

APPRENTICESHIP

ANNUAL REPORT 2026



October 1, 2026



Department of
Workforce Services



APPRENTICESHIP
UTAH



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**Department of
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SHAPING THE FUTURE

Executive Summary and Statewide Program Landscape and Inventory

Rising to meet the changing demands of today's workforce, Utah has taken bold steps to support employers and strengthen local communities. At the heart of this success is a strong commitment to collaboration.

Working hand-in-hand, the U.S. Department of Labor's State Director, Utah Department of Workforce Services' Commissioner of Apprenticeship Programs and Utah's Apprenticeship Navigators directly support the creators of opportunity—Utah's employers—to build sustainable workforce pipelines. Navigators provide end-to-end guidance that enables employers to leverage state resources at every stage, from initial exploration and custom apprenticeship program design to official Department of Labor registration and seamless onboarding.

Utah employers partnered with these teams to establish career advancement on-ramps for critical roles, resulting in 46 new registered apprenticeship programs. Of these new programs, Workforce Services directly supported the registration of 25. With the expansion of these programs comes greater opportunities for Utahns to earn while they learn. Utah experienced strong momentum this fiscal year, growing by 16.7% year-over-year to reach a total of 5,764 active apprentices. Furthermore, at \$24.32 per hour, Utah's average apprentice wage sits nearly 12% higher than the national baseline. Even when compared to states with three times the volume of programs, Utah offers superior earning potential, demonstrating our statewide commitment to high-quality, high-reward career pathways.

Translating these data-driven results into long-term economic impact relies on cross-agency leadership that is anchored by joint efforts between state leaders, the Commissioner of Apprenticeship Programs and key workforce partners.



46 new registered apprenticeship programs were established in fiscal year 2026.



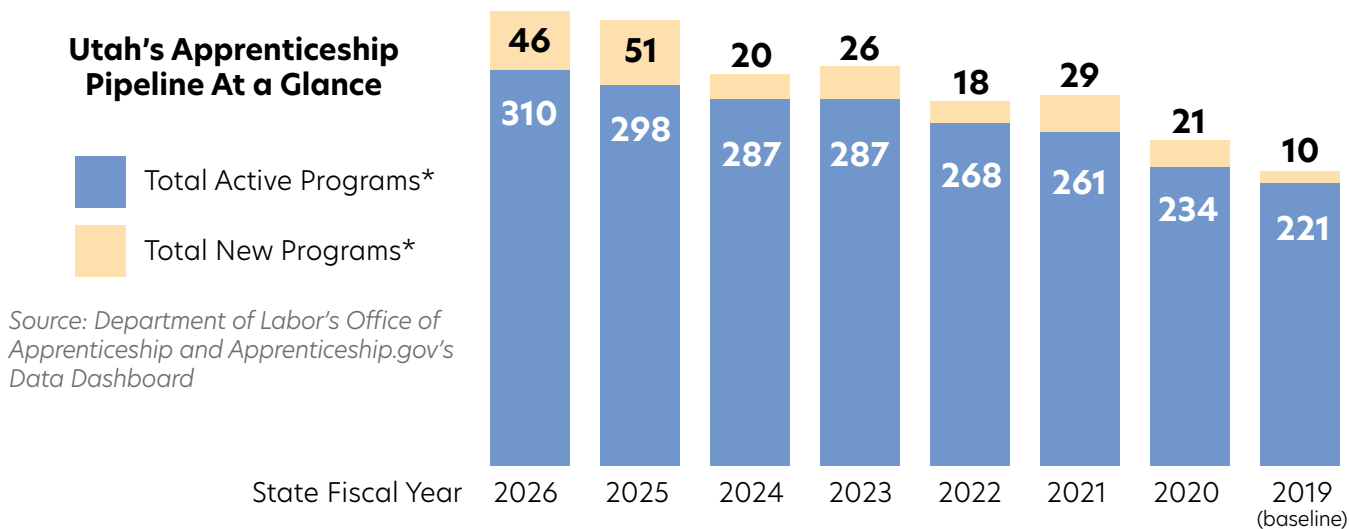
Key collaborative activities this year include:

- International Workforce Benchmarking:** In April 2026, Gov. Spencer J. Cox led a trade mission to Germany and Switzerland accompanied by government, academic and workforce leaders to study European apprenticeship models, expanding and renewing trans-Atlantic partnerships and strengthening Utah’s understanding of the countries’ workforce systems.
- Strategic Alignment for Efficacy:** Following the results of the Youth Apprenticeship Study commissioned by Talent Ready Utah and the Utah System of Higher Education in 2024, S.B. 195 was passed in the 2026 legislative session, establishing the Youth Apprenticeship



