



APPRENTICESHIP UTAH

ANNUAL REPORT 2024



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CURRENT STATE OF APPRENTICESHIPS

APPRENTICESHIP HAS BEEN one of Utah's best-kept secrets in workforce development. This past year, apprenticeships have been utilized in more industries, with more occupations, and by more individuals than ever before. Whether it is in traditional occupations such as electrician, carpenter or plumber, or in new programs that serve the health care, tech, education and manufacturing industries, registered apprenticeship programs are gaining popularity and being used to grow a future workforce, uplift our communities and provide skills-based learning all over Utah.

Apprenticeship provides avenues to high-paying careers and utilizes an earn-while-you-learn model that makes attaining specialized skills training accessible for job seekers looking for career development. It also creates a firm connection between the apprentice and the employer which leads to much lower employee turnover and better long-term professional advancement. It is no wonder that industry sponsors who utilize apprenticeships continue to expand their programs and see success, hiring even during periods of low unemployment.

The U.S. Department of Labor - Office of Apprenticeship (USDOL-OA) promotes and oversees quality, accessible registered apprenticeship opportunities for workers seeking higher skilled, higher paying jobs and engages employers seeking to build a qualified workforce. With the support and collaboration with the Office of Apprenticeship, Utah is currently at an all-time high of active registered apprentices.

Utah has gained momentum for registered apprenticeships this year and has seen growth in participation across various industries. This year the state has seen innovative action regarding youth apprenticeship as well as a concerted effort to establish a state system of education partners to support new youth programs. All of these combined efforts are helping create an environment for apprenticeship that will make it a common practice in Utah and showcase its value as a tool for job seekers and employers alike.

Some of the key strategies used to create that environment will be outlined in this report.

Pre-Apprenticeship: The Department of Workforce Services utilized federal funding to support the creation of a pre-apprenticeship curriculum at Weber State University. The pre-apprenticeship program will cover academic remediation, professional skills and construction and building trades career exploration, while providing wraparound support services to remove barriers to enrollment and completion in both pre-apprenticeship and apprenticeship programs.



Apprenticeship programs have expanded to include a broad cross-section of sectors, including health care, IT, cybersecurity and more.



National Initiatives

Partnership to Advance Youth Apprenticeship (PAYA) and National Governors Association (NGA)

During participation in NGA's PAYA, Utah set out to define a governance structure to oversee youth apprenticeships statewide. The NGA core team worked with Utah's legislature to establish a study to define its state system design. This recommended design will assist the state in aligning efforts and supporting the development, scalability and sustainability of youth apprenticeships. The Utah core team agencies include Talent Ready Utah within Utah System of Higher Education (USHE), State Board of Education (USBE), the Department of Workforce Services and the Governor's Office of Economic Opportunity.

National Youth Apprenticeship Week:

Utah participated in the first national Youth Apprenticeship Week and hosted several events in support of the youth apprenticeship opportunities in the state. The Department of Labor's Office of Apprenticeship (OA) and Workforce Services apprenticeship navigators coordinated four events in Clearfield, Salt Lake City, Cedar City and St. George. At the Clearfield Job Corps event, employers with booths and demonstrations included Americom, Utah Electrical Training Alliance, Utah Sheet Metal Local #312, State Fire and more.



Students visit prospective employer booths at the Clearfield Job Corps Youth Apprenticeship Week Event in May 2024.

Youth Apprenticeship: The Utah State Board of Education (USBE) is taking steps to develop educational pathways and standards needed to offer youth apprenticeship as a specific course code to be utilized statewide.

The Partnership to Advance Youth Apprenticeship (PAYA) National Governors Association (NGA) Policy Academy has also helped convene a Utah group to conduct a barriers study for youth apprenticeship in the state that will help identify gaps and make policy recommendations to advance the use of these programs.

