

# | Talent Ready Utah

Vic Hockett  
Jimmy McDonough

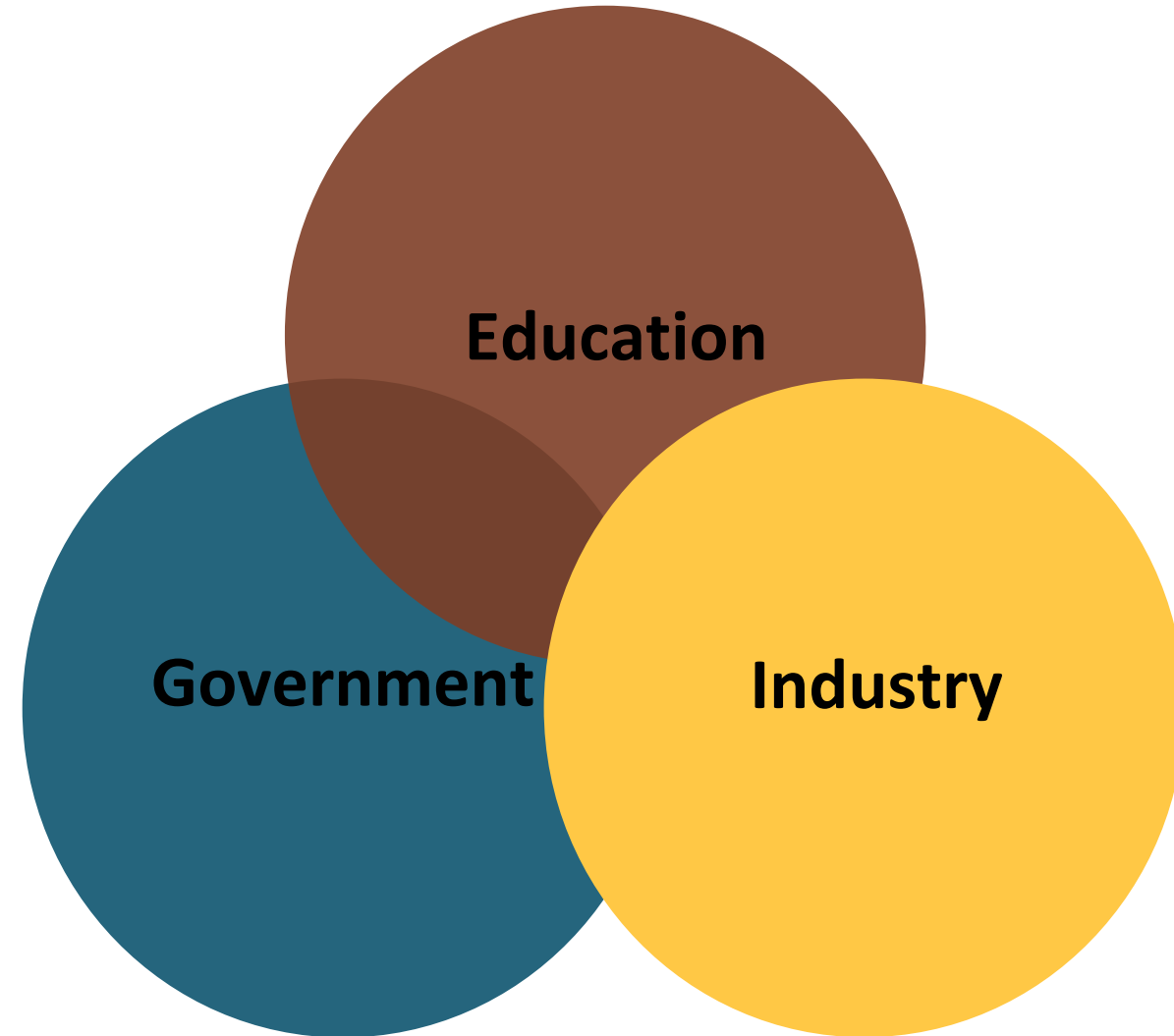


UTAH  
SYSTEM OF  
HIGHER  
EDUCATION

# MISSION & PURPOSE

**Talent Ready Utah**, housed in USHE, was legislatively created to be an industry-facing organization to collaborate with industry, education, and government to align educational programs to workforce demands.

Our role is to engage with and convene stakeholders to identify workforce gaps and to create, expand, and align short-term and long-term workforce solutions.



