Department *of* Workforce Services

State Workforce Development Board

STATE WORKFORCE DEVELOPMENT BOARD

GENERAL BOARD MEETING

Approved Minutes

DATE: July 9, 2026
TIME: 1:00 p.m. – 3:00 p.m.

LOCATION: Google Meet: meet.google.com/enu-ixea-vko
Phone: 1-516-268-6796
PIN: 240 363 432#

FOR IN PERSON & PUBLIC COMMENT:
Department of Workforce Services - S County, Room 114
5735 S Redwood Road, Taylorsville, UT 84123

BOARD MEMBERS PRESENT: Alesha LeMmon, Deanna Hopkins, Greg Paras, Jeremy Haslam, Jordan Hill, Megen Ralphs, Rich Fullmer, Sarah Brenna, Shawn Milne, Steven Olson, Tannen Graham, Tyler Low, Whitney Harris

BOARD MEMBERS PRESENT (VIRTUAL): Lucio Gallegos, Vic Hockett, Lauren Navidomskis, Angella Pinna, Brian Vermouth

BOARD STAFF PRESENT: Elizabeth Carver, Alexia Murphy, Amira Mijic, Cheyenne Wall, Heather Mousley, Natalie Garrett, Nycole Tylka

BOARD STAFF EXCUSED: Lindsay Cropper

QUORUM: Yes

BOARD MEMBERS EXCUSED: Casey Cameron, Gary Harter, James Jackson, Stacey Taylor

BOARD MEMBERS ABSENT: Celina Sinclair, Jeff Worthington, Kendall Thomas, Lauren Timmins, Michelle Hill, Shawn Newell, Spencer Loveless

OTHER ATTENDEES: Aaron Thompson, Amie Graff, Ashley Davis, Becky Wickstrom, Ben Baldonodo, Benjamin Crabb, Cambria Canh, Chris Williams, David Fogerty, Helen Hanson, Jason Wood, Jennifer Reynolds, John Talcott, Leah Lobato, Marilyn Cannon, Robyn Scribner, Saige Palsson, Weston Miller, Zac Whitwell

OTHER ATTENDEES (VIRTUAL): Roni Frazier, Allison Keller, Aimee Langone, Denim Lyman, Kristie Noble, Henry Pernichele, Nate Peterson, Casey Slater

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State Workforce Development Board

Welcome and Opening Business **Megen Ralphs**

A. Acknowledgments and Introductions
    a. Megen would like to have as many people in person as possible in October. The meeting on October 8, 2026 will be at the Davis Catalyst Center. More details to come.
    b. Jordan Hill was introduced as a new board member. He is with the Governor's Office of Economic Development (GOED), he is a new member for GOED.
    c. The board welcomed Wendy Simmerman with Utah Valley University and Jody Katz with Salt Lake Community College to the board.
B. Approval of Draft Meeting Minutes, April 9, 2026
    a. Motion to approve: Deanna Hopkins
    b. Second: Shawn Milne
    c. Minutes passed with a minor correction.
C. AJC Recertifications
    a. Natalie sent an email to get help with recertifying our centers. We need 9 volunteers. If you have never done it before Natalie and Heather will be there for support and assistance through the process.
    b. We need a volunteer in Price that will be in person, October 21st from 9 A.M. - 1 P.M.
D. Conflict of interest forms
    a. This is required as part of being on the board so please complete the forms. Forms need to be notarized. Forms were available in the back of the room as well as a notary. Forms will be available again in October. Cheyenne will have her notary in the future.

