



APPRENTICESHIP

UTAH ANNUAL REPORT

October 1, 2021





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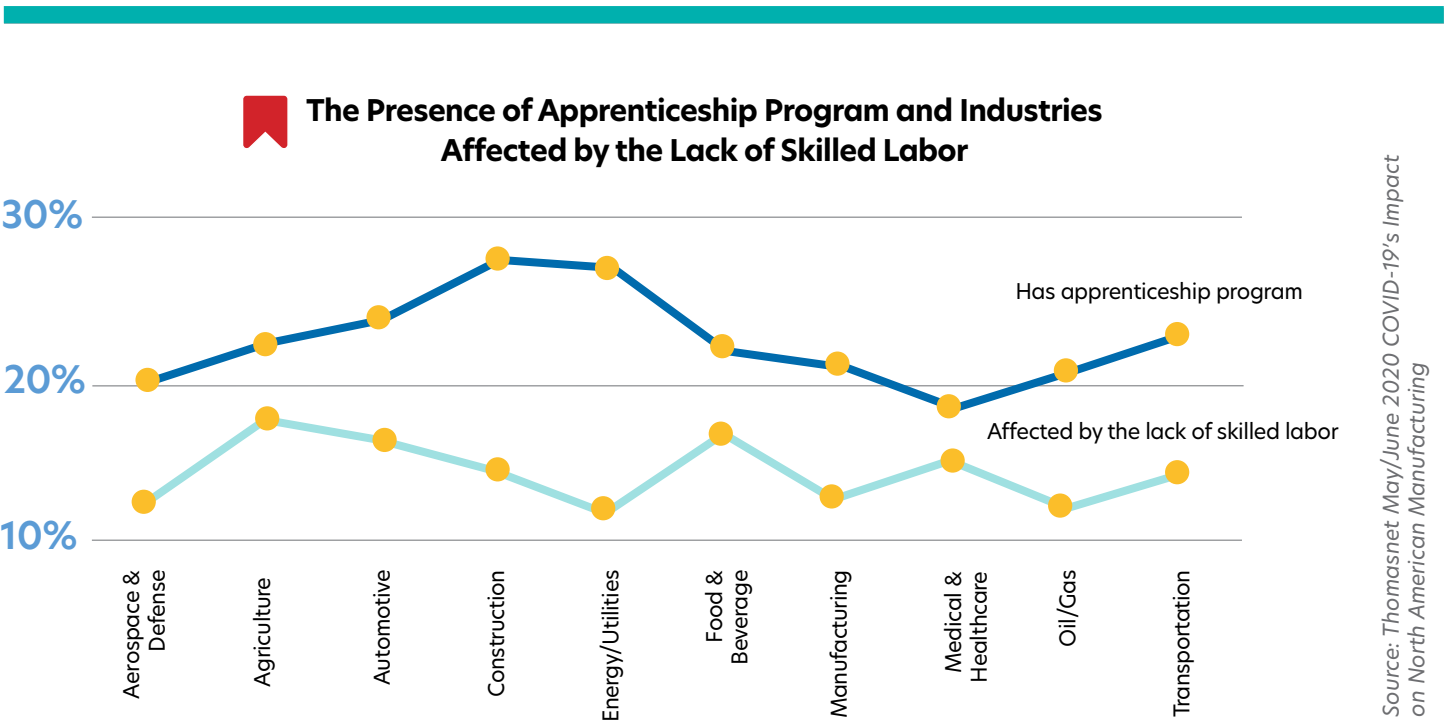


CURRENT STATE OF APPRENTICESHIPS

AS UTAH'S ECONOMY REBOUNDS from the COVID-19 pandemic, there is renewed interest in upskilling workers and expanding traditional recruiting mechanisms. This has created an environment where utilization of the often overlooked apprenticeship model can offer a solid solution for businesses in both talent recruitment and workforce development for current employees. Developing and expanding apprenticeship programs provides an opportunity to address skills gaps for career changers and those impacted by technology and process changes in their existing jobs.

Although the initial impacts of not having in-person classroom training or on-the-job learning experiences caused a pause for some apprenticeship programs due to the COVID-19 pandemic, they have begun to rebound and are beginning to expand by hiring more apprentices. Many programs adjusted and were creative in continuing in-person learning, some embraced distance learning and some adjusted completion timelines to account for the disruption.

As depicted by the graph below, industries with higher apprenticeship adoption rates were less affected by the lack of skilled labor.