UTAH SYSTEM OF HIGHER EDUCATION  
TALENT READY UTAH

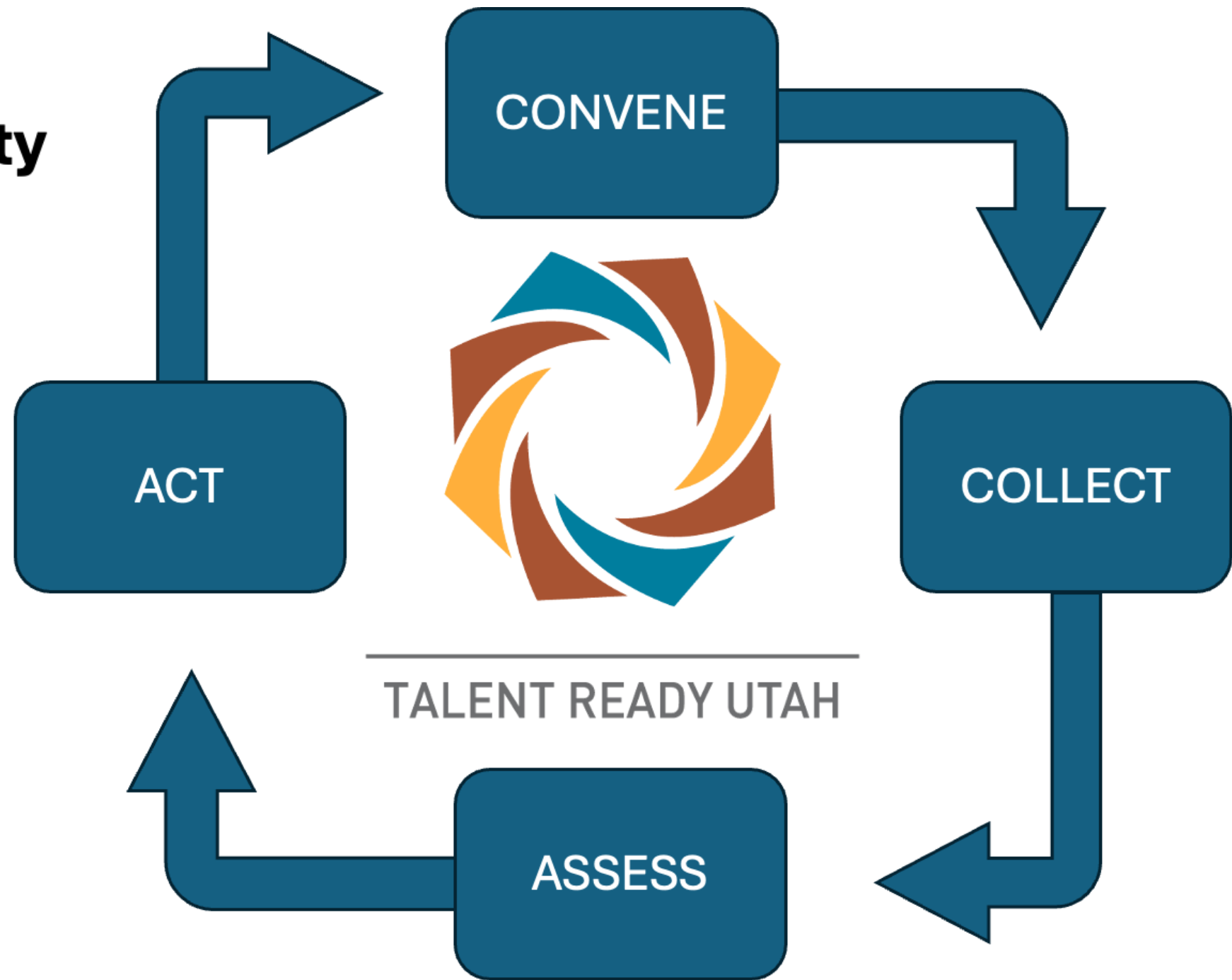


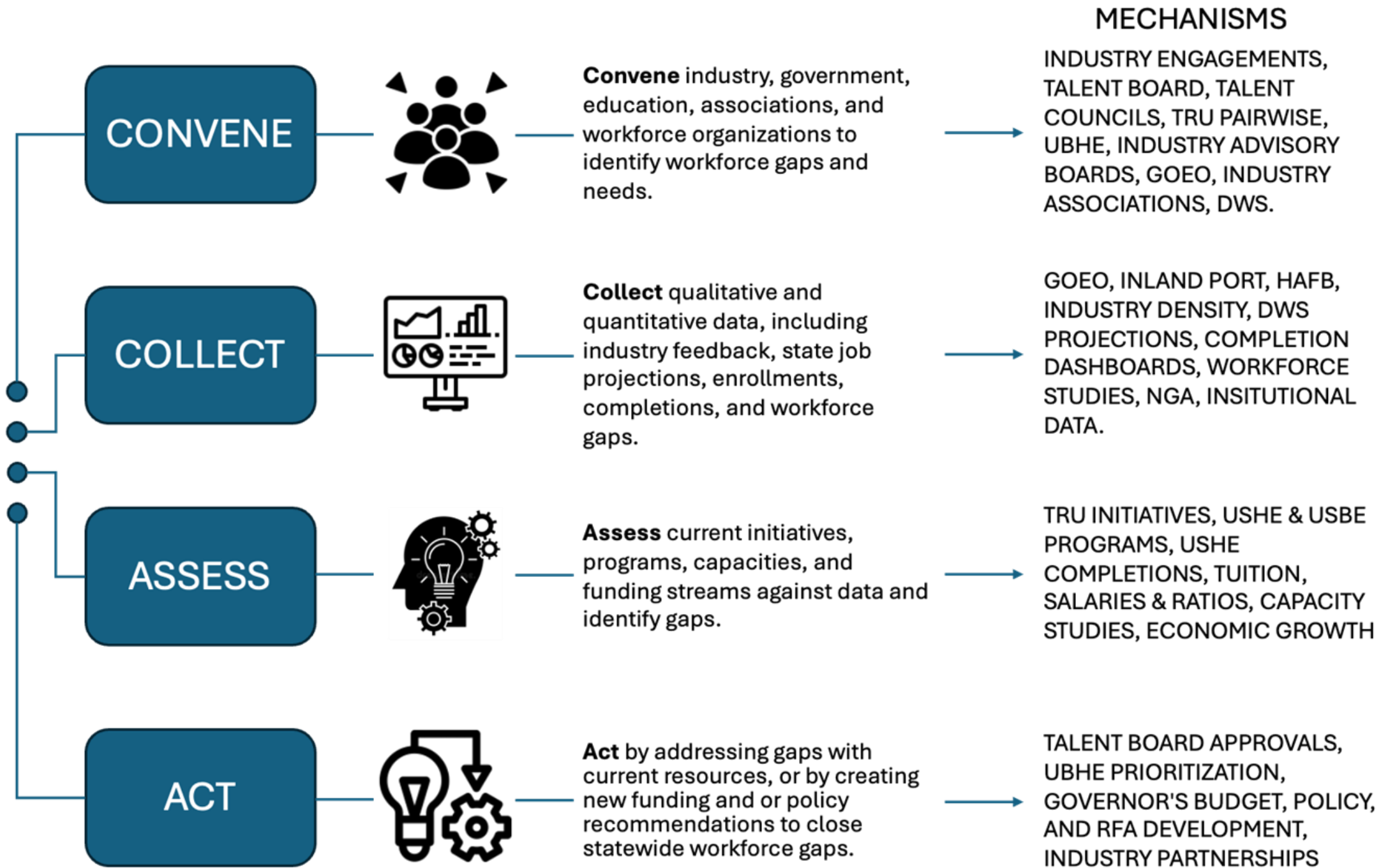
**Senator Ann Millner, Chair**  
**Representative – Val Peterson**  
**Rich Nye - Gov's Education Advisor**  
**Jefferson Moss – GOEO, Executive Director**  
**Casey Cameron – DWS, Executive Director**  
**Margaret Busse – Commerce, Executive Director**  
**Geoff Landward – Commissioner of USHE**  
**Molly Hart - Superintendent of USBE**  
**Joshua Aikens - Zonos, Chief of Staff**  
**Chuck Taylor - SyberJet, CEO**  
**Jake Hinkley - Sunroc, Director of Workforce**  
**Erin Casale - Qualtrics, Director of Customer**  
**Keith Hepler - BAE, VP**  
**Heather Brace - Intermountain Health, CHRO**  
**Will Clive – LVT, CHRO**  
**Richard Bowles – HAFB, Chief of Training & Workforce Development**  
**Sidni Shorter - CEO of the Black Chamber**  
**Derek Miller - CEO of SLC Chamber**

# Talent Ready Utah Board



# Workforce Priority Analysis Cycle





# LE23 & LE24 TRU Partnership & Policy Efforts

- HB555 – Talent Ready Utah Apprenticeship Amendments
- State Work-Based Learning Intermediary
- SB122 – Youth Apprenticeship Governance Structure
- HB22 - First Credential - PRIME Expansions
- SB138 – Utah Apprenticeship Act (TRAC)
- SB68 - Talent Ready Connections Fund (\$4M)
- NGA Policy Academy – Advancing Youth Apprenticeship
- NGA Policy Academy – Work-Based Learning (3 times)
- NGA Mentor State for Work-Based Learning

# LE25 TRU Partnership & Policy Efforts

- HB157 - Energy Education Policy
- SB 92 - Juvenile Justice Workforce Development Policy
- HB 131 - Talent Ready Amendments Policy
- SB 162 – Co-Ops and Utah Talent Hub
- HB 265 - Higher Education Strategic Reinvestment
- HB 260 - Utah First Credential Policy & RFA
- Education & Career Mapping RFA
- Engineering & Computer Sciences Initiative