- Governance Council to support cross-agency alignment and data sharing, effective May 6, 2026. Statewide leaders serve on the Youth Apprenticeship Governance Council to define program standards, set strategic goals and align resources. Together, these efforts expand accessible workforce pathways for youth and elevate apprenticeships as a vital engine for statewide economic growth.
- National Youth Apprenticeship Leadership Collaboration:** Utah was selected as one of six states to participate in the **National Governors Association (NGA) Center for Best Practices Policy Academy to Advance Youth Apprenticeship** (September 2025 – August 2026). Utah’s interagency team is leveraging national technical assistance and cross-state peer learning to develop policy agendas, align governance across education and workforce agencies, and expand high-quality earn-and-learn pathways for high school students statewide.
 - On May 1, 2026, Utah marked a major milestone by joining **CareerWise’s newly**

Key Statistics



* Metrics reflect active reporting periods and may be influenced by administrative adjustments—including 365-day program inactivity cancellations, federal government shutdown delays or key position vacancies.

established Future Ready Apprenticeship Center. As a selected partner state, Utah is slated to receive critical funding and dedicated technical assistance designed to propel statewide momentum. By leveraging nationally recognized best practices, this partnership will expand high-quality Registered Apprenticeship pathways for youth aged 16 to 24, directly connecting young talent to high-growth industries across the state.

NATIONAL APPRENTICESHIP WEEK

Each year, states across the nation host events to highlight the impact of registered apprenticeships. From April 26 through May 2, Utah's apprenticeship partners hosted statewide events aligned with the national theme, "America at Work: Making America Skilled Again through Registered Apprenticeship." Highlights included graduation ceremonies hosted by the Utah Career Center and the Utah Operating Engineers Joint Apprenticeship Training Center. Additionally, the Western Electrical Contractors Association hosted an open house to showcase career pathways that are building the next generation of skilled electricians.

The Department of Workforce Services also launched an [educational webinar](#) detailing the strategic benefits of establishing registered apprenticeship programs. This resource aims to empower employers and community leaders to innovate their training models and inspire individuals to pursue apprenticeships as a proven driver of career success.



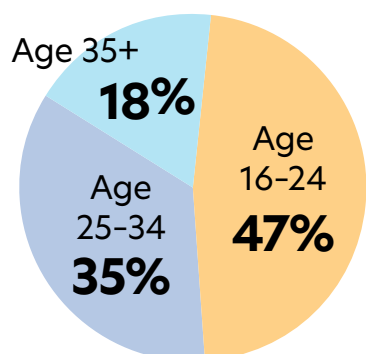
MEASURING SUCCESS: PARTICIPANTS, ENROLLMENT AND COMPLETION RATES

Utah's apprentices represent a vital segment of our evolving workforce: individuals dedicated to mastering their craft and adapting alongside shifting industry standards. As an agile, high-value alternative to traditional degree paths, registered apprenticeship allows training models to pivot quickly in response to real-time market needs. Whether guiding young adults (ages 16 to 24) launching their careers or supporting adult learners transitioning into new industries, apprenticeship provides a clear foundation for success through structured skill development, transparent wage progression and defined career pathways.

Apprentices: Growth Over the Years

State Fiscal Year	Total Active Apprentices	Total New Apprentices	Total Apprentice Completers
SFY 7/1/25 - 6/30/26	5,764	2,340	974
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

Apprentices by Age (SFY 2026)



Source: Department of Labor's Office of Apprenticeship

Federal Fiscal Year	Completion Rate Percentage
FFY 10/01/2025 - 09/01/2026*	54.96%
FFY 10/01/2024 - 09/30/2025	54.32%
FFY 10/01/2023 - 09/30/2024	49.35%
FFY 10/01/2022 - 09/30/2023	48.99%
FFY 10/01/2021 - 09/30/2022	49.71%
FFY 10/01/2020 - 09/30/2021	47.24%
FFY 10/01/2019 - 09/30/2020	42.88%
Baseline 10/1/2018 - 9/30/2019	55.09%

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.

*At the time of this reports release federal fiscal year has not completed.

