

2023 ANNUAL REPORT

MISSION: To strengthen Utah's workforce development system to meet employer needs through innovative strategies that keep pace with economic change.

MESSAGE FROM BOARD CHAIR



Utah's State Workforce Development Board is established as one of the pillars of workforce development in Utah. During the past year, we formally adopted the practice of a reliable remote option for quarterly meetings. This enables the board to continue to recruit participation from all areas of the state while supporting the governor's goal to

ensure rural areas can engage fully in workforce development initiatives. Additionally, the board's service project intentionally provided support to nonprofit organizations statewide, from Ogden to Cedar City.

The goals and strategies of the state Workforce Innovation and Opportunity Act (WIOA) plan that were implemented by the board include reviewing and approving criteria for American Job Center (AJC) certifications and participating in the grant award process for Adult Education funds.

Serving as the board chair for the past six years, I can see the benefits it provides to our state. Our committees have dedicated members who meet regularly to ensure Utah's WIOA plan is effectively implemented and meeting the workforce needs of communities, businesses and individuals.

This unique partnership between the public, private and nonprofit sectors helps support and meet the workforce needs of Utahns. Board members are honored to contribute their time and expertise to assist Utah businesses, students and job seekers in creating a dynamic and thriving workforce system.

Megen Ralphs, M.S.

Chair, State Workforce Development Board
Vice President – Business Systems, Align Precision

MESSAGE FROM GOVERNOR'S DESIGNEE



Over the past year, Utah's workforce has continued to expand due to the state's strong economy. This has resulted in a strong job growth rate, low unemployment rate and rising wages while encouraging more people to enter the workforce. Utah's workforce development partners, led by the governor, have worked together

during this period of growth to help meet business needs. Initiatives focused on education and training, work-based learning opportunities, apprenticeships, connecting individuals to job opportunities and a continued emphasis on providing opportunities to those in rural areas.

The State Workforce Development Board and its committees play an important role in supporting Utah's workforce development goals. The board ensures that Utah's American Job Centers (AJC) are recertified every three years. During the past year, the Ogden office was recertified and the board reviewed and updated the AJC criteria to ensure the employment centers meet individual and business needs, according to the state's WIOA plan. Learn more about the board's accomplishments during the past year on page 2.

The board brings workforce partners together to support communities, individuals and businesses. The partners and the board are committed to provide support and leadership for state workforce development initiatives, WIOA partner projects and services and local communities. The board members' dedication and service benefits individuals and businesses throughout the state. On behalf of the governor and myself, I want to express my appreciation for the important work they do that contributes to our overall success.

Casey Cameron

Governor's Designee
Executive Director, Department of Workforce Services

ACCOMPLISHMENTS 2022-2023

OGDEN AMERICAN JOB CENTER RECERTIFICATION

Utah's State Workforce Development Board recertified the Ogden American Job Center (AJC). The recertification process requires all of the AJC partners to work together to showcase accomplishments of the past three years, which includes meeting the criteria set by the board and continual improvement in partnering, processes and efficiencies in service to both job seeker and business customers.

years. The board reviewed the criteria and made recommendations that have streamlined and improved the process.

UPDATED AMERICAN JOB CENTER CRITERIA

An important assignment, required under the Workforce Innovation and Opportunity Act, is for the State Workforce Development Board to review and update one-stop certification criteria every two

ADULT EDUCATION

The State Workforce Development Board actively participated in the grant award process for Adult Education and Family Literacy Act (AEFLA) funds. The board made recommendations based on their review of applicant alignment to the Workforce Innovation and Opportunity Act (WIOA) state plan. Adult Education awarded funds to 11 districts and organizations throughout Utah.

SERVICE PROJECT

On October 6, 2022, State Workforce Development Board members partnered with public agencies and community organizations to package donated items to create hygiene kits that were distributed throughout the state. The following nonprofit organizations received the packets:

- New Horizons Crisis Center - Richfield
- Grand County Food Bank - Moab
- Lantern House - Ogden
- Landmark Alternative - Provo
- Iron County Care & Share - Cedar City



STATE WORKFORCE DEVELOPMENT BOARD COMMITTEE REPORTS



APPRENTICESHIPS CHAIR: JOEY GILBERT

The committee functions as the Apprenticeship Utah Network. Registered apprenticeships continue to be a focus and demonstrate value as a talent recruitment, workforce development, diversity, employee

retention and economic recovery strategy. Committee partners continually seek to promote and expand registered apprenticeships. Awareness campaigns are conducted biannually and business-to-business events are held quarterly. The committee worked with key stakeholders and the commissioner of apprenticeship to support recommendations made in the Apprenticeship Utah Annual Report.

Utah is one of 45 states to receive Base Formula funding, and one of seven states to receive Competitive Funding through the State Apprenticeship Expansion Formula grant beginning July 1, 2023. Utah was also one of six states selected to participate in the National Governors Association Youth Apprenticeship Policy Academy.

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, with benefits including:

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

To learn more visit us at apprenticeship.utah.gov.



Melisa Stark, commissioner of apprenticeship, speaks at the business to business networking event.



CAREER PATHWAYS CHAIR: JIM BOYD CO-CHAIR: JAMES JACKSON III

The Career Pathways Committee met regularly during the year. Members of the committee and guests shared information about career

pathway activities and projects throughout the state. A couple of the presentations included information about apprenticeship initiatives, supported by Talent Ready Utah and WIOA youth incentives available at the Department of Workforces Services. The committee members benefit from learning about community and state level programs, often the meetings inspire partners to connect outside of the meeting to leverage resources and align services.

