



UTAH SYSTEM OF
HIGHER EDUCATION

MEMORANDUM

August 10, 2023

Talent Ready Utah (53B-34-103)

In 2018, Talent Ready Utah (TRU) was legislatively created to be an industry-facing department within the Governor's Office of Economic Development (now Governor's Office of Economic Opportunity). Its purpose is to convene industry, education, state agencies, and other key stakeholders to create, expand, and align short-term and long-term workforce development solutions to the needs of industry. Talent Ready Utah manages and administers multiple targeted workforce development state appropriations through grants awarded to local education agencies (LEAs) and higher education institutions based on regional workforce needs that are data-driven and backed by industry.

On July 1, 2022, Talent Ready Utah was officially moved to the Utah System of Higher Education in the Office of the Commissioner. The Associate Commissioner of Talent Ready Utah reports to the Commissioner of Higher Education. According to statute, Talent Ready Utah shall coordinate with the state's Talent Board to;

- Further education and industry alignment in the state;
- Coordinate the development of new education programs that align with industry demand;
- Coordinate or partner with other state agencies to administer grant programs;
- Promote the inclusion of industry partners in education;
- Provide outreach and information to employers regarding workforce programs and initiatives;
- Develop and analyze stackable credential programs;
- Determine efficiencies among workforce providers;
- Map available workforce programs focusing on programs that successfully create high-paying jobs; and
- Support initiatives of the Talent Board.

Talent Ready Utah Programs

Higher Education Workforce Programs

- Utah Works
- Learn & Work
- Talent Ready Connections
- Return-To-Work
- Deep Tech / Emerging Tech
- Healthcare Workforce Initiative
- Targeted Workforce Development Grant
 - Healthcare
 - Computer Sciences

K-12 Workforce Programs

- Utah Adopt-A-School
- Computer Science Master Plan
- Computer Science for Utah Grants
- TRU Work-based Learning Programs
 - Utah Aerospace Pathway
 - Utah Rotor Pathway
 - Utah Diesel Tech Pathway
 - Medical Innovations Pathway
 - Utah's Architecture, Engineering, & Construction Pathway

Talent, Education, and Industry Alignment Board Charter ([53B-34-102](#))

1. Purpose

To provide Talent Ready Utah with strategic direction for workforce alignment with state educational partners. To provide oversight of TRU initiatives in working proactively with industry and state stakeholders to develop and implement short-term and long-term workforce programs. To direct and facilitate progress, performance, and effectiveness of programs involved with employment training and relative placements.

2. Responsibilities

Ensure that workforce programs and alignment efforts are consistent with state workforce projections, are data-driven to target industries, and align with high-demand occupations. Make recommendations to the Utah Board of Higher Education and the Unified Economic Opportunity Commission (UEOC) regarding policy and funding requests to;

- Coordinate the development of new education programs that align with industry;
- Collaborate with other state agencies to administer grant programs;
- Promote equity, diversity, and inclusion within industry and education partners;
- Provide outreach and information to employers regarding workforce programs;
- Develop and analyze stackable credential programs and map workforce programs focused on successfully creating and supporting high-paying jobs.

3. Composition

Governor's Office

- Deidre Henderson or designee — Lt. Governor
- Brittney Cummins — Governors Education Advisor

Legislative Members

- Senator Ann Millner, Chair — Senate Member
- Representative Jefferson Moss — House Member

State Agencies

- Dave Woolstenhulme — USHE Commissioner
- Ryan Starks or designee — Go Utah Executive Director
- Casey Cameron or designee — DWS Executive Director
- Margaret Busse or designee — Commerce Executive Director
- Sydnee Dickson — USBE Superintendent
- Jim Moss — USBE Board Chair
- Derek Miller — SLC Chamber President

Members of industry representing targeted clusters;

- Members will advise Talent Ready Utah on the current state and future state of talent needs from industry and regional perspectives.
- Members will serve as ad-hoc co-chairs in Industry Alignment Workgroups.
 - Co-Chairs will facilitate industry engagements to identify areas of need for education and industry alignment.

Private Sector Members

- Joshua Aikens — CPO, Zono's — Southwest
- Erin Casale — HR, Qualtrics — Mountainland
- Rick Allen — VP, BAE — Wasatch North
- Chuck Taylor — CEO, Syberjet — Southwest
- Aaron Skonnard — CEO, Pluralsight — Mountainland
- Heather Brace — VP HR, IHC — Statewide
- Jake Hinkley — Director Workforce, Sunroc — Statewide
- Alison O'Mahony — VP, Recursion, Wasatch South
- Trina Eyring — HR, Zions Bank — Statewide
- Sidni Shorter — CEO, Black Chamber
- Juan Pascua — Executive Director, Hispanic Chamber