Legislation: During the 2023 legislative session, [HB 555](#) was enacted to accelerate the development of youth apprenticeships and address liability and workers' compensation coverages, enabling students to participate in youth apprenticeship programs. This legislation increased opportunities for employers to engage in youth apprenticeship initiatives while providing students valuable access to paid learning opportunities and on-the-job experiences. Allowing students to gain practical skills and knowledge while earning an income promotes a seamless transition from the classroom to the workforce.

The legislation also offers provisions for the Utah System of Higher Education (USHE) to become an apprenticeship intermediary sponsor.



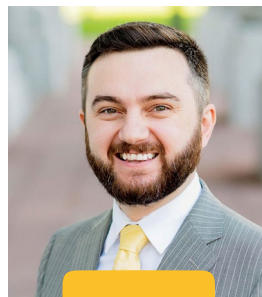
Youth Apprenticeship Week at Career Tech High School Event, May 2024.

As an intermediary USBE will help convene industry and education as another option for employers to create youth apprenticeships.

During the 2024 legislative session, [SB122](#) was passed to conduct a youth apprenticeship governance study. The study will examine framework and system design to make recommendations regarding ways to increase youth apprenticeship (YA) offerings, increase participation in YA programs and formalize roles to streamline the use of existing YA infrastructure.

Workforce Services Appoints New Commissioner of Apprenticeships

The Department of Workforce Services selected Scott Romney as the new Commissioner of Apprenticeship Programs. Romney is responsible for working with industry and education leadership to expand apprenticeship opportunities throughout the state. In his previous roles with the Utah Department of Transportation and the Governor's Office of Economic Opportunity, Romney engineered successful workforce programs for targeted industries and has helped place thousands of students into high-demand positions. Romney initiated the Talent Ready Apprenticeship Connection program with Stadler Rail to facilitate the creation of Utah's first Swiss model of apprenticeship. Romney has also managed grant funding for apprenticeship and career pathway programs in many of Utah's most valued industries, including aerospace manufacturing, aviation, diesel technology, medical innovation, construction and information technology.



**Scott Romney,
Commissioner of
Apprenticeship
Programs**

"Apprenticeship is a tool that helps both employee and employer, and can be the high tide raising all ships as we use it to support our state economy. I have seen the impact apprenticeship has on an individual's quality of life as well as a company's success and I am grateful for the opportunity to work with our partners to grow and expand apprenticeship in my home state. With Utah's consistent economic growth and ever-increasing demand for skilled employees, this work has never been more exciting."



KEY INITIATIVES AND STRATEGIES

OVERALL, THE FOCUS of the Commissioner of Apprenticeship Programs in Utah is to promote and educate the public about apprenticeship programs, youth apprenticeship and pre-apprenticeship programs offered in the state. This requires equal attention and engagement with the Office of Apprenticeship, job seekers, employers and education providers to communicate opportunities in existing programs as well as in creating new ones with the support of the Apprenticeship Utah Network.

The Apprenticeship Utah Network and its partners have taken significant steps to approach each of those audiences with innovative strategies that articulate a comprehensive state system of apprenticeship. Through these collaborative efforts, Utah is helping raise the profile of registered apprenticeships and creating programs that combine on-the-job learning with related classroom instruction.



SAEF Grant

With the Apprenticeship State Expansion (ASE) grant funding reaching the end of its grant period on June 30, 2023, Workforce Services recognized that to continue support for the Registered Apprenticeship Program (RAP) modernization and expansion it was imperative to further develop the appropriate infrastructure. To assist in these efforts, Workforce Services applied for and received funding under DOL's State Apprenticeship Expansion Formula (SAEF) grant. Through this grant opportunity, a five-year plan was developed that includes not only maintaining the existing strong partnership between the public workforce system and education systems, but also taking them to the next level by leveraging efforts and resources to support implementation of evidence-based, innovative strategies to create new RAPs, as well as improving the quality of current programs.

