

**First Credential Program**  
2025 GENERAL SESSION  
STATE OF UTAH  
**Chief Sponsor: Val L. Peterson**

---

---

**LONG TITLE**

**General Description:**

This bill replaces the PRIME program to create the First Credential program.

**Highlighted Provisions:**

This bill:

- requires designated pathway development positions to perform certain duties;
- repeals the PRIME program;
- establishes a first credential program;
- requires development of a master plan for scaling credentialing programs;
- establishes a master credential list of approved industry-recognized credentials;
- ensures credits are transferable to higher education institutions and technical colleges;
- provides a scholarship for students who complete the first credential program;
- requires annual review and updates based on labor market needs;
- provides a grant for implementation and incentives for outcomes;
- mandates partnerships between schools, employers, and apprenticeship programs;
- promotes stackable credentials that lead to career advancement;
- defines terms; and
- makes technical changes.

**Money Appropriated in this Bill:**

This bill appropriates \$3,000,000 in operating and capital budgets for fiscal year 2026, including:

- \$1,000,000 from Income Tax Fund; and
- \$2,000,000 from various sources as detailed in this bill.

**Other Special Clauses:**

This bill provides a special effective date.

**Utah Code Sections Affected:**

AMENDS:

**53B-10-106**, as last amended by Laws of Utah 2023, Chapter 453

ENACTS:

32 **53E-10-310**, Utah Code Annotated 1953

33 REPEALS:

34 **53E-10-309**, as last amended by Laws of Utah 2024, Chapter 29

35

36 *Be it enacted by the Legislature of the state of Utah:*

37 Section 1. Section **53B-10-106** is amended to read:

38 **53B-10-106 . Pathways development.**

39 (1) The board shall develop and implement a plan that creates clear educational pathways:

40 (a) from a technical college described in Subsection 53B-1-102(1)(b) to a  
41 degree-granting institution;

42 (b) in course work leading to a qualifying job or a qualifying degree as described in  
43 Section 53B-10-203; and

44 (c) for high schools that offer criminal justice or protective services pathways programs,  
45 including information on:

46 (i) available concurrent enrollment classes in subjects described in Section  
47 53B-8-112.5; and

48 (ii) scholarship opportunities for careers as peace officers as defined in Section  
49 53B-8c-102.

50 (2) The plan shall maximize efficiencies in transferring earned credit and help align  
51 academic programs with workforce needs.

52 (3) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the  
53 board may make rules necessary to establish:

54 (a) a plan described in this section[-] ; and

55 (b) the job requirements related to regional pathway coordinators funded by the  
56 Legislature related to this section and as described in Subsection (4).

57 (4) Under the direction of the Office of the Commissioner of Higher Education, regional  
58 pathway coordinators shall:

59 (a) collaborate with regional secondary and postsecondary professionals in:

60 (i) concurrent enrollment;

61 (ii) career and technical education; and

62 (iii) workforce development;

63 (b) coordinate regional responsibilities with the professionals described in Subsection

64 (4)(a) for programming that aligns work between:

65 (i) the statewide college and career mapping efforts;

- 66           (ii) the Utah First Credential program described in Section 53E-10-310; and  
 67           (iii) related pathway initiatives, including those described in this section;  
 68       (c) support implementation of:  
 69           (i) the Utah First Credential program described in Section 53E-10-310; and  
 70           (ii) future programming aligned with updates related to and within the Utah First  
 71                 Credential program described in Section 53E-10-310;  
 72       (d) as the Office of the Commissioner of Higher Education requests, contribute to the  
 73           development of:  
 74           (i) the Utah First Credential Master Plan described in Section 53E-10-310;  
 75           (ii) the master credential list described in Section 53E-10-310; and  
 76           (iii) related Utah First Credential program elements described in Section 53E-10-310,  
 77                 including:  
 78                 (A) alignment of the first credential framework with college and career mapping;  
 79                 (B) regional needs assessments;  
 80                 (C) landscape analyses;  
 81                 (D) definitions and assessment tools; and  
 82                 (E) statewide reporting frameworks; and  
 83       (e) provide required reporting on institutional and regional outcomes related to key  
 84           performance indicators the Office of the Commissioner of Higher Education  
 85           establishes.