Source: Thomasnet May/June 2020 COVID-19's Impact on North American Manufacturing

Did you Know:

IN UTAH, THE FAIR MARKET RENT for a one-bedroom apartment is \$869. In order to afford this level of rent and utilities without paying more than 30% of income on housing, a household must earn \$16.71 an hour. The average renter's wage is \$15.66 an hour.

An apprentice's average starting wage in Utah is \$19.67 an hour and increases to an average of \$32.35 an hour upon completion of their apprenticeship program.

Affordable Rent for Low-income Households in Utah

Minimum Wage Worker

\$377/mo

Household at 30% of Area Median Income

\$646/mo

Worker Earning Average Renter Wage

\$814/mo

Fair Market Rent

1-Bedroom Fair Market Rent

\$869/mo

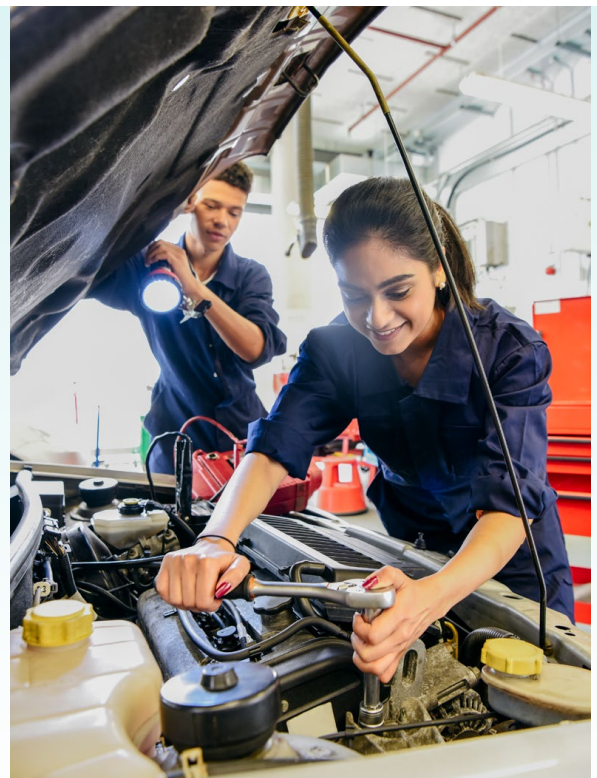
2-Bedroom Fair Market Rent

\$1,051/mo

Working at minimum wage
\$7.25/hr



Each week you have to work **92 hours** to afford a 1 bedroom rental home at Fair Market Rent



Source: National Low Income Housing Coalition

This past year the commissioner worked with key stakeholders to implement activities and strategies to support the recommendations made in Utah's 2020 Inaugural Apprenticeship Landscape report.

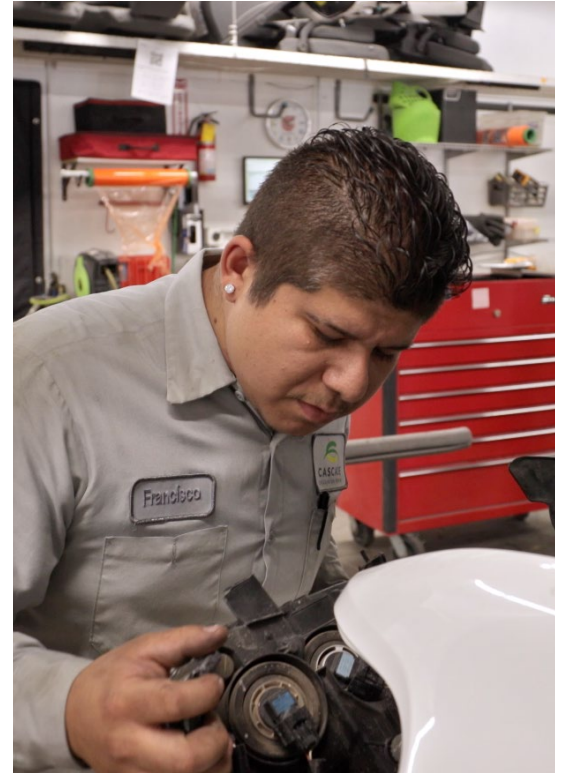
1. Solidify the role of the State Workforce Development Board and Workforce Services to guide and direct strategic initiatives, systemic strategies and connect to funding opportunities to support apprenticeship growth goals. This will ensure collaboration among partners, leveraging resources and not working against each other with competing interests.
2. Have the Apprenticeship Committee of the State Workforce Development Board, as the Apprenticeship Network of Utah, explore, identify and implement the infrastructure needed to successfully track, promote and connect individuals with available apprenticeship opportunities. This includes both electronic medium and human capital resources and infrastructure.

