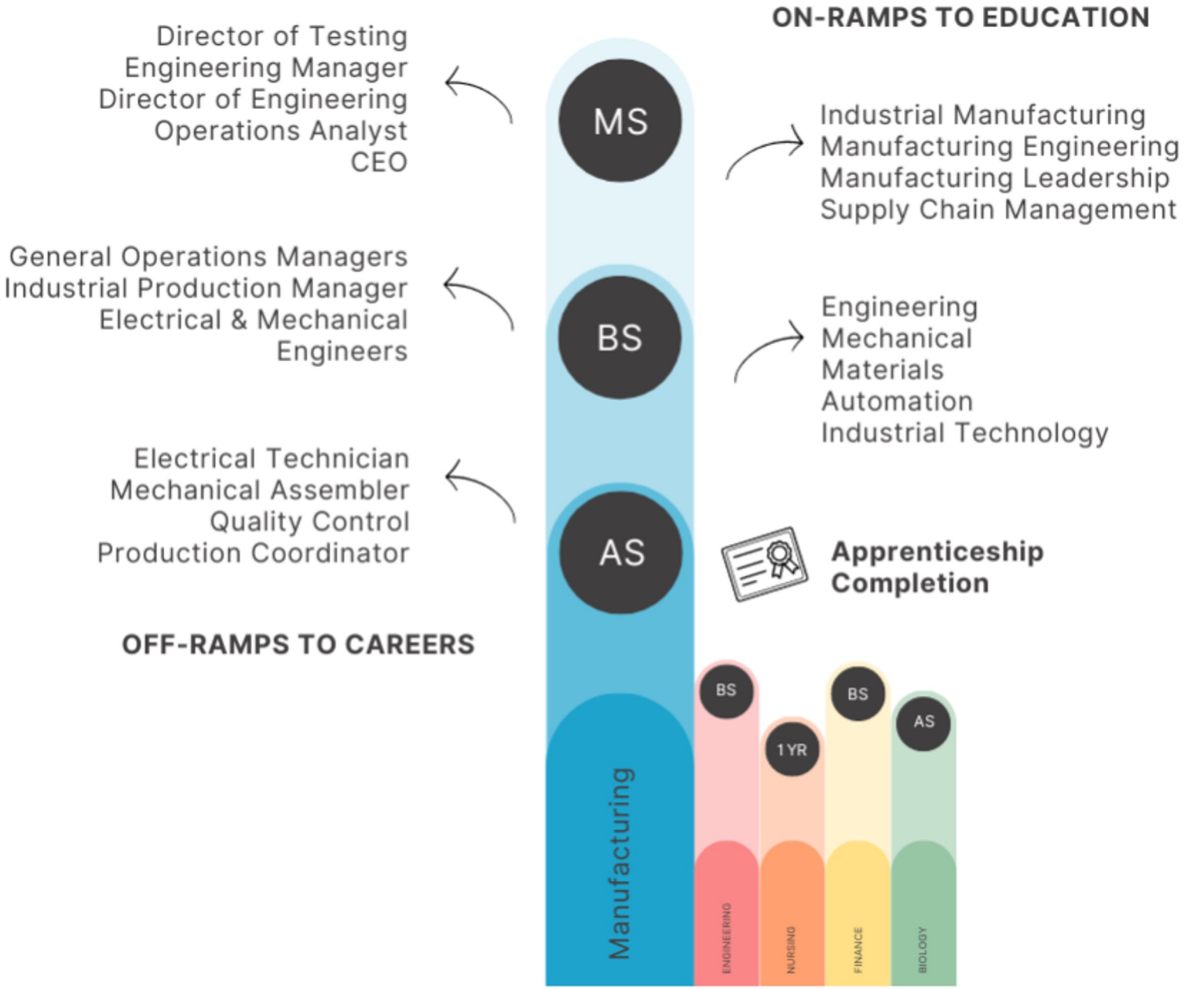
TRAC Programs

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

UTAH SYSTEM OF HIGHER EDUCATION
TALENT READY UTAH

DEPARTMENT OF WORKFORCE SERVICES

Utah State Board of Education

UTAH HOME

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.

