



# APPRENTICESHIP UTAH

ANNUAL REPORT 2023



October 1, 2023



# TABLE OF CONTENTS

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<u>Current State of Apprenticeships.....</u>	<u>3</u>
<u>Key Initiatives and Strategies .....</u>	<u>8</u>
<u>Registered Apprenticeship Programs .....</u>	<u>16</u>
<u>Funding Update .....</u>	<u>24</u>
<u>Recommendations.....</u>	<u>25</u>
<u>Appendix .....</u>	<u>26</u>



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# CURRENT STATE OF APPRENTICESHIPS

**REGISTERED APPRENTICESHIP STANDS** as a time-tested model for effective workforce development, benefiting both employers and workers. It provides employers with a proven, industry-driven and customizable strategy to recruit and grow the talent needed while providing job seekers with quality jobs, good wages and relevant skills.

Apprenticeship programs have expanded beyond traditional trade industries and are now present in a broad cross-section of sectors, including health care, IT, cybersecurity, transportation, financial services, manufacturing and more. In Utah, expansion is aimed at providing quality job opportunities and relevant skills to a diverse range of job seekers. Continued growth is key to make apprenticeship a common pathway into careers across the economy.

The U.S. Department of Labor - Office of Apprenticeship (USDOL-OA) promotes and oversees quality, accessible registered apprenticeship opportunities for workers seeking higher-skilled, higher-paying jobs and engages employers seeking to build a qualified, diverse and inclusive workforce. In Utah, several key initiatives and strategies have been implemented to further the growth and effectiveness of apprenticeship programs:

**Pre-Apprenticeship:** Programs such as the Jobs for Future (JFF) High-Quality Pre-Apprenticeship Framework have been used to develop pre-apprenticeship programs that act as a stepping stone to registered apprenticeships. These programs aim to prepare individuals for the demands of apprenticeship training.

**Youth Apprenticeship:** Programs have been created to engage high school students in apprenticeships. These programs allow students to gain valuable skills and experience while still in school, and facilitates a smoother transition into the workforce.

**Legislation:** Legislative measures, such as Utah's HB 555, have been enacted to facilitate youth apprenticeship development, address liability and workers' compensation concerns and encourage employers to engage with youth apprenticeship initiatives.



Apprenticeship programs have expanded to include a broad cross-section of sectors, including health care, IT, cybersecurity and more.





**WHETHER YOU'RE A RECENT** high school graduate, looking to change your career, or someone seeking to enhance your skills, an apprenticeship program can be the answer to finding a rewarding and well-paying career. Apprenticeship programs provide a dynamic learning experience that allow participants the opportunity to earn a wage, while learning the skills required for a particular profession, and assists employers with their workforce needs.

Utah has a variety of apprenticeship programs available across different industries and embarking on an apprenticeship journey is easier than one might think. With a unique blend of education, experience and earning potential, apprenticeships offer an unparalleled pathway to success.

Some of the benefits of apprenticeships include:

- Hands-on learning
- Earning while learning
- Career advancement
- Industry recognition
- Career pathways
- Personalized training
- Mentorship
- Skill diversification
- Higher earning potential
- Supportive learning environment

The network continues to add new members and expand on the mix of industries represented. If you are interested in learning more about the benefits of apprenticeships, or looking to start an apprenticeship program please visit us on the apprenticeship website, [apprenticeship.utah.gov](http://apprenticeship.utah.gov).

—Joey Gilbert, *Apprenticeship Utah*  
Network chair



**Media Campaigns:** Ongoing [media campaigns](#) have been used to promote apprenticeships, particularly targeting underrepresented populations and rural communities. These campaigns include various forms of advertising to raise awareness and interest.

**State Work Plan:** Utah has developed a five-year work plan to support apprenticeship expansion, modernization and accessibility. Goals are set to improve infrastructure, data tracking, employer engagement and access to underrepresented populations.

**National Initiatives:** Utah's participation in initiatives like the National Governors Association Youth Apprenticeship Policy Academy highlights the collaborative efforts at the national level to improve apprenticeship programs.

**Funding:** Leveraging various funding sources, such as the Bipartisan Infrastructure Law, CHIPS and Science Act and Inflation Reduction Act funds will be instrumental in developing and expanding registered apprenticeship and pre-apprenticeship initiatives.

Overall, the focus of the commissioner of apprenticeship programs in Utah is to create a diverse, inclusive and accessible apprenticeship ecosystem that benefits both employers and workers. Various initiatives, partnerships and strategies outlined further below demonstrate the concerted effort to enhance apprenticeship programs and align them with the evolving needs of industries and the workforce. This is essential to providing equitable access to underrepresented populations and underserved communities.



USDOL-OA has invested heavily in expanding registered apprenticeship to ensure the workforce has the skills to meet the needs of today's in-demand jobs and the jobs of the future. As part of that investment, USDOL-OA has recognized the critical role states play as key facilitators and drivers of apprenticeship program expansion. State staff collaborate with various industry intermediaries and technical assistance centers to ensure the quality and effectiveness of registered apprenticeship programs. These intermediaries provide assistance, guidance and resources to employers, education providers and other stakeholders.

### Five Elements of Effective Apprenticeship Expansion



**1.**  
Providing  
State  
Leadership  
and Policy



**2.**  
Strengthening  
Outreach  
and Business  
Engagement



**3.**  
Capacity to  
Develop, Register,  
and Support  
Programs



**4.**  
Development of  
and Support for  
Diverse Apprentice  
Pipelines



**5.**  
Aligning with Career  
Pathways and  
Post-Secondary  
Education





- Encourage increased participation of underrepresented populations being served in registered apprenticeship programs
- Expand the number of developed registered apprenticeship programs by seeking local area partners to leverage resources for apprentices
- Analyze data across the registered apprenticeship system

**Diversity, Equity, Inclusion and Accessibility RA TA Center – Jobs for the Future:** This RA TA Center provides strategies and customized support to employers, education providers, intermediaries and government entities to drive diversity, equity, inclusion and accessibility in registered apprenticeships.

