



ANNUAL REPORT 2025



October 1, 2025



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INTRODUCTION

Utah's apprenticeship programs are growing through targeted strategies, strong public-private partnerships and statewide initiatives that expand access to high-quality career pathways. In fiscal year 2025, Utah demonstrated its commitment to developing a skilled workforce through registered apprenticeships, youth apprenticeships and innovative program models.

The state now has a record number of active apprenticeship programs, apprentices and occupations. There has been a 4.4% year-over-year increase in active apprentices, with significant growth from youth apprentices ages 18-24. Additionally, 53 new programs were added to the state network and employers are now offering 23 new occupations.

The Commissioner of Apprenticeship Programs continues to emphasize outreach and education for employers, job seekers and education partners. The Apprenticeship Utah Network plays a central role in this effort by developing a comprehensive state system that integrates on-the-job training with classroom learning.

Notable apprenticeship activities this year include:

- Deputy Secretary Keith Sonderling and Gov. Spencer Cox praised Utah's apprenticeship model during a visit to the Utah Electrical Training Alliance. The event spotlighted skilled trades and Utah's \$65 million investment in career and technical education.
- A delegation led by Austrian Ambassador Petra Schneebauer formalized a partnership to strengthen Utah's youth apprenticeships through shared best practices and new programs, such as a student exchange and a ski lift technician apprenticeship.
- A new initiative, the Utah Registered Apprenticeship Program for Teachers (U-RAPT), allows aspiring teachers to gain classroom experience while pursuing their degrees. Aimed at addressing teacher shortages, the program offers paid, structured pathways in collaboration with higher education institutions and K-12 districts.
- Talent Ready Utah and the Utah System of Higher Education (USHE) commissioned a study to evaluate the challenges and opportunities within Utah's youth apprenticeship system.

Utah continues to advance innovative apprenticeship models that respond to workforce needs, bridge education gaps and prepare students for meaningful, well-paying careers. With strong leadership, strategic investments and international collaboration, the state is building a future-ready workforce while serving as a national model for apprenticeship expansion.



In 2025, there was a 4.4% year-over-year increase in apprentices with significant growth from the 18-24 age group.



SNAPSHOT OF UTAH APPRENTICESHIP



Total Program Registrations

298



Total Active Apprentices

4,940



Fiscal Year 2025

51

New programs



23

New occupations



2,358

New apprentices



999

Apprenticeship programs completed



KEY INITIATIVES AND STRATEGIES

The primary goal of Utah's Commissioner of Apprenticeship Programs is to increase awareness and participation in the state's apprenticeship, youth apprenticeship and pre-apprenticeship opportunities. Supported by the Apprenticeship Utah Network, the Commissioner engages with job seekers, employers and educational institutions to highlight existing pathways and develop new programs.

Together, these partners are building a cohesive statewide apprenticeship system that integrates hands-on work experience with classroom instruction. This approach elevates the visibility and value of registered apprenticeship programs across Utah.

STRATEGIC FOCUS AREAS

State Apprenticeship Expansion Formula Grant

Utah's Workforce Services has developed a five-year plan to sustain and grow Registered Apprenticeship Programs (RAPs). Funded by the Department of Labor's State Apprenticeship Expansion Formula (SAEF) grant, the plan focuses on strengthening partnerships between the public workforce and education systems, implementing innovative strategies and improving the quantity and quality of RAPs.

The SAEF funding also supports new projects like the U-RAPT teaching apprenticeship with the Utah State Board of Education, pre-apprenticeship curriculum development at Weber State University, and employer incentives. Priority industries for this expansion include education, the care economy, tech and cybersecurity, and the supply chain.



Apprenticeship matters because it gives people the chance to break free from limits, build skills on their own terms and create better futures—not just for themselves, but for their whole communities.



USBE Teacher Apprenticeship

The Utah State Board of Education has launched a groundbreaking initiative, the Utah Registered Apprenticeship Program for Teachers (U-RAPT), designed to develop future educators more quickly while addressing the state's ongoing teacher shortage.

Traditionally, aspiring teachers complete a four-year university program followed by a brief student teaching experience. U-RAPT transforms this model by allowing college students to begin working in classrooms much earlier, extending their hands-on training from a few weeks to one to three years. Apprentices are paired with experienced mentor teachers, gaining real-world classroom experience and comprehensive support as they build their skills.