As part of that five-year plan, Workforce Services will utilize the SAEF funding within Workforce Services to further align the Apprenticeship Utah Network as the state's registered apprenticeship system to modernize and streamline RAP activity at a state and regional level. This will create a stronger alignment between the public workforce system and the K-12 and post-secondary education systems, which will build statewide capacity to increase the number

and the quality of RAPs. Workforce Services has also utilized this funding to hire additional staff to support continued RAP expansion and sustain growth long-term, ultimately strengthening the RAP system. The five-year plan outlines partners, roles and responsibilities along with measurable success indicators. It will be monitored, re-evaluated and realigned as needed on an annual basis.

The SAEF grant also provides support for a new teaching apprenticeship program with the USBE, pre-apprenticeship curriculum development with Weber State University and additional employer incentives to lower the barrier to entry for new companies to begin apprenticeships. In addition, to support many traditional occupations for apprentices, the grant funding will focus on expanding apprenticeships in the following industries:

- Education services
- Care economy
- Tech/cybersecurity
- Supply chain

Apprenticeship Navigator Positions Created

Through the federal funding provided by the State Apprenticeship Expansion Formula (SAEF) grant, Workforce Services hired two apprenticeship navigators with the responsibilities to facilitate employer engagement and coordinate the development of new registered apprenticeship programs. The navigators play a pivotal role in creating, expanding and fostering partnerships with employers, educational institutions and community organizations to establish apprenticeship opportunities. They work to promote and conduct outreach in both urban and rural communities and split responsibilities between the northern and southern regions of the state.

Meet Our Navigators



Abby Rowley (Southern region)

Abby Rowley serves the southern regions of Utah and has energized the current apprenticeship ecosystem in the area she serves. This includes building relationships with

existing registered apprenticeship programs, making new connections with employers and developing new programs. She has also conducted outreach to chambers of commerce, various economic development boards, county commissioners, industry-specific resources and education-related connections from K-12, higher education institutions and technical colleges. Throughout the year, Rowley made nearly 100 new connections with stakeholders to grow registered apprenticeships in Utah. She attended over 25 engagement events, supported the creation of three new registered apprenticeship programs and is actively engaged in adding several new sponsors to the state network.

René Meza (Northern region)

René Meza serves the northern region of Utah and brings with her a wealth of experience. René has been with Workforce Services

for 25 years and has a unique understanding of the various programs that support job seekers in our communities. René has been heavily engaged in the steady growth northern Utah has seen in registered apprenticeship programs. She has visited with companies that are current sponsors of apprenticeships to assist in expanding their programs as well as helping to support 32 new companies in various stages of registration for new apprenticeships.



Pre-Apprenticeship

Weber State University (WSU) pre-apprenticeship curriculum

As the capacity for youth apprenticeship grows in the state, there is also a need for innovative strategies such as pre-apprenticeships that lead to registered apprenticeships, which prepare youth to engage in Utah's workforce while they are still in high school. Initially, pre-apprenticeships will be implemented for high school youth to support a smooth transition to youth registered apprenticeship opportunities.

As a part of the SAEF grant funding, Workforce Services is working with Weber State University to advance registered apprenticeship as a post-secondary education career pathway and workforce development strategy through pre-apprenticeship development. WSU will develop a curriculum to integrate statewide registered apprenticeship strategies to meet the demand for new programs in traditional and non-traditional industries. This curriculum will then be utilized by various education partners to build capacity to significantly increase registered apprenticeship opportunities for all.

Youth Apprenticeship

The average entry age for new apprentices in the U.S. is currently about 30 years old. Utah is one of the youngest states in the nation, and is uniquely positioned to engage with young adults in high school while they are making career decisions. Apprenticeships offer youth a unique route to rewarding careers without the burden of excess student loan debt and with the benefit of a consistent and growing wage. Employers can see positive economic returns when they engage with youth apprenticeship and an increase in retention as youth are more likely to stay with their training employer.

