



ZIONS BANK®

W A S A T C H B A C K

ECONOMIC SUMMIT



BEYOND BOUNDARIES

DEVELOPING & RETAINING THE FUTURE WORKFORCE OF THE WASATCH BACK



**Jeff Jones- Moderator
Summit County**



**Pete Codella
Governor's Office of
Economic Opportunity**



**Thalea Longhurst
Utah State Board of
Education**



**Weston Broadbent
Wasatch County
School District**



**Lyndsay Huntsman
Park City School
District**



**Worley Pace
Department of Workforce
Services**



**Michael Snapp
Utah Valley University**

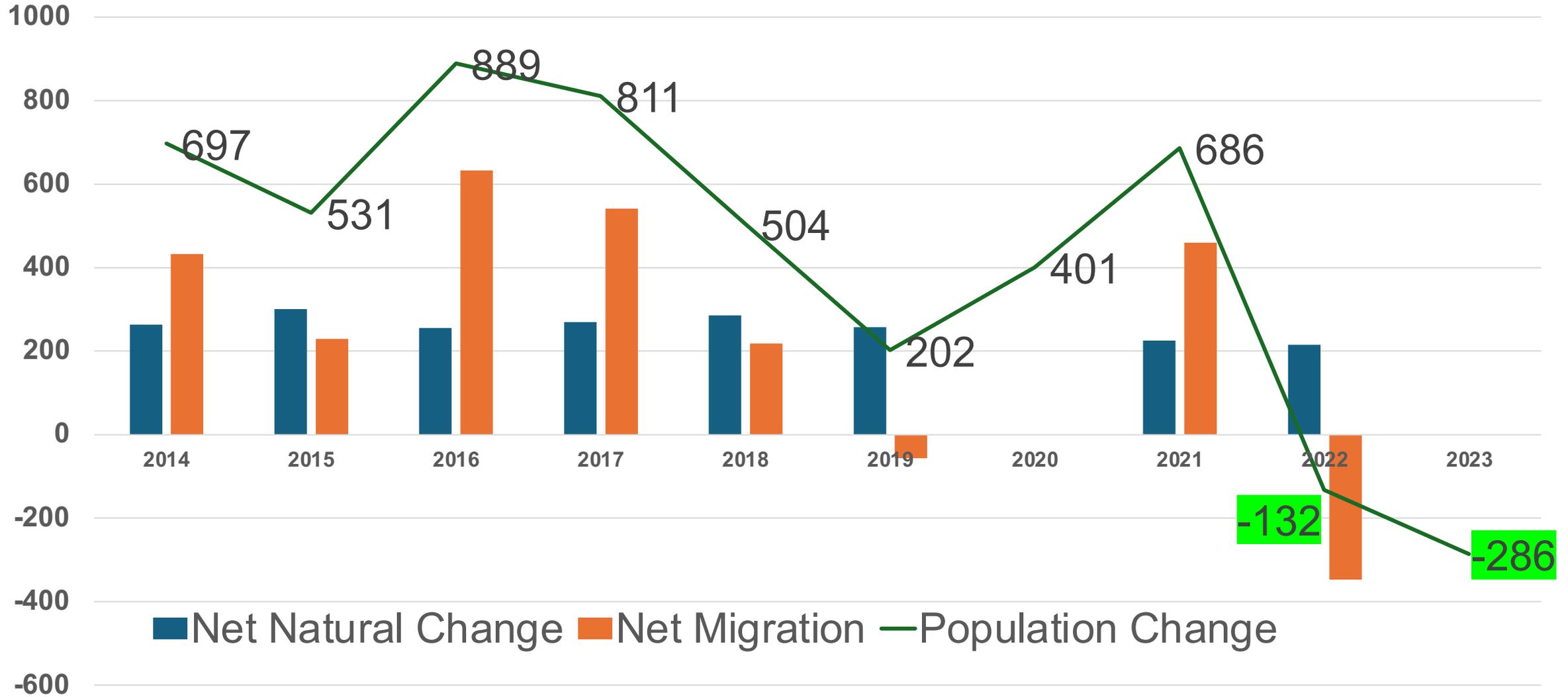


**Kelly Stone
Mountainland
Technical College**



Population & Jobs

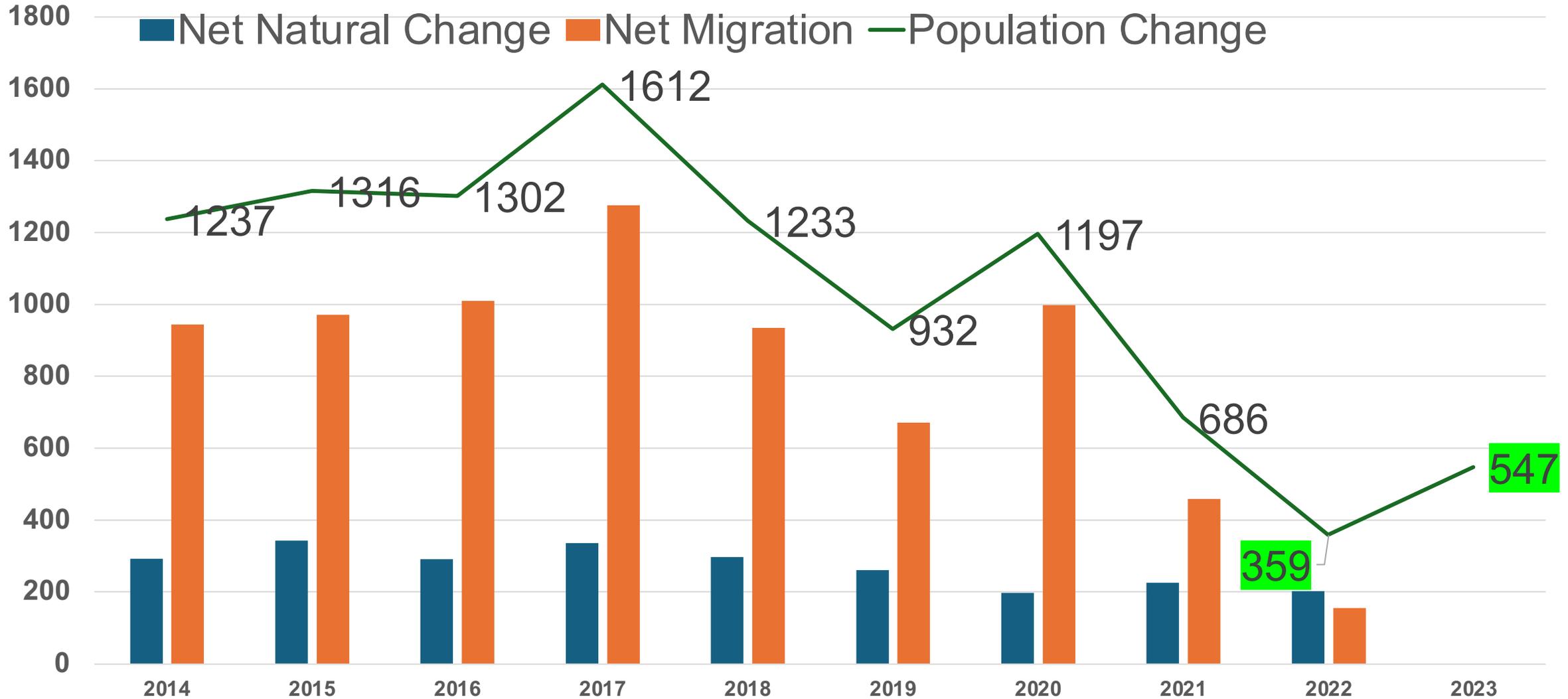
Summit County Population Change



Source: US Census Bureau

Annual components of population change are not available for 2020 and have not yet been released for 2023

Wasatch County Population Change



Source: US Census Bureau

Annual components of population change are not available for 2020 and have not yet been released for 2023

Projected Population Growth/Job Growth

Summit County

	2023	2033	Change	% Change
Population	43,569	47,874	4,305	10.0%
Jobs	33,853	42,023	8,170	24.1%

Wasatch County

	2023	2033	Change	% Change
Population	37,597	45,875	8,278	22.0%
Jobs	13,608	18,149	4,541	33.4%

Industries

Largest Industry Sectors

Summit County				
Industry Sector	2033	2033	Change	% Change
Accommodation and Food Services	6,947	8,781	1,834	26.4%
Arts, Entertainment, and Recreation	4,072	4,413	341	8.4%
Wasatch County				
Industry Sector	2033	2033	Change	% Change
Construction	2,380	3,215	835	35.1%
Government	2,106	2,645	539	25.6%

