



UTAH SYSTEM OF  
HIGHER EDUCATION

# MEMORANDUM

December 16, 2022

## Custom Fit Report – FY 2021

Custom Fit is a state investment with industry in Utah’s economic vitality and workforce development. It provides and supports training designed to aid in retention and expansion of Utah companies, attract new businesses to the state, and meet employers’ specific educational needs. Custom Fit accomplishes this through jointly-funded partnerships between Utah companies and Utah System of Higher Education institutions.

In accordance with Policy R432-8.3 (Custom Fit – Annual Report), the eleven technical education institutions have submitted reports detailing Custom Fit activity for Fiscal Year 2022. The attached report summarizes the institution reports and reflects statewide Custom Fit activity.

The policy calls for the Technical Education Committee to review the report in its meeting and to forward it to the Committee of the Whole.

### **Commissioner’s Recommendation**

The Commissioner recommends the Technical Education Committee review the FY-2022 Custom Fit Report and forward it to the Committee of the Whole.

### **Attachment**

Custom Fit Report for the Fiscal Year Ended June 30, 2022

## Custom Fit Report for the Fiscal Year Ended June 30, 2022

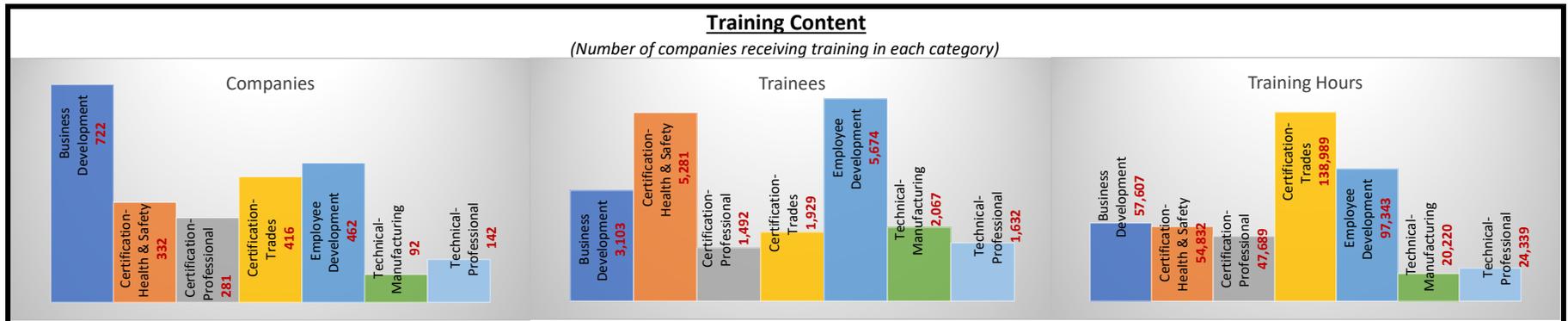
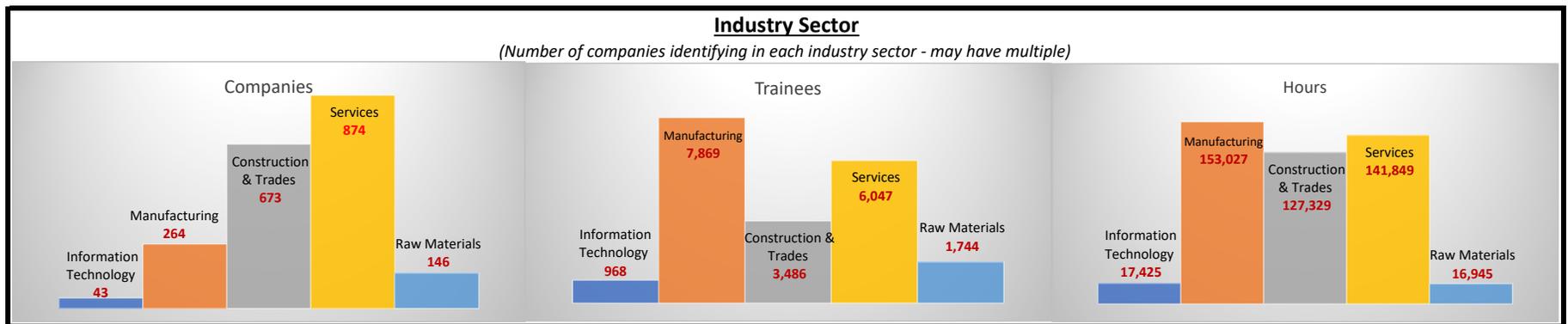
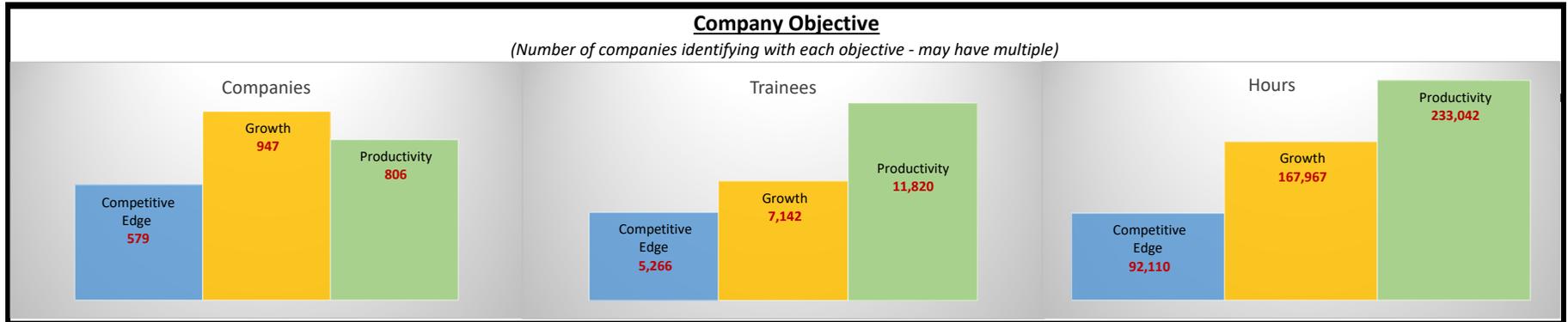
Institution	BTech	Davis	Dixie	MTech	OTech	SLCC	Snow	STech	Tooele	UBTech	USU	USHE TOTAL
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FINANCES												
Funding												
FY21 Carried Forward	\$5,901	\$81,458	\$73,124	\$66,742	\$291,632	\$421,149	\$229,078	\$67,300	(\$34,277)	\$11,118	\$274,366	\$1,487,591