As part of the NGA PAYA, the various Utah partner agencies have taken steps to collaborate on strategies to grow youth apprenticeship for learners between the ages of 16-24. The Utah State Board of Education is developing pathways and standards needed to offer youth apprenticeship as a specific course code to be utilized in school districts statewide. Having a course code that could be matched to any work process for a registered apprenticeship program would open the doors for current sponsors to engage in youth programs and attract new companies to begin new apprenticeships.



The PAYA state team in consultation with Talent Ready Utah (TRU) has also contracted with the UEPC to conduct a mixed-methods barrier study. The purpose of this study is to identify and analyze barriers to student, local education agency (LEA) and employer participation in youth apprenticeships across Utah. This study will explore the current landscape of K-12 and higher education opportunities supporting youth apprenticeships, assess the role of partnerships among USHE, USBE, Workforce Services and other stakeholders in facilitating apprenticeship pathways and evaluate the impact of existing policies, regulations and resources on the development and availability of youth apprenticeships that lead to certification or credentials. Additionally, the report will provide program and policy recommendations that aim to address identified barriers and promote the growth and accessibility of youth apprenticeships.

National Apprenticeship Week

Workforce Services and the Apprenticeship Utah Network held the second annual Apprenticeship Utah Summit at the University of Utah. The summit's theme was "Innovate, Collaborate, Elevate," and had over 180 attendees.

Features included:

- Collaboration and trainings with state industry intermediaries
- Panel on expanding the candidate pool through youth apprenticeships and engaging with high school learners
- Keynote speaker Jay Fox, Executive Director of the Utah Transit Authority, focused on utilizing "Registered Apprenticeships to Meet Your Workforce Needs"
- Annual Apprenticeship Awards
- Apprenticeship Job Fair (38 exhibitors)



Apprenticeship Utah Summit 2023



Gov. Spencer Cox declared Nov. 13-19, 2023 National Apprenticeship Week in Utah.



Apprenticeship job fair

Apprenticeship Award Recipients



Outstanding Registered Apprenticeship Sponsor

UTAH ELECTRICAL TRAINING ALLIANCE

Utah Electrical Apprentice Training Alliance is part of the International Brotherhood of Electrical Workers and the National Electrical Contractors Association. The Utah Electrical Training Alliance has grown over the years and has a great retention and graduation rate for apprentices. With a well-rounded education in the electrical trade, their success can be attributed to their adaptability to make updates as new information becomes available. Their staff participates in ongoing education and training that they then pass on to their students. Additionally, those who have gone through the program have excelled in the workforce and thrived in the electrical community.



Outstanding Registered Apprenticeship Sponsor

UTAH MANUFACTURERS ASSOCIATION

Since 1905, the Utah Manufacturers Association (UMA) has been a leading advocate for Utah's manufacturing community, representing over 1,200 companies. Recognizing the unique challenges each company faces, UMA serves as a powerful voice for the industry. Through legislative representation, networking events, member insurance benefits and free safety training, UMA fosters a collaborative environment where industry leaders address relevant issues.



Outstanding Registered Apprenticeship Employer

DEVPIPELINE

DevPipeline's apprenticeship program cultivates and launches developers into successful tech careers. The program stands out for its exceptional training, fostering a supportive work environment and providing apprentices with the knowledge and experience crucial for employment.





Registered Apprenticeship Champion

WESTERN ELECTRICAL CONTRACTORS ASSOCIATION (WECA)

WECA is a dedicated force in serving licensed electrical contractors and the industry for over ninety years. Since 1993, WECA has operated Registered Apprenticeship programs and recently expanded its reach to three states. With approximately 300 contractor members and over 1,100 registered apprentices, WECA has a strong legacy of graduating over 1,750 apprentices. These graduates undergo comprehensive training that assesses skills such as leadership, communication and conflict resolution.



