

Custom Fit Report – FY 2025

Custom Fit has been a vital asset to Utah by providing customized training funding 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 Colleges.

As provided in Board Policy R432, Custom Fit, the program primarily serves for-profit Utah companies through the training of 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 also consider equitable access for different businesses, repeat businesses 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 2025 fiscal year. The attached summary report reflects statewide Custom Fit activity.

Highlights

- **Total Service:** In FY25, Custom Fit delivered an impressive 451,161 hours of training to 16,673 employees across 1,847 companies. While this represents a slight decrease compared to 2024—17.4% fewer companies served, 9.1% fewer trainees, and 10.7% fewer training hours—the average training per participant remained strong at 27 hours, nearly unchanged from the previous year (-0.05%). These results reflect a continued commitment to workforce development and partnerships that provide a solid foundation for future growth and impact in Utah.
- **Company Contributions:** Companies paid \$6,131,880 (\$5,327,120 in FY24) or 51.% of the costs of training they received, adding to the \$6,361,556 in state appropriations.
- **Industry Sectors:** Most training (industry sectors) was provided to companies in the Construction Sector (391), advanced manufacturing (219), and life sciences (195).

- **New Recipients:** In the 2025 fiscal year, more than half (53%) of the companies served received Custom Fit training for the first time in at least three years. Approximately one-third of the trainees and hours trained were in companies that have been served every year for at least the last three years.
- **Company Size:** 49.0% of the training (hours) was provided to small companies, which constituted 80.0% of all the companies.
- **SBA Classifications:** 300 companies self-reported that they are rural small businesses as classified by the Small Business Administration, and 404 companies self-reported as women-owned small businesses. Self-reported SBA classifications made up 46.5% of all companies served.
- **Certification/Licensure:** 34.3% of the training was for courses related to industry certification or professional licensure.
- **Sponsored Enrollments:** Eight institutions enrolled 822 trainees in courses that were part of their regular credentialed programs.

The Custom Fit program continues to be a cornerstone of Utah's economic success, helping maintain our position as the #1 Best Economy in the nation. When companies consider relocating or expanding in Utah, they consistently cite our highly skilled workforce as a key factor—and Custom Fit plays a vital role. By keeping Utah's workforce educated, adaptable, and aligned with the latest technological advancements, Custom Fit ensures our industries remain competitive and future-ready. As innovation accelerates across sectors like artificial intelligence, energy, aerospace, construction, transportation, and services, Custom Fit evolves in step—demonstrating remarkable agility and responsiveness. We extend our sincere gratitude to the dedicated leadership of Custom Fit teams statewide and to the Utah Legislature for their continued investment in Utah's future through this impactful program.

Commissioner's Recommendation

This is a required Annual Report for informational purposes and does not include a Commissioner's recommendation.

Attachment

Custom Fit Report —FY 2025

Custom Fit Report for the fiscal year ending on June 30, 2025

TOTAL SERVICE												
	BTech	Davis	Dixie	MTech	OTech	SLCC	Snow	STech	Tooele	UBTech	USU	USHE TOTAL
Companies Served	272	184	129	391	161	144	184	94	60	144	84	1,847
<i>Change from FY24</i>	<i>9.2%</i>	<i>-2.1%</i>	<i>-79.7%</i>	<i>29.0%</i>	<i>3.2%</i>	<i>17.1%</i>	<i>16.5%</i>	<i>2.2%</i>	<i>-37.5%</i>	<i>-5.9%</i>	<i>1.2%</i>	<i>-17.4%</i>
Trainees	4,261	1,867	767	2,052	1,847	1,699	719	919	605	1,453	484	16,673
<i>Change from FY24</i>	<i>-2.3%</i>	<i>7.2%</i>	<i>-43.1%</i>	<i>-19.8%</i>	<i>-2.8%</i>	<i>33.7%</i>	<i>-51.2%</i>	<i>38.6%</i>	<i>-10.6%</i>	<i>-18.2%</i>	<i>-15.4%</i>	<i>-9.1%</i>
Training Hours	76,829	61,379	20,077	83,501	79,073	28,662	20,260	30,373	13,573	23,031	14,405	451,161
<i>Change from FY24</i>	<i>-14.1%</i>	<i>7.4%</i>	<i>20.2%</i>	<i>-41.9%</i>	<i>-1.8%</i>	<i>3.3%</i>	<i>8.2%</i>	<i>95.4%</i>	<i>-1.7%</i>	<i>-4.6%</i>	<i>-19.4%</i>	<i>-10.7%</i>