Activities: As recommendations one and two are directly related, the report of activities will be combined here.

The [Apprenticeship Utah Network](#) has been established to:

- Expand and promote apprenticeship opportunities across Utah by connecting companies to learn best practices from their peers that have already established similar programs
- Connect future apprentices to apprenticeship opportunities
- Educate parents, counselors and other educators on what apprenticeships are and the value for students

The network includes representation from businesses, industry associations, labor-management organizations, secondary and post-secondary education providers and government agencies. The network meets monthly





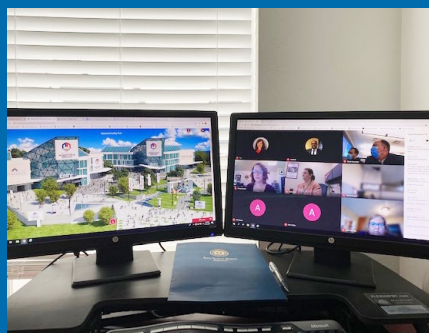
and provides direction and feedback on strategic initiatives, systemic strategies and connects to funding opportunities to support apprenticeship growth goals. These activities also support and align with the [Workforce Innovation and Opportunity Act \(WIOA\) State Plan](#). This group also collaborates on potential grant funding opportunities to continue to support our apprenticeship expansion efforts.

The implementation of quarterly virtual business-to-business webinars has been a successful tool to engage more employers to develop and expand apprenticeship programs. This has resulted in the development of 29 new registered programs. The events showcase a panel of programs in the state and employers share benefits, best practices and lessons learned. Information on how to connect to resources to support program development, related technical instruction and on-the-job training are also provided. The recorded virtual events can be viewed [here](#).

An [Apprenticeship Playbook](#) has also been produced as a resource and provides helpful steps and tools to start and register an apprenticeship program, from exploring the apprenticeship model as a workforce strategy to launching a new program. It also includes a mentoring guide to use with apprentices.

Each year, Workforce Services and the Apprenticeship Utah Network supports National Apprenticeship Week with various activities. Highlights for 2020 include: the Governor's Declaration of November 8-14, 2020 being National Apprenticeship Week in Utah, a virtual apprenticeship fair and the first quarterly business-to-business webinar.

Over the past year, the apprenticeship job fair was leveraged to bring in more participants. The fair included 26 booths, which included four related instruction training providers, three organizations that provide support for apprenticeships and 19 program sponsors. Employers in attendance had a total of 27 open apprenticeship jobs. Post fair survey results indicated that 76.5 percent of respondents stated they would participate in another virtual apprenticeship event. Reasons included: being able to create awareness, support health safety and still participate, being an easy way to contact a lot of people and quality chat conversations. Another added benefit was that sponsors and job seekers from across the



state were able to participate. Previous in-person fairs often excluded individuals and companies off the Wasatch Front and from rural communities. We also supported the national [Discover Apprenticeships](#) Outreach Campaign.

The major focus of this year was on the development of the new [website](#), a Day in the Life of an Apprentice video series and a media campaign to support the launch of the website and its resources. The Apprenticeship Utah website was launched on August 11, 2021 and contains an electronic repository of resources for all identified key stakeholders – employers, future apprentices, parents and educators.

While the COVID-19 pandemic created a momentary pause in activity, Utah has rebounded well. Efforts continue to expand and fully integrate apprenticeship into state workforce, education and economic development strategies and programs; to diversify and expand apprenticeships in IT, construction, healthcare and manufacturing; and diversify the apprentice candidate pool to include at-risk youth, women, people with disabilities, veterans and people of color.

3. Provide ongoing funding to support the development and maintenance of infrastructure and Apprenticeship Opportunity Awareness Campaign activities.

Activities: Workforce Services utilized internal, one-time funding to begin development of the new [apprenticeship.utah.gov](#) website and its resources. With the launch and outreach campaign beginning in SFY 2022, the results will be reported on in next year’s annual report.



Supporting development of registered apprenticeship programs and connecting apprentices aligns with the [One Utah Roadmap](#) Strategic Priorities of **Economic Advancement** through **Talent Development, Education Innovation, Investment** by developing **Equitable Access** and **Post-Secondary Education Attainment**, and **Rural Matters** through **Employment Innovation** in supporting **Remote Work**.

KEY INITIATIVES AND STRATEGIES

DURING THE 2021 Utah legislative session, HB 391 further defined registered apprenticeship, pre-apprenticeship and youth apprenticeship in state statute [35A-6-102](#).