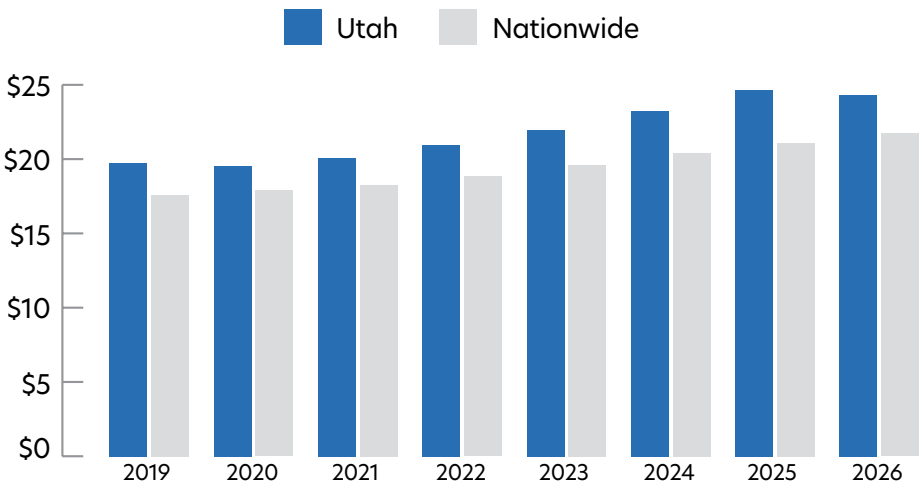
Data from the U.S. Department of Labor’s Apprenticeship Data Dashboard reinforces Utah’s standing as a national leader in workforce compensation. Utah has consistently outperformed the national average for apprentice wages. This sustained wage premium reflects both the strength of Utah’s regional economy and our state’s commitment to high-value, high-reward career pathways that deliver immediate economic mobility for participants.



“What we are building in Utah’s apprenticeship system is history in the making. This work is actively transforming economic opportunities for generations to come.”

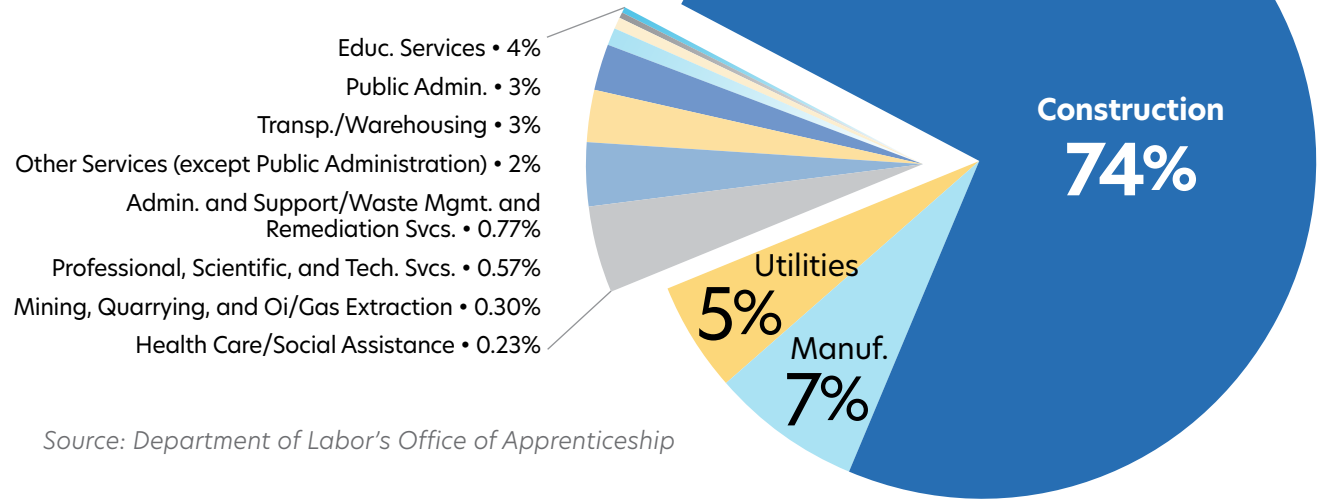
—Abby Lindquist,
Workforce Services
Commissioner of
Apprenticeship Programs

Average Apprentice Wages in Utah
by State Fiscal Year



Source: Department of Labor’s Office of Apprenticeship

Percentage of Apprentices by
Industry in Utah



Source: Department of Labor’s Office of Apprenticeship

INVESTING IN IMPACT

Financial Investment and State Funding Analysis

Workforce Services completed the State Apprenticeship Expansion Funding, Competitive Round 1 (SAEF) grant, which operated from July 1, 2023, through June 30, 2026. A primary focus this fiscal year was expanding Utah's Registered Apprenticeship system by increasing the number of active programs to drive overall apprentice enrollment. Key initiatives included rolling out the Registered Apprenticeship Employer Incentive and providing individualized case management to support apprentice success. In FY 2026, 505 apprentices received case management, delivering front-loaded financial and wrap-around support for training that drove measurable skill gains, industry credential attainment, higher wages and program completion. Together, these strategies advance the overarching goal of expanding apprenticeship utilization among Utah employers.

