

Custom Fit Report – FY 2023

Custom Fit has provided customized training to Utah businesses for over 40 years. This state investment supports workforce development and economic vitality by increasing both retention and expansion in Utah companies, attracting new businesses to the state, and meeting employers' specific educational needs. Custom Fit accomplishes this through jointly funded partnerships between Utah companies and the Utah System of Higher Education's technical education institutions.

As provided in Board Policy [R432, Custom Fit](#), the program primarily serves for-profit Utah companies by training incumbent workers. Not-for-profit companies may participate with special approval. A company is required to pay at least 50% of the training cost, though most pay close to 60%. Participating institutions are encouraged to prioritize funding for maximum economic and workforce impact according to regional and state needs and circumstances. In doing so, institutions should consider equitable access for different businesses, repeated versus new utilization, retention, expansion, targeted industries, and company size.

In accordance with Board [Policy R432-8.3, Custom Fit](#), Utah's eleven public institutions offering technical education submitted reports detailing their Custom Fit activity for the 2023 fiscal year. The attached summary report reflects statewide Custom Fit activity. FY 2023 marked the first year of a concerted effort to improve the documentation of Custom Fit's impact on economic vitality and workforce development. New data elements have been added to this year's report, and previously reported elements have been clarified.

Highlights

- **Total Service:** Custom Fit provided 499,276 hours of training to 19,197 employees in 1,718 companies. Comparisons to the prior year suggest that though fewer companies (-9.3%) and trainees (-4.9%) received training, they received a more substantial amount (+16.5%, for 26 hours of training per trainee).
- **Company Contributions:** Companies paid \$4,987,166 (61.3%) of the costs of training they received, adding to the \$5,572,400 in state appropriations.
- **Industry Sectors:** Most training (hours) was provided to companies in the advanced manufacturing (42.0%) and construction sectors (24.0%).

- **New Recipients:** In the 2023 fiscal year, nearly half (48.0%) of the companies served received Custom Fit training for the first time in at least three years. Approximately two-thirds of the trainees and hours trained were in companies that have been served every year for at least the last three years, suggesting that newer recipients tended to be smaller companies.
- **Company Size:** 41.0% of the training (hours) was provided to small companies, which constituted 72.0% of all the companies.
- **SBA Classifications:** 306 companies self-reported that they are rural small businesses as classified by the Small Business Administration. 296 companies self-reported as women-owned small businesses.
- **Certification/Licensure:** 29.0% of the training was for courses related to industry certification or professional licensure.
- **Sponsored Enrollments:** Six institutions enrolled 728 trainees in courses that were part of their regular credentialed programs.

Attachment

Custom Fit Report —FY 2023

Custom Fit Report for the fiscal year ending on June 30, 2023

TOTAL SERVICE												
	B Tech	Davis	Dixie	M Tech	O Tech	SLCC	Snow	S Tech	Tooele	UB Tech	USU	USHE TOTAL
Companies Served	215	199	242	290	156	135	126	97	30	143	85	1,718
Change from FY22	-3.6%	29.2%	-32.8%	3.6%	13.9%	6.3%	-18.2%	11.5%	-63.0%	-7.1%	-38.0%	-9.3%
Trainees	4,537	2,280	719	2,904	2,771	1,690	573	720	517	2,120	366	19,197
Change from FY22	-17.4%	12.6%	-36.1%	7.4%	-22.1%	-17.4%	24.3%	75.2%	12.6%	37.0%	5.5%	-4.9%
Training Hours	80,262	59,205	23,120	129,513	81,864	31,623	13,892	21,395	11,561	30,063	16,780	499,276
Change from FY22	-20.0%	-3.5%	-6.0%	132.4%	4.3%	12.4%	-17.7%	19.6%	-4.0%	29.6%	65.8%	16.5%