Source: Lightcast Developer

Industry Sector Numerical Growth

Summit County				
Industry Sector	2033	2033	Change	% Change
Accommodation and Food Services	6,947	8,781	1,834	26.4%
Health Care and Social Assistance	2,093	3,009	916	44.0%
Wasatch County				
Industry Sector	2033	2033	Change	% Change
Construction	2,380	3,215	835	35.1%
Health Care and Social Assistance	1,298	1,895	597	46.0%

Source: Lightcast Developer

Industry Sector Average Earnings Per Job

Summit County		
Industry Sector	2023	Average Earnings Per Job
Finance and Insurance	688	\$203,197
Management of Companies and Enterprises	272	\$183,238
Wasatch County		
Industry Sector	2023	Average Earnings Per Job
Management of Companies & Enterprises	44	\$332,631
Mining, Quarrying, and Oil and Gas Extraction	11	\$142,025

Source: Lightcast Developer

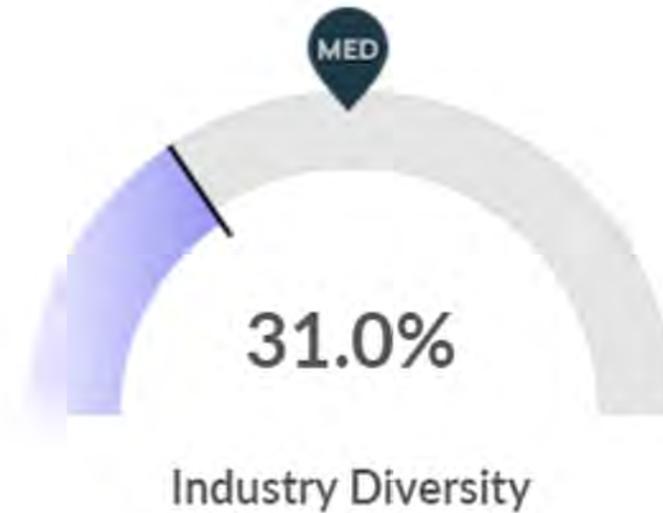
Industry Contribution to Gross Regional Product

Summit County		
Industry Sector	2023	2022 GRP
Accommodation and Food Services	6,947	\$539,992,279
Real Estate and Rental and Leasing	1,668	\$479,425,788
Wasatch County		
Industry Sector	2023	2022 GRP
Construction	2,380	\$291,063,233
Government	2,106	\$156,972,798

Source: Lightcast Developer

Industry Diversity

Rank: 2168
(out of 3142 Counties)

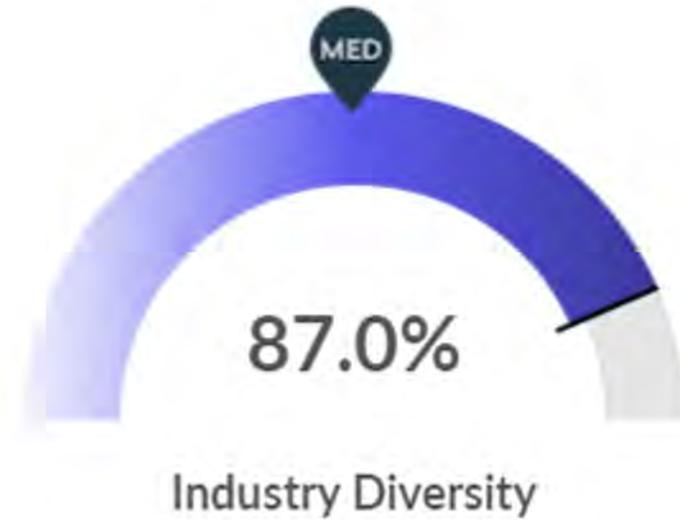


Industry diversity is low for Summit. This means that employment is distributed less evenly between the 11 industry clusters compared to the typical county. A region with high diversity can signal economic stability and more easily withstand economic pressures, while a region with low diversity can signal economic instability.