“Apprenticeship” means an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction and a portable, nationally recognized credential.

“Pre-apprenticeship” means a program or set of strategies that is designed to prepare individuals to enter and succeed in an apprenticeship program with registered standards.

“Youth apprenticeship” means a program or set of strategies that combines academic and technical classroom instruction with work experience through an apprenticeship program and which provides the foundation for youth in high school to choose among multiple pathways, including enrolling in college, beginning full-time employment or a combination of college and employment.



Standardized definitions ensure that key stakeholders use a common language and message, resulting in development and expansion of high-quality programs. Standardized definitions support the state’s goal of promoting apprenticeship programs as a viable career pathway to success for both youth and adults. To ensure that there are a wide variety of programs available, the commissioner continues to work with key stakeholders to further diversify industry representation.

For apprenticeship models to continue to succeed, industry must buy into the system. Employers, educators and industry partners each have a role to play in expanding and growing apprenticeship programs. Employers are at the epicenter and programs are designed in partnership with employers to specifically meet their needs. Educating employers that apprenticeships have developed beyond blue collar trades into a modern approach that provides benefits to expanded occupations is vital to growth.

The charts on the next page show the growth in registered apprenticeship programs (RAPs) and new apprentices since the appointment of the commissioner of apprenticeship programs in August 2019. As you can see the number of programs has continued to increase each year. However, there was a slight decrease in the number of new apprentices due to the COVID-19 pandemic. Next year we will be able to measure the impact the media campaign has on the growth of new programs and new apprentices.

REGISTERED APPRENTICESHIP PROGRAMS

Fiscal Year	Total Active Programs	% Increase of Active Programs from Baseline	Total New Programs
SFY 7/1/2020-6/30/2021	261	18.1%	29
SFY 7/1/2019-6/30/2020	234	5.8%	21
Baseline 7/1/2018-6/30/2019	221	N/A	10

Source: Office of Apprenticeship

Registered Apprentices

Fiscal Year	Total Active Apprentices	% Increase of Total Active Apprentices from Baseline	Total New Apprentices	Total Apprentice Completers
SFY 7/1/2020-6/30/2021	4,221	10.7%	1,668	658
SFY 7/1/2019-6/30/2020	4,128	8.2%	1,678	609
Baseline 7/1/2018-6/30/2019	3,814	N/A	1,714	642

Source: Office of Apprenticeship

In the next fiscal year the commissioner will continue to build on the strategy of pursuing partnerships with national industry intermediaries and national companies with a Utah presence that have established registered apprenticeship programs in other states to expand their efforts in Utah. Some of these partners include the Healthcare Career Advancement Program (H-CAP), Society for Human Resource Management (SHRM), CVS Pharmacies and ICF who have all been awarded Department of Labor funding or contracts to expand nationally.

Fun Fact:

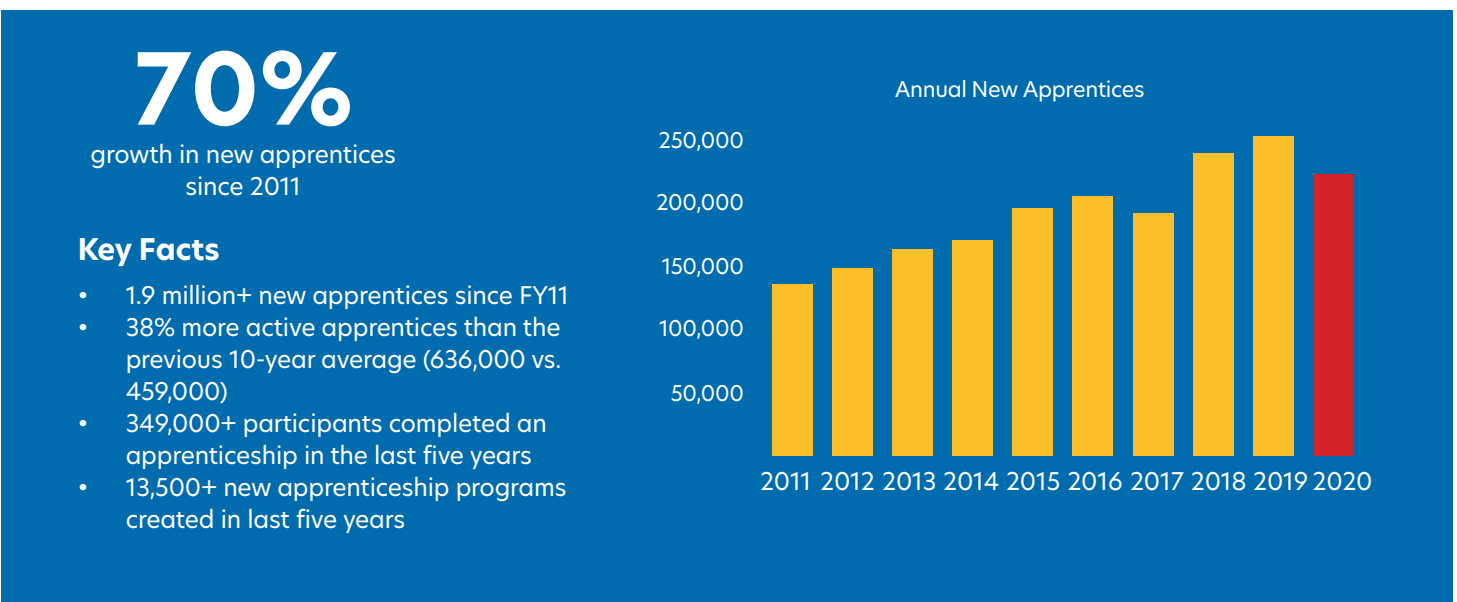


Mountain States Line Constructors' apprenticeship program, registered on January 31, 1966, is Utah's oldest and still active registered apprenticeship program!

APPRENTICESHIPS BY THE NUMBERS AND NATIONAL TRENDS

FEDERAL DATA SHOWS that apprenticeships are growing on the national stage. According to the U.S. Department of Labor, more than 221,000 individuals entered apprenticeships in **Federal Fiscal Year (FFY) 2020**, representing 70% growth since 2011, with more than 13,500 apprenticeship programs created during the preceding five-year period. The FFY time period runs October 1 - September 30.

Apprenticeship Continues to Demonstrate Strong Growth



Source: Office of Apprenticeship

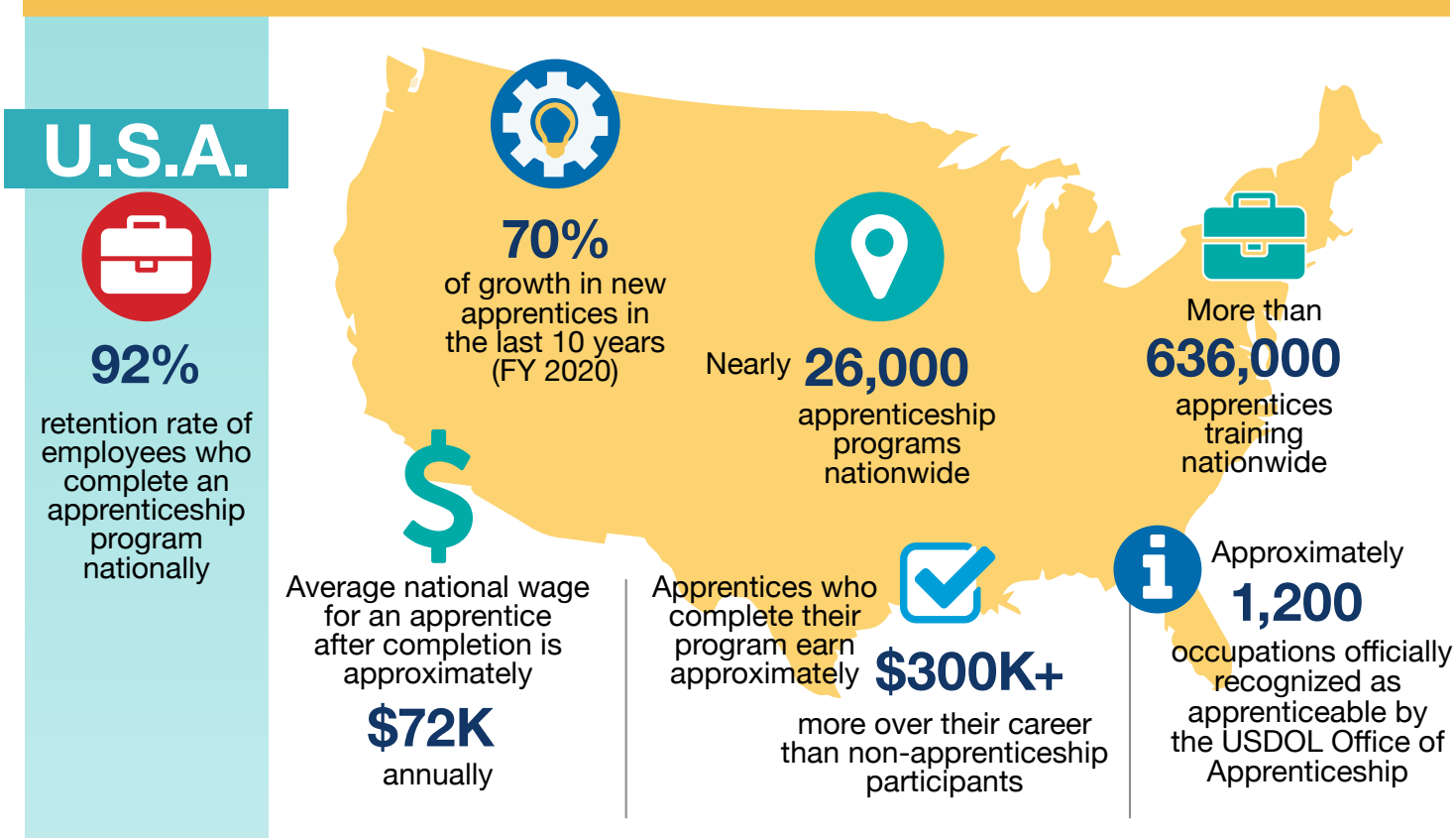
*The COVID-19 pandemic's effect on the national economy resulted in a 12% decline in the number of new apprentices in FFY 2020 compared to FFY 2019. Even with this decline, FFY 2020 numbers are the third-highest ever for the Registered Apprenticeship program.