# State, National, Global Partnership Efforts

**GOEO Board**

**Idaho National Labs Panel**

**STEM Action Center Board**

**Federal Reserve Bank AI Panel**

**Jobs For The Future Panel**

**Utah Energy Week Presenter**

**Utah AI Research Consortium**

**Talent Ready Alaska**

**Talent Ready Arizona**

**Business & Higher Education Forum**

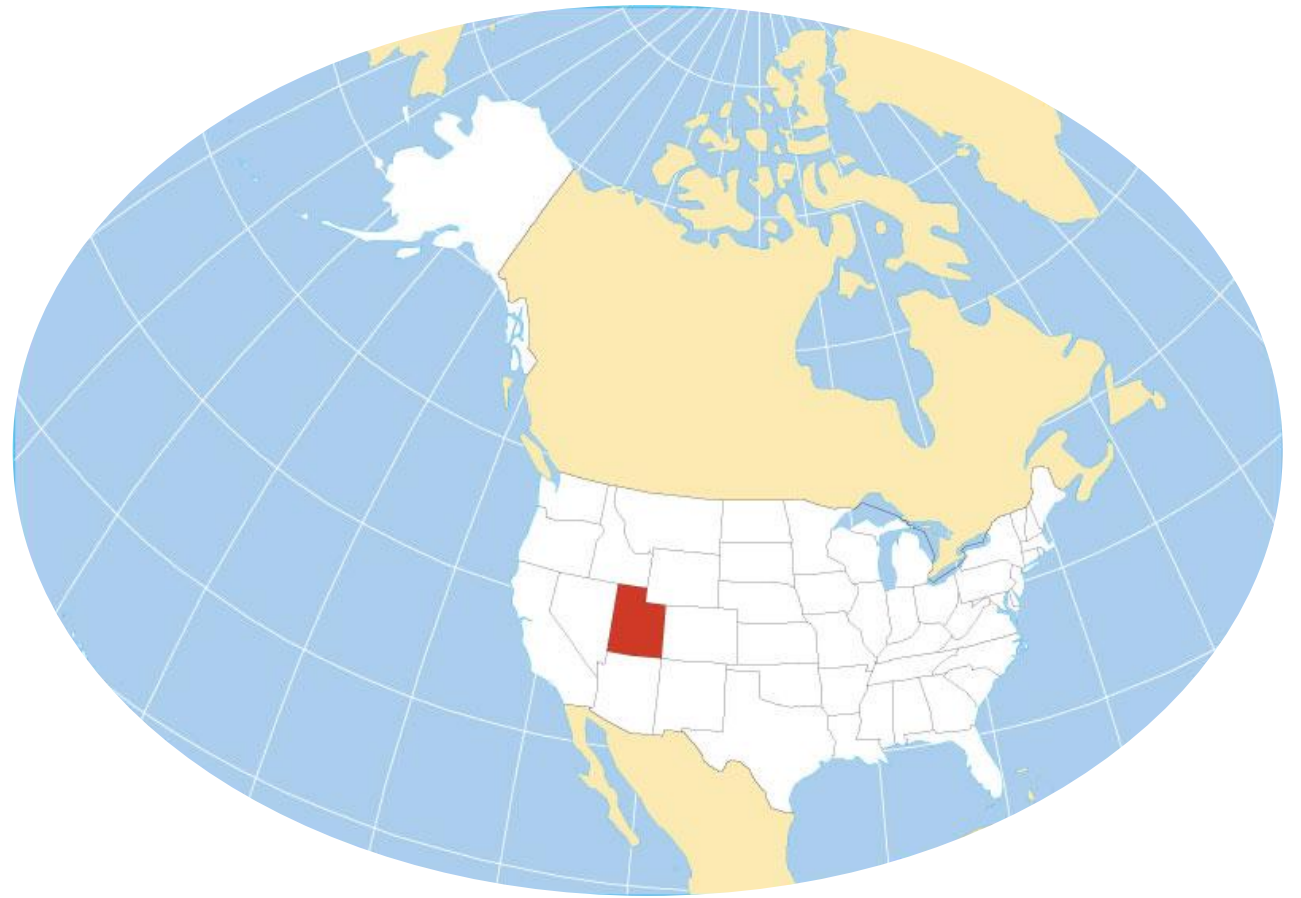