**Summit County Diversity
Rank**

Source: Lightcast Developer

Rank: 409
(out of 3142 Counties)



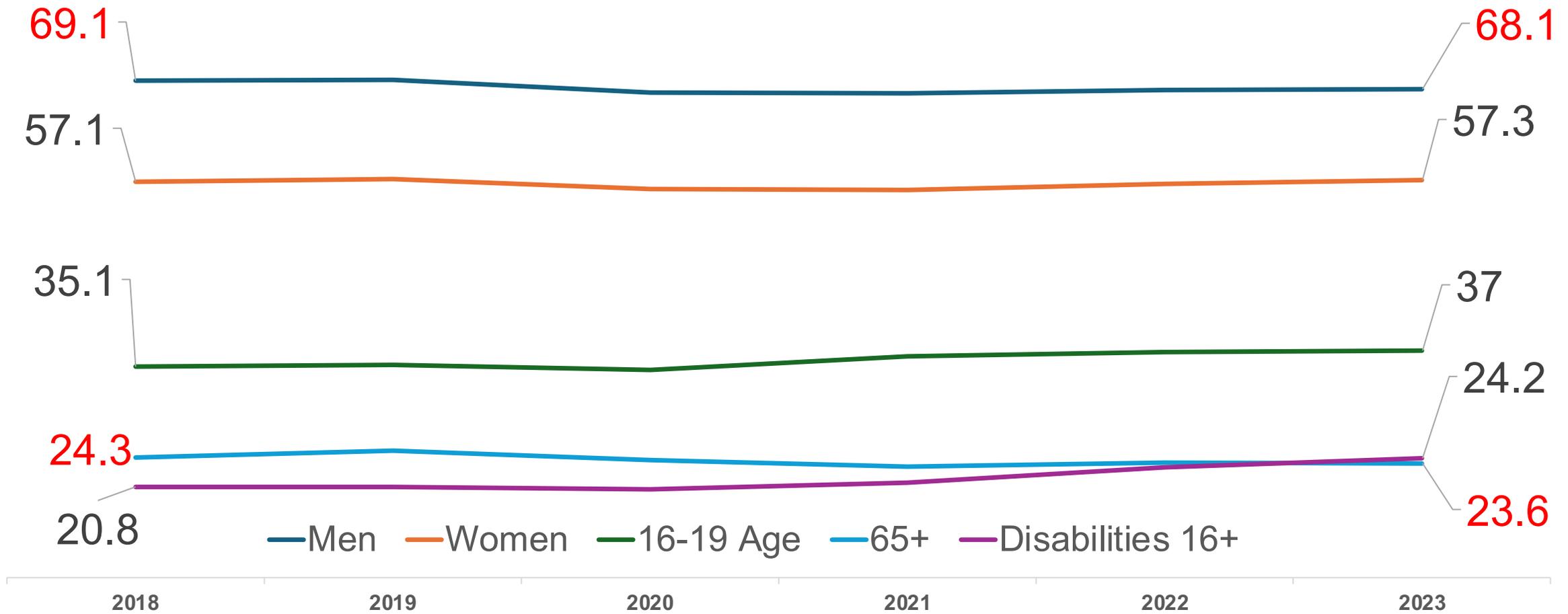
Industry diversity is high for Wasatch. This means that employment is distributed more evenly between the 11 industry clusters compared to the typical county. A region with high diversity can signal economic stability and more easily withstand economic pressures, while a region with low diversity can signal economic instability.