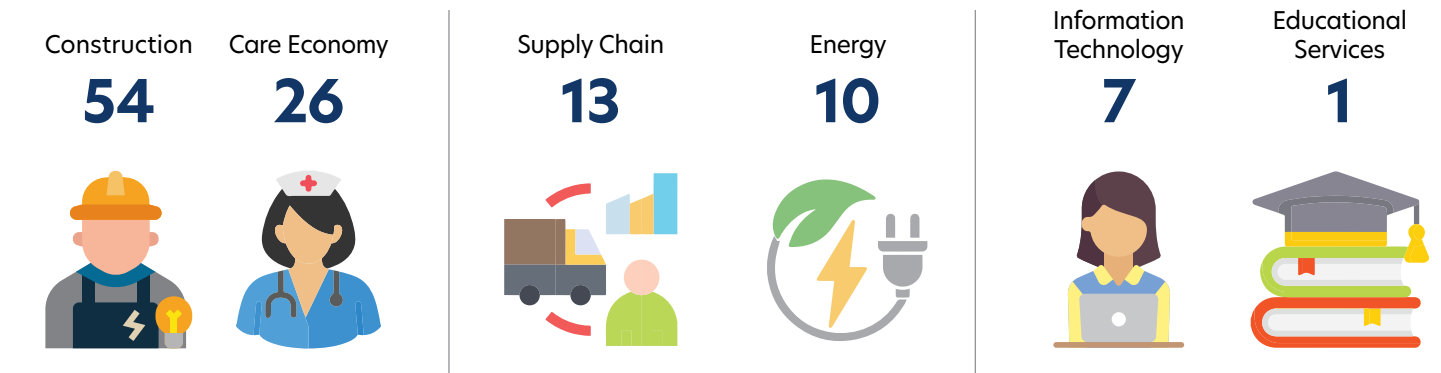


Registered Apprenticeship Employer Incentive

In January 2026, Utah launched the Registered Apprenticeship Employer Incentives to reward businesses for creating new programs and meeting key apprentice retention benchmarks. Funding of \$2,500 per apprentice (up to \$25,000 per employer) was targeted toward high-demand sectors, including education, the care economy, supply chain, information technology, energy and construction.

Through this effort, Workforce Services processed 111 employer incentives totaling \$277,500. This funding boosts employer return on investment for innovative programs launched on or after July 1, 2024.

Registered Apprenticeship Employer Approved Incentives by Industry



Apprenticeship Grant Funding

The apprenticeship grant offered resources to eligible apprentices in targeted industries.

- Education services (K-12 teachers)
- Care economy (healthcare, child care, long-term care)
- Supply chain (transportation, biomanufacturing and advanced manufacturing)
- Technology/cybersecurity (cybersecurity, software development, programming).
- Registered Apprenticeship and pre-apprenticeship efforts in support of IIJA, CHIPS Act and IRA implementation.

This funding supported the following activities:

- **On-the-Job Training (OJT):** Wage reimbursement to provide training for net new or to upskill incumbent employees in an apprenticeship to meet workforce needs.
- **Training Costs:** Training costs were paid directly to related instruction providers.
- **Supportive Services:** Funding for tools and equipment, gear and specific apprentice needs that support the completion of the apprenticeship program.

	PY 2024 Case Managed Apprentices	PY 2025 Case Managed Apprentices	PY 2026 Case Managed Apprentices	Total
Number of Apprentices	159	280	505	944
Supportive Services, OJT and Training Spending	\$81,796	\$739,085	\$2,208,073	\$3,028,954

PY = program year, which begins July 1 of the previous year indicated to June 30 of the year following the year indicated. The number of apprentices listed are an aggregate of each program year.



UTAH'S REGISTERED APPRENTICESHIP PROGRAM FOR TEACHERS

To strengthen Utah's K-12 educator pipeline, federal SAEF grant funding supported the Utah State Board of Education's Utah Registered Apprenticeship Program for Teachers (U-RAPT). U-RAPT offers an innovative, paid "earn-and-learn" pathway designed to address teacher shortages by combining hands-on classroom experience, dedicated mentorship from qualified journeyworker educators and structured higher-education coursework.

