

2024 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 developed Utah's 2024–2028 Workforce Innovation and Opportunity Act (WIOA) plan during the past year. This is the third plan I have had the opportunity to participate in, and as we went through the process I realized how

important the board has become in supporting workforce development throughout the state. Board members recertified the Tooele, Price and Provo American Job Centers for the third time, and it is apparent to board members how much the partnerships in the centers have grown since we began this process in 2017. Our efforts have clearly resulted in improved services to customers and overall efficiency.

I look forward to continuing our work supporting Utah's workforce development through the implementation of the goals and strategies of the state WIOA plan. The board and its committees are committed to meeting the workforce needs of communities across the state at all levels including individuals, students, communities and businesses. It is an honor to serve on a board that does such important work, contributing to the success of our workforce system.

Megen Ralphs, M.S.

Chair, State Workforce Development Board
Employee Experience Leader, Leavitt Group Enterprises

MESSAGE FROM GOVERNOR'S DESIGNEE



During the past year, we have seen Utah's economy continue to provide strong job growth, low unemployment and higher wages, encouraging more Utahns to enter the workforce. To ensure continued economic opportunity, Gov. Spencer Cox has worked

closely with workforce development partners to prioritize workforce initiatives focused on education and training, work-based learning opportunities, apprenticeships, connecting individuals to job opportunities and providing opportunities to rural Utahns.

The State Workforce Development Board and its committees play an important role in supporting Utah's workforce development goals. Over the past year, the board led the development of the state Workforce Innovation and Opportunity Act (WIOA) plan. As part of the plan, the board recertifies Utah's American Job Centers (AJC) every three years. During the past year, the Tooele, Price, Provo and affiliate offices were recertified.

As the governor's designee, I appreciate the board bringing workforce partners together to support communities, individuals and businesses. On behalf of the governor and myself, I express appreciation for board members' dedication and service that makes Utah a great place to live and work.

Casey Cameron

Governor's Designee
Executive Director, Department of Workforce Services

ACCOMPLISHMENTS 2023-2024

ONE-STOP CENTER (AMERICAN JOB CENTER) RECERTIFICATIONS

Utah's State Workforce Development Board recertified the Tooele, Price and Provo One-Stop Centers. The recertifications included tours of the offices and interaction between local staff and board members. All of the affiliate offices were recertified. The board's review of the One-Stop Centers ensures the partners continue to meet regularly to align with the state Workforce Innovation and Opportunity Act (WIOA) plan to continually strive toward coordinating and aligning services for customers, providing access to high quality services from all partners.

WIOA PARTNER MEMORANDUM OF UNDERSTANDING/INFRASTRUCTURE FUNDING AGREEMENT

The State Workforce Development Board and Utah's core and required WIOA partners reviewed, updated and renewed the partnership agreement defining the responsibilities and expectations of all One-Stop Center partners. This important agreement includes data and information sharing requirements and establishes infrastructure costs which are necessary to meet the requirements of WIOA and the success of Utah's American Job Centers.

SERVICE PROJECT

Utah's 2023 State Workforce Development Board service project provided the opportunity for board members and partners to support families who struggle to provide required school supplies for their children. Donations were made to various schools across the state and were accepted at One-Stop Centers. Thirteen school districts were served:

- Cache School District
- Logan School District
- Box Elder School District
- Ogden School District
- Weber School District
- Davis School District
- Granite School District
- Jordan School District
- Summit County School District
- North Summit High School-Coalville
- Canyonview (Cedar City)
- Sandstone Elementary (St. George)
- Uintah School District



STATE WORKFORCE DEVELOPMENT BOARD COMMITTEE REPORTS

APPRENTICESHIPS

CHAIR: JOEY GILBERT

CO-CHAIR: VACANT



During the year, the committee supported the Apprenticeship Summit held during National Apprenticeship Week. The event had over 180 attendees and included an apprenticeship job fair in the evening. The Apprenticeship Committee offers key support to initiatives that promote and expand the use of registered apprenticeship in Utah.

This year the committee helped guide the Department of Workforce Services in obtaining and implementing Base Formula funding and Competitive funding through the State Apprenticeship Expansion Formula (SAEF) grant with the Department of Labor. This provided resources to hire two apprenticeship navigators at the Utah Department of Workforce Services to facilitate employer engagement and coordinate the development of new registered apprenticeship programs. The navigators have added 20 new apprenticeship programs and bring the total number of active apprentices in registered programs to an all-time high of 4,731. The SAEF grant also provides support for a new teaching apprenticeship program with the Utah State Board of Education, pre-apprenticeship curriculum development with Weber State University and additional employer incentives to lower the barrier to entry for new companies to begin apprenticeships. In addition to many traditional occupations that employ apprentices, the grant funding will focus on expanding apprenticeship in education, care economy, tech/cybersecurity and supply chain industries.

The committee and its members have taken steps to collaborate on strategies to grow youth apprenticeship for learners between the ages of 16 and 24. The Utah

State Board of Education is developing standards needed to offer youth apprenticeship as a course code to be utilized in school districts statewide. Utah has continued building support of registered apprenticeship this year and has a variety of programs that benefit both employers and job seekers. To learn more, apprenticeship.utah.gov.

CAREER PATHWAYS

CHAIR: JENNIFER SAUNDERS

CO-CHAIR: JAMES JACKSON III

The Career Pathways Committee provides a forum for partners across the state to exchange ideas and explore ways they can collaboratively align and leverage resources to promote education and career pathways to support Utah's workforce development. During the past year, the committee focused on developing strategies to ensure equitable access to career pathways for all, including K-12 students, individuals who have left the K-12 system, those living in rural communities, individuals who are underemployed or unemployed, individuals with disabilities and individuals with limited English proficiency.