The program is a collaborative effort between the State Board of Education, the Department of Workforce Services, Utah colleges and local school districts. Partners include the University of Utah, Weber State University, Salt Lake Community College and districts such as Ogden and Alpine. The program launched with an initial group of 32 apprentices in nine school districts and plans to add new cohorts each quarter, with the goal of training 75 new educators in the first year.

This program fills a critical training gap and opens new, funded pathways into the teaching profession—especially for individuals who may have previously faced financial or educational barriers. U-RAPT is expected to make a significant impact by preparing teachers more effectively and helping to stabilize Utah's education workforce.



SIGNATURE EVENTS AND PARTNERSHIPS

U.S. Deputy Labor Secretary Keith Sonderling

During a visit to the Utah Electrical Training Alliance in West Jordan, Governor Spencer Cox and U.S. Deputy Labor Secretary Keith Sonderling highlighted the importance of apprenticeships for meeting workforce demands. After participating in a hands-on training exercise, Gov. Cox emphasized the value of skilled trades and called for an end to the stigma surrounding non-college career paths. Secretary Sonderling, representing the Trump administration's national apprenticeship initiative, praised Utah's successful model and said he plans to use it as an example for other states.

Governor Cox reaffirmed his commitment to expanding career pathways beyond traditional four-year degrees. He pointed to the state's \$65 million investment in career and technical education—including the development of "catalyst centers" for K-12 students—and stressed the need for continued legislative support. Both officials agreed that due to the rising demand for electricians and other skilled trades, promoting apprenticeships is vital to the nation's economic future.



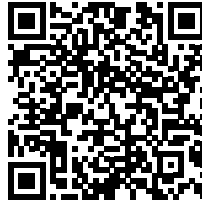
Austrian Delegation Activities

In November 2024, Austrian Ambassador Petra Schneebauer led a delegation to Utah to strengthen economic and educational ties. The visit culminated Nov. 18 with the signing of a Memorandum of Understanding at the Utah State Capitol, which formalizes a partnership to expand the state's youth apprenticeship programs. The agreement establishes a framework for sharing best practices among businesses, educators and government agencies.

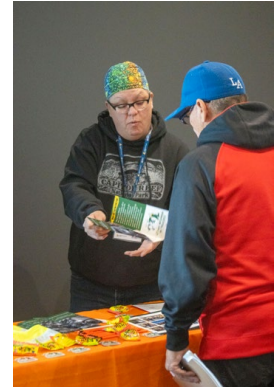
A key outcome is a new student exchange and ski lift technician apprenticeship, developed with Salt Lake Community College, Salt Lake School District and Ski Utah. This program will allow students from Utah and Austria to experience each other's training systems and work environments.

Officials emphasized the partnership's significance, citing Austria's globally respected apprenticeship model. Ambassador Schneebauer praised the agreement as a meaningful step toward shared workforce development goals, while Talent Ready Utah described it as "monumental" for enhancing Utah's workforce strategies.





National Apprenticeship Week



To commemorate the 10th anniversary of National Apprenticeship Week, Governor Spencer Cox declared November as Utah Apprenticeship Month. As a key part of the celebration, the Utah Department of Workforce Services hosted an Apprenticeship Summit and Job Fair on Nov. 19, 2024, at the Salt Mine Productive Workspace in Sandy.

The event featured a special delegation from Austria, highlighting the recently signed Memorandum of Understanding on apprenticeship cooperation between the two partners. Austrian Ambassador Her Excellency Dr. Petra Schneebeauer delivered the keynote address, and members of her delegation participated in a roundtable discussion led by Jimmy McDonough of Talent Ready Utah.

Throughout the summit, expert panels explored key topics:

- The benefits and long-term impacts of apprenticeships
- Strategies for expansion
- The importance of youth-focused apprenticeship pathways



The event also included the Apprenticeship Utah Awards, honoring outstanding contributions to registered apprenticeship programs:

The day concluded with a well-attended apprenticeship job fair, where over 130 job seekers explored apprenticeship-based career opportunities, reinforcing the state’s commitment to growing a skilled workforce through practical, hands-on training.

Additional job fair events were hosted during the week at both Southern Utah University and Utah State University - Eastern.