STATE WORKFORCE DEVELOPMENT BOARD COMMITTEE REPORTS CONT.



OPERATIONS

CHAIR: GARY HARTER;

CO-CHAIR: DAN WALKER

The Operations Committee is made up of members from the SWDB and leadership from

WIOA core and required partners. This creates a strong committee to address and provide recommendations for WIOA and board initiatives. During the past year the committee made recommendations to update the American Job Center (AJC) criteria which was approved by the board. The criteria is critical to the AJC recertification process, ensuring that the WIOA law is being implemented correctly. The committee led the process to recertify the Ogden AJC and contributed to the review of the business customer survey questions. The committee presented recommendations for the 2024 WIOA plan vision and goals.



SERVICES TO INDIVIDUALS WITH DISABILITIES

CHAIR: DEANNA HOPKINS

CO-CHAIR: LISA ANGOTTI

The Governor's Committee on Employment of People with

Disabilities, which also serves as the board's Services to Individuals with Disabilities committee provided a variety of services and educational tools for employers, job seekers, advocates and caregivers. Lunch and Learn events were made available to businesses and community partners. These opportunities included topics such as Suicide Prevention, Neurodiversity in the Workplace, ADA History and Current Trends, How Money Works, Apprenticeship in Utah, among others. Business-to-business events included Utilizing Choose to Work, Virtual Tour of Microsoft's Technology Lab and a variety of outreach opportunities with business partners across the state. Intermountain Health, UTA and Goldman Sachs all hosted youth mentoring events which offered both business mentors and students

important information for career development and personal growth.

The use of [Able Utah](#) savings plan continued to grow. These savings accounts offer savings and investment options for people with disabilities, with increased savings thresholds for medical, education, transportation, housing, employment and personal support services, without losing benefits such as Medicaid or SSI.

The biannual "Employer Workshop," provided education and resources for employers on a broad variety of topics and "Work Ability" career exploration job fairs were held.

Disability:IN Utah hosted their Summit in conjunction with the Governor's Committee on Employment of People with Disabilities and the department's Utah State Office of Rehabilitation Golden Key Awards. This event honored employers and community partners who help promote employment opportunities for people with disabilities and awarded scholarships to outstanding students.

YOUTH

CHAIR: TOMMY MONTROYA

CO-CHAIR: DAVID GRAY



The Youth Committee and guests shared information about resources to assist youth and discussed ways to coordinate and align resources. Career and Technical Education (CTE) partners provided information about the positive impact of CTE programs

and the Department of Workforce Services presented a new youth resource guide available on the department website. Partners such as YouthBuild provided updates on their programs for the group.

STATE WORKFORCE DEVELOPMENT BOARD VOTES

JULY 2022 - JUNE 2023

- Approval of the Ogden Comprehensive One-Stop Center Recertification, October 2022
- Approval of American Job Center (AJC) Criteria, January 2023



SUCCESS STORIES

Learn more about how Workforce Development programs are changing lives by watching Workforce Win videos at: youtube.com/user/jobstahgov

WORKFORCE DEVELOPMENT DIVISION

Amanda came in for assistance with obtaining a job because she had been a stay at home wife and mother without employment for more than 15 years. She was nervous to get back into the job market, but felt she needed to help her family with the rising cost of living. Amanda's employment counselor helped her identify transferable skills from managing her home and baking for her family, and helped her find an on-the-job training opportunity at Toni's bakery where she could use those skills. She earned a promotion to assistant manager and received a \$2 per hour raise. Amanda shared that it has improved her confidence and added much needed income to her family.

VOCATIONAL REHABILITATION (VR)

Andrew's successful career transition is an example of effective teamwork and collaboration. His journey began with a referral from the Workforce Development Division (WDD) employment counselor to Vocational Rehabilitation (VR), aiming to help him overcome disability-related challenges and transition from his food service job to a more fulfilling career.

In a joint effort, they provided support for Andrew to navigate comprehensive career counseling, crafting a plan that aligned with his skills, aspirations and abilities. VR offered additional support, helping manage Andrew's disability and ensuring his chosen vocational goal wouldn't be a detriment to his health.



SUCCESS STORIES CONT.

A career as a clinical laboratory technologist emerged as a promising option for him.

Through combined support from VR and WDD, Andrew pursued a bachelor's degree in medical laboratory science. He completed his training program and secured employment with a prominent regional hospital. VR and WDD's coordinated teamwork along with Andrew's dedication enabled him to transition to a high-demand career.

ADULT EDUCATION

Braxton enrolled in Entrada Adult High School to obtain his high school diploma. He had previously been involved in the justice system and struggled in school. While attending Entrada, he enrolled in the WIOA Youth program and participated in Entrada's welding pre-apprenticeship program. He attained his high school diploma and, with the help of the WIOA Youth program, he was able to enroll in Salt Lake Community College's welding program. He is employed at Salt Lake County, where he entered as a part-time welding intern and was then offered a position as a full-time welder's helper.



Find State Workforce Development Board members, meeting schedule and minutes and information about WIOA at jobs.utah.gov/swdb.

Equal Opportunity Employer/Program • Auxiliary aids (accommodations) and services are available upon request to individuals with disabilities by calling 801-526-9240. Individuals who are deaf, hard of hearing, or have speech impairments may call Relay Utah by dialing 711. Spanish Relay Utah: 1-888-346-3162.