FINANCE												
	BTech	Davis	Dixie	MTech	OTech	SLCC	Snow	STech	Tooele	UBTech	USU	USHE TOTAL
Funding												
<i>FY24 Carried Forward</i>	<i>\$7,997</i>	<i>\$7,656</i>	<i>\$21,768</i>	<i>\$41,179</i>	<i>\$0</i>	<i>\$38,848</i>	<i>\$189,142</i>	<i>\$184,283</i>	<i>\$2,293</i>	<i>\$36,241</i>	<i>\$96,138</i>	<i>\$625,544</i>
State Appropriation FY25	\$712,700	\$691,900	\$362,300	\$1,142,400	\$684,600	\$764,456	\$449,500	\$365,700	\$397,100	\$509,900	\$281,000	\$6,361,556
Company Contributions	\$679,543	\$568,828	\$367,784	\$1,926,274	\$560,252	\$762,618	\$313,554	\$290,213	\$165,588	\$299,898	\$197,327	\$6,131,880
<i>% of Direct Training Costs</i>	<i>70.5%</i>	<i>61.4%</i>	<i>60.2%</i>	<i>68.1%</i>	<i>61.5%</i>	<i>60.3%</i>	<i>52.3%</i>	<i>60.8%</i>	<i>51.3%</i>	<i>60.0%</i>	<i>53.5%</i>	<i>62.7%</i>
Other Funding	\$38,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$38,000
Total Available	\$1,438,241	\$1,268,385	\$751,853	\$3,109,854	\$1,244,853	\$1,565,923	\$952,197	\$840,197	\$564,982	\$846,040	\$574,465	\$13,156,981
Use of Funds												
Direct Training Costs	\$964,396	\$926,607	\$614,380	\$2,817,941	\$911,338	\$1,265,276	\$599,214	\$477,086	\$319,518	\$499,826	\$368,601	\$9,764,183
Staff Compensation	\$452,755	\$272,179	\$111,130	\$255,792	\$220,435	\$382,636	\$151,897	\$224,645	\$237,849	\$283,617	\$156,578	\$2,749,514
Equipment	\$0	\$4,888	\$0	\$2,043	\$0	\$0	\$0	\$26,340	\$1,769	\$1,713	\$1,740	\$38,493
Other Gen. Expenses	\$12,758	\$16,347	\$3,077	\$21,078	\$22,820	\$12,081	\$19,696	\$38,762	\$5,615	\$18,933	\$39,488	\$210,656
Total Expenditures	\$1,429,909	\$1,220,021	\$728,588	\$3,096,854	\$1,154,594	\$1,659,993	\$770,807	\$766,833	\$564,751	\$804,088	\$566,407	\$12,762,845
<i>FY25 Carried Forward to FY26</i>	<i>\$8,332</i>	<i>\$48,364</i>	<i>\$23,265</i>	<i>\$13,000</i>	<i>\$90,259</i>	<i>(\$94,070)</i>	<i>\$181,389</i>	<i>\$73,364</i>	<i>\$231</i>	<i>\$41,951</i>	<i>\$8,058</i>	<i>\$394,142</i>
<i>% of Annual Funds</i>	<i>0.6%</i>	<i>3.8%</i>	<i>3.2%</i>	<i>0.4%</i>	<i>7.3%</i>	<i>-6.2%</i>	<i>23.8%</i>	<i>11.2%</i>	<i>0.0%</i>	<i>5.2%</i>	<i>1.7%</i>	<i>3.1%</i>

Custom Fit Program Delivery Profile

Custom Fit Mission			
	Companies	Trainees	Hours
• Company Retention:	999	11,242	262,937
• Company Expansion:	697	3,941	167,170
• New Company in Region:	264	883	21,055
Total (distinct)	1,847	16,673	451,161

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

Industry Sector			
	Companies	Trainees	Hours
• Aerospace & Defense:	19	375	17,770
• Advanced Manufacturing:	219	4,640	113,944
• Computer Sciences:	32	603	7,544
• Financial Services:	112	607	22,318
• Life Sciences:	195	1,193	30,854
• Construction:	391	3,021	134,028
• Hospitality/Tourism/Outdoor Rec:	81	918	14,263
• Mining & Energy:	81	1,140	16,814
• Other Regional Targeted Industry:	76	274	11,258
• Other Industry:	630	3,308	82,278
Total (distinct)	1,847	16,673	451,161

Recipient Frequency (1st, 2nd, 3rd year)			
	Companies	Trainees	Hours
• New Recipients (1st year)	987	4,591	127,969
• Returning (2nd year)	313	2,710	75,053
• Continuous (3rd yr)	496	8,306	248,140
Total (distinct)	1,847	16,673	451,161

Company Size			
	Companies	Trainees	Hours
• Small (0-49 employees):	1,478	6,202	222,041
• Medium (50-499 employees):	292	7,292	148,448
• Large (500+ employees):	70	2,567	80,672
Total (distinct)	1,847	16,673	451,161

Training/Course Content			
	Trainees	Hours	
• Manufacturing	1,106	66,274	
• Healthcare	1,265	35,145	
• Construction	1,536	113,750	
• Finance	555	16,629	
• Other Technical Skills	1,991	59,749	
• Personal/Occupational Health/Safety	4,767	48,607	
• Customer/Market Development	802	10,649	
• Organizational Development	4,387	80,800	
• Other	996	18,156	
• Certification/Licensure	3,438	106,623	
Total (distinct)	16,673	451,161	

Sponsored Enrollments in Institutional Program Courses*			
	Trainees	Hours	Graduates
BTech	152	26,247	37
Davis Tech	139	26,287	28
Dixie Tech	114	2,996	-
Ogden-Weber Tech	340	60,490	125
Snow College	6	585	1
Southwest Tech	68	12,240	10
Tooele Tech	27	6,174	14
UB Tech	55	6,675	49
USHE TOTAL	846	135,019	264

**Reporting 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).*