86       Section 2. Section **53E-10-310** is enacted to read:

87       **53E-10-310 . Utah First Credential program.**

- 88       (1) As used in this section:  
 89           (a) "Eligible institution" means a degree-granting institution of higher education or a  
 90                 technical college within the state system of higher education, as identified in  
 91                 Subsection 53B-2-101(1).  
 92           (b) "First credential" means a certificate awarded by the state board to an eligible student  
 93                 who meets the criteria described in Subsection (7).  
 94           (c) "Industry-recognized credential" means a credential that is:  
 95                 (i) developed and offered by, or endorsed by, a nationally recognized industry  
 96                         association or organization representing a sizable portion of the industry sector;  
 97                 (ii) sought or accepted by employers within the industry or sector as a recognized,  
 98                         preferred, or required credential for recruitment, screening, hiring, retention, or  
 99                         advancement purposes; and

- 100            (iii) regularly reviewed, updated, and validated by the issuing body to ensure ongoing  
101            alignment with industry standards and labor market needs.
- 102            (d) "Master credential list" means the list of approved industry-recognized credentials  
103            maintained by the state board in accordance with this section.
- 104            (e) "Program" means the first credential program described in this section.
- 105            (f) "Technical college" means the same as that term is defined in Section 53B-1-101.5.
- 106            (2) The commissioner of higher education, the state superintendent of public instruction,  
107            and the governor's education advisor shall establish the First Credential Oversight  
108            Committee comprised of:
- 109            (a) representatives from industries, including:
- 110                (i) members of professional associations or trade groups; and  
111                (ii) employers from high-demand sectors as the state board determines in  
112                collaboration with the Utah Board of Higher Education and the Department of  
113                Workforce Services;
- 114            (b) representatives from education including:
- 115                (i) members from the state board;  
116                (ii) LEA administrators, such as a superintendent or charter school director;  
117                (iii) professionals from institutions of higher education, including technical colleges;  
118                (iv) career and technical education specialists; and  
119                (v) Talent Ready Utah; and
- 120            (c) workforce development experts, including representatives from the Department of  
121            Workforce Services.
- 122            (3) The state board shall staff the First Credential Oversight Committee.
- 123            (4) The First Credential Oversight Committee shall develop a first credential master plan,  
124            which shall include:
- 125                (a) a framework for developing and maintaining the master credential list;  
126                (b) a comprehensive needs assessment framework that evaluates:
- 127                    (i) resources available through institutions of higher education, including:
- 128                        (A) faculty expertise and availability;  
129                        (B) facilities and equipment;  
130                        (C) existing certification programs; and  
131                        (D) potential for program expansion;
- 132                    (ii) industry partnership opportunities, including:
- 133                        (A) geographical proximity to potential partners;

- 134            (B) willingness of local industries to participate;  
 135            (C) capacity for work-based learning placements; and  
 136            (D) alignment between industry needs and educational capabilities;  
 137            (iii) general resource availability, including:  
 138                (A) current funding streams and potential funding sources;  
 139                (B) existing technology infrastructure;  
 140                (C) qualified personnel and staffing needs; and  
 141                (D) professional development requirements;  
 142            (c) credential approval processes;  
 143            (d) methods for ensuring industry demand alignment;  
 144            (e) wage considerations for occupations associated with approved credentials;  
 145            (f) clear definitions of industry-recognized credentials;  
 146            (g) strategies for promoting stackability and sequencing of credentials;  
 147            (h) approaches to ensure regional relevance of credentials;  
 148            (i) mechanisms for collaboration between educational institutions, industry partners, and  
 149                workforce development agencies;  
 150            (j) strategies for continuous evaluation and improvement of the program;  
 151            (k) the creation of a credentials review committee, including membership and duties;  
 152            (l) in accordance with Subsection (17), an established framework of planning,  
 153                implementation, and student outcome performance funding for an LEA administering  
 154                first credential programming;  
 155            (m) a weighted system for the master credential list that:  
 156                (i) assigns higher values to credentials based on:  
 157                    (A) alignment with high-demand, high-wage occupations;  
 158                    (B) incorporation of multiple learning pathways, including coursework,  
 159                    apprenticeships, internships, work-based learning, and related service  
 160                    opportunities;  
 161                    (C) industry recognition and portability; and  
 162                    (D) stackability with other credentials or degrees;  
 163                (ii) uses the weighted values to:  
 164                    (A) determine incentive funding levels;  
 165                    (B) prioritize program expansion support; and  
 166                    (C) guide student career planning; and  
 167            (n) guidelines for LEAs to procure industry-recognized certification program licenses,