Southern Utah University-BASIC Program
OUTSTANDING SPONSOR

Intermountain Health
OUTSTANDING EMPLOYER

Brad Davis (RAM Aviation, Space & Defense)
PROGRAM CHAMPION

Davina Bear (Utah Electrical Training Alliance)
OUTSTANDING APPRENTICE

Pat Miller (U.S. Department of Labor)
LIFETIME ACHIEVEMENT AWARD



National Apprenticeship Day

National Apprenticeship Week has moved from November to April and will now be held in the spring each year. To celebrate this change, the Utah Department of Workforce Services hosted an Apprenticeship Job Fair on April 30, 2025, at the Karen Gail Miller Conference Center at Salt Lake Community College in Sandy.

The job fair connected over 180 job seekers with employers and provided information on a wide range of apprenticeship opportunities in Utah. Attendees also had the chance to use virtual reality programs to experience a “day in the life” of an apprentice in dozens of different occupations.

The successful event highlighted the growing importance of apprenticeships in building a strong, skilled workforce across Utah’s diverse industries.



KEY INITIATIVES AND INNOVATION

NGA Policy Academy

The [National Governors Association Center for Best Practices](#) (NGA Center) selected six states—Alabama, Colorado, Indiana, Kansas, North Carolina and Utah—to participate in a yearlong initiative to advance their youth apprenticeship policies. Each state formed a team led by the Governor's office, including stakeholders from workforce development, education and related sectors.



Throughout the year, each state's team made progress tailored to its unique needs. While approaches differed, common goals included defining youth apprenticeship, building infrastructure, aligning programs with existing systems and engaging key stakeholders.

For example, focusing on the need to clarify partner roles, the Utah team dedicated its efforts to advancing Senate Bill 122. Signed into law by Governor Spencer Cox in March 2024, the bill appoints key stakeholders to develop a statewide framework for expanding youth apprenticeships. The legislation also aims to align educational offerings—such as career and technical education and concurrent enrollment—with apprenticeship opportunities.

The initiative concluded with a final summit in August 2024 in Raleigh, North Carolina. At the event, North Carolina Governor Roy Cooper shared his vision for youth apprenticeship and his strategies for scaling programs and expanding access.

Utah was one of six states selected to participate in a yearlong initiative to advance youth apprenticeship policies.





Youth Apprenticeship Study

From October 2024 to April 2025, the Utah Education Policy Center conducted a comprehensive study commissioned by Talent Ready Utah and the Utah System of Higher Education. Responding to a mandate from Senate Bill 122 (2024), the study aimed to evaluate and improve Utah’s youth apprenticeship programs. The focus was on identifying opportunities for better alignment and collaboration among key partners, including Talent Ready Utah, the Department of Workforce Services, the Utah State Board of Education (USBE), and the Governor’s Office.

The study found that while current apprenticeship efforts show promise, they are sometimes hindered by an unclear understanding of roles and responsibilities among the different agencies. This can create gaps in coordination. The report also identified logistical, regulatory and funding challenges that affect the recruitment and retention of youth apprentices.

To address these issues, the study recommends several strategies. Collaboration could be significantly enhanced by clearly defining each partner’s role and making better use of shared infrastructure. Leveraging existing high school and college programs with strong employer partnerships is also critical for expansion. Finally, establishing standardized metrics to evaluate success and considering dedicated state funding for apprenticeship coordinators could improve the scalability and impact of programs statewide.

The study provides actionable recommendations to optimize Utah’s youth apprenticeship system. By improving interagency collaboration, addressing barriers, and expanding high-quality pathways, these insights will help policymakers advance Utah’s workforce goals and build sustainable programs that prepare students for meaningful careers.

APPRENTICESHIP BY THE NUMBERS


Current Registered Apprenticeship Program Summary
Active Apprentices in Registered Programs

Fiscal Year	Total Active Apprentices	Total New Apprentices	Total Apprentice Completers
SFY 7/1/24-6/30/2025	4,940	2,358	999
SFY 7/1/23-6/30/2024	4,731	2,289	722
SFY 7/1/22-6/30/2023	4,166	1,931	841
SFY 7/1/2021-6/30/2022	4,472	2,068	752
SFY 7/1/2020-6/30/2021	4,221	1,668	658
SFY 7/1/2019-6/30/2020	4,128	1,678	609
Baseline 7/1/2018-6/30/2019	3,814	1,714	642

In Utah, the U. S. Department of Labor federal Office of Apprenticeship registers all registered apprenticeship programs. In SFY 25, there were a total of 298 apprenticeship sponsors registered with the Office of Apprenticeship, with 51 new programs developed. An ongoing revision to the sponsor list is made to remove any programs that have gone two years without any new apprentices. This revision is made to ensure that we are accurately able to engage with sponsors to track and support active apprentices. As reported by the Office of Apprenticeship, there were a total of 4,940 apprentices in registered apprenticeship programs with 2,358 new apprentices participating.