FINANCE												
	B Tech	Davis	Dixie	M Tech	O Tech	SLCC	Snow	S Tech	Tooele	UB Tech	USU	USHE TOTAL
FUNDING												
FY22 Carried Forward	\$5,820	\$148,477	\$1,016	\$0	\$110,927	\$192,792	\$167,768	\$221,029	(\$50,844)	\$28,374	\$210,797	\$1,036,156
State Appropriation FY23	\$600,000	\$686,900	\$345,000	\$816,300	\$684,600	\$618,500	\$425,400	\$345,000	\$325,000	\$450,000	\$275,700	\$5,572,400
Company Contributions	\$722,736	\$582,480	\$269,531	\$1,237,384	\$722,027	\$339,991	\$242,684	\$276,422	\$142,991	\$286,842	\$164,079	\$4,987,166
% of Direct Training Costs	72.4%	60.0%	59.6%	67.7%	60.2%	50.2%	54.6%	60.0%	53.3%	59.9%	46.5%	61.3%
Other Funding	\$0	\$0	\$630	\$0	\$0	\$125,344	\$0	\$0	\$0	\$0	\$29,144	\$155,118
Total Available	\$1,328,557	\$1,417,858	\$616,178	\$2,053,684	\$1,517,555	\$1,276,628	\$835,852	\$842,451	\$417,148	\$765,217	\$679,720	\$11,750,841
USE OF FUNDS												
	B Tech	Davis	Dixie	M Tech	O Tech	SLCC	Snow	S Tech	Tooele	UB Tech	USU	USHE TOTAL
Direct Training Costs	\$998,299	\$970,800	\$452,259	\$1,827,259	\$1,198,604	\$676,684	\$444,233	\$460,702	\$273,468	\$478,972	\$352,488	\$8,133,768
Staff Compensation	\$290,502	\$334,580	\$136,755	\$232,069	\$283,043	\$438,645	\$194,215	\$169,446	\$175,839	\$250,120	\$125,310	\$2,630,524
Equipment	\$7,250	\$20,489	\$0	\$0	\$0	\$0	\$0	\$2,049	\$0	\$0	\$16,913	\$46,701
Other General Expenses	\$24,845	\$28,172	\$3,562	\$9,377	\$27,749	\$198	\$32,059	\$3,938	\$14,008	\$7,689	\$53,800	\$205,397
Total Expenditures	\$1,320,896	\$1,354,040	\$592,576	\$2,068,705	\$1,509,396	\$1,115,526	\$670,507	\$636,136	\$463,315	\$736,781	\$548,512	\$11,016,390
FY23 Carried Forward to FY24	\$7,661	\$63,817	\$23,602	(\$15,021)	\$8,159	\$161,101	\$165,346	\$206,315	(\$46,167)	\$28,436	\$131,208	\$734,457
% of Annual Funds	0.6%	5.0%	3.8%	-0.7%	0.6%	14.9%	24.7%	33.2%	-9.9%	3.9%	28.0%	6.9%

Custom Fit Program Delivery Profile

Custom Fit Mission			
	Companies	Trainees	Hours
Company Retention	1,180	13,630	256,380
Company Expansion	717	5,773	231,354
New Company in Region	203	436	20,096
Total (distinct)	1,718	19,197	499,276

*Custom Fit supports training designed to aid in the retention and expansion of Utah companies and attract new businesses to the state (Policy R432-4).

Recipient Frequency (1 st , 2 nd , 3 rd year)			
	Companies	Trainees	Hours
New Recipients (1 st year)	820	3,159	75,505
Returning (2 nd year)	370	3,559	76,008
Continuous (3 rd year)	528	12,480	356,178
Total (distinct)	1,718	19,197	499,276

SBA Classifications Reported	
Women-Owned Small Business	296
Small Disadvantaged Business	9
Minority-Owned Business	46
Veteran-Owned Small Business	12
Native American-Owned Small Business	5
LGBTQ-Owned Business	1
Rural Business	306

Industry Sector			
	Companies	Trainees	Hours
Aerospace & Defense	15	190	10,160
Advanced Manufacturing	266	6,319	207,685
Computer Sciences	40	949	9,041
Financial Services	76	779	11,191
Life Sciences	227	1,784	46,483
Construction	441	3,595	118,548
Hospitality/Tourism/Outdoor Re	95	1,250	20,198
Mining & Energy	86	1,135	14,880
Other Regional Targeted Industry	28	699	8,826
Other Industry	444	2,498	52,242
Total (distinct)	1,718	19,197	499,276

Training/Course Content		
	Trainees	Hours
Manufacturing	2,432	88,367
Healthcare	1,249	28,080
Construction	1,487	92,720
Finance	346	4,902
Other Technical Skills	1,738	57,492
Personal/Occupational Health/Safety	4,417	45,511
Customer/Market Development	1,055	14,198
Organizational Development	6,435	148,254
Other	893	19,603
Certification/Licensure	5,535	143,091
Total (distinct)	19,197	499,276

Sponsored Enrollments in Institutional Program Courses*			
	Trainees	Hours	Graduates
BTech	137	23,351	18
Davis Tech	200	25,715	23
Ogden-Weber Tech	278	45,709	50
Southwest Tech	60	9,863	12
Tooele Tech	15	2,227	4
Uintah Basin Tech	38	2,297	38
USHE TOTAL	728	109,162	145

*Reporting is required when Custom Fit funds sponsor a student for a course in a regular credentialed program offered by the institution (Policy R432-7.4.3).