Registered Apprenticeship Champion

SANDRA HEMMERT

As she is often called by her colleagues, Sandra is the Granite School District Career and Technical Education Czar! Sandi is dedicated to empowering youth by providing them with valuable opportunities for their future. She developed industry relationships to offer hands-on experiences and created pathways through job shadows, internships and apprenticeships. Sandi ensures these opportunities are a good fit for all involved while providing resources and support.



Outstanding Registered Apprentice

JACOB DUNYON

Jacob's life has presented many challenges. His mom worked two jobs to provide for him and his sister. After high school, Jacob started in rain gutter and residential electrical work. Through this work he discovered his passion for the trades. As a second-year apprentice, he is now working on the construction of a new hospital in Logan by wiring, running conduit racks and laying out home runs and branch circuits. In addition, he has embraced a leadership role, assisting new apprentices, coordinating with other trade foremen and maintaining hands-on work.

A statement made by Jacob: "When the guys at the bottom (apprentices) have the ability to step up and lead those around them for the benefit of the team, everyone wins, everyone learns and everything gets done safely, on time and is done right the first time."



Apprenticeship by the Numbers

Current Registered Apprenticeship Program Summary

Active apprentices in registered programs				
State Fiscal Year	Total Active Apprentices	% Increase of Total Active Apprentices from Baseline	Total New Apprentices	Total Apprentice Completers
2024	4,731	24%	2,289	722
2023	4,166	9.2%	1,931	841
2022	4,472	17.3%	2,068	752
2021	4,221	10.7%	1,668	658
2020	4,128	8.2%	1,678	609
Baseline 2019	3,814	NA	1,714	642

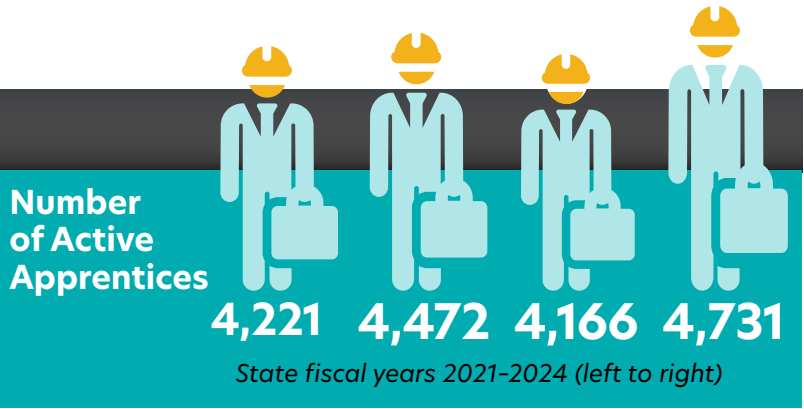
Source: Office of Apprenticeship

Utah’s federal Office of Apprenticeship registers all registered apprenticeship programs. In SFY 24, there were a total of 287 apprenticeship sponsors registered with the Office of Apprenticeship, with 20 new programs developed. A revision to the sponsor list was made to remove any programs that have gone two years without any new apprentices. This revision was made to engage with sponsors to track and support active apprentices. As reported by the Office of Apprenticeship, there were a total of 4,731 apprentices in registered apprenticeship programs with 2,289 new apprentices participating.

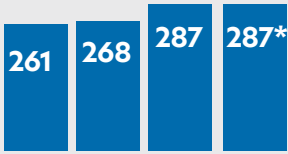


Registered Apprentices Demographics

July 1, 2023 - June 30, 2024



Number of Apprenticeship Programs
State fiscal years 2021-2024

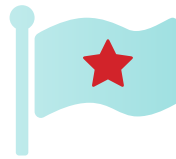


*Total number of apprenticeship programs, after removing programs that have been inactive for at least two years.