Registered Apprenticeship Programs

Fiscal Year	Total Active Programs	Total New Programs
SFY 7/1/24-6/30/2025	298*	51
SFY 7/1/23-6/30/2024	287*	20
SFY 7/1/22-6/30/2023	287	26
SFY 7/1/21-6/30/22	268	18
SFY 7/1/2020-6/30/2021	261	29
SFY 7/1/2019-6/30/2020	234	21
Baseline 7/1/2018-6/30/2019	221	10



Source: Office of Apprenticeship

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

Apprentices by Age Cohort

Active at end of program (Age 16-24)	2,272
Active at end of program (Age 25-34)	1,782
Active at end of program (Age 35+)	884

Source: Office of Apprenticeship

There were a total of 298 apprenticeship sponsors registered with 51 new programs developed in SFY 25.

Current Registered Apprenticeship Program Summary

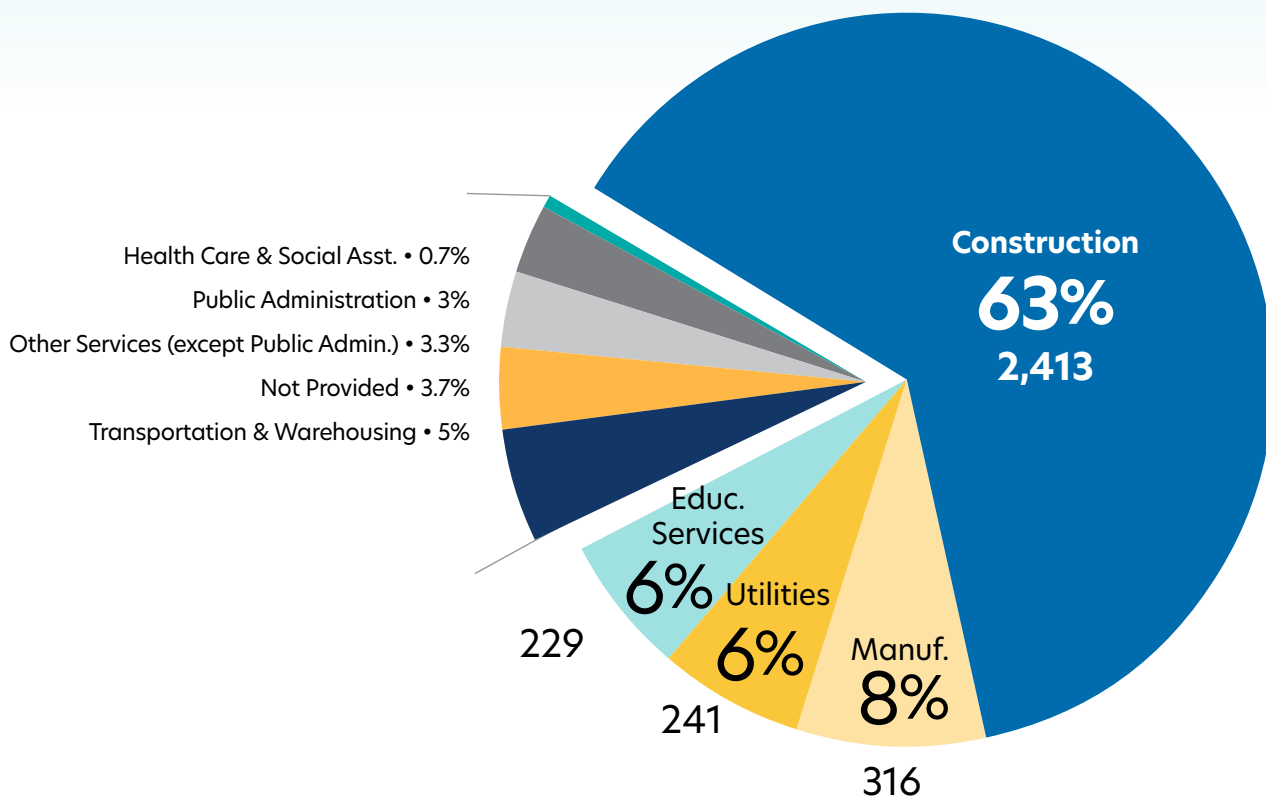
Number of Programs	Number of Apprentices	Completion Rate
298	4,940	42.36%*

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.