State Appropriation	\$500,000	\$684,600	\$345,000	\$684,600	\$684,600	\$460,800	\$298,100	\$345,000	\$325,000	\$410,000	\$273,100	\$5,010,800
Company Contributions	\$834,377	\$474,782	\$417,510	\$1,059,774	\$716,991	\$361,505	\$218,836	\$141,865	\$245,783	\$252,092	\$228,199	\$4,951,715
% of Direct Training Costs	79.5%	62.0%	60.0%	66.6%	59.1%	48.4%	55.7%	60.0%	57.7%	59.9%	48.6%	61.8%
Other Funding	\$0	\$0	\$0	\$36,749	\$0	\$149,069	\$0	\$0	\$0	\$0	\$0	\$185,818
<b>Total Available</b>	<b>\$1,340,278</b>	<b>\$1,240,840</b>	<b>\$835,634</b>	<b>\$1,847,865</b>	<b>\$1,693,223</b>	<b>\$1,392,523</b>	<b>\$746,014</b>	<b>\$554,165</b>	<b>\$536,506</b>	<b>\$673,210</b>	<b>\$775,665</b>	<b>\$11,635,924</b>
Use of Funds												
Direct Training Costs	\$1,049,500	\$765,656	\$695,850	\$1,591,904	\$1,213,801	\$747,243	\$392,661	\$236,442	\$425,604	\$421,191	\$469,572	\$8,009,423
Staff Compensation	\$266,626	\$290,313	\$113,133	\$247,147	\$262,575	\$441,632	\$169,045	\$82,805	\$158,069	\$214,116	\$61,895	\$2,307,355
Equipment	\$0	\$11,624	\$0	\$0	\$89,855	\$0	\$644	\$13,890	\$0	\$857	\$24,287	\$141,157
Other Gen. Expenses	\$18,332	\$24,770	\$25,635	\$8,814	\$16,065	\$31,284	\$15,897	\$0	\$3,677	\$8,672	\$9,113	\$162,258
<b>Total Expenditures</b>	<b>\$1,334,458</b>	<b>\$1,092,364</b>	<b>\$834,618</b>	<b>\$1,847,865</b>	<b>\$1,582,296</b>	<b>\$1,220,159</b>	<b>\$578,247</b>	<b>\$333,136</b>	<b>\$587,350</b>	<b>\$644,836</b>	<b>\$564,867</b>	<b>\$10,620,194</b>
FY22 Carried Forward to FY23	\$5,820	\$148,476	\$1,016	(\$0)	\$110,927	\$172,364	\$167,768	\$221,029	(\$50,844)	\$28,374	\$210,798	\$1,015,728
% of Annual Funds:	0.4%	12.8%	0.1%	0.0%	7.9%	17.7%	32.5%	45.4%	-8.9%	4.3%	42.1%	10.0%

