



# Talent Ready Utah

Increasing Utah's Workforce Pipeline

**TALENT READY**  
— UTAH —  
BUILDING OUR WORKFORCE



# Our Mission

## MISSION:

Focus and optimize efforts of business partnerships to increase capacity for education that meets workforce needs for high demand industry throughout the state.

## GOALS:

- Increase number of employers investing in work-based learning partnerships with education.
- Develop talent pipeline to meet growing demand leading to high-skill, high-wage jobs in the state.

# OUR STORY

2014

## Boeing Approaches State of Utah

In December of 2014, The Boeing Company approached the State of Utah looking to create a workforce development program to aid in building their talent pipeline and fill high demand jobs shared across multiple aerospace companies in Utah.

2015

## Utah Aerospace Pathways Launched

The Utah Aerospace Pathways Program was launched in September of 2015. The program was designed by employers who specified the knowledge and skill sets students would need to begin a successful career in the aerospace industry following their high school graduation

2018

## Talent Ready Utah Becomes a Center

In 2017, Gov. Gary R. Herbert announced the first steps for a Talent Ready Utah program with a goal to fill 40,000 new high-skill, high-demand jobs over the next four years. During the 2018 General Legislative Session, the Utah State Legislature created the Talent Ready Utah Center.

2019

## Utah Works & TRAC Programs Launched

Utah Works & the Talent Ready Apprenticeship Connection (TRAC) programs are launched to offer short term training to adult learners and youth apprenticeship opportunities to high schools students throughout the State of Utah



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Vice- Chair, Ann Millner



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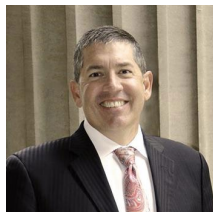
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Jeff Nelson



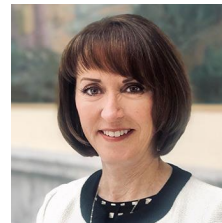
Jon Pierpont



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# TRU Programs

## **Pathways** —→ **Industry Recognized Certifications**

Pathways Programs provide high school students with career exploration opportunities that lead to industry recognized certifications, a guaranteed job interview and the skill sets that qualify students for employment and continued educational opportunities following graduation.

## **TRAC** —→ **Youth Apprenticeships**

The Talent Ready Apprenticeship Connection provides high school students with youth apprenticeship opportunities within high demand industries. As high school seniors students split their time between classroom learning and real work experience while earning their AS degree.

## **Utah Works** —→ **Short Term Training Programs**

Utah Works provides short term training programs designed by industry, made to fill high demand positions in a short period of time. In partnership with the Utah System of Higher Education, training is available to adult learners tuition free.

# TRU Initiatives

Computer Science for Utah

Keys to Success

Learn and Work in Utah



# Pathways

## Industry

Aerospace → Utah Aerospace Pathways Program

Life Sciences → Medical Innovations Pathways Program

Diesel Technology → Utah Diesel Tech Pathways Program

Construction → Utah Architecture, Engineering & Construction Pathways Program

Aviation → Utah Rotor Pathways Program

# What's included?

Various forms of **Work-Based Learning** spanning from hands on work experience to on the job work shadowing for in depth **career exploration** and **resume building opportunities**.

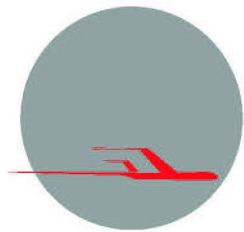
Work-Based Learning experiences can include:

- Internships
- Externships
- CapStone Projects
- Job Shadows
- Site Visits

Pathways programs aim to provide **stackable credentials** that provide **on & off ramps** to **continued education** and professional development. Students are encouraged to skill up and take advantage of their employers **potential tuition reimbursement** program.

Pathway certificates are industry recognized and include a **guaranteed job interview** to graduating students who've completed the pathway requirements.