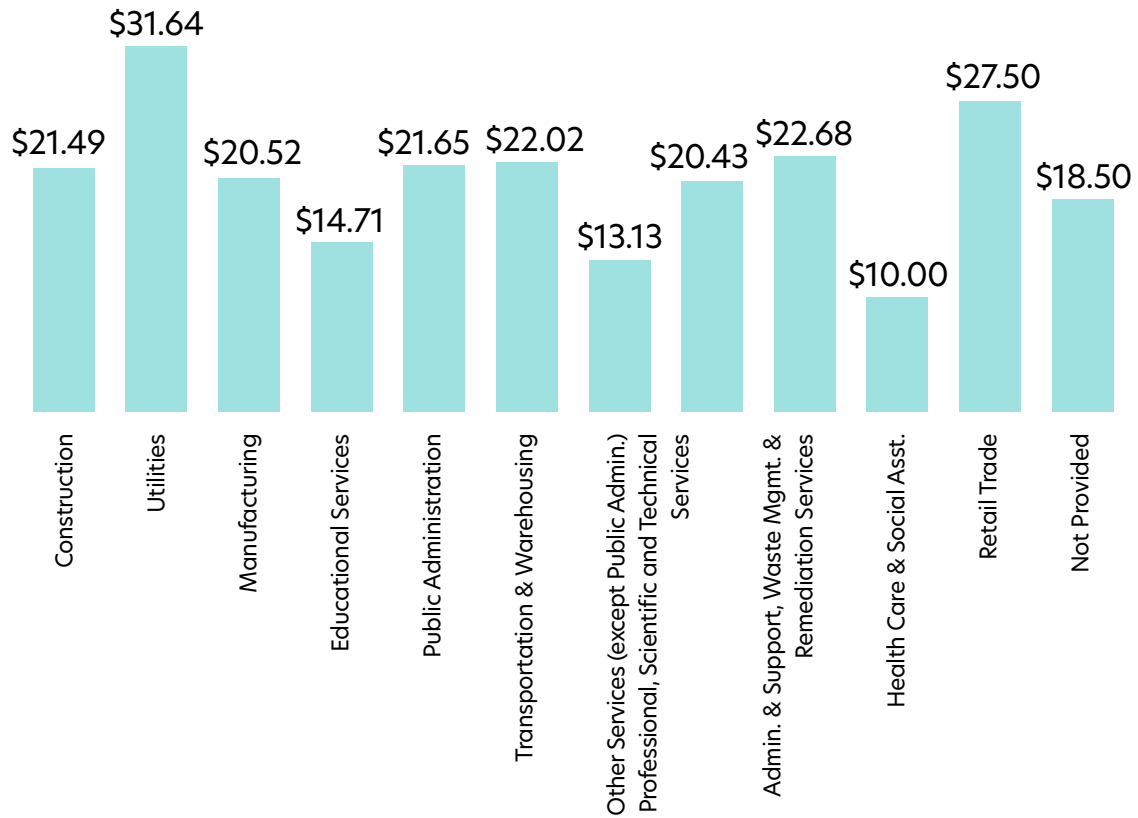


Number of Apprentices by Industry



Source: Office of Apprenticeship

Average Hourly Wages for Apprentices in Utah by Industry



State Funding Update

State Apprenticeship Expansion Formula (SAEF) Grants

Workforce Services allocates funds from two State Apprenticeship Expansion Formula (SAEF) grants provided by the U.S. Department of Labor. These federal grants support a range of activities, including:

- Financial aid for businesses to provide on-the-job training.
- Tuition reimbursement for apprentices.
- Funding for USBE's teaching apprenticeship program and Weber State University's pre-apprenticeship curriculum.
- Incentives for employers who register new apprenticeship programs.

Special Administrative Expense Account (SAEA)

The department has also used funds from the Unemployment Insurance Special Administrative Expense (SAEA) account to create tools, resources, and outreach campaigns that promote apprenticeship expansion.

Talent Ready Connection (TRC) Grants

Additionally, Talent Ready Utah received \$2 million in one-time funding for its Talent Ready Connection (TRC) grants. A primary use for these grants is to support the development and expansion of both registered and non-registered apprenticeship programs. So far, TRC grant funds have been used to support five programs.