Apprentice Participation

- More than 221,000 individuals nationwide entered the apprenticeship system
- There were over 636,000 apprentices in total obtaining the skills they need to succeed while earning the wages they need to build financial security
- 82,000 apprentices graduated from the apprenticeship system

Apprenticeship Sponsors

- There were nearly 26,000 registered apprenticeship programs active across the nation
- 3,143 new apprenticeship programs were established nationwide in FFY 2020, representing a 73% growth from 2009 levels



Source: Office of Apprenticeship

Utah Trends

Apprentice Participation

- More than 4,100 individuals entered the apprenticeship system
- 621 apprentices graduated from the apprenticeship system

Apprenticeship Sponsors

- There were nearly 240 registered apprenticeship programs active in Utah
- 29 new apprenticeship programs were developed

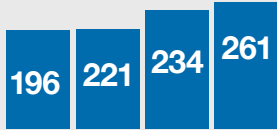
Year Over Trends (July 1 - June 30)

SFY	Total Programs	New Programs	Total Apprentices	New Apprentices	Completers
2021	261	29	4,221	1,668	658
2020	234	21	4,128	1,678	609
2019	221	10	3,814	1,714	642
2018	196	14	2,970	1,668	751
2017	182	8	3,005	1,585	447

Source: Office of Apprenticeship



Number of Apprenticeship Programs
State fiscal years 2018–2021



UTAH

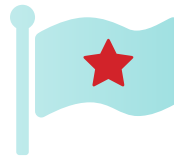
1,668
 new apprentices in 2021



Apprenticeship by Age



29
 new programs in 2021

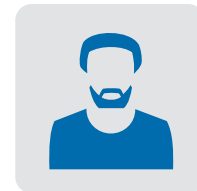


8%
 are veterans

Apprenticeship by Gender



3.2%
 female
 134



96.8%
 male
 4,087

Source: Office of Apprenticeship

State Fiscal Year (SFY) Data (July 1 - Jun 30)

Utah's federal Office of Apprenticeship registers all RAPs. In SFY 2021, there were a total of 261 apprenticeship sponsors registered with the Office of Apprenticeship, with 29 new programs developed. As reported by the Office of Apprenticeship, there were a total of 4,221 apprentices in RAPs with 1,668 new apprentices participating. Individual Apprenticeship Program Data gathered by Workforce Services can be found [here](#).