Economic Update **Ben Crabb**

A. Utah Labor Market Update May 2025 - May 2026
    a. Ben provided an update on labor market conditions.
        i. Utah is currently experiencing job growth at 1.0% ranking 4th among states.
        ii. Historically we have always grown faster than the nation. We are growing slower than last year.
    b. Industry trends
        i. Growth is currently led by business/professional services and education/health services
    c. Job growth rate by county: 4th quarter 2025
        - Statewide - 1.4%
        - Salt Lake - 1.6%
        - Utah County - 2.6%
        - Davis - 0.9%
        - Weber - 0.6%
        - Cache - 0.1%
        - Washington - 3.0%
    d. Unemployment Rate
        i. Utah is at 3.7% as of May 2026, this is holding steady

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e. Hourly earnings vs inflation
    i. Most recent number shows inflation is back up above our hourly wage growth
    ii. National numbers of openings, hires, quits and layoffs are all plateauing. The hiring rate is trending lower. Low hire, low fire.
f. Labor Force
    a. The number of employed people in Utah is plateauing and slowly going down.
    b. Labor force participation rate
        i. In the long run (since 1988) most recent months show a decline
        ii. By age group:
            1. 16-19 - This is where you see the biggest decline.
            2. 20-24 - Still part of the younger decline
            3. 25-54- Prime age work group
            4. 55-64 - You see an increase
            5. 65+ - Nothing major to point out here
    c. Unemployment rate per age group
        i. Unemployment rate has been ticking upward for 55-65+
        ii. Youth remain rather elevated

h. Workforce needs and labor market trends in Utah - Current Skills Gaps
    a. Study completed by Utah State University
    b. Areas of skills needed and underperformance in the workforce according to employers include:
        i. Problem solving
        ii. Time management
        iii. Organizational skills
        iv. Adaptability
    c. Workforce competency gaps
        i. Managing time
        ii. Critical thinking skills
        iii. Resolving conflicts
    d. Hiring challenges
        i. Lack of work experience
        ii. Unrealistic salary expectations
        iii. Limited problem solving or critical thinking skills

i. Tannen asked what Ben thinks the upcoming trend will be
    a. The unemployment rate might have a hard time getting high for a few years due to the age demographic. Slow and steady job growth for the rest of the year.
    b. What about the low birth rate affecting the workforce
        i. This is affecting the workforce already as baby boomers are retiring. There is going to be a need for labor.

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j. Jordan asked about the skills gaps and if there was a mix of companies in the survey
    a. Ben does not believe that programs were in the criteria

k. Megen shared the concept of quiet quitting and suggested looking it up. Folks tend to be completely disengaged.

Service Project Megen Ralphs

A. Book Drive
    a. Every year we do a service project as a board. This year we will be participating in Lady Cox's literacy initiative.
    b. We have started a book drive. Both new and gently used are accepted.
    c. You can donate these to any employment center or you can bring them in person to the next board meeting.
    d. It can be K-12 if you do not have K-12 we can donate them to the prison.
    e. Make sure you tell the staff you drop your books off to that you are with the board as we are keeping track of the number of books donated.
    f. Cheyenne will send the QR code for monetary donations.

USOR Pre-Employment Services Provider Roni Jo Frazier, Bloom Consulting

A. Sarah explained to the group the partnership with Bloom Consulting and how the funding works. We have our contractors, our own staff as well as instructors. We have spoken a lot about work based learning and it is really critical so we wanted to highlight this. They need employers and have many opportunities
B. Ronnie Jo Frazier from Bloom Consulting presented on Vocational Rehabilitation programs for students with disabilities (ages 14-22)
    a. Bloom Consulting is a vendor with vocational rehabilitation in Utah. The program focuses on job exploration, workplace readiness, and self advocacy through a three-tier model.
C. Work based learning
    a. Students do 3 different tiers as they learn how to work after high school. These are 1 on 1 services while having a job coach through the entire process
    b. Summer camps are also available
D. Why does work based learning matter
    a. Most students have never stepped foot into a job
    b. Students are 70% more likely to be working after high school if they worked during school
    c. Explore careers before graduation
    d. Bloom consulting helps build stamina so students can work an entire shift
E. The 3 tiers
    a. Tier 1 - Career exposure
        i. Tours, speakers, informational
    b. Tier 2 - Hands on experience
        i. Job shadows, volunteers experiences, or short unpaid structured practice
    c. Tier 3 - Paid work based learning experience (WBLE)

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i. Tier 3 is typically 4-10 weeks, 6-20 hours per week, with wages supported up to the contract limit when authorized.