Program	Funding Source	Total Spent
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

Overarching goals include:

Goal 1: Increase registered apprenticeship utilization among employers

Goal 2: Increase public and employer awareness of the benefits and impact of apprenticeship as a tool of workforce development

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

To accomplish the goals of these collaborative state efforts, it is imperative 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. Take action on the findings of the Utah Education Policy Center mixed-methods barrier study and the development of new recommendations for state strategies based on the findings.



Overarching goals include increasing public and employer awareness of the benefits of apprenticeships.

SUCCESS STORIES

HEALTH CARE APPRENTICESHIPS IN SOUTHERN UTAH



"Apprenticeship has been a total game-changer for rural healthcare in Utah! Frontline healthcare workers have dwindled in recent years, and to compound that challenge, access to high-quality training through traditional classrooms has become practically nonexistent for Utahns in rural and underserved areas."

"At Penn Foster Group, we've been able to make a big difference by working alongside Apprenticeship Utah and our healthcare employer partners. In the past year, we've partnered to help launch Pharmacy Technician, Medical Assistant, and soon Dental Assistant apprenticeships under our CareerStep online training program that brings education and career opportunities directly into these communities. These programs allow individuals to earn while they learn, stay rooted in their hometowns, and build meaningful careers where they're needed most. It's a sustainable model that's helping stabilize the healthcare workforce across the state."

Austin Russel - Workforce Advisor - Penn Foster Group

UTAH ELECTRICAL TRAINING ALLIANCE



"The Utah Electrical Training Alliance recently celebrated our largest graduating class ever. 165 low-voltage technicians and journeyman wireman were honored at the Little America in Salt Lake City. This celebration was a culmination of 540 and 720 classroom hours and 6,000 and 8,000 hours of on-the-job training, with many of our apprentices far exceeding both of those numbers. With a recent high of almost 800 registered apprentices the UETA, together with the International Brotherhood of Electrical Workers Local 354 and the Intermountain Chapter of the National Electrical Contractors Association, is committed to providing world-class training in the electrical and telecommunications fields, right here in Utah."

Brian Vermouth - Training Director

APPRENTICESHIP INCREASES



Through the efforts of DWS staff 51 new Apprenticeship programs were established over the year and 252 apprentices were supported with Apprenticeship grant funding through the Department. These efforts continue to shine light on the benefits of Apprenticeships for employers and the workforce."

**Liz Carver - Director, Workforce Development Division
Department of Workforce Services**

"Collaboration on a global scale is essential to tackle future workforce challenges. By integrating Utah's forward-thinking education strategies with Austria's strong apprenticeship programs, we can more effectively equip students for in-demand careers."

**Geoff Landward - Utah Commissioner of Higher Education
Utah System of Higher Education**

APPRENTICESHIP STRANDS AND STANDARDS at USBE

"The addition of the Utah State Board of Education approved CTE Youth Apprenticeship strands and standards to our K-12 Work-Based Learning Program this past year has been an exciting new opportunity for students across the state. This initiative allows students to combine the skills and knowledge gained through their CTE Pathway courses, industry certifications, and concurrent enrollment with paid, on-the-job training alongside an industry expert/journeyworker. It's a true capstone experience—students earn while they continue to learn, bringing together all aspects of their education and career preparation. The course has elevated the quality of our Work Based Learning offerings and empowered students to be actively engaged in both their education and workforce development. This progress is the result of incredible collaboration and support from our educational partners, including the Department of Workforce Services and Talent Ready Utah. We are deeply grateful to everyone who helped make this opportunity possible and are excited about the possibilities it opens for the future."

**Breckon Heywood - CTE K12 Work-Based Learning Education Specialist
Utah State Board of Education**



APPENDIX

U.S. Deputy Labor Secretary Keith Sonderling Visit - <https://www.ksl.com/article/51317192/how-the-white-house-is-looking-to-utah-as-an-example-of-promoting-trade-jobs>

Austrian Delegation Activities - <https://www.austria.org/news/hello-utah>

National Apprenticeship Week - <https://jobs.utah.gov/blog/post/2024/11/25/2024-national-apprenticeship-week>

USBE Teacher Apprenticeship - <https://ksltv.com/education-schools/new-groundbreaking-program-puts-future-educators-on-the-fast-track-to-teaching/714184/>

NGA Policy Academy - <https://www.nga.org/publications/actualizing-the-promise-of-youth-apprenticeship-lessons-learned-from-ngas-policy-academy-to-advance-youth-apprenticeship/>

Youth Apprenticeship Study - https://uepc.utah.edu/_resources/documents/our-work/2025/final-report-youth-apprenticeships.pdf