PROGRAM DELIVERY												
Companies Served	223	154	360	280	137	127	154	87	81	154	137	1,894
Trainees	5,493	2,025	1,125	2,705	3,557	2,046	461	411	459	1,548	347	20,177
Training Hours	100,277	61,336	24,585	55,740	78,509	28,125	25,190	17,889	12,042	23,194	10,121	437,006
Sponsored Enrollments in Institutional Courses												
Sponsored Trainees	165	228	99	0	218	0	0	72	22	773	165	1,742
Training Hours	27,824	28,759	1,878	0	29,568	0	0	11,864	7,694	11,123	3,449	122,158
Certificate/Degree Graduates	30	33	0	0	41	0	0	17	9	30	165	325

	Growth			New Clients	Program Delivery		
	FY2021	FY2022	Change		Per \$100K Approp.	Per Company	Per Trainee
Companies	1,557	1,894	21.6%	830	38		
Trainees	18,301	20,177	10.3%	3,717	403	11	
Hours	396,527	437,006	10.2%	82,239	8,721	231	22

## Custom Fit Report for the Fiscal Year Ended June 30, 2022



## Custom Fit Report – Company Highlights



Apogee Worx is a Service-Disabled Veteran Owned Small Business in Weber County. They are an aerospace product and parts manufacturer. Some of the Custom Fit training they have taken advantage of includes engineering tools like Solidworks, Microsoft Excel, forklift operator, fiber optic certification and repair, and soldering.

"Custom Fit has improved our business's bottom-line and given us a competitive edge to support growth in the Aerospace & Defense industry in Utah," said Ron Fettes. "Custom Fit training has allowed us to bid and win numerous aerospace contracts knowing we have trained technicians ready from day one of the contract."



Hughes General Contractors, with 170 employees in Salt Lake, Iron, and Washington Counties, has over 60 years' experience in the construction industry. Training from Custom Fit includes Custom Leadership, OSHA 10 & OSHA 30, SHRM, Fall Protection, Qualified Rigger & Signal, Construction Supervision, & AGTEK training.

"Hughes General Contractors has enjoyed the benefits of Custom Fit for the past eight years," said Training Director Rick Ellertson. "It has provided opportunities for training that we would not have taken advantage of without Custom Fit funding. It has helped us have a trained workforce which makes our employees more productive and safe."



Wilding Wallbeds in Washington County has had rapid growth issues. With new housing developments, and with skyrocketing home prices and Covid keeping more family members under the same roof, people were purchasing Murphy Beds like crazy to make better use of their homes. They had no process for Inventory Control. Custom Fit provided leadership development so managers would be able to take on more responsibility.

"Since our Rapid Improvement Activity and training in June, we've increased our output by 31%," said Steve Parkinson. "We've also had a slight decrease in staffing, yet not only have we not slipped behind, we've kept up and even increased."



With a 40 percent increase this year to over 180 employees, Delsco Northwest is the largest wellhead service company in the Rockies. Like any Uintah Basin company in the oil industry, Delsco has weathered its fair share of challenges to become a leader. Along the way they have benefitted from being able to utilize Custom Fit for a wide variety of trainings, including various safety courses required by contractors, well control recertification, employment law, Excel, and leadership.

"Custom Fit is not only a wonderful resource for customized training needs," said SH&E manager Monte Jensen, "It has allowed Delsco to stretch their training budgets and take additional trainings to increase safety and productivity."



Cytiva Life Sciences is a global provider for life science products and services. The Logan facility employs 700 and manufactures cell culture media in liquid and powder form as well as single-use supplies for medical and laboratory applications.

Cytiva and Custom Fit partnered to provide 8,507 hours of training for 376 employees in areas of production, compliance, and job up-skilling. DOJO conditioning (a skills practice setting) prepared and equipped over 140 new employees with skills and knowledge to begin production on day one, and increased employee retention, productivity, quality, and job satisfaction. Other trainings included, Shipping of Dangerous Goods, NFPA 70 E, OSHA, CPR First Aid, mobile equipment, Minitab, Excel, and APICS CPIM.



Rainbow Sign and Design and Decorworx are sister companies in Iron County with fifty-plus employees. The companies create signage and retail decor and design retail spaces. They have utilized Custom Fit funding for many of their training needs, such as OSHA safety courses and leadership/management trainings for their fast-growing companies.

In their words, "We have been taking classes that are training our management to understand our team members better and to hire the right people for the positions. As a result, we have found that our team is happier and is improving retention."