**Data and Performance and Best Practices RA TA Center – The Council for State Governments:** This RA TA Center 1) conducts data analysis; 2) creates data visualizations that aid in decision-making; 3) provides one-on-one technical assistance to grantees

in data collection, preparation and submission; and 4) develops resources that promote registered apprenticeship alignment and expansion.

**Strategic Partnerships and System Alignment RA TA Center – Safal Partners:** This RA TA Center accelerates national scaling of apprenticeship by building and sustaining partnerships that support system alignment with the nation’s workforce and education systems.

**Occupations and Standards RA TA Center – Urban Institute:** This RA TA Center develops registered apprenticeship program frameworks (competency-based, hybrid and other innovative models), national registered apprenticeship program standards and supports industry in meeting registered apprenticeship program design and development requirements.



The Registered Apprenticeship Technical Assistance Centers of Excellence serve as resources to stakeholders throughout the apprenticeship system.



# KEY INITIATIVES AND STRATEGIES

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## Pre-Apprenticeship

Using the JFF High-Quality [Pre-Apprenticeship Framework](#), Salt Lake County developed a Request for Funding Announcement for the construction and building trades sector. Utah Women in the Trades was awarded the grant to develop a pre-apprenticeship for Salt Lake County residents. Workforce Services will leverage this partnership to learn about the opportunities and challenges of this pilot. Information gathered will be used to replicate successes for other industries and developed for other underrepresented populations such as people of color with limited English or academic proficiency and justice impacted youth and adults. Limited English speaking, pre-apprentices working with the Refugee Services Office will be provided access to Voxy, which is an occupational English language learning platform used by hundreds of organizations around the world.

## Youth Apprenticeship

Utah registered its first youth apprenticeship program that begins in high school. The Utah Manufacturers Association became an intermediary, group program sponsor on behalf of the employers in this partnership. This pilot began with four employers, eight apprentices and two school districts and will be expanded to other areas of the state during the 2023-2024 school year.

During the 2023 legislative session [HB 555](#) was enacted to accelerate the development of youth apprenticeships and address liability and workers' compensation coverages, enabling students to participate in youth apprenticeship programs. This legislation allows employers to engage in youth apprenticeship initiatives while providing students valuable access to paid learning opportunities and on-the-job experiences. Allowing students to gain practical skills and knowledge while earning an income promotes a seamless transition from the classroom to the workforce.

The legislation also provides provisions for the Utah System of Higher Education to become an apprenticeship intermediary sponsor. Being an intermediary will facilitate and coordinate youth apprenticeship programs statewide, convening industry and educational institutions to streamline the apprenticeship process and ensure effective implementation.





## Fall and Spring Media Campaigns

An ongoing statewide media outreach plan was developed and assets were created, intentionally using images that reflected underrepresented populations in traditional and non-traditional apprenticeships. Campaigns and partnerships were targeted to the department's priority industries in underserved and rural communities. Paid video, radio, display and search ads ran August, September and November of 2022 and again March through June in 2023. Additionally, during NCAA men and women March Madness tournaments, display ads targeted college basketball fans in the 17-29 age group.

To better reach underrepresented populations both radio and video ads were translated into Spanish. Promotion for the apprenticeship job fair during National Apprenticeship Week included radio and social media ads as well as digital billboards.

## Target Audience

The campaign targeted future apprentices ages 17-29, skewing female, both English and Spanish speaking. It also called on Utah employers to start an apprenticeship program.

## Media Platforms

Media platforms used included:

- Audio – Programmatic and Spotify used as a high-level awareness platform
- Video – YouTube, Facebook, Instagram (all advertising flights) and TikTok (fall flights only) used as mass platform with entrenched young adult viewership
- Display – Used to drive view-through conversions and retarget the interested audience
- Search – apprenticeship key words

## Impact

The campaign was split between targeting future apprentices and employers who may be interested in starting an apprenticeship program. The fall campaign delivered nearly eight million impressions, 26 thousand clicks and 1.5 million complete video views.

For the spring campaign, the website [apprenticeship.utah.gov](https://apprenticeship.utah.gov) was adjusted to better track outcomes of campaigns by identifying actions by a user, also known as conversions.



Website actions:



Over  
**27M**  
impressions

nearly  
**32,000**  
clicks

over  
**520,000**  
complete video views



Jump-start Your Business video



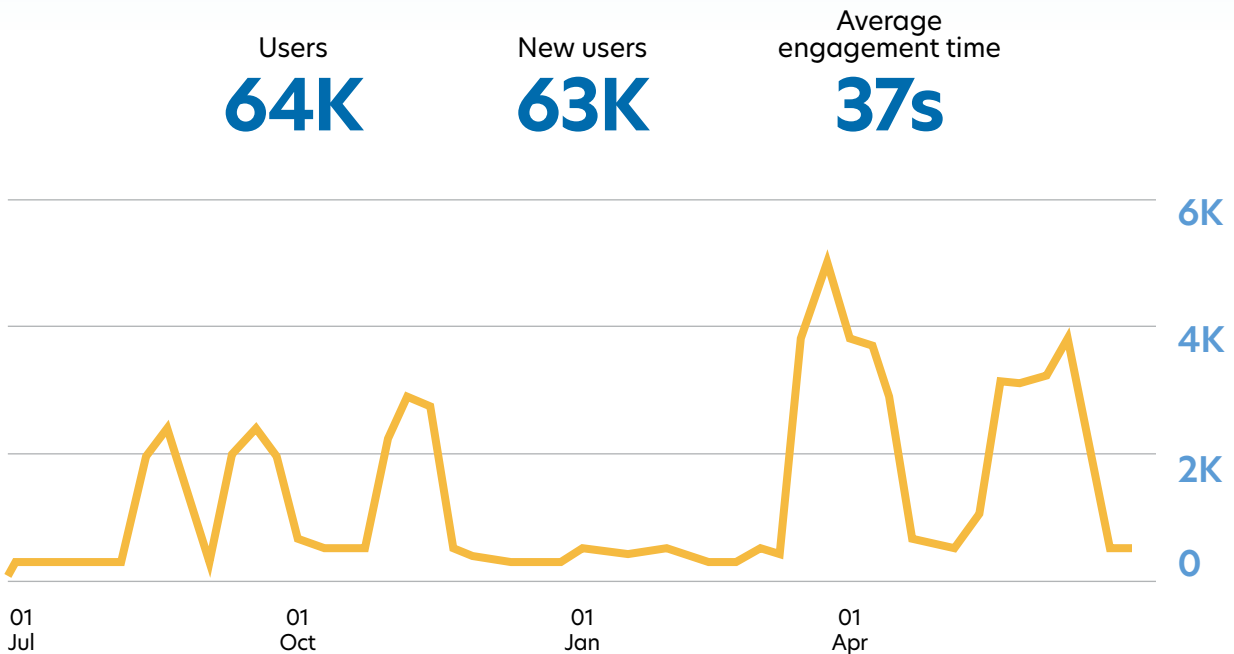
Future apprentice conversions include those who clicked the “Find an Apprenticeship” button to access the apprenticeships on the Eligible Training Provider List. Employer conversions were counted when an employer clicked “Connect with Us” on the employer page. There were over 2,200 conversions between the two target audiences. Additionally, there were over 27 million impressions, nearly 32,000 clicks and over 520,000 complete video views.