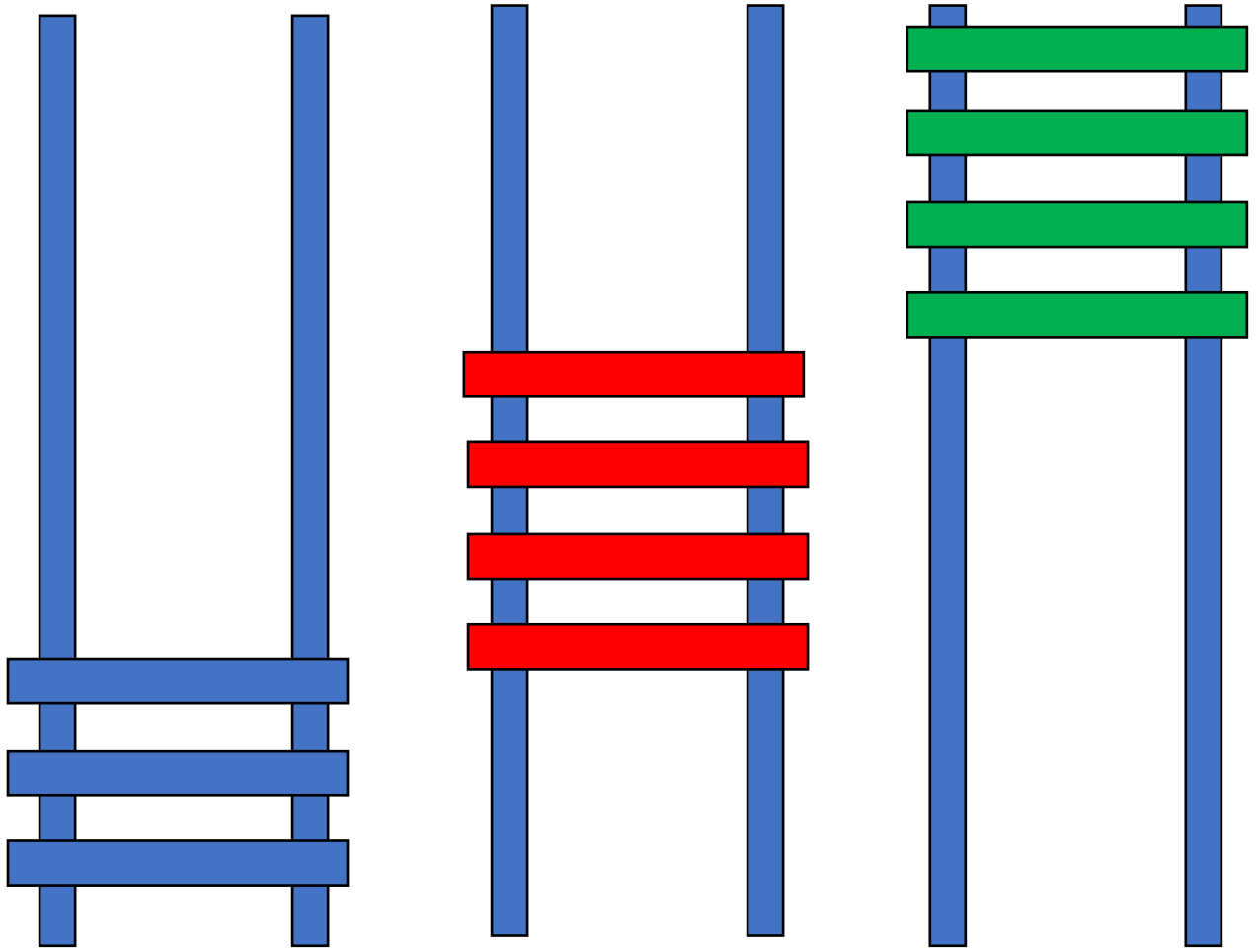
1. Reduce logistical, regulatory and financial barriers to student and employer participation.