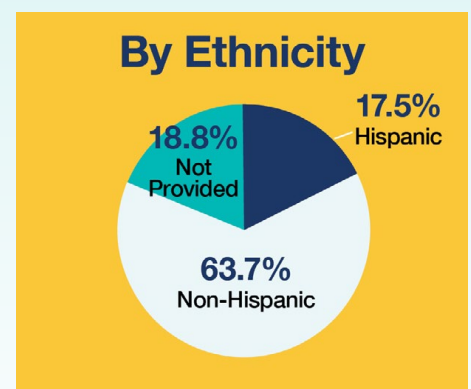
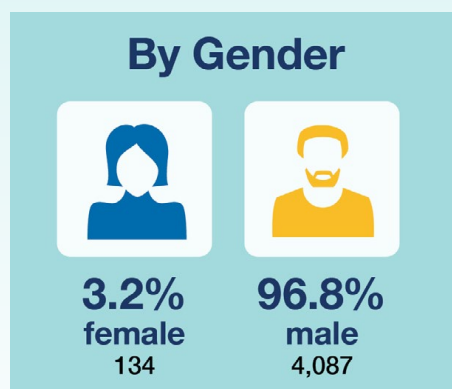
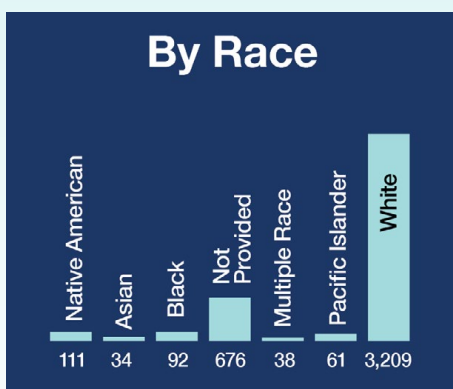
There were a total of **4,221** apprentices in RAPs with **1,668** new apprentices participating.

Registered Apprentices Demographics 7/1/20-6/30/21

In the U.S. during FFY 2020, 89 percent of new apprentices coming into federally registered programs were male, and of those who provided their race, 78 percent identified as white.

In Utah, there was a slight decrease in both female and veteran apprentices. Efforts will continue to connect community partners working with specialized populations with information regarding apprenticeship programs. As part of the upcoming education and outreach campaign, diverse images of apprentices will be used to help shape a diverse image and increase diversity of apprentices.

Apprenticeship Demographics in Utah



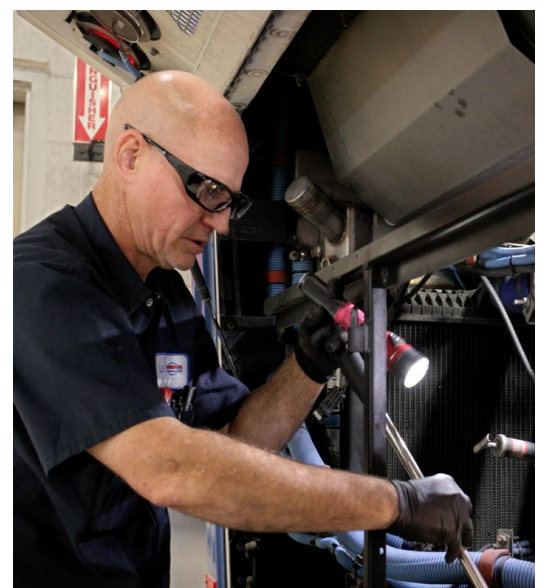
Source: Office of Apprenticeship

FUNDING UPDATE

THE DEPARTMENT OF LABOR Apprenticeship State Expansion grant provides funding for apprentices' educational and employment related expenses as well as on-the-job training reimbursements for employers. Additionally, individuals who are eligible and appropriate for WIOA or TANF funds are co-enrolled.

Workforce Services utilized internal funding to support the development of tools and resources to support apprenticeship expansion and a media outreach campaign to promote apprenticeships.

During the 2020 Utah Legislative Session HB 68 was approved to expand the pilot statewide but was then rescinded due to budget shortfalls related to the COVID-19 pandemic.



CHALLENGES

Registered Apprenticeship Program Development: There continues to be a debate regarding the value of registered apprenticeship programs versus non-registered apprenticeship programs. There are a number of benefits to having a program registered with the U.S. Department of Labor. One of these benefits has been the possible access to federal funding. In Utah, [HB 68](#) appropriated state funding for apprenticeship program development without the registration requirement. This has created a challenge in developing more registered apprenticeship programs. When occupations are bound by state licensing requirements, the value of the national Department of Labor certification is also questioned. However, local counties and municipalities have developed apprenticeship utilization policies for public works projects. These projects require that a certain percentage of employees for each occupation be registered apprentices. This increases the need for registered apprenticeship programs across all occupations, including those that are licensed. If employers do not meet the requirements there are fees or fines imposed which will ultimately be passed on to the taxpayers.