### Key Takeaways

It is necessary to continually educate both employers and future apprentices about the benefits of apprenticeship to further expand apprenticeship in Utah. Changing perceptions about apprenticeship as a pathway to a successful career happens over time and repeated exposure to the messaging. Retargeting with display ads has proven to be a successful way to provide additional opportunities for individuals to click through an ad and learn more about apprenticeship. Continued efforts will take place to reach the right individuals at the right time to increase the number of apprentices and registered apprenticeship programs in Utah.

### Web Statistics

An increase in page views to [apprenticeship.utah.gov](http://apprenticeship.utah.gov) coincided with the paid advertising campaigns.



## Business to Business Networking Events



### THE STATE WORKFORCE DEVELOPMENT BOARD

Apprenticeship Utah Network Committee hosts quarterly business-to-business events. This year they were industry-specific and held in a hybrid format, allowing for both in-person and virtual attendance. They continue to be an effective model to engage new businesses, share best practices and network. Apprentices were also added to the panels, and attendees provided positive feedback about the addition. Events can be viewed here:

- [Explore How Registered Apprenticeship can Meet your IT Workforce Needs](#)
- [Utah CNC Machinist Tech Apprenticeship Kickoff](#)
- [Accelerate your Construction Workforce through Registered Apprenticeships](#)



## National Apprenticeship Week

Workforce Services held the first [Apprenticeship Utah Summit](#). The theme was *Talent Moves You Forward*. There were 134 in-person attendees and 27 virtual attendees. Features included:

- National intermediaries
- Four different industry accelerators in construction, information technology, manufacturing and health care
- Panel on diversifying your candidate pool through youth apprenticeships and pre-apprenticeships
- Keynote speaker who focused on Diversity Equity Inclusion and Accessibility strategies
- Release of two new promotional videos – [Benefits of an Apprenticeship Program for Businesses](#) and [Get Paid to Train](#)
- Apprenticeship Job Fair (35 exhibitors)
- Annual Apprenticeship Awards





## Apprenticeship Award recipients

The Apprenticeship Utah Awards recognize outstanding registered apprenticeship sponsors, employers, partners and individuals who have made a commitment to modernize, innovate and expand high-quality apprenticeships. Nominations are made by apprenticeship sponsors, employers and training providers and a leadership team from the Department of Workforce Services reviews, scores and ranks them to select the winners.



### Lifetime Achievement Award: **RICH THORN**

**AS A LONG-TIME** apprenticeship advocate and president/CEO of Associated General Contractors (AGC), Rich Thorn has been at the forefront of implementing the association's apprenticeship programs. He is engaged at every level of its continued growth and development.

One example is when Thorn worked with AGC Highway committee, AGC Highway Apprenticeship Committee and the Utah Department of Transportation (UDOT) to increase the funding levels of all UDOT and federally funded projects to further develop and grow the highway apprenticeship programs. The positive impact Thorn has had within the industry, and specifically to apprenticeship, is his ability to create lasting change. He champions regulatory or legislative changes to provide more opportunities for

apprentices through increased state funding and worked with legislative leaders to pass legislation to create the commissioner of apprenticeship position. Thorn is a larger-than-life person with a tremendous amount of respect statewide. He retired after serving the industry for over 43 years and has given his entire career to improving the lives of others.





## Outstanding Registered Apprenticeship Sponsor: **MOUNTAINLAND TECHNICAL COLLEGE**



**MOUNTAINLAND TECHNICAL COLLEGE (MTECH)** has successful, high quality apprenticeship programs at its six Utah campuses for eight occupations with plans to continue to expand. Since 2015, MTECH has partnered with the Associated General Contractors of Utah to provide critical, industry-specific apprenticeship programs. In 2022, AGC of Utah completed construction of the new Salt Lake Training Center, making this MTECH's Salt Lake campus. Without MTECH's support and commitment to providing world-class technical education, Utah's general contractors would not be as well equipped as they are today to face the workforce issues plaguing the industry.

MTECH offers hybrid apprenticeship classes, allowing apprentices to access their education even when traveling for work. One of MTECH's biggest assets is their apprenticeship training director, Cliff Carron-Campbell. He helps facilitate both traditional and nontraditional apprenticeships and has created long-lasting partnerships with industry and secondary education partners. MTECH is also working hard with their partners to include opportunities for high school students to participate in registered apprenticeship programs.



