



UTAH SYSTEM OF  
HIGHER EDUCATION

# MEMORANDUM

April 13, 2023

## Talent Ready Utah

Talent Ready Utah offers programs to support and grow Utah's workforce in targeted industries statewide. Talent Ready Utah brings together representatives from industry, Utah State Board of Education, Utah System of Higher Education, Department of Workforce Services, and Utah State Legislature to cultivate increased success for the state's businesses while enhancing employment opportunities for Utahns.

Talent Ready Utah's flagship program was born from a workforce development solution deployed for the Boeing Company in 2015. That solution became the Utah Aerospace Pathways (UAP) program. UAP has served as a template for creating additional state work-based learning programs in industries including life sciences, diesel technology, construction, technology sales, and aviation technology. These programs provide opportunities for exploration and prepare high school students with in-demand skills and guaranteed job interviews with partnered employers in high-growth industry sectors.

### **K12 Initiatives**

K12 Initiatives are designed to increase alignment between education and industry and promote secondary and post-secondary educational training programs leading to career and continued education opportunities. Our vision for work-based learning programs is to provide students a launch pad into promising futures, equipping students with knowledge and experience to aid them in making educated decisions for their future.

Work-based learning programs allow students to explore high-demand careers and gain real-world experience through hands-on learning approaches, including project-based learning, externships, internships, pre-apprenticeships, and apprenticeships. Talent Ready Utah's work-based learning programs have served 1,700+ students over the past five years. These programs are comprised of Local Education Agencies (LEA) from Southern to Northern Utah and help over 120 industry partners.

<b>Program</b>	<b>Student or LEA Partners</b>
Utah Aerospace Pathways Program	467

Utah Diesel Tech Pathways Program	784
Medical Innovations Pathways Program	187
Utah Architecture, Engineering & Construction Pathways Program	288
Utah Rotor Pathways Program	32 Schools, 13 Counties
Tech Sales Pathway Program	9 - Launched 2021

**2023-2024 Priorities**

In August of 2023, in partnership with industry, the Department of Workforce Services, the Utah State Board of Education, and the Utah Manufacturers Association, Talent Ready Utah will launch a youth apprenticeship program for CNC Machining. This apprenticeship program allows high school students to apply skills learned in the classroom in a real-world setting as they receive mentoring and progress through structured learning activities. The Utah Manufacturers Association will act as an intermediary and liaison between businesses, LEAs, and the Department of Labor for this registered apprenticeship program. The CNC Machining apprenticeship adopts best practices from Stadler Rail, the first industry partner to launch a Talent Ready Apprenticeship Connection (TRAC) program in partnership with Talent Ready Utah. In FY 24, Talent Ready Utah will add a state intermediary to the Commissioner's Office of Higher Education to support and grow additional TRAC programs.

Utah's bioeconomy ranks 8<sup>th</sup> largest in the United States. As such, Talent Ready Utah has prioritized workforce development solutions addressing Life Science in FY 24. The previous work-based learning program, Medical Innovations Pathways, launched in 2018, will be reimaged to increase alignment with current talent needs.

Utah's Financial Services industry has experienced employment growth of 18.2% over the past five years. As such, Talent Ready Utah has prioritized developing workforce solutions to meet the growing need for talent in the finance industry sector. During FY 24, Talent Ready Utah will convene and strategize with industry to identify shared workforce needs and determine a sustainable approach to growing awareness and interest among K12 students.

Finally, creating equitable access to opportunity along the Wasatch Front will remain a top priority for FY 24. As such, Talent Ready Utah is partnering with industry and the Utah State Board of Education to explore remote work-based learning structures that prioritize student safety and cultivate meaningful learning environments.

## Utah Adopt a School

Governor Cox launched Utah Adopt a School initiative to increase and broaden the reach of work-based learning and industry-education partnerships in Feb 2022. Overseen by Talent Ready Utah, Utah Adopt a School is a match-making program designed to align industry-education partnerships to promote student success and increase access to opportunities leading to economic mobility.

Coming spring 2023, Talent Ready Utah will launch [utahadoptaschool.org](http://utahadoptaschool.org), an expanded platform to streamline partnership matching. The forum will provide schools and businesses with a place to create a profile and connect based on interest, opportunity, and resources.



## Computer Science for Utah Grant Program

H.B. 227 (Knotwell) established the Computer Science for Utah Grant Program in 2019 for the purposes of implementing the Utah Computer Science Education Master Plan. The grants are for the express purpose of "improving computer science outcomes and course offerings, demonstrated by the creation and implementation of a local agency computer science plan and the effective implementation of approved courses and the provision of effective training opportunities for licensed teachers." H.B. 227 (63N-12-506)

In partnership with the Utah State Board of Education, Talent Ready Utah has sought ongoing funds to support the full implementation of Utah's Computer Science Master Plan. In 2019, the Utah Legislature awarded \$3M in one-time dollars to support LEAS in developing four-year plans to integrate computer science across K-12. In 2021, another \$5M one-time dollars were awarded to fund 30 School Districts and 14 Charter Schools' computer science plans through a competitive grant process. In 2022, the Utah Legislature allocated an \$8M one-time appropriation to fund computer science funds for an additional 4 School Districts and 5 Charter Schools. In FY 23, appropriated funds served over 25,576 9<sup>th</sup>-12<sup>th</sup> grade students.

During the 2023 Legislative Session, Talent Ready Utah requested an appropriation of \$8M ongoing; it was awarded \$3M ongoing and \$5M one-time to support an additional 6 School Districts and 10 Charter Schools.

## Commissioner's Recommendation

This is a discussion item only; no action is required.