During FY 2026, the program actively developed 65 aspiring educators across its two-phase model:

- **Pre-Apprenticeship (38 Participants):** Candidates gained foundational classroom experience alongside experienced paraeducator mentors while pursuing associate degrees.
- **Registered Apprenticeship (27 Participants):** Candidates with associate degrees worked directly in classrooms with dedicated mentor teachers while completing college coursework toward their bachelor's degree and full professional teaching license.

By lowering financial barriers through tuition assistance and paid on-the-job training, U-RAPT ensures local school districts can cultivate, recruit and retain high-quality teaching talent from within their own communities.



Case-Managed Apprentice Testimonials



"There are no words to describe how thankful I am for your help. To say that I am ready to be the BEST ELECTRICIAN in UTAH - is to say NOTHING :))
Thank you, thank you!"
—Alex



"Thank you for all that you did for me! It really helped me financially!
Thanks again!"
—Andrew



"I sincerely appreciate your continued support of my apprenticeship and the Department of Workforce Services program. Your dedication and willingness to help make a meaningful difference, and I am truly grateful for the opportunities you have provided.
Thank you again for your time, consideration, and ongoing encouragement. "
—Lance

LOCAL TRIUMPHS

Program Highlights and Apprentice Spotlights

Behind every successful apprenticeship program is a community of dedicated leaders and driven individuals. Innovative programs across Utah are opening doors to rewarding careers and transforming the lives of apprentices.

Pre-Apprenticeship Pipelines: Utah Women in Trades

The Karen Mayne Pre-Apprenticeship Program, facilitated by Utah Women in Trades, stands as an exemplary model of industry collaboration. Led by President Concetta Defa and Executive Director Sabrina Hill, the program actively advocates for placing job-ready, pre-trained individuals into the workforce.

The curriculum provides women the opportunity to explore diverse trades, gain hands-on technical skills and identify the career path best suited to their strengths. By partnering directly with established Registered Apprenticeship programs, Defa and Hill ensure graduates seamlessly transition into high-demand roles with competitive starting wages.



"Before I even graduated from the KM Pre-Apprenticeship, I was offered a position as a Sprinkler Fitter Apprentice, a moment that confirmed I was ready to step into my career."

—Julie W., Sprinkler Fitter Apprentice,
Local 669, Delta Fire Systems



"The support I received through Utah Women in Trades changed my life and helped me build a career I'm proud of."

—Sariah C., Electrical Apprentice,
Local 354, Winward Electric

Utah Women in Trades SFY 2026 Pre-apprenticeship Program Stats



Apprentices

70



Graduates

51



Graduation rate

73%

Apprenticeship Training in Action: Landmark Excavating Inc.

To maintain rigorous safety standards and standardize training amidst company growth, Landmark Excavating Inc. registered its apprenticeship program in 2024. Workforce Services supported the company throughout this journey—guiding leadership through exploring apprenticeship pathways, structuring the program, outlining curriculum and navigating official registration and onboarding. Additionally, Workforce Services connected the company and its apprentices with key financial resources, including apprenticeship grants.

Under the leadership of Jacob Smith, Director of Safety & Employee Experience, comprehensive safety training became the foundation of instruction for Heavy Equipment Operators and Construction Craft Laborers, a track added in 2025. Today, apprentices in both disciplines complete essential coursework, earning certifications in OSHA standards, CPR, First Aid and STOP THE BLEED® emergency response.

The life-saving impact of that training became clear on a local jobsite when heavy equipment mechanic Jason King suffered a severe injury after a piece of metal lodged into a vein. Apprentice Armando Hernandez reacted instantly, applying his STOP THE BLEED® apprenticeship training to stabilize his colleague until emergency responders arrived. Thanks to Hernandez's quick action and proper protocol, King was rushed to the hospital, underwent successful surgery and made a full recovery. Armando Hernandez's swift response exemplifies how registered apprenticeship programs do more than build skilled trade talent; they cultivate a culture of safety that protects lives on Utah job sites.



Armando was presented with a Challenge Coin from State Director of the Office of Apprenticeship in Utah, Dr. David Kuehl pictured left.



"Before that first aid and CPR class, I didn't know how to stop heavy bleeding or use a tourniquet. When Jason walked over bleeding, I didn't freeze up because I remembered my training. That class made all the difference. Whether something happens on the job site or at home, you actually know how to step in and handle it."