## Outstanding Registered Apprenticeship Employer: **HUNT ELECTRIC**

**WITH THE WORKER** shortage in the construction industry, rather than "poaching" employees from competitors, Hunt Electric made the decision to invest time and resources to add new electricians to the talent pool, starting with their pre-apprentice program. Hunt Electric HR and field staff meet with high school students through career fairs, job shadowing, facility tours, summer internships and in-class presentations to educate them about opportunities in the trades. Engaging young people to get them excited about opportunities that they may not know about is critical to maintain and grow an available workforce.



Through its pre-apprentice program, Hunt Electric employs approximately 20 pre-apprentices who receive hands-on learning in their pre-fabrication shop for 20 weeks. Pre-apprentices manufacture electrical assemblies in a controlled environment where safety and quality are monitored. They learn the importance of a good work ethic, reliable attendance and a positive attitude. One day a week they learn basic construction installation methods, electrical code and theory to help prepare them for a day in the life of a construction electrician.

## Registered Apprenticeship Champions



### PETER FULLER

**AS THE CEO OF** The Workflow Academy, Peter Fuller has used tech apprenticeship as a means to support their customers and themselves. Fuller has championed tech apprenticeship in Utah by participating in multiple webinars, promotional videos and with multiple community groups. He meets with apprenticeship candidates directly and has created media that helps a candidate determine if this is a career path that makes sense to them.

Additionally, he works with government, educational, community and employer groups where he touts apprenticeship and its value. He

has brought many companies into registered apprenticeship to meet their hiring needs and is looking to expand this to more companies and communities. He is also a hiring partner, and his apprentices are now working with other apprenticeships to help them in their learning paths. He is especially pushing to create a tech hub in southern Utah which utilizes apprentices to grow their employee pools. Fuller promotes utilizing apprenticeship as a means to add talent to any workforce and he is bringing groups together to push this message while also pulling candidates in to fill the positions that arise.

### DERY GUILLEN

**DERY GUILLEN** participates in many workforce development groups and apprenticeship committees throughout the state. His commitment to developing Utah's workforce is unmatched. Guillen actively participates in various levels of education groups to promote the industry's need for a skilled workforce. He is also currently involved in developing a pathway through pre-apprenticeship and youth apprenticeship for high school students aimed at helping resolve the current workforce shortage facing the construction industry. This will be done with various school districts to be a model replicated statewide. Dery's biggest strength is his willingness and work ethic towards improving how the industry trains the next generation of construction leaders.





## Outstanding Registered Apprentice: TY STARK



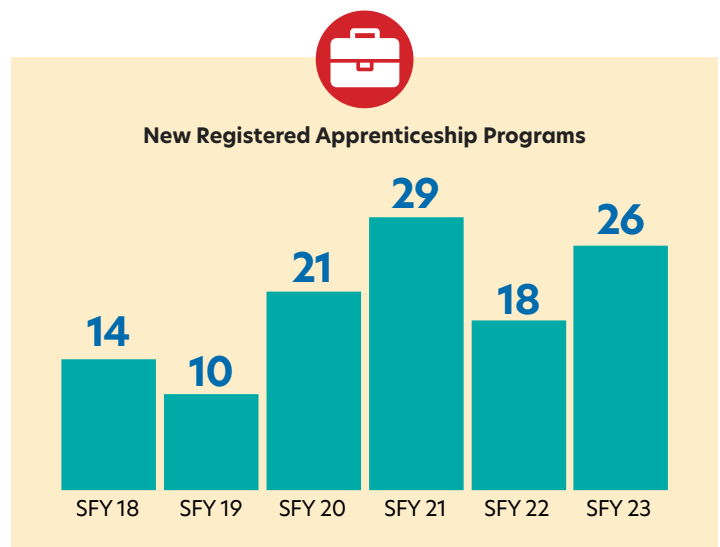
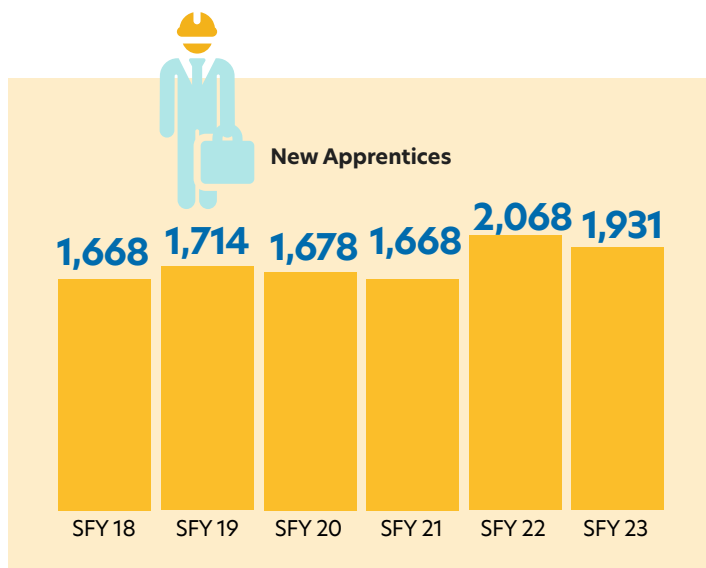
**AFTER HIGH SCHOOL**, Ty Stark enrolled in classes at Weber State University. The pandemic hit and he found out quickly that he was not an online learner. He looked for other options and decided to pivot his education and pursue an apprenticeship in construction. He has shown his commitment to the construction industry by successfully completing the AGC's Rough Carpenter apprenticeship program. He learned that he can use the education credits he earned during his apprenticeship for his college degree. Because of this, he earned his associate degree and has decided to continue his education through Weber State's construction management program. Stark embodies the values of the construction industry. It is reflective of the career track he is on. While he didn't take the traditional college track, he has successfully followed a path that will make sure that his experience and knowledge are equally represented in his work.