Wasatch County Diversity Rank

Source: Lightcast Developer

Labor Force Participation Rate

USA: Labor Participation Rate %

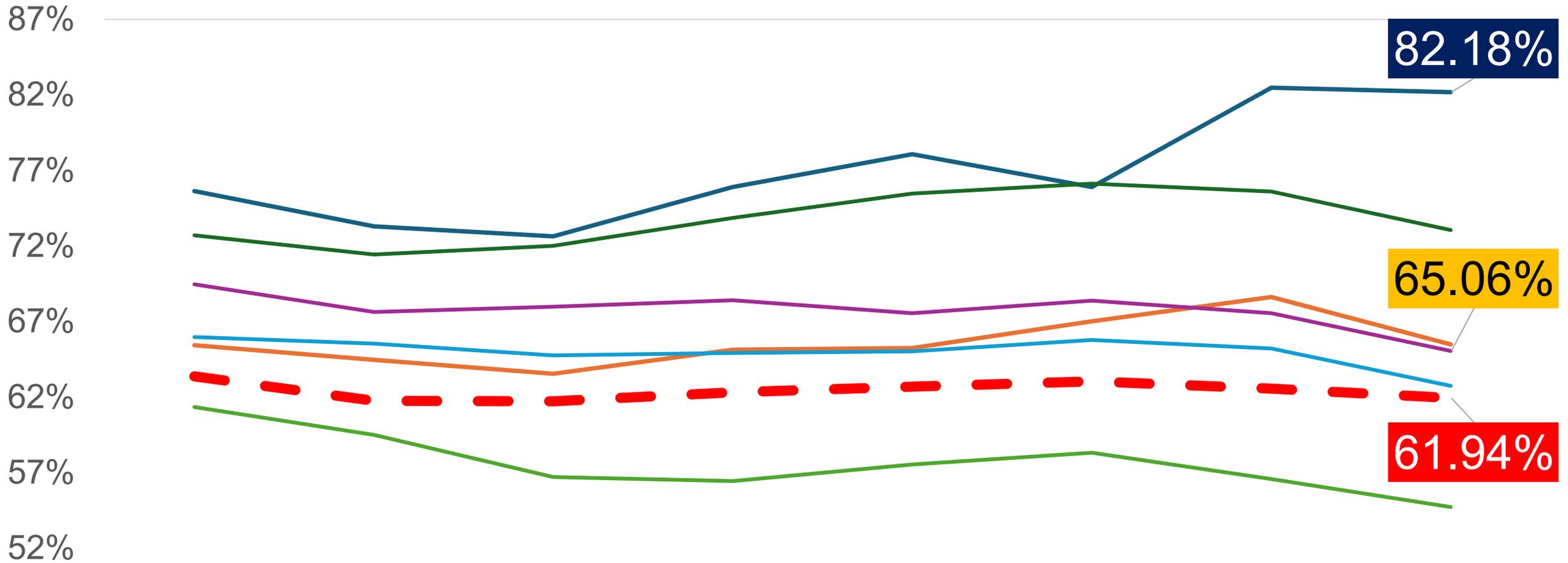


**US Labor Force, Seasonally Adjusted
Units = Thousands
March 1, 2023 to March 1, 2024**



Source: Bureau of Labor Statistics