Data Reporting Requirements: [Utah Code 35A-6-105](#) requires the commissioner to report individual program level data on an annual basis. As the US Department of Labor, Office of Apprenticeship is the registering entity for apprenticeship programs, all programmatic data is submitted directly via the Registered Apprenticeship Partners Information Management Data System (RAPIDS). This system is not accessible by the commissioner. Therefore, the data shared with the commissioner and Workforce Services is at the discretion of the Department of Labor and data requests are provided in aggregate and not at an individual program level. To gather program level data an additional mechanism was required for apprenticeship sponsors to dublicately report the requested data. The commissioner reported the data that was voluntarily provided by the program sponsors which can be found [here](#). Many sponsors saw the value in completing the request, while others saw it as an undue burden. There is also no incentive nor disadvantage if sponsors do provide the data. This challenge has resulted in incomplete program data for this report.





RECOMMENDATIONS

Streamline reporting requirements and mechanisms. State labor, economic and education agencies should establish well-coordinated platforms for data-sharing, research and information to track pre-apprenticeship, youth apprenticeship and apprenticeship participants and outcomes across agencies. This will ensure that data is being captured in the same way, ensure accuracy and better inform policies.

Include apprenticeship pathways in statewide secondary and post-secondary education models to build credibility. Education entities need to include apprenticeships in stackable credential and CTE pathway models and outreach materials to build credibility for the value of apprenticeships as an avenue to connect pathways, obtain stackable credentials and lifelong learning. Coordinated outreach materials should reflect this and be shared with parents, learners, educators, incumbent workers, employers and the general public.

Align state initiatives to support the [National Apprenticeship Act of 2021 \(H.R. 447\)](#). The National Apprenticeship Act of 2021 invests nearly \$3.5 billion over five years to scale-up apprenticeship opportunities, streamline access to apprenticeships for workers and employers and expand apprenticeships into new in-demand industry sectors and occupations. The proposal's historic investments in workforce training would not only benefit workers and their families but would save American taxpayers an estimated \$10.6 billion in the form of increased tax revenues from higher worker pay and productivity and decreased spending on public assistance programs and unemployment insurance. Aligning state strategies now will allow us to springboard quickly upon its passing.

Develop equitable access to RAPs. Develop pre-apprenticeships to prepare at-risk youth and marginalized populations and provide wrap-around support to prepare them to successfully enter

into and complete an apprenticeship program. Continue to target messaging and strategic outreach initiatives to veterans, women, people of color, individuals with disabilities and those with criminal backgrounds.

Develop a system-wide approach for youth apprenticeships. Continue to build on the limited existing youth apprenticeships recently developed but also expand opportunities statewide to include rural communities. Continue the use of the youth apprenticeship self-assessment tool to identify state and local policy, programmatic and financial strengths and gaps.



APPENDIX

Employer Apprenticeship Playbook

<https://apprenticeship.utah.gov/galleries/pdfs/Utah-Reg.-Apprenticeship-Playbook-Complete-Kit.pdf>

Department of Labor Apprenticeship Occupations Finder

<https://www.apprenticeship.gov/apprenticeship-occupations>

Individual Apprenticeship Program data gathered by Workforce Services

https://docs.google.com/spreadsheets/d/1qZogZS4mbAkKLau_TyOZHP6dRXsyD-IFPMauYo7Zk5w/edit#gid=0

50-State Comparison: Statewide Apprenticeships

<https://www.ecs.org/50-state-comparison-statewide-apprenticeships/>

State Tax Credits and Tuition Support

<https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support/state-tax-credits-and-tuition-support>

ASE Grant Year Two Outcomes

Performance Outcomes Measures Year 2			
Measure	Year 2 Goal	Grant Total Goal	Year 2 Outcome
Total participants served	240	440	208
Total participants that are hired by an employer and enrolled in a Registered Apprenticeship Program	240	350	208
Total registered apprentices who complete an apprenticeship education/training program	60	180	0
Total participants who completed a Registered Apprenticeship Program and received a degree or credential	60	180	0
Total number of participants identified as unemployed, long-term unemployed, dislocated or incarcerated prior to enrollment who completed an apprenticeship program and maintain their employment status with a new employer	25	50	0
Total number of incumbent worker apprentices who complete an apprenticeship education/training program and advance into a new position	25	100	0
Average hourly wage of apprentices at enrollment into Registered Apprenticeship program	\$17.00	\$17.00	\$18.67
Average hourly wage of apprentices at completion of Registered Apprenticeship program	\$21.00	\$21.00	0
Total Number of new Registered Apprenticeship Programs (include any other programs developed as a result of RAP efforts)	15	30	25
Total Number of RAPs on ETPL (Baseline 41)	0	100	85



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