—Armando Hernandez, Foreman



"At Landmark Excavating, our Construction Craft Laborer Apprenticeship Program has become an investment in both our people and our future. The program gives employees the technical knowledge, hands-on skills and confidence they need to succeed in the field while creating clear opportunities for career growth."

—Jacob Smith, Director of Safety & Employee Experience

"The craft laborer apprenticeship program gives new hires the opportunity to learn the trade the right way instead of just figuring it out as they go. They learn not only how to do the work, but why it matters—whether it's quality, safety, production or working as a team."

—Jared McChesney, VP Field Operations

Apprenticeship Legacy: JD Machine

For over two decades, JD Machine has proven that the ultimate competitive advantage in modern industry is investing in people. Since establishing their registered apprenticeship program in 1999, they have perfected a "secret sauce" for long-term success: identifying raw talent, cultivating hands-on technical skills and building clear pathways for career growth. By prioritizing mentorship and continuous learning, JD Machine not only strengthens its own workforce but continues to set the gold standard for sustainable industry talent pipelines across Utah.



"At JD Machine, we've never believed in waiting for someone else to solve the workforce shortage. That's why we established our registered apprenticeship program in 1999. For more than 25 years, it's been one of the most important investments we've made in our company and our people. As we look to the future, we're just as committed to apprenticeship as we were in 1999. Investing in people has always been—and will continue to be—the foundation of JD Machine's success."

—Matt Wardle, President



"I started the apprenticeship program at JD Machine as an 18-year-old, just two weeks after graduating high school. The apprenticeship gave me the opportunity to build valuable technical skills, earn a paycheck and launch my career without waiting years to enter the workforce. Today, I'm a journeyman with a strong foundation in manufacturing and an exciting career ahead of me. The apprenticeship didn't just prepare me for a job—it opened the door to a future I never imagined."

—Gavin Obray, journeyman

"I've been with JD Machine for almost four years, and the apprenticeship program has played a huge role in my career growth. The knowledge and hands-on experience I've gained helped me earn a promotion to Assistant Team Lead, and it has given me the confidence and skills to continue growing in my career."

—Connor Frandsen



JD Machine FY 2026 Apprenticeship Program Stats

58

Active
apprentices

39

Active apprentices
Ages 16-24



4

Four completed
the program





Innovation for Community Impact: Juvenile Justice Youth Services and RocSteady Group

The RocSteady Group partnered with Juvenile Justice Youth Services to launch an innovative apprenticeship program at the Decker Lake Youth Center in September 2025. Designed to reduce recidivism and support a successful transition back into the community while increasing the potential for growth, this initiative equips youth in secure treatment with hands-on skills as construction craft laborers.

To bring this vision to life, Workforce Services supported the program through every stage of development, from exploring registered apprenticeship options and creating the program structure to outlining training, managing registration and assisting with participant onboarding. Workforce Services also guided leadership through navigating the nuances of funding and leveraging resources like the apprenticeship grant, while building a replicable framework tailored to delivering high-quality training within a secure facility.

RocSteady Group owner, JJ Otutaha, draws on his own lived experience in construction to mentor participants, combining practical knowledge with certifications in OSHA, CPR, First Aid/AED and workplace safety. Upon release, graduates connect with employer partners for ongoing on-the-job training—demonstrating how apprenticeships can create meaningful second chances where they are needed most. Fostering hope across the board, this program will lead the framework for future apprenticeship training within secure facilities in the state.

Addressing Rural Barriers: Association of Utah Community Health

The Association for Utah Community Health (AUCH) faced a challenge to address workforce needs in their rural federally-qualified health centers. Without a structure for training paired with occupations experiencing changes in requirements for certifications, health centers struggled to fill critical roles. This skill gap in rural Utah affected healthcare access.



Challenge:

Significant staffing shortages for essential healthcare roles in rural Utah

Solution:

The Rural Healthcare Workforce Initiative >20 rural Utahns in apprenticeship



Seven federally qualified health centers

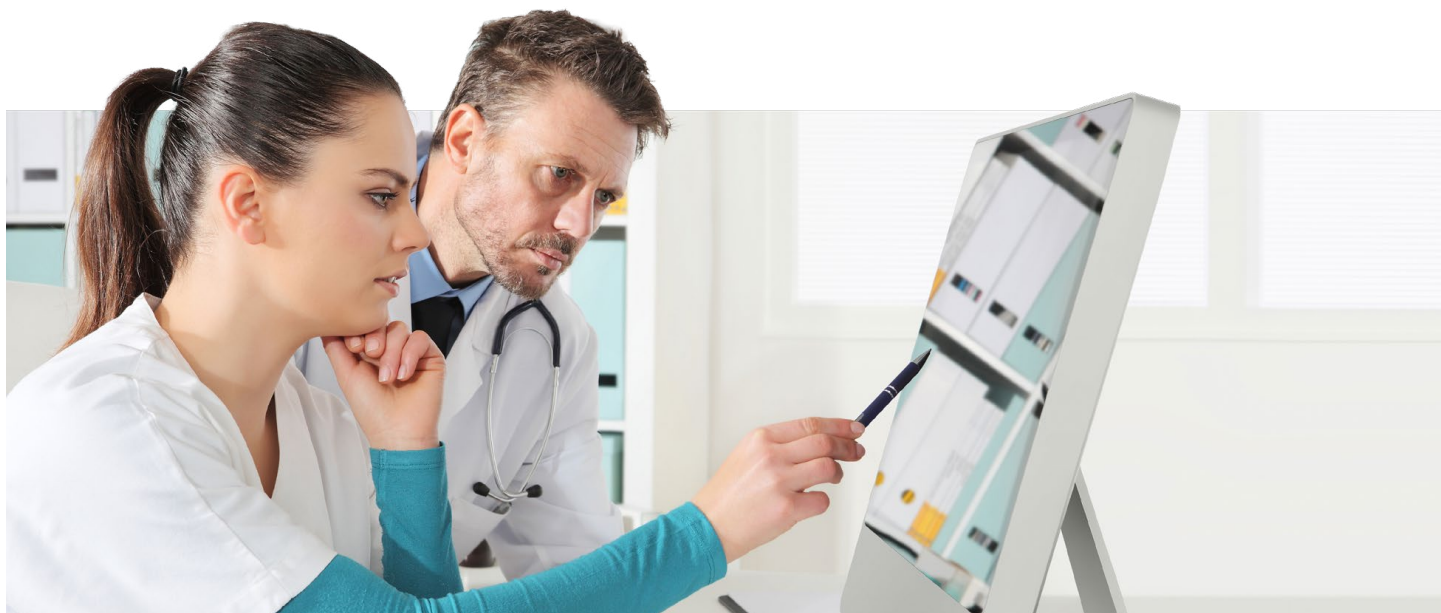


Result: Accessible healthcare career pathways and healthcare services



“From my perspective, the apprenticeship program has been a valuable resource and provided an important solution during a period of significant regulatory uncertainty in Utah. It allowed us to continue developing and onboarding pharmacy technicians at a time when alternative pathways were limited, and for that we are very grateful. We’ve seen apprentices gain confidence and become productive members of our pharmacy team, ultimately benefiting both our organization and our patients.”

—Dr. Zack Taylor, RPh, PharmD/MBA, Chief Pharmacy Officer
Wayne County Health Center



Through partnership with Workforce Services, AUCH became an intermediary for their association partners and developed registered apprenticeship standards that utilized flexible online learning for the local health centers to leverage. This move reduced administrative burden and allowed health centers to upskill employees or widen their talent pools to focus on fit with a clear pathway to certification.

Workforce Services supported this initiative from exploration through conception, helping guide AUCH in managing program administration across a multi-partner network. To ensure participant success, Workforce Services also assisted apprentices in accessing grant funding to cover essential expenses, including training costs, scrubs and computers. This created on-ramps for rural communities to healthcare careers, with a rewarding outcome: fully staffed health services remain accessible to rural Utah.



“Overall, this program has been an invaluable resource for our staff and our organization. As a rural healthcare clinic, we face unique challenges in providing continuing education and professional development opportunities for our employees. This apprenticeship program has helped bridge that gap by offering structured, high-quality educational experiences that we simply do not have the resources to provide internally.”

—Josie Moosman, DNP, FNP-C, Wayne Community Health Center

CATALYSTS FOR CHANGE: STRATEGIC RECOMMENDATIONS FOR IMPROVEMENT

Advancing Utah’s apprenticeship system relies on continuous innovation, strategic benchmarking and responsive policy adjustments to reach our goals. Recurring workforce challenges present our greatest opportunities for growth. Developed through close collaboration and direct stakeholder insights, the strategic recommendations below aim to strengthen and scale the state’s apprenticeship system.