F. Over the last few weeks Bloom Consulting visited many different business and helped prepare students for this experience

G. What a strong paid WBLE includes
   a. Clear job tasks
   b. Defined schedule
   c. On-site support
   d. Employer feedback

H. How can you help?
   a. Offer a tour, job shadow, informational interview, or paid worksite.
      i. Questions? Roni Jo Frazier - rfrazier@bloomconsultingco.com
   b. Sarah will give you a statewide map of all providers
   c. Megen told the group to make this aware to your circles so they know it is available

Workforce Development Outreach Report John Talcott

A. John encouraged everyone to take a look at the Outreach Report. We complete this every quarter and it highlights what we have done the last couple of months

B. John highlighted the workability career fair. There were 400 job seekers in attendance. There is another career fair coming up this fall.

C. Employer support: We had a big impact with a company called Genpak. Genpak had over 203 employees that were let go after the company closed down. Amie and her team put together career fairs and events in the Cedar City area to help those who needed help
   a. Amie gave Megen a shoutout for her help and support in this. To accomplish what they did they needed computers. Within 20 minutes of Amie contacting Megen, she had an answer and got over 75 laptops for everyone to use.

D. Education partners: Provo area hosted an employer panel and brought in over 30 students to work first hand with employers. Roosevelt also hosted a resource fair to help share information

E. Apprenticeships: 9 new programs have been registered over the quarter.

F. Upcoming events: Mountainland has one of the largest job fairs coming up in August with 80-100 employers. If you are with a company wanting to hire people, get in touch with John.

Committee Report Out Committee Chairs

A. The Executive Committee had a discussion about committees. We have made a commitment to see how we can maximize those committees and will be coming up with a strategy like a master calendar for everyone to see.

B. Apprenticeships - Whitney
   a. Whitney shared a story in the outreach report about a former apprentice who was recognized by the Department of Labor for helping save his coworkers life using what he learned during his apprenticeship.
   b. Employer incentives: 68 awards and 9 in progress.

C. Serving Individuals With Disabilities - Steven Olson

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a. Coordinated a mentoring event with the Provo VR office.
b. Coordinated an event with the Northern Utah Human Resources Association to tour the Utah Center for Assisting Technology and the Division Services for the Blind.
c. Provided virtual disability awareness training sessions over the past quarter.
d. Participated with Lieutenant Governor Henderson in a Return to Utah networking event.
e. Spring workability event with over 21 employer partners and 420 job seekers.
f. Hosted 2 virtual Lunch and Learns.
g. Had their committee meeting yesterday with Career Pathways and Sarah gave an update: The committees learned a lot yesterday and are excited from the introduction and to work together in the future.

D. Career Pathways - Lucio
   a. Looking more into credentials for individuals in career pathways that would help accelerate their career.
   b. Looking to understand more about what people are interested in.

E. Operations - Natalie
   a. Meeting on Monday with the goal to go over their charter, goals and what is up coming.
   b. Start affiliate recertifications on Tuesday
   c. The State plan has been approved.
   d. 6 comprehensive recertifications for 2027 - dates will be coming out soon.
      i. Megen would like to have a 2027 calendar by October's meeting.

F. Youth - Nycole
   a. Matt Loo has stepped down from the board to focus on other priorities.
   b. The committee is focusing on learning more about providers and available programs.
   c. Discussed how they can connect with Job Corp and what they have available.
   d. Working on awareness and focusing on soft skills.

Public Comment & Closing Business Megen Ralphs

A. Megen went over available dates for AJC recertifications and helped sign members up.
B. Public comment: Saige Palsson came and introduced himself. Saige is a Workforce Development Program Manager working with the International Rescue Committee. He announced that they will be joining other open meetings from now on. He brought their Community Impact Report from last year.
C. Meeting adjourned at 2:45 PM
   a. Motion to adjourn: Shawn Milne
   b. Second: Tannen Graham

UPCOMING SWDB MEETINGS: Thursday, January 7, 2027, 1:00 PM - 3:00 PM
Thursday, April 8, 2027, 1:00 PM - 3:00 PM
Thursday, July 8, 2027, 1:00 PM - 3:00 PM
jobs.utah.gov/edo/statecouncil/index.html

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