**Cobb County, Georgia Chamber Panel**

**Tulsa County, Oklahoma Chamber Panel**

**Open AI Business & Education Forum**

**State Workforce Development Board**

**White House Education & Workforce Committee**





# CEMETS

Center on the Economics and Management of Education and Training

## July Institute- Zurich

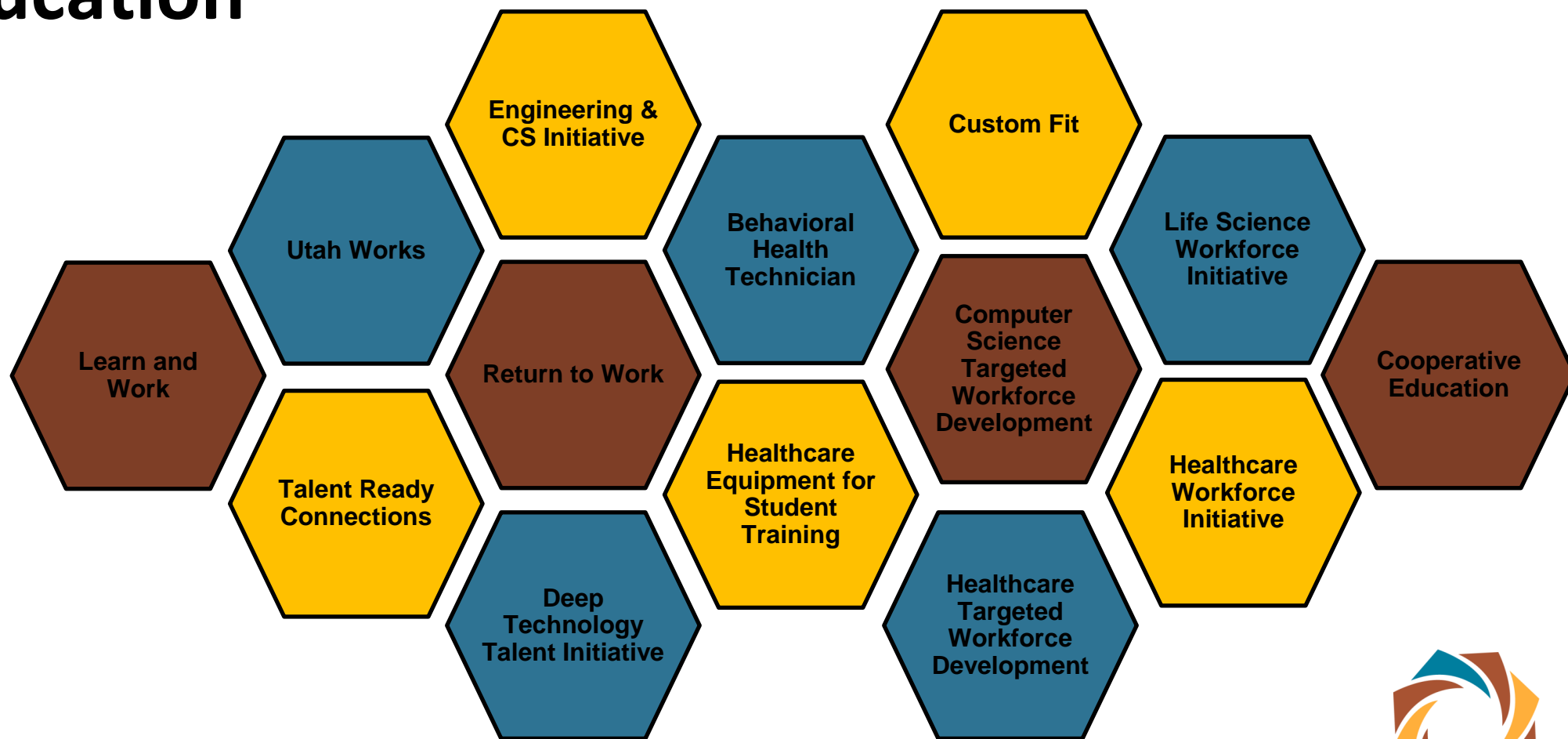
8 States + Washington, D.C. (Colorado, Florida, Illinois, Indiana, Maryland, New York, North Carolina, Utah)