Apprenticeship by Age



20
new programs in 2024

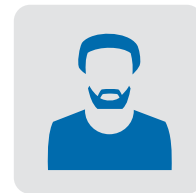


6.3%
are veterans

Apprenticeship by Gender



5.9%
female
278



92%
male
4,351

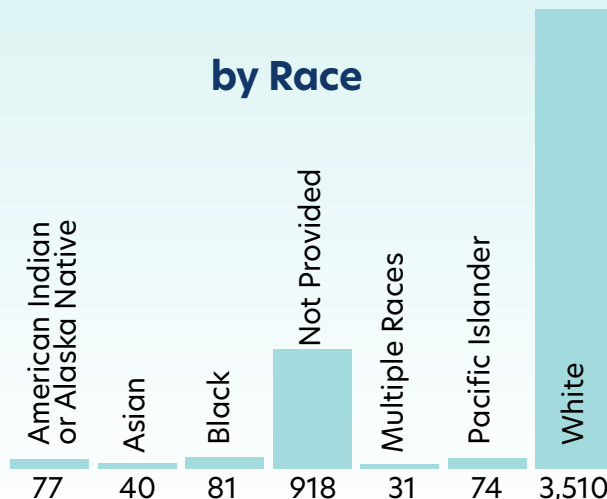
2.1% preferred not to answer

UTAH

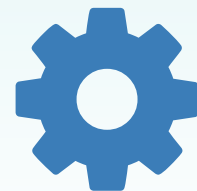
2,289
new apprentices
in 2024



by Race



722
individuals
completed their
apprenticeship



REGISTERED APPRENTICESHIP PROGRAMS

Registered Apprenticeship Programs

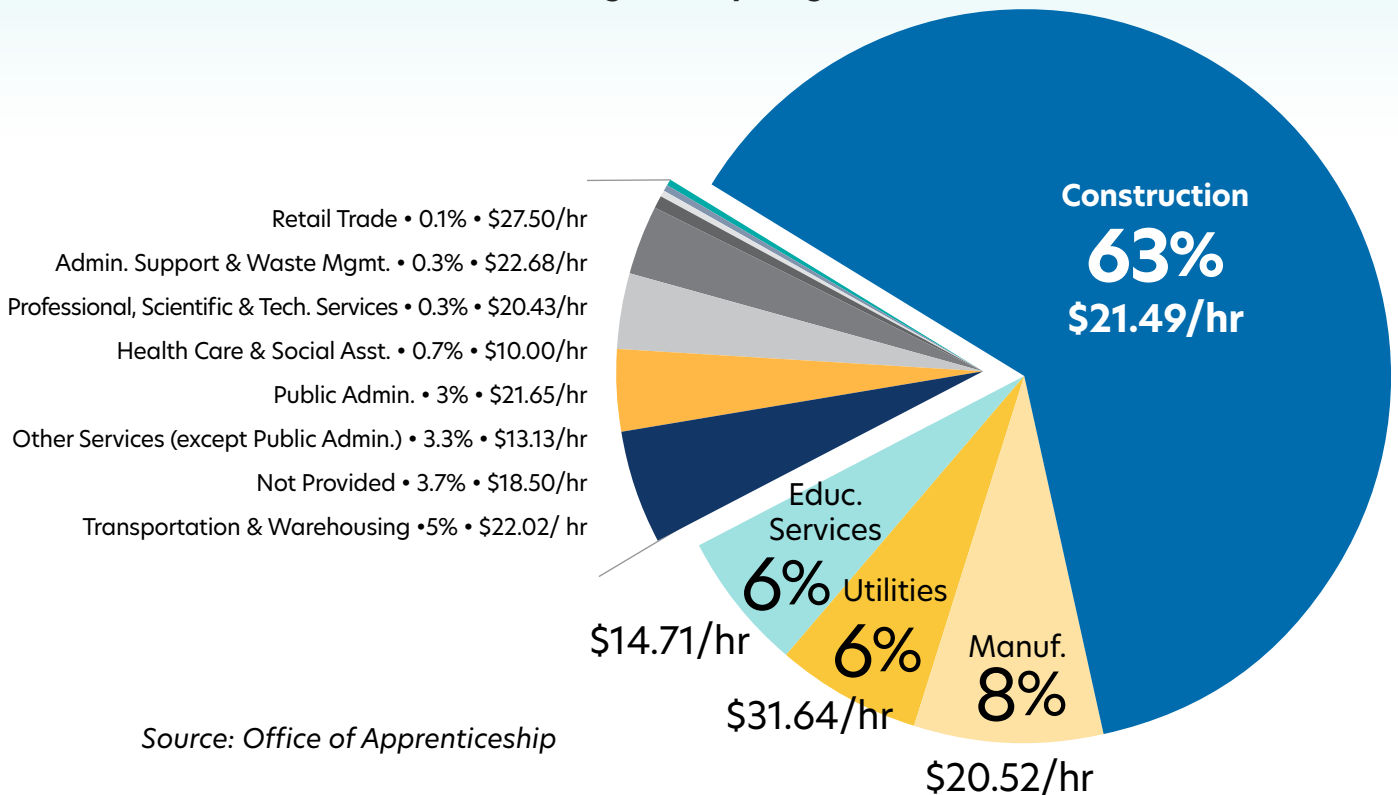
State Fiscal Year	Total Active Programs	Total New Programs
2024	287*	20
2023	287	26
2022	268	18
2021	261	29
2020	234	21
Baseline 2019	221	10