# UTAH AEROSPACE PATHWAYS

## Industry Partners

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MEDICAL  
INNOVATIONS  
PATHWAYS

## Industry Partners

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BD



A BIOMÉRIEUX COMPANY



BIOMERICS



Edwards

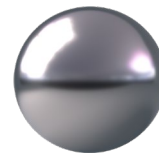
teva

stryker®



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FRESENIUS  
MEDICAL CARE



MERTMEDICAL



SINTX  
Technologies



VAREX  
IMAGING



## Industry Partners

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C.R.England



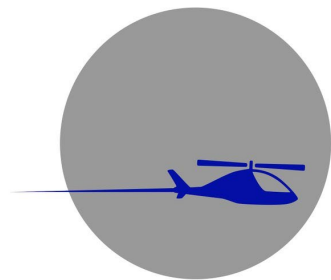
**KOMATSU**



## Industry Partners

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UTAH  
ROTOR  
PATHWAY

## Industry & Education Partnerships

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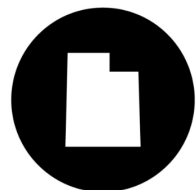
## Strategic Workforce Investment

SWI funding is granted by the state legislature and is intended to serve regional and statewide industry workforce needs through programs that provide pathways to high growth and wage occupations.

Funded SWI programs include multiple industry and education partnerships that utilize stackable credentials and work-based learning opportunities.

Since 2016, the Utah State Legislature has awarded SWI dollars to fund 26 programs which has served over 21,000 students.





# TALENT READY

## Apprenticeship Connection

### Program Structure

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	Overall Pay	Hourly Pay	Weekly Work Hours	Job Description
FIRST YEAR	\$700 per month	\$10 per hour	Block schedule every other week. 50% time in class 50% time in workplace	Apprentices complete their senior year of high school enrolled in relevant classes and work at the company facility. Students have a choice between different specializations.
SECOND YEAR	\$1350 per month	\$11.5 per hour	3.5 days 30% time in class 70% time in workplace	During year two, apprentices attend courses at Salt Lake Community College. With the company, apprentices begin focused training.
THIRD YEAR	\$1700 per month	\$13 per hour	4 days 30% time in class 70% time in workplace	Year three consists of advanced classes at SLCC and advanced practical training at the workplace.



## Program Partnerships

Salt Lake  
Community College

Albany  
BD  
Boeing  
Merit Medical  
Stadler

**Targeted Headcount:** 645 Year One  
**Skills:** Composites, Injection Molding, ESL  
for Manufacturing, Aerospace Assembly, Rail  
Tech

Davis  
Technical College

Janicki Industry  
Kihomac  
Northrop Grumman

**Targeted Headcount:**  
120 Year One  
**Skills:** Compositing  
Production Operator

Ogden Weber  
Technical College

JD Machine  
Petersen Incorporated  
PCC Structurals Inc.

**Targeted Headcount:**  
100 Year One  
**Skills:** Various  
manufacturing with  
progression through  
additional training





# Learn & Work in Utah

In partnership with Utah System of Higher Education, the Learn & Work program provides opportunities to those who are unemployed & underemployed to re-skill and re-enter the workforce.

A total of \$16.5 million Cares Act dollars were granted by the Utah State Legislature to USHE & TRU and monies were awarded to fund 160 programs across the state.

Awarded funding is intended to aid institutions in program build out or offer tuition assistance to nearly 5,000 Utah residents whose employment has been impacted by COVID-19.



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# Learn & Work In Utah Timeline

June 18, 2020	June 25, 2020	July 10- July 23, 2020	August 5, 2020
<b>2020 5th Special Session</b>  H.B. 5010 requests program to provide education to individuals impacted by COVID-19	<b>Talent Ready Utah Board Approves Grant Application</b>  TRU & USHE draft Learn & Work In Utah grant application, presented to the TRU Board for approval prior to going live on Salesforce	<b>Grant Application Opens &amp; Proposals Submitted</b>  Colleges & Universities submit their Learn & Work grant applications for certificate and credit programs	<b>Grant Dollars Awarded</b>  Colleges & Universities are notified of awarded grant dollars to be spent by Dec 1



# THANK YOU

[talentreadyutah.com](http://talentreadyutah.com)

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