# REGISTERED APPRENTICESHIP PROGRAMS

## Apprenticeship State Expansion Grant

At the time of the Apprenticeship State Expansion (ASE) grant award in 2019, the Utah Department of Workforce Services had a program specialist who acted as a liaison between employers, related instruction providers, the local USDOL-OA and the commissioner of apprenticeship programs position. Since then, great strides have been made and noteworthy accomplishments achieved. The number of active, registered apprenticeship programs has increased, adding 94 new programs in a four year period. In the same time frame, the number of registered apprentices has increased, engaging 7,345 new apprentices. This was accomplished through the work done by Workforce Services to reach the ASE grant goals and objectives.



In the fourth and final year of the U.S. Department of Labor Apprenticeship State Expansion grant, Workforce Services continued connecting with employers, programs and apprentices, which resulted in the development of 26 new registered apprenticeship programs. The department continues to:

- Expand and fully integrate registered apprenticeship into state workforce, education and economic development strategies and programs
- Diversify and expand apprenticeships in information technology, construction, health care and manufacturing

- Diversify the apprentice candidate pool to include at-risk youth, women, people with disabilities, veterans and people of color

The commissioner of apprenticeships worked with key stakeholders to implement activities and strategies to support recommendations made in the SFY 22 annual Apprenticeship Utah report. Recommendations along with lessons learned from the Apprenticeship State Expansion grant were also used to develop proposal submissions for State Apprenticeship Expansion Formula grants.

**Performance Outcomes Measures Year 4 (Final Year)**

Measure	Grant Total Goal	Year 4 Cumulative Outcome
Total participants served	440	477
Total participants hired by an employer and enrolled in a registered apprenticeship program	440	477
Average hourly wage of apprentices at enrollment into registered apprenticeship program	\$17.00	\$19.25
Total Number of newly registered apprenticeship programs (include any other programs developed as a result of RAP efforts)	30	39
Total number of sponsors added to the Education and Training Provider List	55	119

**Registered Apprenticeship Programs**

State Fiscal Year	Total Active Programs	Total New Programs
2023	287	26
2022	268	18
2021	261	29
2020	234	21
Baseline 2019	221	10

Source: Office of Apprenticeship



The department continues to

**DIVERSIFY**

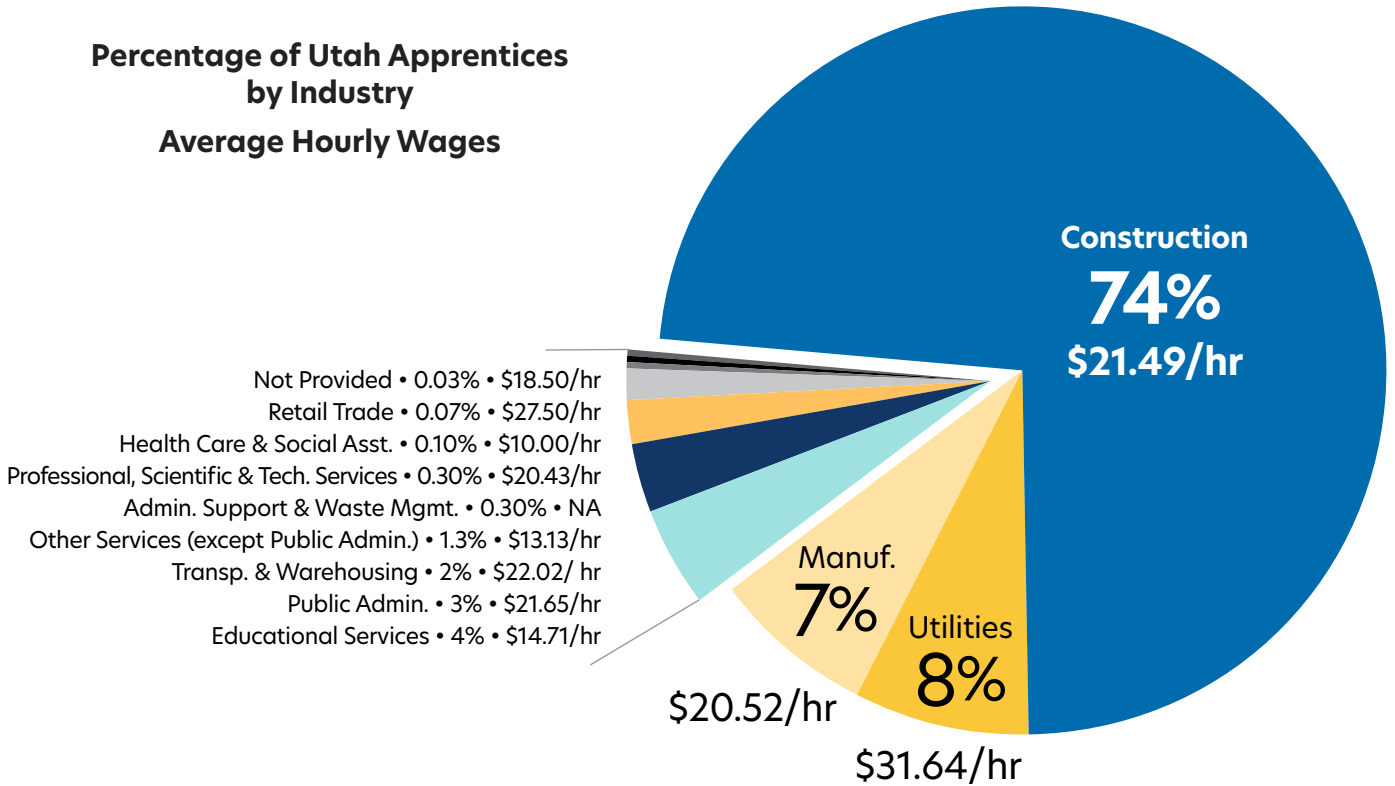
the apprentice candidate pool to include at-risk youth, women, people with disabilities, veterans and people of color.