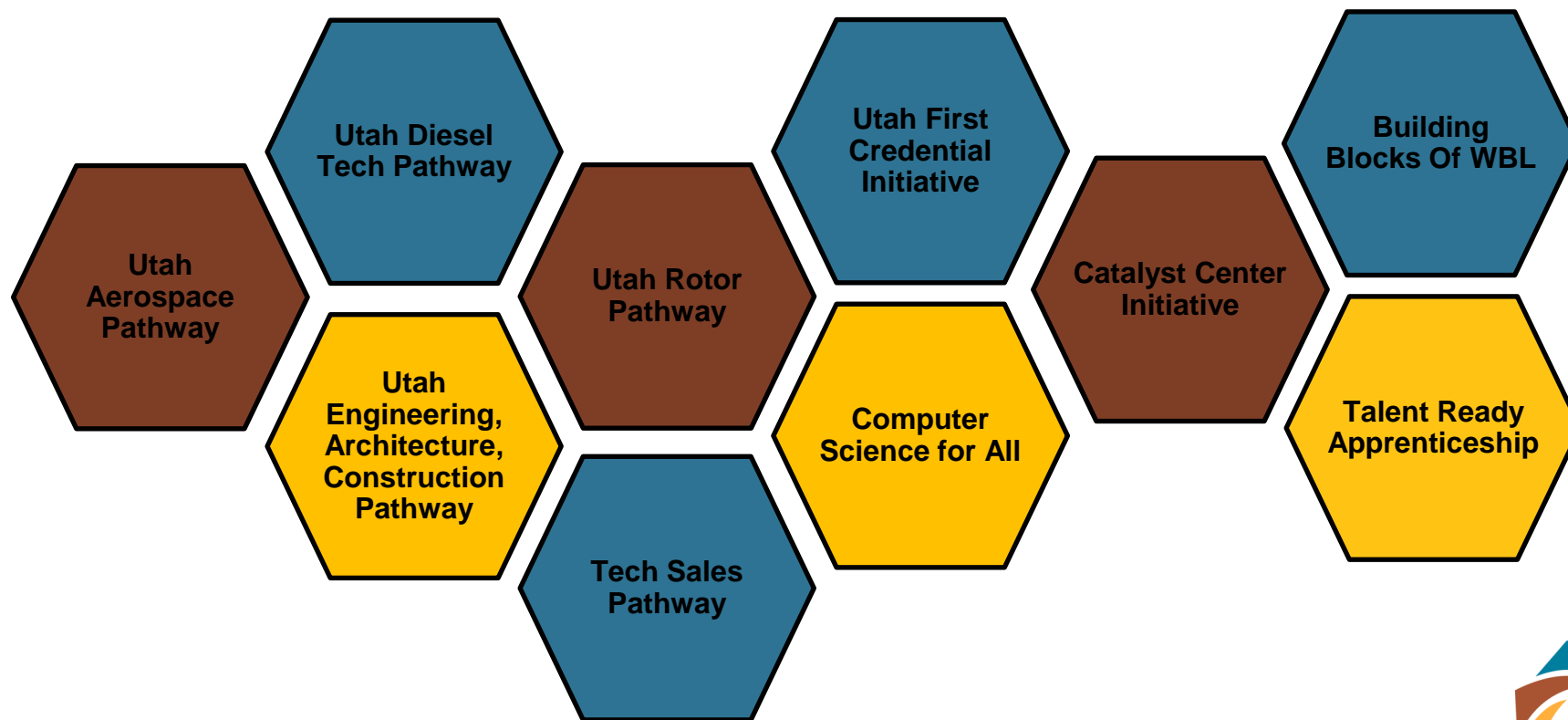
## Advanced CEMETS- September

- Teams from 7 states (Alabama, California, Colorado, Indiana, Maryland, North Carolina and Utah)
- Top Priority: Employer engagement
- Funder Forum with PAYA, Strada Education, Richard Fairbanks, Bloomberg, Koch foundation, etc.
  - Launch a US based CEMETS Institute

# Talent Ready Utah Higher Education Initiatives



# Talent Ready Utah K12 Education Initiatives





# TRU Impacts - 53B-34

## K-12

CS for all, TRAC, Pathways  
Students served: 560,000+

## Higher Education

Programs funded: 530+  
Students served: 45,000+

## Industries Served

Industry clusters: 9  
Companies: 650+



# Targeted Workforce Accelerator

ENERGY • ARTIFICIAL INTELLIGENCE • DEEP TECH



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TALENT READY UTAH

# | Energy Accelerator





# Workforce Pain Points

- Volume of Workers
- Low Unemployment
- Inner Cluster Talent Thievery
- 200+ Occupations
- External Cluster Talent Demands
- Low Volume of Talent Pipeline
- Low Awareness of/and Shortage of Programs
- Lack of Upskilling & Professional Development
- Perception of the Energy Cluster



# Nuclear Workforce Upskilling

Compliance Matrix: Regulatory Qualifications for Nuclear Plant Roles				
This matrix outlines the regulatory qualifications for key nuclear plant roles based on NRC regulations (10 CFR Parts 50 and 55) and ANSI/ANS-3.1 standards.				
Role	Education	Experience	Training/Certification	Regulatory Reference
Plant Manager	Bachelor's in Engineering or equivalent	10+ years in nuclear operations	Leadership, regulatory compliance	ANSI/ANS-3.1, RG 1.8
Operations Manager	Bachelor's in Engineering or technical field	8+ years in operations management	Operations leadership, SAT-based training	ANSI/ANS-3.1
Shift Supervisor	Licensed Senior Reactor Operator	5+ years in plant operations	Emergency response, leadership	10 CFR 55, ANSI/ANS-3.1
Reactor Operator	High school diploma + technical training	3+ years in reactor operations	NRC license, simulator training	10 CFR 55
Senior Reactor Operator	Same as Reactor Operator + leadership training	Additional experience directing operations	NRC license, advanced simulator training	10 CFR 55
Shift Technical Advisor	Bachelor's in Engineering or Physical Sciences	2+ years in reactor engineering or physics	STA training program	RG 1.8, ANSI/ANS-3.1
Radiation Protection Technician	Technical training in health physics	2+ years in radiation protection	Structured RP training program	ANSI N18.1, RG 1.8
Chemistry Technician	Technical training in chemistry or radiochemistry	2+ years in chemistry specialty	Structured chemistry training program	ANSI N18.1, RG 1.8
Maintenance Supervisor	Technical degree or equivalent	5+ years in nuclear maintenance	Supervisory and safety training	ANSI/ANS-3.1
Instrument & Control Technician	Technical training in I&C systems	2+ years in instrumentation and control	SAT-based I&C training	10 CFR 50.120, ANSI/ANS-3.1
Electrical Maintenance Technician	Technical training in electrical systems	2+ years in electrical maintenance	SAT-based electrical training	10 CFR 50.120, ANSI/ANS-3.1

