



Workforce Prioritization Discussion

Which priority occupations currently present the greatest constraints on your industry's growth, and to what extent are your hiring needs for these roles being met with higher education graduates? Looking ahead 5 years, what workforce challenges or talent shortages are you most concerned about?

How can Utah's K-12 and higher-education systems accelerate their responsiveness to industry needs while still upholding accreditation requirements and state board standards? Within these constraints, where do you see the greatest opportunities for education partners to operate at the right cadence with industry and move more rapidly to support emerging workforce demands?

Which labor-market and industry signals should TRU prioritize when deciding whether to create, expand, or realign programs? For example: priority occupations, in-demand technical skills, emerging technologies, projected industry or occupational growth, employer-reported hiring challenges, or wage and vacancy trends? Which commonly used signals may be overstated or misleading?

If you could scale only one workforce solution, whether an existing TRU initiative or a new approach, that would meaningfully strengthen the talent pipeline for your industry, what would you choose? This could include short-term strategies such as pre-employment training or incumbent-worker upskilling, as well as longer-term or industry-focused initiatives

Would state-provided employer incentives, such as tax credits, wage subsidies, training reimbursements, or grants for supervising and mentoring students, motivate your organization to expand work-based learning opportunities for high school and college students (e.g., internships, apprenticeships, and co-ops)? If so, which types of incentives would be most impactful?

As AI becomes more embedded across Utah's industries, which specific AI-related skills do you prioritize when hiring recent graduates? For example, prompt engineering, working effectively with AI systems, or applying AI tools within specific job functions?

Where do you see the most significant gaps in AI capabilities today? AI users, AI builders, or leaders responsible for managing teams that rely on or utilize AI?