Committee members engaged in discussions about the need for stronger connections between education and the workforce, working on identifying ways to promote work experience opportunities that facilitate the transition from skills training to employment. They also shared information about career pathway activities and projects throughout the state. For example, Talent Ready Utah shared their launch of a higher education study, which may provide insights into the current utilization of artificial intelligence across different industries and the core digital literacy skills employers expect from new hires. Additionally, the Utah State Office of Rehabilitation informed the committee about a career exploration and job fair for individuals with disabilities held in April 2024.

STATE WORKFORCE DEVELOPMENT BOARD COMMITTEE REPORTS CONT.



OPERATIONS COMMITTEE

CHAIR: GARY HARTER
CO-CHAIR: DAN WALKER

The Operations Committee oversaw the successful four-year review and update for the WIOA Partner Memorandum of Understanding/ Infrastructure Funding Agreement and the One-Stop Operator Memorandum of Understanding. Reviewing and updating its goals and strategies for the WIOA plan was a significant accomplishment for the group. In addition, the committee facilitated the required One-Stop Center certifications which included all of the affiliate offices. Finally, the committee provided support for the updates to the job seeker and business customer survey, which included a move to a new survey platform. Since this committee is made up of members from the State Workforce Development Board and leadership from all WIOA core and required partners, it plays an important role in providing recommendations for WIOA and board initiatives.



YOUTH

CHAIR: MATT LOO
CO-CHAIR: DAVID GRAY

The Youth Committee met regularly during the year. Committee members and guests shared information about resources to

assist youth and discussed ways to coordinate and align resources. The Department of Workforce Services shared an update on Career Counseling Training that focused on motivational interviewing, trauma informed care and engaging with youth. This training was provided to WIOA youth counselors and some Vocational Rehabilitation counselors. The Youth Committee continues to strategize how to increase awareness of youth partner programs, including developing program overview videos that can be shared on social media.

SERVICES TO INDIVIDUALS

WITH DISABILITIES
CHAIR: DEANNA HOPKINS
CO-CHAIR: VACANT



The 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 presentations on workers compensation, federal employment, ADHD in women, unleashing your potential and suicide prevention, among other topics. Morgan Stanley, Intermountain Healthcare, UTA and Goldman Sachs hosted Youth Mentoring events which offered both business mentors and students important information for career development and personal growth.

The Employer Workshop on recruiting, hiring, and retaining individuals with disabilities was offered in March and September. Additionally, the Work Ability Career Preparation and Job Fair were held in April and October. Disability:IN Utah hosted the Disability:IN Utah Summit in conjunction with The Department of Workforce Services Utah State Office of Rehabilitation annual Golden Keys Awards. This event honors employers and community partners who have helped promote employment opportunities for people with disabilities and award scholarships to outstanding students.



STATE WORKFORCE DEVELOPMENT BOARD VOTES

JULY 2023 – JUNE 2024

- Approval of the Tooele Comprehensive One-Stop Center, October 2023
- Approval of the Price Comprehensive One-Stop Center Recertification, January 2024
- Approval of Utah's Combined WIOA Plan, 2024 - 2028, February 2024
- Approval of the Affiliate One-Stop Centers Recertification, January 2024
- Approval of the Provo Comprehensive One-Stop Recertification, April 2024



SUCCESS STORIES

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

WORKFORCE DEVELOPMENT DIVISION

Reagan was enrolled in WIOA when she was aging out of foster care and a senior in high school. She lacked family support and struggled with grades and school attendance. Her employment counselor provided mentoring to build confidence and help her overcome barriers. Through completing career assessments, Reagan found she was interested in becoming a lawyer. She graduated high school and, with the help of her employment counselor, identified which college would help her get into law school. Reagan graduated with her associate degree in victim's advocacy and bachelor's degree in criminal justice. This summer Reagan is participating in a WIOA Youth internship as an

administrative law clerk for a local city while she prepares for law school in fall 2024.

VOCATIONAL REHABILITATION (VR)

Johnathan's journey to overcome disabilities related to substance use led him to a new outlook on life and new opportunities. He was referred to Vocational Rehabilitation (VR) by a community partner, where he expressed his goal of helping others overcome addiction. With support from his VR counselor and a Workforce Development Division employment counselor, he secured transitional employment to gain stability and continue his treatment.

The counselors collaborated to provide funding for him to attend a peer support certification program and purchase a laptop. VR also assisted with transportation and work

SUCCESS STORIES CONT.

clothing. After completing his certificate and maintaining sobriety, Johnathan obtained employment as a peer support specialist, eventually earning a promotion to facility manager.

Now, as a role model and advocate, Johnathan mentors others on their sobriety journeys. He credits VR and WDD for equipping him with essential skills in communication, conflict resolution and empathy-building, enabling him to effectively support and guide his clients.

ADULT EDUCATION

Hadji has been with Granite Peaks Adult Education since February 2021. He is a refugee who was working with Workforce Services when he was referred to Adult Education and enrolled at Granite Peaks. He was eager to learn English and move his life forward. In 2023, as he improved in his English abilities, he sought other opportunities to grow and added Project Read's courses. He became one of the first Utah Transit Authority (UTA) ESL trainees. He continued to work hard and study and received an offer to work as a UTA driver. He graduated from the Project Read program and is currently working on completing his GED.



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

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