Strategic Workforce Investments
Building our Workforces: Why I got involved

- Business leaders identified the most important factor for a business: labor supply

- It is all about the workforce
CNBC Best States for Business Criteria

- Workforce
- Cost of Doing Business
- Infrastructure
- Economy
- Quality of Life
- Technology & Innovation
- Education
- Business Friendliness
- Cost of Living
- Access to Capital
CNBC Workforce Measures

- Education level of their workforce
- Numbers of available employees
- Ability to retain college-ready workers
- Workforce productivity based on each state’s economic output per job
- Worker training programs placement in jobs
Milken Institute: A Matter of Degrees 2013

Key Findings: Education increases regional prosperity
Better educated, bigger benefits

Add one year of college to the region’s workforce, and GDP per capita jumps 17.4%
## Workforce Survey:
Anticipated new employee needs over the next five years in Utah

<table>
<thead>
<tr>
<th>Industry</th>
<th>Anticipated Needs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Manufacturing</td>
<td>9,116</td>
</tr>
<tr>
<td>Aerospace and Defense</td>
<td>14,176</td>
</tr>
<tr>
<td>Information Technology</td>
<td>13,012</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>2,900</td>
</tr>
<tr>
<td><strong>Sum Total:</strong></td>
<td><strong>39,204</strong></td>
</tr>
</tbody>
</table>
Traditional Paths

Tech College/Certificates
(100's-1000's of hrs)

High School College/University
Traditional Paths

LPN
Licensed Practical Nurse Certificate
One year certificate

ADN
Associate’s Degree in Nursing
Two year degree

BSN
Bachelor’s of Science in Nursing
Four year degree
**Stackable Credentials**

**Tech College/Certificates**
(100’s-1000’s of hrs)

**High School**

**College/University**

**Building Defined Pathways**
- Certificate (or AS) as a ready stepping stone to AS (or BS)
- Continuing relationship with Tech College & its College/University partners
- Tech College courses/credits granted towards AS or BS requirements
Stackable Credentials:
Medical Field Example

- **Two year degree**: Bachelor’s of Science in Nursing (BSN)
- **Two year degree**: Associate’s Degree in Nursing (RN)
- **One year certificate**: Licensed Practical Nurse Certificate (LPN)

+ 2 years
What SB 103 Implemented

- A biannual survey for workforce projections tied to Utah’s Economic Clusters
- Regional workforce program planning requiring:
  - partnerships and
  - stackable credentials
  - aligned to the regional workforce needs
- Allows for appropriations to fund stackable credentialing programs for high growth and high demand occupations
Applications were judged on the following criteria: Does the project...

- Serve one of the strategic industry clusters?
- Clearly define the stackable credential pathway?
- Clearly defined “on-ramps” and “off-ramps” for students?
- Involve a partnership at least two of the following: K-12, UCAT and/or USHE
- Does the project meet regional industry demand and identify types of jobs available to graduates?
START YOUR CAREER MAP AT ANY POINT

HIGH SCHOOL
- Classes toward BATC Certification
- Classes toward USU Associate’s Degree

BATC CERTIFICATION
- Choose a program from Bridgerland Applied Technology College
- Information Technology
- IT STEM Academy

USU - ASSOCIATE’S
- General Technology AAS

USU - BACHELOR’S & GRADUATE
- Technology & Engineering Education
- Business Education
- Technology Systems - IT & Software Development (in approval process)
STRATEGIC WORKFORCE

ON-RAMPS

DATC Automated Manufacturing Basic Technician
DATC Industrial Technician
OWATC Industrial Automation Maintenance

WSU Associate of Applied Science Degree in Controls Technology

WSU Bachelor of Science Degree in Electronics Engineering Technology

JOBS
Electrical and Electronics Repairers, Commercial and Industrial Equipment
Industrial Machinery Mechanics
Maintenance Workers, Machinery
Maintenance and Repair Workers, General
Installation, Maintenance, and Repair Workers

JOBS
Electrical and Electronic Engineering Technician
Engineering Technicians

JOBS
Controls Engineer
Automation Engineer
STRATEGIC WORKFORCE ON-RAMPs

Davis School District High School Program
Manufacturing Principles 1
Composite Materials Technology 1

Jobs
Production Operator
Wage range $9 - $15 per hour
50 openings per year with a 1.6% growth rate

Machinists
Wage Range $15 - $21
170 Openings per year with 2.5% annual growth rate

DATC Composite Materials Technology Program
Advanced Certificate, National Certified Composite Technician (CCT)
Options to add supplemental courses in additional fields

B.S. Engineering Degree

Jobs
Materials & Process Engineers
Wage Range: $36 - $50 per hour
180 Openings per year with a 2.2% growth rate

Vocational Educators
Quality Control & Inspection

A.A.S Degree
Weber State
Utah State
LDS Business College

Jobs
Associate Production Operator
Composite Technician
Aircraft Maintenance Technician
Repair and Part Finish Technician
Wage Range $18 - $27 per hour
240 Openings per year with a 1.9% growth rate

Engineering Technicians
Wage Range $19 - $30 per hour
10 - 30 Openings per year with a 1-2% annual growth rate
Next Step!

Statewide Stackable Credentials
Questions