# Energy Workforce Accelerator

2,600+

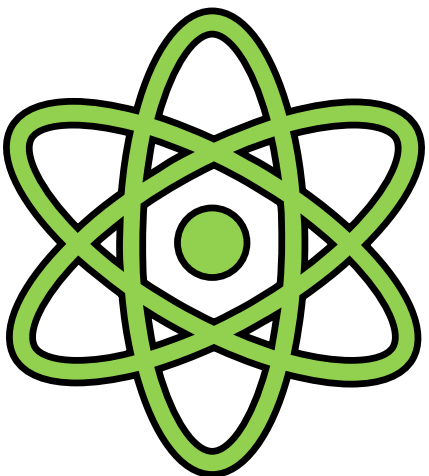
Projected Annual Energy Workforce Growth.\*\*

100%

Increase In Energy Capacity is Needed for Utah's Future.\*\*\*

80%

Of Nuclear Jobs Will Require College-Level Credentials.\*



## INVESTMENTS FOR:

1

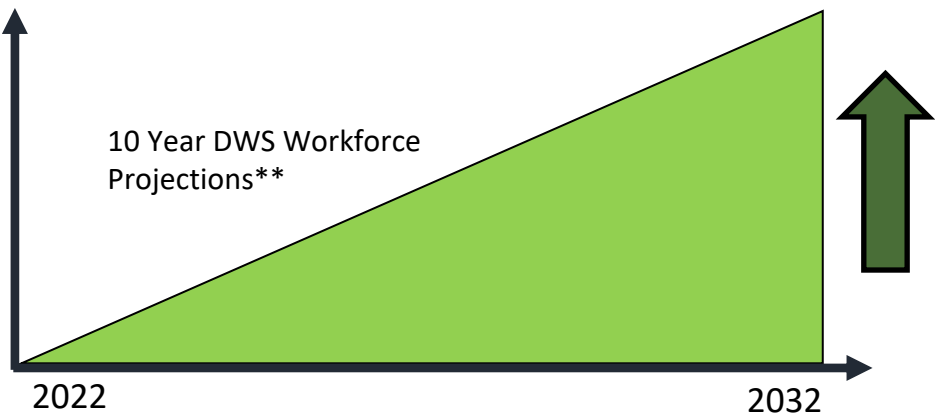
**K12 CTE Pathway:** Build a career-focused CTE pathway that equips students with a foundational energy credential, opening doors to both industry careers and higher education.

2

**Higher Education Energy Credentials:** Create and expand Energy certificates, apprenticeships, and degrees aligned to regional demand.

3

**Emerging Energy Workforce:** Grow and enhance the energy workforce to meet the demands of emerging industries and future energy solutions.



26K+ Jobs

Excluding Emerging Nuclear & Geothermal. Projections could cause major workforce gaps.

\* Source: Idaho National Labs : \*\* Source: DWS : \*\*\*Source: Governor Cox Operation Gigawatt Plan



# | AI Accelerator





# OpenAI Academy:

Implementing AI in Government,  
Industry & Education

Salt Lake City, Utah



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# Artificial Intelligence Accelerator

90%

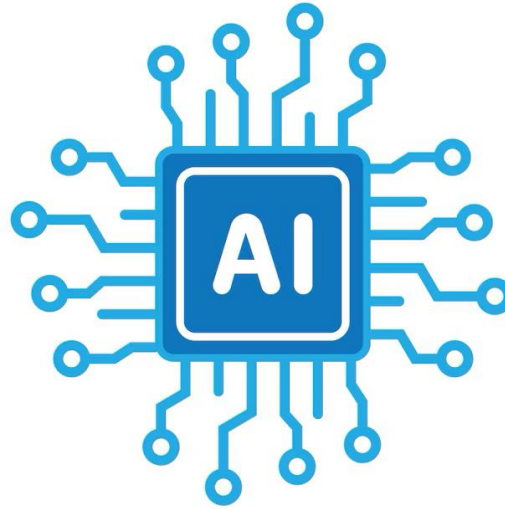
Of Utah Employers Identified AI, Machine Learning, & Automation, as Critical Worker Skills \*\*