Challenge: Barriers to Training Access

Limited access to training in rural Utah makes skilled roles difficult for employers to fill. This forces youth talent to leave rural communities to pursue education, impacting local economies. Where local training does exist, programs are often constrained by capacity limits, while the cost of flexible alternatives remains prohibitive for resource-strapped small businesses.



Strategies

- Financial Relief for Small Businesses

High initial setup costs often prevent small and mid-sized rural businesses from building custom training pipelines. This strategy utilizes targeted employer incentives, subsidies and grant funding to directly offset the costs of developing, launching, and hosting local apprenticeship programs. By lowering financial barriers, we empower rural employers to invest in sustainable, long-term talent development without overextending operational budgets.

- Accessible & Flexible Learning

Geographic isolation and brick-and-mortar capacity limits shouldn't cap a community's economic potential. This strategy leverages hybrid and remote-learning models embedded within apprenticeship programs to bypass local classroom bottlenecks. By combining flexible online instruction with hands-on, local workplace training, rural residents gain access to industry-recognized credentials regardless of their physical location.

- Youth Talent Retention

Develop trust-based partnerships with rural employers to co-create apprenticeship pathways that directly target local workforce challenges, proving that even small-scale programs can deliver the precise talent businesses need.

Stopping the rural talent drain requires making local career pathways financially viable from day one. This strategy provides front-loaded support, including coverage for tools, tuition and critical wraparound services, allowing rural job seekers to “earn-while-they-learn.” By securing immediate earning potential and career growth at home, skilled young talent can remain rooted in their local communities and drive local economic growth.

Challenge: Sustainable System Growth & Stakeholder Alignment

Expanding apprenticeship pathways statewide requires long-term alignment across diverse partners. Currently, fragmented coordination risks industry burnout, while siloed data limits stakeholders' ability to evaluate program impact and make informed strategic decisions.



Strategies

- Establish Apprenticeship Definitions

Establishing clear, universal definitions for apprenticeship models across the state serves as the foundation for sustainable system growth. This strategy unifies priorities across state agencies, educational institutions and industry leaders under a shared operational framework. In doing so, it eliminates fragmented outreach—protecting

employers from engagement fatigue—and introduces standardized data-building practices that give all stakeholders real-time insight into program availability, funding and impact.

- **Align Strategic Goals**

Systemic growth depends on active, unified collaboration rather than parallel efforts. This strategy maps overlapping priorities across state agencies, higher education institutions and industry leaders to build a shared roadmap. By breaking down agency silos and formalizing cross-system partnerships, we ensure that resources, policies and expansion efforts are fully synchronized toward common statewide workforce objectives.

- **Mitigate Industry Fatigue**

Sustained employer participation requires a unified, high-value approach to business relationships. This strategy streamlines outreach, employer engagement and policy feedback channels into coordinated pipelines. By reducing repetitive inquiries and centralized employer touchpoints, we protect vital industry relationships while ensuring continuous, meaningful business input into program design and policy development.

- **Enhance Data Accessibility**

Data-driven decision-making is essential for measuring return on investment and identifying growth opportunities. This strategy establishes shared data-building standards, integrated reporting mechanisms and common performance metrics. By providing all stakeholders with transparent, real-time visibility into active programs, participant outcomes and available funding, we enable informed strategic decisions and strengthen cross-system accountability.



CONCLUSION

Apprenticeship continues to prove itself as a premier launchpad for both employers and career seekers. It is a collaborative way to learn directly from industry that not only benefits the business innovating its training, but also directly impacts those committed to learning, providing a clear career path and wage progression. It is far more than a feel-good initiative; it is a critical economic engine powering Utah's expanding industry sectors and fulfilling vital workforce needs. By aligning business demands with academic and industry learning, apprenticeships elevate community skill sets, driving sustainable economic opportunity across every region, including rural Utah. Through strategic leadership, collaborative funding and system-wide innovation, we can continue converting goals into meaningful, long-term career opportunities for all Utahns.

APPENDIX

Gov. Cox Utah Trade Mission to Switzerland and Germany - <https://business.utah.gov/news/gov-cox-concludes-strategic-trade-mission-to-switzerland-and-germany/>

NGA Youth Apprenticeship Policy Academy - <https://www.nga.org/news/press-releases/six-states-selected-to-participate-in-nga-youth-apprenticeship-policy-academy/>

CareerWise Future Ready Apprenticeship Center - <https://www.careerwiseusa.org/apprenticeship-center/>

Bridging the Rural Youth Apprenticeship Gap: Adapting the TRAC Model for Regional Universities - [Bridging the Rural Youth Apprenticeship Gap.pdf](#)