Source: Office of Apprenticeship

*Total number of apprenticeship programs after removing programs that have been inactive for at least two years

Percentage of Utah Apprentices by Industry Average Hourly Wages



Source: Office of Apprenticeship

Current Registered Apprenticeship Program Summary

# of Programs	# of Apprentices	Completion Rate	State Funding
287	4,731	32%*	\$1,017,427.23**

Source: Office of Apprenticeship

*Annual completion rate may fluctuate greatly depending on the length of the program, when the apprentice began and the year it should be completed. Programs are one to six years in length.

** This represents state funds spent by Workforce Services SAEA (See chart on page 16) and funding reported by apprenticeship sponsors who received Talent Ready Connections grant funding. Please note that not all sponsors reported.

STATE FUNDING UPDATE

Apprenticeship State Expansion (ASE) grant funding used for apprentices' educational and employment-related expenses as well as on-the-job training reimbursements for employers ended June 30, 2023. Workforce Services was awarded two State Apprenticeship Expansion Formula (SAEF) grants and continues to serve ASE participants who have not completed their apprenticeship. This federal grant is being utilized to implement USBE's teaching apprenticeship program, the WSU pre-apprenticeship curriculum and additional employer incentives when registering new programs.

Workforce Services has used the Unemployment Insurance Special Administrative Expense (SAEA) account to support the development of tools and resources to support apprenticeship expansion, awareness and outreach campaigns.

Talent Ready Utah received \$2 million in one-time funding for Talent Ready Connection (TRC) grants in which one of the allowable uses is to support the development and expansion of both registered and non-registered apprenticeship programs. TRC grant funds were used to support five apprenticeship programs with a total allocation of \$597,427.23.



"Every child deserves a high-quality, dynamic professional educator in every classroom. The registered apprenticeship program for teachers is the perfect way to reduce barriers for passionate individuals to demonstrate their competency while working in schools to become a professional teacher."

—Molly Hart, Board Vice Chair at Utah State Board of Education

Program	Funding Source	Total Spent
Talent Ready Connections (TRC)	State Legislative Appropriation	\$597,427.23*
Special Administrative Expense Account (SAEA)	Workforce Services	\$450,000.00
Apprenticeship Programs with Utah's Technical/Community Colleges and Universities	Annual Budget Appropriations	Reported within Education Institution Reports

**Indicates portion of TRC grant funding specifically used to support apprenticeship programs*

GOALS AND RECOMMENDATIONS

Utah will continue to implement the goals of the Department of Labor’s State Apprenticeship Expansion Formula (SAEF) grants. The five-year state plan includes not only maintaining the existing partnership between the public workforce system and education systems, but also leveraging efforts and resources to support the implementation of evidence-based, innovative strategies designed to create high-quality registered apprenticeships.