67%

Of Utah Employers Adding Jobs That Require AI Skills\*\*

44%

Of Core Workforce skills will transform in the next 5 years\*\*\*



## INVESTMENTS FOR:

1

**K12 CTE Pathways:** Develop An AI CTE Pathway, Explorer Courses, & Teacher Endorsements.

2

**Higher Education Credentials:** Create and expand certificates, apprenticeships, & degrees aligned to regional demand.

3

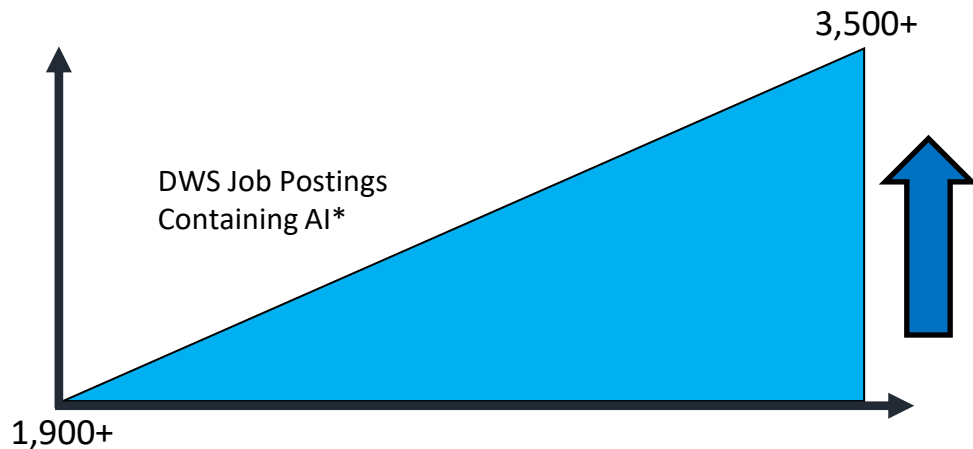
**Student Commercialization & Research:** Nucleus Institute partnerships to commercialize AI tech & advance high-impact student research & projects.

4

**Emerging AI Workforce:** AI User & AI Builder credentials and AI Bootcamps to Accelerate Incumbent Workforce Upskilling.

5

**Modernizing AI Curriculum:** Expedited AI integration into curriculum and assessments aligned to Targeted Industry Clusters.



84%+ Increase

In Jobs Postings  
Requiring AI  
Competencies  
from 2023-2025

\*Source: DWS

\*\*Source: Cicero Workforce Study

\*\*\* Source: World Economic Forum

# | Deep Tech Accelerator





**Deep Tech solutions have the potential to bring about transformative changes in various industries and products that have a significant impact on society.**

Biotechnology

Nanotechnology

Precision Genomics

Quantum computing

Robotics

Advanced Materials

Alternative Energy

Artificial Intelligence

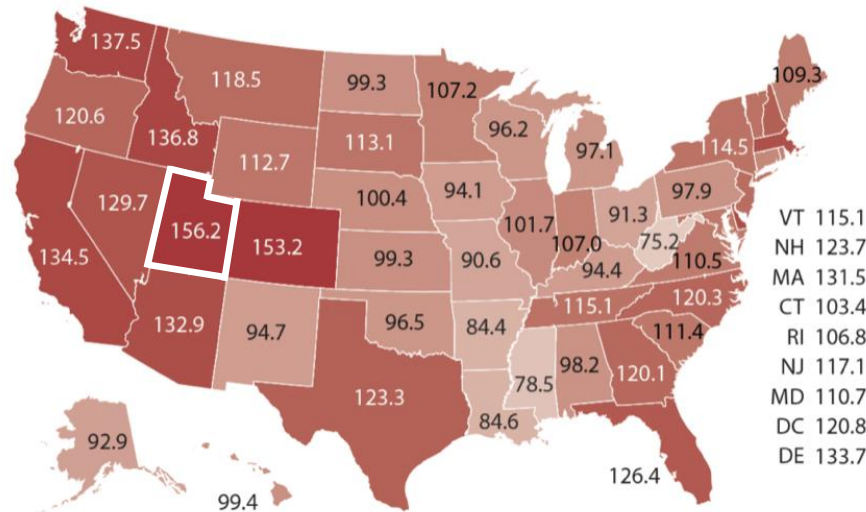
Augmented and Virtual Reality

Autonomous Vehicles

# Deep Tech Workforce Accelerator

**Keep  
Utah #1  
Innovation  
Output**

Innovation Intelligence Index by State, 2023



Source: Indiana Business Research Center, 2024

## INVESTMENTS LEAD TO:

1

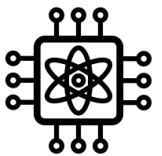
**Talent Development:** Cutting-edge programs produce a workforce of the future in critical technologies to grow the state's targeted industry sectors.

2

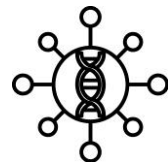
**Talent Attraction:** A thriving deep tech ecosystem attracts top talent from around the world, enhances research and development efforts, and drives advancements in emerging technologies.

3

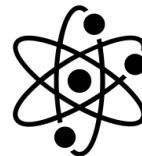
**Attract and Retain Organizations:** The success and growth of Utah's deep tech ecosystem catalyzes advancements in leading technologies while attracting and retaining companies.



Quantum Computing



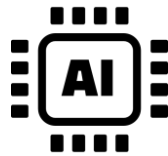
Precision Genomics



Emerging Energy



Advanced Robotics



Artificial Intelligence



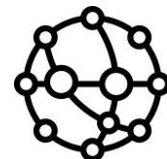
Advanced Materials



Biotech Research



Secure Computing



Nano-technology



| **Thank You!**