**Percentage of Utah Apprentices  
by Industry  
Average Hourly Wages**



Source: Office of Apprenticeship

## Registered Apprentices

State Fiscal Year	Total Active Apprentices	Total New Apprentices	Total Apprentice Completers
2023	4,166	1,931	841
2022	4,472	2,068	752
2021	4,221	1,668	658
2020	4,128	1,678	609
Baseline 2019	3,814	1,714	642

Source: Office of Apprenticeship



## Success Stories

### Pilot CNC Machining Technician Youth Apprenticeship Launched

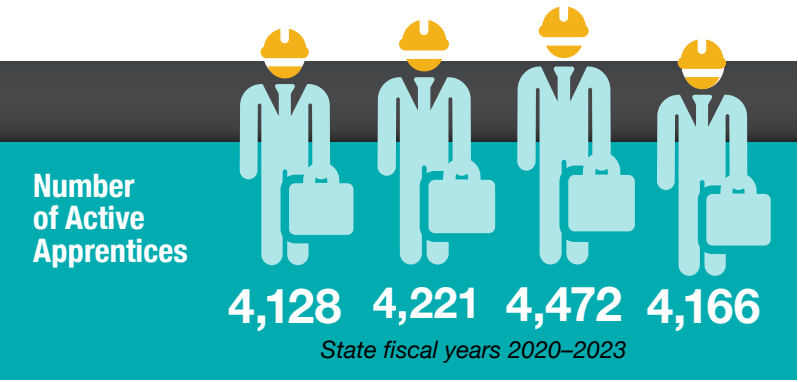
**The Utah** Manufacturers Association (UMA), along with industry, education and government partners, successfully piloted its CNC Machining Technician youth apprenticeship in late January with eight participants. To develop the program, UMA and industry partners developed a skills list, then worked with education partners who developed curriculum to ensure the program was current, adaptable and scalable. They overcame the liability issues for

youth apprentices in machining facilities by gaining support to get HB 555 sponsored and passed by the legislature. This bill takes the liability off of the industry partners as long as they are high school students registered and participating in a work/study program.

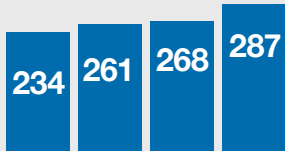
UMA will continue scaling up the apprenticeship over the next two years with a fully registered apprenticeship through the Department of Labor.



# Registered Apprentices Demographics 7/1/22-6/30/23



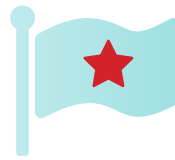
**Number of Apprenticeship Programs**  
State fiscal years 2020–2023



## Apprenticeship by Age

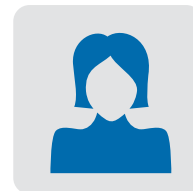


**26**  
new programs in 2023

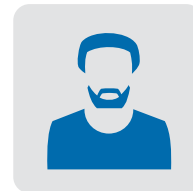


**6.4%**  
are veterans

## Apprenticeship by Gender



**4.9%**  
female  
206



**93.1%**  
male  
3,879

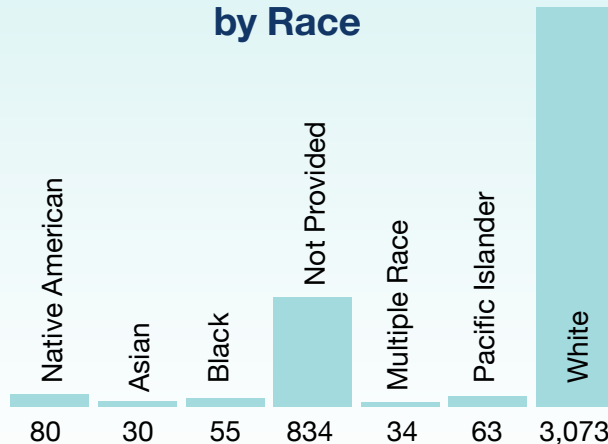
**2%** preferred not to answer

## UTAH

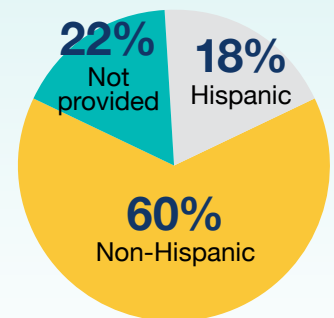
**1,931**  
new apprentices  
in 2023



## by Race



## by Ethnicity



Source: Office of Apprenticeship





## Success Stories

### Apprenticeship Spotlight

After completing a one year welding program at Salt Lake Community College, Emily Barton was interested in learning more. She started as an apprentice at Utah Career Center (UCC) and recently graduated in the triple threat program for plumbing, pipefitting and welding. Barton recommends anyone interested in the trades to look into an apprenticeship.

**“It’s a good career path.”**

It allows you to be independent financially and to support your family,” she said. Apprenticeship graduates at UCC make almost double annually what a university graduate makes. They receive paid training and graduate without student loans.



## U.S.A.



**90%**

retention rate of employees who complete an apprenticeship program nationally



**70%**

of growth in new apprentices in the last 10 years (FY 2020)



**25K**

Active apprenticeship programs



**832,000**

More than apprentices training nationwide



Average national wage for an apprentice after completion is approximately

**\$80K**  
annually

**2,428**

New apprenticeship programs



Apprentices who complete their program earn approximately

**\$300K+**

more over their career than non-apprenticeship participants

Source: Office of Apprenticeship

## Did you Know:

Registered Apprenticeship has a proven track record of producing strong results for both employers and workers. Apprenticeship programs offer access to hundreds of occupations in high-growth and emerging industries.



Utah's federal Office of Apprenticeship registers all registered apprenticeship programs. In SFY 23, there were a total of 287 apprenticeship sponsors registered with the Office of Apprenticeship, with 26 new programs developed. As reported by the Office of Apprenticeship, there were a total of 4,166 apprentices in registered apprenticeship programs with 1,931 new apprentices participating. Individual apprenticeship program data gathered by Workforce Services can be found [here](#).

### Current Registered Apprenticeship Program Summary

# of Programs	# of Apprentices	Completion Rate	State Funding
287	4,166	49.7%*	\$925,085.69**

Source: Office of Apprenticeship

\*Annual completion rate may fluctuate greatly depending on the length of the program, when the apprentice began and the year it should be completed. Programs are one to six years in length.