Overarching goals include:

Goal 1: Increase registered apprenticeship utilization among employers

Goal 2: Expand access to registered apprenticeship opportunities for all, including underserved communities (including rural)

Goal 3: Develop infrastructure to effectively support long-term growth

Goal 4: Modernize data tracking, reporting, system integration and utilization

Utah will also continue the coordination of state agency efforts outlined by participation in the National Governors Association Youth Apprenticeship Policy Academy.



The goals of the state team are to:

Goal 1: Reduce logistical, regulatory and financial barriers to employer participation

Goal 2: Leverage existing resources and identify new resources for youth apprenticeship program development, growth and sustainability

Goal 3: Use data to inform program development, implementation and accountability for continuous improvement in outcomes for students and employers

Goal 4: Solidify a statewide governance structure for youth apprenticeship

To accomplish the goals of these collaborative state efforts, it is a focus to support:

1. The utilization and expansion of Registered Apprenticeship Programs into new industry clusters such as education services, care economy, tech/cybersecurity, supply chain and other non-traditional occupations
2. Efforts at K-12 and post-secondary institutions to implement youth apprenticeship and pre-apprenticeship programs and help facilitate support from current and new industry apprenticeship sponsors
3. The completion of the Utah Education Policy Center mixed-methods barrier study and the development of new recommendations for state strategies based on the findings.



Success Story: RAM Aviation Space and Defense (ASD)

RAM Aviation Space and Defense's apprenticeship program is newly registered with the Department of Labor as of May, 2024. They are dedicating their first cohort of 11 apprentices to upskilling their incumbent workers, both youth and adult apprentices, to address workforce needs in machining for aviation, space and defense applications. These apprentices began careers in entry-level positions at RAM ASD, and now have the opportunity to become CNC machinists through the three-year program, 6,000 hours of on-the-job training and 432 hours of related instruction. RAM ASD is utilizing ToolingU, a flexible online training for machinists, while having in-house instructors and mentors available to support the learning environment and enrich the apprentice experience. Workforce Services has supported this program with the apprenticeship grant, covering the apprentice's tuition and tools necessary for their occupation as well as on-the-job training reimbursement for RAM ASD.

"First off, without Abby (Workforce Services' Apprenticeship Navigator) and Pat (DOL Office of Apprenticeship State Director), this process would have been even more difficult! Their help and dedication throughout the entire process was amazing! We are still working together on expanding this project as well. As a Journeyman who graduated from an apprenticeship program, I know how much of an impact it can have on a career. RAM ASD is so excited to help impact our existing employees and our future employees with skills and knowledge to push machining in southern Utah to the next level."

*—Brad Davis, Machining Shop
Manager at RAM ASD*



Teacher Apprenticeship at USBE

The Utah State Board of Education completed registration of the Utah Registered Apprenticeship Program for teachers in partnership with the U.S. Department of Labor and Workforce Services. This milestone marks a significant advancement in teacher preparation pathways within Utah. The new program is especially aimed at enhancing opportunities for individuals without a bachelor's degree to enter the teaching profession. This includes our existing teacher's aides, paraeducators and substitute teachers who are already working in our schools and are interested in furthering their careers in teaching.

The registered apprenticeship program for teachers is part of Utah's broader strategy to expand pathways into K-12 teaching. Promoted by [H.B. 208](#) in the 2024 General Session, the program will begin enrollment this upcoming school year, offering aspiring educators structured on-the-job learning to demonstrate essential competencies and prepare for a successful career in teaching through apprenticeships.