- 168 including:
- 169 (i) verification that certifications appear on the master credential list;
- 170 (ii) requirement for competency-based assessments in proctored environments;
- 171 (iii) documentation of local industry endorsement; and
- 172 (iv) alignment with state and federal computer science initiatives where applicable,
- 173 including the Computer Science for Utah Grant Program described in Section
- 174 53B-34-106.
- 175 (5) In accordance with the Utah First Credential Master Plan, the state board shall:
- 176 (a) ensure that the credentials review committee membership reflects a balance of
- 177 perspectives and expertise;
- 178 (b) develop an online application and submission system for credentialing organizations
- 179 and providers to submit programs for inclusion in the master credential list;
- 180 (c) establish and maintain the master credential list based on the recommendations of the
- 181 credentials review committee;
- 182 (d) develop clear mechanisms for students to understand how earning one credential can
- 183 lead to higher-level certifications or degrees; and
- 184 (e) foster partnerships between high schools, technical colleges, employers, and
- 185 apprenticeship programs to ensure students have access to meaningful work-based
- 186 learning opportunities.
- 187 (6) The state board shall:
- 188 (a) automatically include on the initial master credential list any existing credential that:
- 189 (i) meets the definition of industry-recognized credential under this section; and
- 190 (ii) is currently recognized by the state board or Utah Board of Higher Education as
- 191 of July 1, 2024; and
- 192 (b) review all automatically included credentials within one year to ensure ongoing
- 193 compliance with program requirements.
- 194 (7) The state board shall award a first credential certificate to an eligible student who
- 195 completes one of the following:
- 196 (a) concurrent enrollment courses, composed of:
- 197 (i) between 12 and 18 core general education credits, or as industry standards dictate,
- 198 with courses from different general education categories; or
- 199 (ii) a prescribed set of courses as the Utah Board of Higher Education designates;
- 200 (b) an industry-recognized credential included on the master credential list;
- 201 (c) 300 hours of completion through a youth apprenticeship program that:

- 202 (i) is described in Sections 35A-6-102 and 35A-6-104.5; and
- 203 (ii) includes courses that fulfill the requirements for an industry-recognized credential
- 204 included on the master credential list;
- 205 (d) completion of a technical college certificate; or
- 206 (e) completion of a Career and Technical Education Pathway program.
- 207 (8) The Utah Board of Higher Education shall ensure that credits earned for a first
- 208 credential certificate are:
- 209 (a) accepted and transferable to institutions of higher education, including technical
- 210 colleges; and
- 211 (b) applicable towards relevant degree programs; and
- 212 (c) recognized by relevant industries as adequate preparation for employment.
- 213 (9) Subject to legislative appropriations, the Utah Board of Higher Education shall award a
- 214 first credential scholarship to each student who earns a first credential certificate.
- 215 (10) The first credential scholarship may be used at any eligible institution, including
- 216 technical colleges.
- 217 (11) The Utah Board of Higher Education shall annually determine the first credential
- 218 scholarship amount based on:
- 219 (a) the number of eligible students; and
- 220 (b) appropriations made by the Legislature.
- 221 (12) A student may use the first credential scholarship for:
- 222 (a) tuition and fees;
- 223 (b) books and supplies; or
- 224 (c) other educational expenses as the Utah Board of Higher Education determines.
- 225 (13) The Utah Board of Higher Education shall ensure the scholarship is valid for use
- 226 within two years of the student earning the first credential certificate.
- 227 (14) A student may earn the first credential scholarship in addition to any other
- 228 state-sponsored scholarships for which the student may be eligible.
- 229 (15) The first credential oversight committee shall present the master plan described in
- 230 Subsection (4) to the Education Interim Committee by the November 2025 interim
- 231 committee meeting.
- 232 (16) Every three years, the First Credential Oversight Committee shall:
- 233 (a) review of the Utah First Credential Master Plan;
- 234 (b) as needed, create a list of recommendations and update the Utah First Credential
- 235 Master Plan;

236 (c) report the list of recommendations and the updated Utah First Credential Master Plan  
237 to:

238 (i) the state board;

239 (ii) the Utah Board of Higher Education;

240 (iii) the Department of Workforce Services;

241 (iv) the Education Interim Committee; and

242 (v) the Economic Development and Workforce Services Interim Committee.

243 (17) The state board shall administer a first credential grant program for an LEA and award  
244 a grant in accordance with the following process.

245 (a) The First Credential Oversight Committee shall establish:

246 (i) a needs assessment tool that evaluates:

247 (A) an LEA's current first credential offering;

248 (B) an LEA's capacity to develop or expand a first credential pathway;

249 (C) each resource and support needed for a first credential program; and

250 (D) each potential barrier to implementation; and

251 (ii) a continuum of need to place each applying LEA.

252 (b) An LEA seeking a first credential grant shall submit to the First Credential Oversight  
253 Committee:

254 (i) a completed needs assessment; and

255 (ii) a grant application that contains:

256 (A) current first credential data, including current credentials offered;

257 (B) preliminary goals for creating or expanding first credential opportunities

258 within the LEA; and

259 (C) if applicable, plans for procurement of industry certification program licenses,

260 including certification details and alignment with master credential list,

261 documentation of employer endorsements, assessment and proctoring

262 procedures, and integration with existing computer science programs.