\*\* This represents state funds spent by Workforce Services SAEA (See chart on page 24) and funding reported by apprenticeship sponsors who received Custom Fit. Please note that not all sponsors reported.

### Registered Apprentices Demographics 7/1/22-6/30/23

In Utah, female participation went up from 200 to 206, which is a slight increase from 4.5% to 4.9%, while veteran apprentice participation was at 6.4%. During the outreach campaign, diverse images of apprentices were used and will continue to be used to help shape a diverse image and increase the diversity of apprentices. Efforts will continue to connect community partners working with specialized populations with information regarding apprenticeship programs.

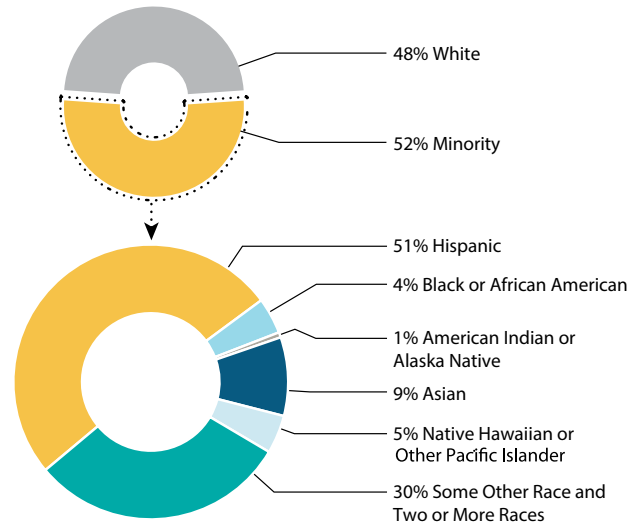
## Apprenticeship Demographics in Utah

Current data from Kem C. Gardner Institute reveals 22.5% of Utahns identify as racial minorities, rising 3.1% from 2020 to 2021. This is a faster increase than the comparable 1.7% year-over growth rate of the total population. Utah was the fastest growing state in the nation from 2010 to 2020 at 18.4%, and over half of that growth (52%) occurred in minority populations.

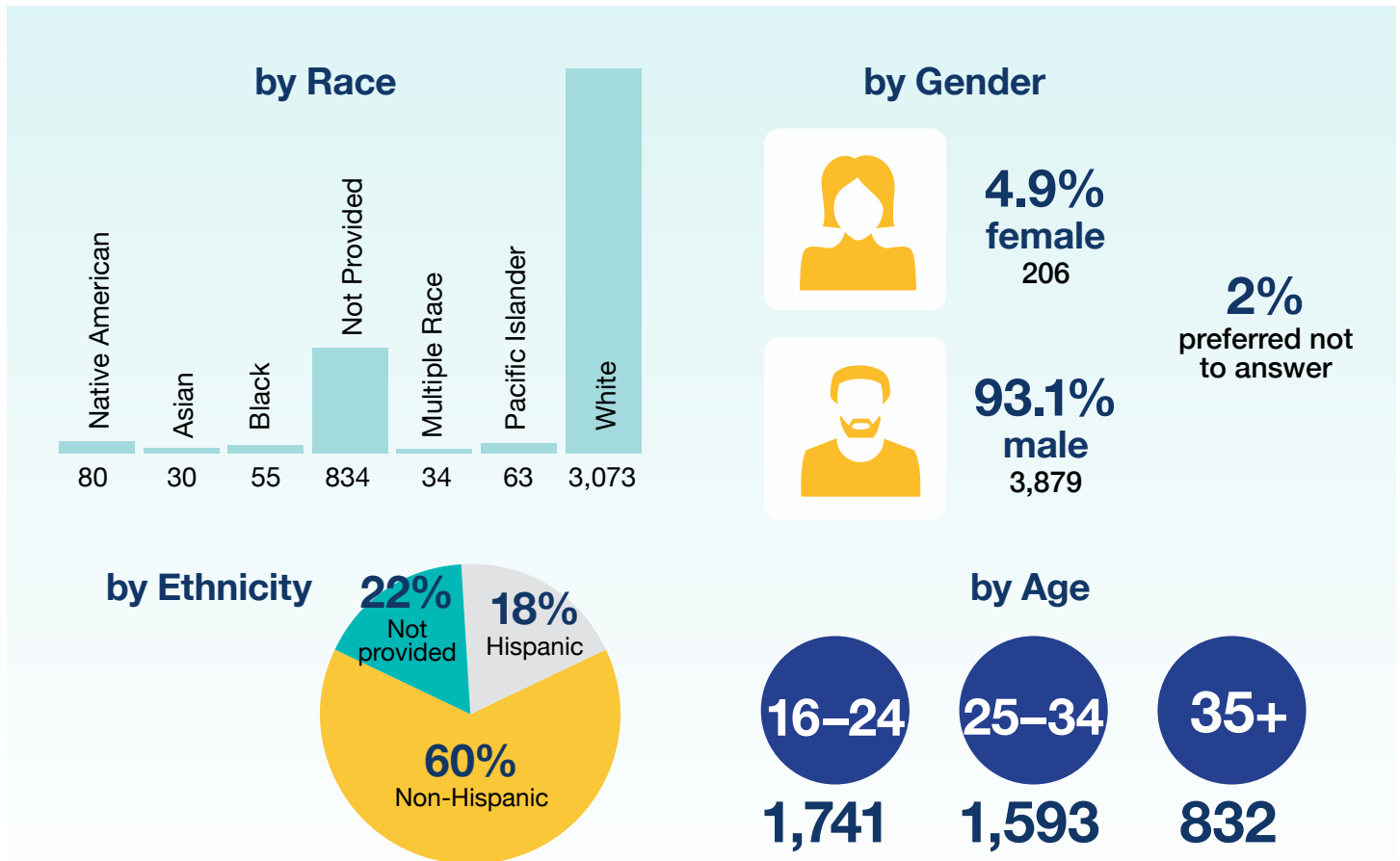
Demographic data of Utah's active apprentices indicates that 42% of apprentices are 16-24 years old, 38% are 25-34 years old and the remaining 20% are 35 and older. Over 93% of apprentices are male, 5% are female, 2% did not indicate and 6% are veterans. Race data is depicted in the graphic below.

