



Performance Note
HB0068 - Apprenticeship
and Work-based Learning
Amendments
Sponsor: Rep. Gibson, Francis D.



Performance Note Report

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Agency: Governor's Office of Economic Development

Funding For:

Serving a New or Larger Population

Public Benefit:

Purpose: Work-based learning and youth apprenticeships provide Utah students with meaningful work experience, debt-free college credit, and a chance to learn about growing industries in the state. These programs increase the workforce pipeline and offer employers the opportunity to direct the skill development of their future workforce and help in filling high-demand positions in their companies. It also helps educators by contributing to student engagement and attendance as well as increasing credential and college-credit attainment. Overall these programs will provide workers in the state a chance for high-wage and high-skill careers they can attain without having to leave Utah and experience opportunities for continued education aimed at career advancement. Work-based learning and youth apprenticeships are designed to provide meaningful work experience for students engaged in learning the skills they need for a successful career. Students split their time between the classroom and workplace applying knowledge through a hands-on learning routine. For youth apprenticeships, as part-time employees of our TRAC partners, students earn a wage pursuing their education toward a high-paying career. By linking the efforts of industry and education the TRAC program creates a model that is beneficial to both students and businesses.

Services: Youth apprenticeship: -Provides paid workforce experience for students in high-skill and high-wage careers; -Engages industry and education in a training track that matches the skill demand of the workplace; -Aligns curriculum between secondary and post-secondary education to offer recognized accreditations; -Increases qualified workforce in Utah; -Creates systemic change by offering a high-quality work experience where the opportunities are desperately needed; -Informs students, teachers, parents, and companies of the opportunities for high-wage careers in the state.

Expected Outcome: During the first year, we plan to have engaged with 3 new school districts to pair each with 3 new industry partners to replicate the model developed for Stadler US at Salt Lake City School District with youth apprenticeships or another high-level work-based learning practice such as internships or externships. We also plan to expand the current program at Stadler US to include an additional school district and an increased number of apprenticeships. With the new and expanded programs, we hope to see 50 new apprentices or interns/externs in the first year. Curriculum development at the post-secondary level can take longer because of the approval process required by our education systems so a finished schedule of classes for the second and third-year apprenticeships will be created and approved over the next two years.

Implementations and Resources: TRAC is centered at the Governor's Office of Economic Development and operated through Talent Ready Utah (TRU). TRU works with school districts and colleges to create programs for individual companies and industries to fill high-demand jobs. Implementation, while centered at TRU, heavily relies on the partnerships developed between education and industry. TRU coordinates meetings and drives direction and training on how to create these programs. School districts coordinate student engagement efforts and help address barriers to entry for the targeted school population. Post-secondary helps develop the curriculum using concurrent enrollment classes aimed at a specific degree or certificate. Industry identifies entry positions for students that can provide part-time employment during apprenticeship or internships and externships and guides the skill development outline for the curriculum.

How: Directed by TRU, the program will be implemented through local networks involving high schools, colleges, and industry partners. HB 68 provides funding for coordinators that will help implement these programs across the state. Coordinators and Talent Ready Utah will be responsible for engaging with new industry partners, coordinating education efforts, community outreach, and the various required administration duties of a TRAC program. There are also funds intended to support the financial and material needs of a developing program. The funds will be distributed through an application system administered by TRU. The application will be distributed to companies and educators interested in creating youth apprenticeship or other work-based learning programs to assist in training, equipment, and marketing costs. The applications will be reviewed and will go before the Talent Ready Utah Board for final approval. Once approved, contracts will be created with the approved applicants to allocate funds and track program success. Successful implementation will include a system of coordinators that report to TRU for data tracking and program direction. The ultimate goal of the program is to have opportunities available to students in every school district in the state while partnering with multiple companies to help train a skilled workforce.

Performance Measures

Goal

Title: Job placement within 6 months of graduation.

Description: Youth apprenticeship and other work-based learning programs are focused on training students to have the skill and experience to obtain a full-time position in targeted industries. Job placement is the top priority for these programs.

Collection Method: The companies providing the work-based skill development will report the number of students that accept full-time positions at the end of the program.

| | 2020 | 2021 | 2022 |
|------------------------------------|------|------|-------|
| Percent of job placements (target) | 0.00 | 0.00 | 40.00 |
| Percent of job placements | 0.00 | 0.00 | 0.00 |

Goal

Title: Percent of completion for all students enrolled in the program

Description: The total number of students beginning/enrolling in the program will be compared with those who ultimately graduate the program.

Collection Method: School districts will be responsible for reporting to coordinators and Talent Ready Utah enrollment numbers at the start of the program track. Colleges will continue reporting attrition rates over the years as students are with a post-secondary partner and upon completion, colleges will report the number of students who attain the certificate or degree.

| | 2020 | 2021 | 2022 |
|--|------|------|-------|
| Percent completion of program (target) | 0.00 | 0.00 | 50.00 |
| Percent completion of program | 0.00 | 0.00 | 0.00 |

Goal

Title: Participants who complete a certification, associate degree or higher.

Description: Many high-wage/high-demand positions in the state also require specific certification or college degrees. Attainment rate and completion rates will be used to monitor the success of the program.

Collection Method: Upon completion, colleges will report the number of students who attain a certificate or degree.

| | 2020 | 2021 | 2022 |
|--|------|------|-------|
| Percent of participants obtaining a certificate or | 0.00 | 0.00 | 80.00 |
| Percent of participants obtaining a certificate or | 0.00 | 0.00 | 0.00 |