263 (c) The First Credential Oversight Committee shall:

264 (i) review each submitted application and needs assessment;

265 (ii) assign the LEA a placement on the continuum of need; and

266 (iii) provide to the LEA a specific requirement for an implementation plan based on:

267 (A) the LEA's continuum placement;

268 (B) each identified area for growth;

269 (C) each available resource; and



- 270            (D) each additional factor the First Credential Oversight Committee determines  
271            relevant.
- 272        (d) An LEA shall submit to the First Credential Oversight Committee an implementation  
273            plan that includes:
- 274            (i) specific goals for expanding a first credential opportunity;  
275            (ii) each implementation step and timeline;  
276            (iii) a detailed cost projection; and  
277            (iv) each additional element the committee requires based on the needs assessment  
278            results.
- 279        (e) The First Credential Oversight Committee shall:
- 280            (i) review the implementation plan;  
281            (ii) direct technical assistance to the LEA in accordance with the LEA's  
282            implementation plan;  
283            (iii) provide feedback to the LEA to improve the implementation plan;  
284            (iv) approve each implementation plan that meets the established criteria; and  
285            (v) award an implementation grant for each approved plan.
- 286        (f) Subject to legislative appropriations, the state board shall:
- 287            (i) award an incentive grant to an LEA that:
- 288                    (A) has implemented an approved plan;  
289                    (B) increases the number of students who earn a first credential certificate; and  
290                    (C) achieves each established implementation goal; and
- 291            (ii) in accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act,  
292            and in collaboration with the First Credential Oversight Committee, establish by  
293            rule:
- 294                    (A) tiers for incentive grant awards;  
295                    (B) performance metrics for continued funding;  
296                    (C) reporting requirements for a grant recipient;  
297                    (D) requirements for reporting certification program outcomes and industry  
298                    alignment;  
299                    (E) procedures for coordinating with computer science initiative grants; and  
300                    (F) guidelines for certification program procurement and implementation.
- 301        (18) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, and in  
302            collaboration with the Utah Board of Higher Education and the Department of  
303            Workforce Services, the state board shall make rules to implement the provisions of this

304 section.

305 Section 3. **Repealer.**

306 This bill repeals:

307 Section **53E-10-309, Utah PRIME Program -- LAUNCH certificate -- TRANSFORM**  
 308 **certificate.**

309 Section 4. **FY 2026 Appropriations.**

310 The following sums of money are appropriated for the fiscal year beginning July 1,  
 311 2025, and ending June 30, 2026. These are additions to amounts previously appropriated for  
 312 fiscal year 2026.

313 Subsection 4(a). **Operating and Capital Budgets**

314 Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures Act, the  
 315 Legislature appropriates the following sums of money from the funds or accounts indicated for  
 316 the use and support of the government of the state of Utah.

317 ITEM 1 To Utah Board of Higher Education - Student Assistance

318 From Income Tax Fund, One-time 1,000,000

319 Schedule of Programs:

320 Prime Pilot Program Amendments 1,000,000

321 The Legislature intends that the Utah System of  
 322 Higher Education uses \$1,000,000 one-time  
 323 appropriation for:

324 (1) providing scholarship funding to students completing the  
 325 student's first credential; and

326 (2) creating completion incentives for a student who completes a  
 327 technical college certificate.

328 ITEM 2 To State Board of Education - System Standards & Accountability

329 From Public Education Economic Stabilization

330 Restricted Account, One-time 2,000,000

331 Schedule of Programs:

332 Teaching and Learning (800,000)

333 First Credential Program 2,800,000

334 The Legislature intends that the State Board of  
 335 Education use:

336 (1) \$500,000 one-time appropriation for the

337 development of the First Credential Master Plan, where:

338 (a) the First Credential Oversight Committee shall work with  
339 stakeholders to develop the framework for the first  
340 credential program; and  
341 (b) findings shall be presented to the October 2025 Education  
342 Interim meeting.  
343 (2) \$500,000 one-time appropriation for the  
344 development of the approved master credential list to:  
345 (a) outline targeted industry clusters, skill clusters, credential  
346 naming, and approved providers or certifiers;  
347 (b) establish a credential review committee; and  
348 (c) create new first credentials and endorsements.  
349 (3) \$1,000,000 one-time appropriation for K-12  
350 performance incentives to:  
351 (a) establish a mechanism for incentivizing first credential  
352 completers; and  
353 (b) implement a weighted system where a school can earn  
354 performance dollars based on the quantity and quality of  
355 the first credentials earned by students enrolled at the  
356 school.

357 **Section 5. Effective Date.**

358 This bill takes effect on July 1, 2025.