### By Race, By Gender, By Ethnicity

## Share of Growth by Race and Ethnicity in Utah, 2010-2020



Source: Kem C. Gardner Policy Institute



Source: Office of Apprenticeship



# FUNDING UPDATE

Apprenticeship State Expansion (ASE) grant funding used for apprentices' educational and employment related expenses as well as on-the-job training reimbursements for employers ended June 30, 2023. Individuals who were eligible for Workforce Innovation and Opportunity Act (WIOA) and Temporary Assistance for Needy Families (TANF) funding streams were co-enrolled. Workforce Services was awarded two State Apprenticeship Expansion Formula grants and will provide funding for ASE participants who had not yet completed their apprenticeship to assist with retention.

Workforce Services has used the Unemployment Insurance Special Administrative Expense (SAEA) account to support the development of tools and resources to support apprenticeship expansion, awareness and outreach campaigns.

During the 2021 Utah Legislative Session, 2020 HB 68 provided \$2 million in one-time funding to expand apprenticeship and work-based learning. During the 2022 Utah legislative session, Talent Ready Utah received an additional \$2 million in one-time funding for Talent Ready Connection grants in which one of the allowable uses is to support the development and expansion of both registered and non-registered apprenticeship programs.

Program	Funding Source	Total Spent
Talent Ready Connections* (TRC)	State Legislative Appropriation	\$989,160
Special Administrative Expense Account (SAEA)	Workforce Services	\$395,383.45
Apprenticeship Programs with Utah's Technical/Community Colleges & Universities	Annual Budget Appropriations	Reported within Education Institution Reports

\* Source: Utah System of Higher Education



## Success Stories



**“After** leaving the U.S. Army, I began looking for my big break into a cybersecurity career. That chance came by way of the Apprenti apprenticeship program. The wealth of knowledge I received during my year-long tenure with Intermountain Health as a Cyber Secure-Operation-Center analyst has been irreplaceable. It has given me the hands-on experience in a workplace setting needed to progress further in the cyber field. The CompTIA certifications offered in conjunction with the job experience received during this program were a springboard to multiple job offers and a variety of positions that would not have been available to me without the Apprenti program.”

–Kylan Tanner, cyber apprentice, Intermountain Health

# RECOMMENDATIONS

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Utah is one of 45 states to receive [Base Formula](#) funding and one of seven states to receive [Competitive Funding](#) through the Department of Labor's State Apprenticeship Expansion Formula (SAEF) Grants. Workforce Services has developed a registered apprenticeship [Five-Year State Work Plan](#) that includes not only maintaining the existing partnership between the public workforce system and education systems, but also leverages efforts and resources to support implementation of evidence-based, innovative strategies designed to create high-quality registered apprenticeships.

## **Overarching goals include:**

**Goal 1:** Increase registered apprenticeship utilization among employers

**Goal 2:** Expand access to registered apprenticeship opportunities for all, particularly underrepresented populations and underserved communities (including rural)

**Goal 3:** Develop infrastructure to effectively support long-term growth

**Goal 4:** Modernize data tracking, reporting, system integration and utilization

Utah was one of six states selected to participate in the National Governors Association [Youth Apprenticeship Policy Academy](#).

## **The goals of the state team are to:**

**Goal 1:** Reduce logistical, regulatory and financial barriers to employer participation

**Goal 2:** Leverage existing resources and identify new resources for youth apprenticeship program development, growth and sustainability

**Goal 3:** Use data to inform program development, implementation and accountability for continuous improvement in outcomes for students and employers

**Goal 4:** Solidify a statewide governance structure for youth apprenticeship

In order to continue registered apprenticeship modernization and expansion, it is imperative to support the goals outlined in the State Apprenticeship Expansion Formula grants, the Registered Apprenticeship Five-Year State Work Plan and goals of the National Governors Associations Youth Apprenticeship Policy Academy as follows.

1. Expand access and utilization of pre-apprenticeships, youth apprenticeships and registered apprenticeships statewide.
  - a. Provide supportive services to increase retention
  - b. Identify federal, state and local funding streams available for braiding to support apprenticeship programs
2. Focus on education services (K-12 teachers), the care economy (health care, childcare, long-term care), supply chain (transportation, biomanufacturing and advanced manufacturing) and technology/cybersecurity (cybersecurity, software development and programming)
  - a. Also support registered apprenticeship and pre-apprenticeship efforts using Bipartisan Infrastructure Law, CHIPS and Science Act and Inflation Reduction Act funds

# APPENDIX

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**Department of Labor Apprenticeship Occupations Finder** <https://www.apprenticeship.gov/apprenticeship-occupations>

**50-State Comparison: Statewide Apprenticeships**  
<https://www.ecs.org/50-state-comparison-statewide-apprenticeships/>

**State Tax Credits and Tuition Support**  
<https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support/state-tax-credits-and-tuition-support>

**Engaging Employers In The Apprenticeship System Through IRA Tax Incentives**  
<https://www.nga.org/publications/engaging-employers-in-the-apprenticeship-system-through-ira-tax-incentives/>

**The Changing Face of Apprenticeships**  
<https://info.lightcast.io/hubfs/The%20Changing%20Face%20of%20Apprenticeships%202022.pdf>

**Evaluation of the American Apprenticeship Initiative**  
<https://www.apprenticeship.gov/evaluation-american-apprenticeship-initiative-aa>

**Career Trajectories and Occupational Transitions Dashboard**  
<https://www.dol.gov/agencies/oasp/evaluation/resources/career-trajectories-and-occupational-transitions-dashboard>