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

Regional Pathway Coordinators

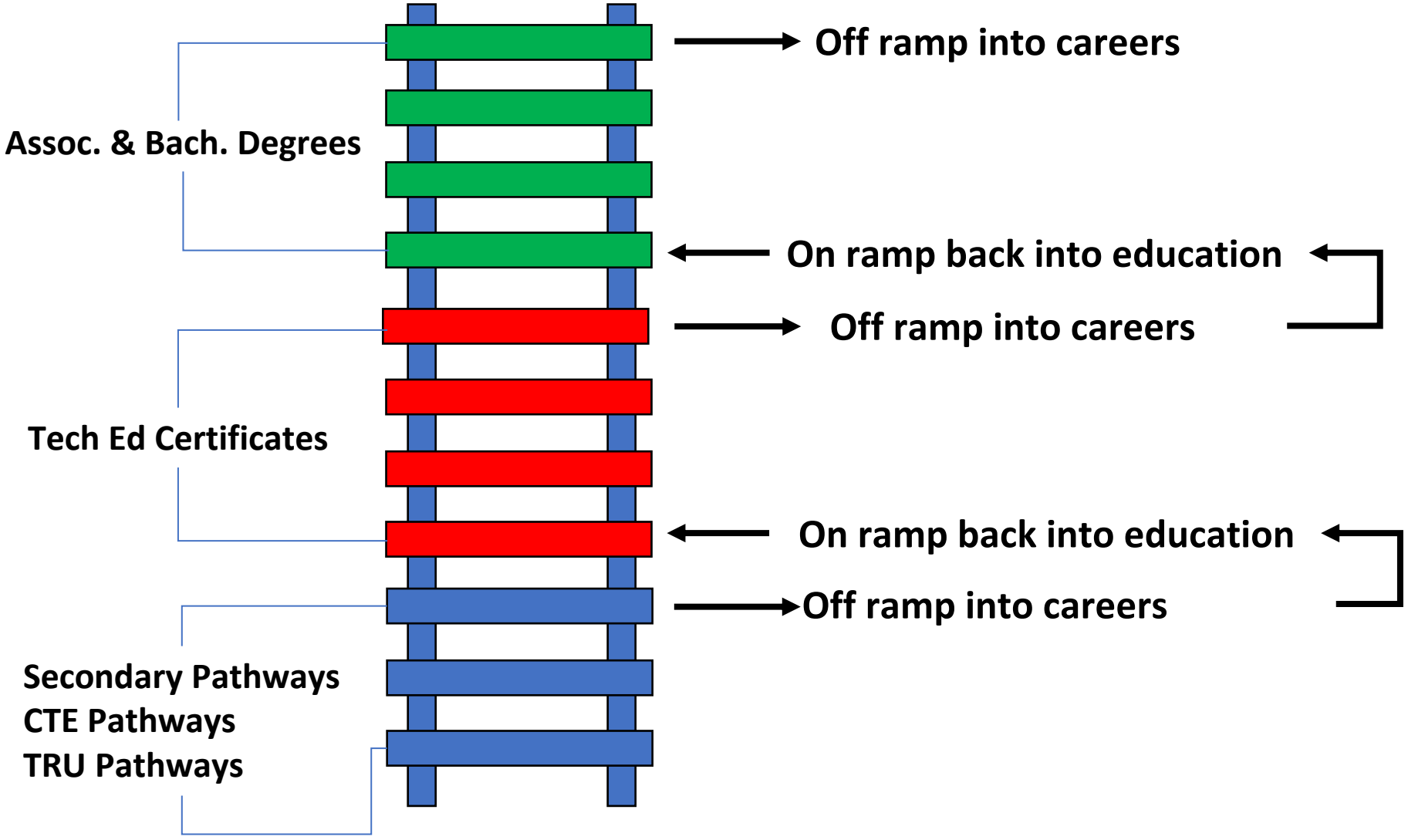
Strategic approach to better align:

- Curriculums
- Articulations
- Pathways
- Stackable Credentials



Regional Pathway Coordinators

Provide Educational & Career ***On & Off Ramps*** through better alignment



Industry-Education Partnerships

Increasing Access to Opportunity

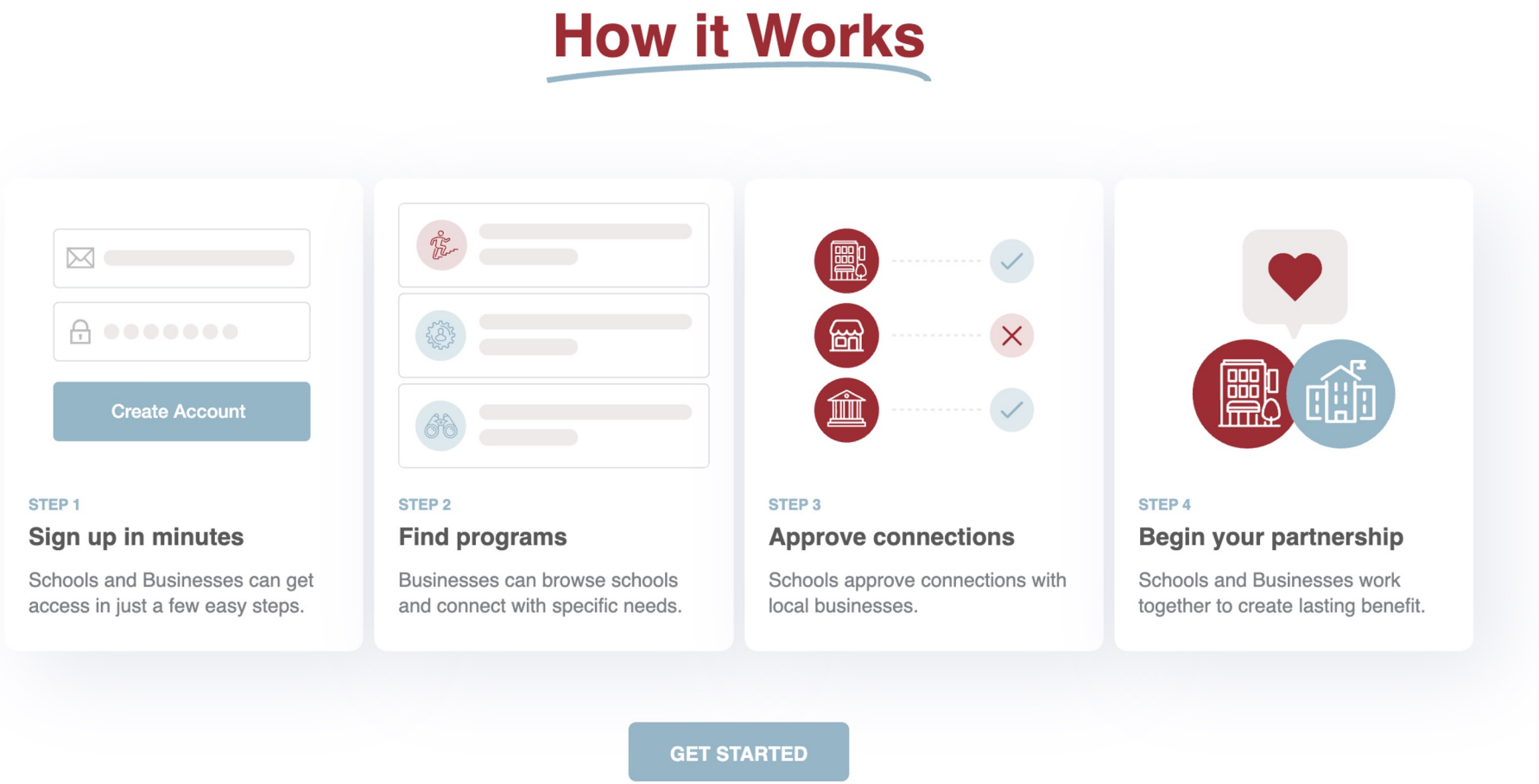
Utah Adopt A School

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



Thank You

Talent Ready Utah & Team

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