Labor Force Participation Rate %

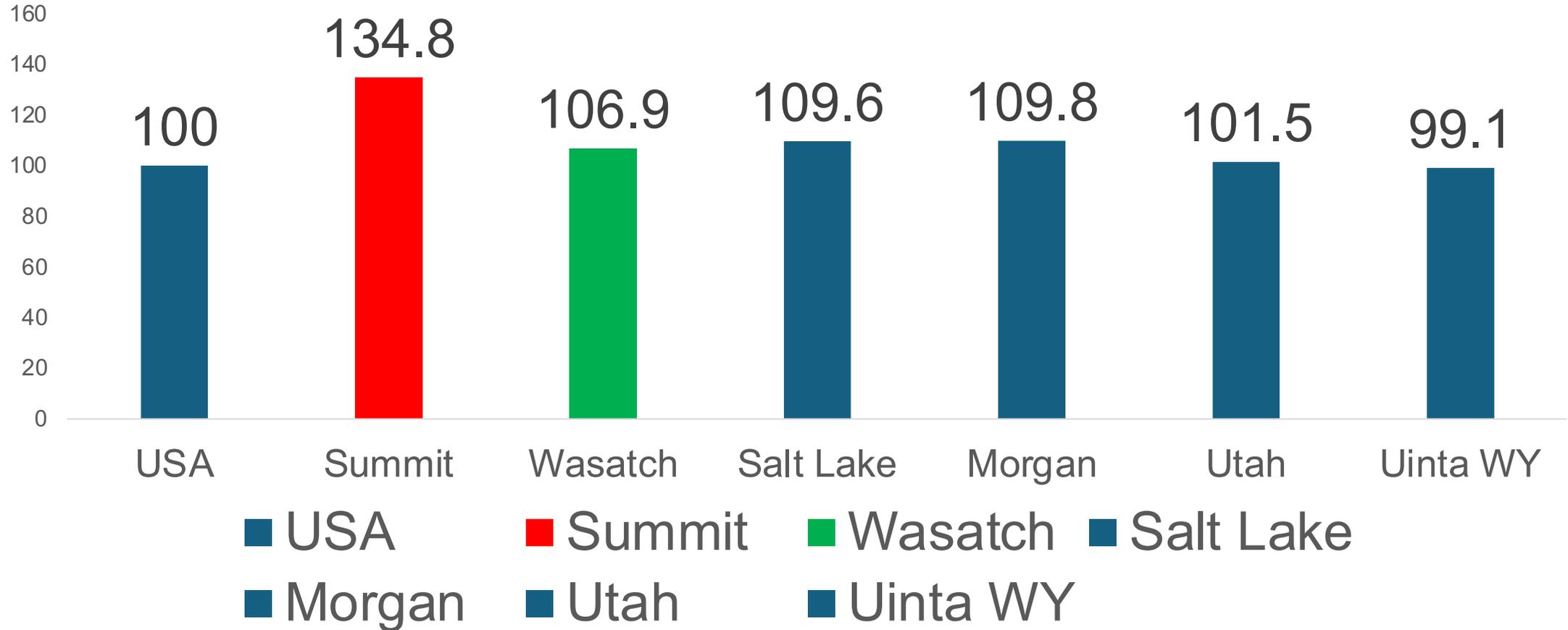


— Summit — Wasatch — Salt Lake — Morgan
— Utah — Unita WY — USA

Cost of Living

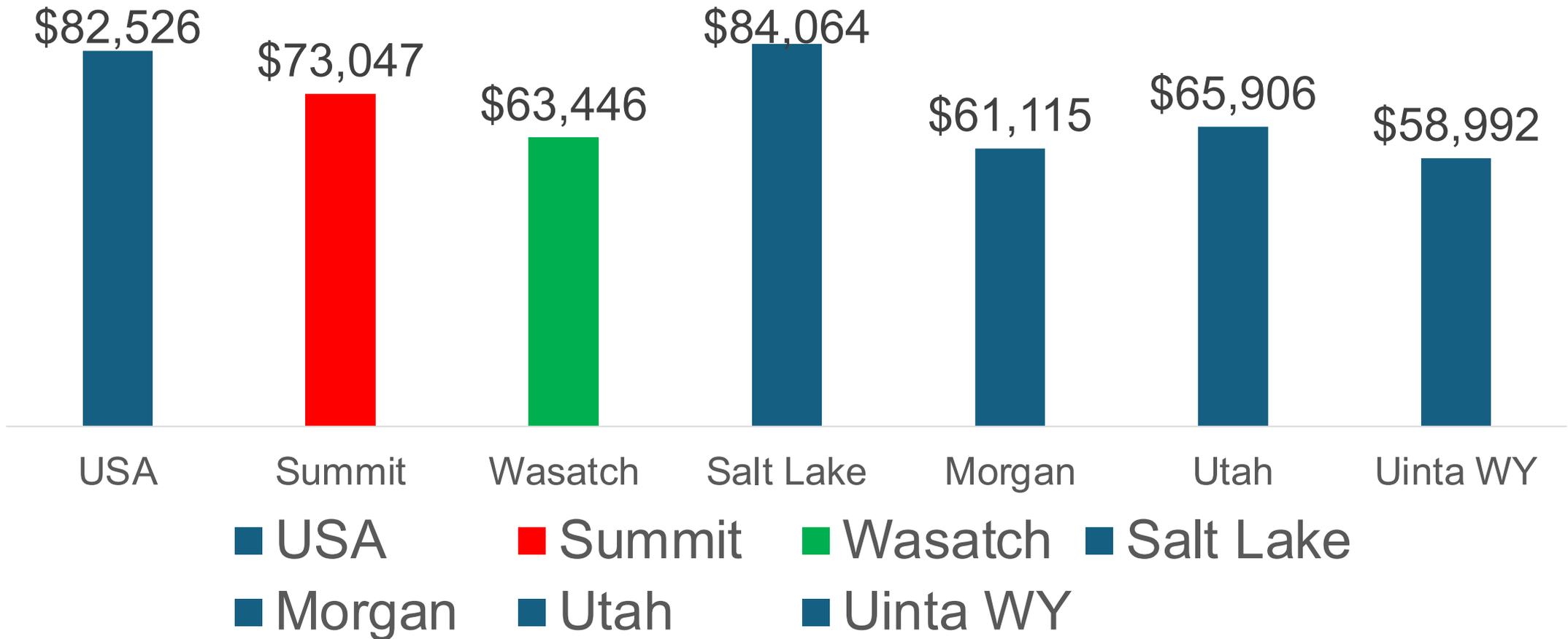
Cost of Living Index

- Groceries
- Health care
- Housing
- Transportation
- Utilities
- Miscellaneous



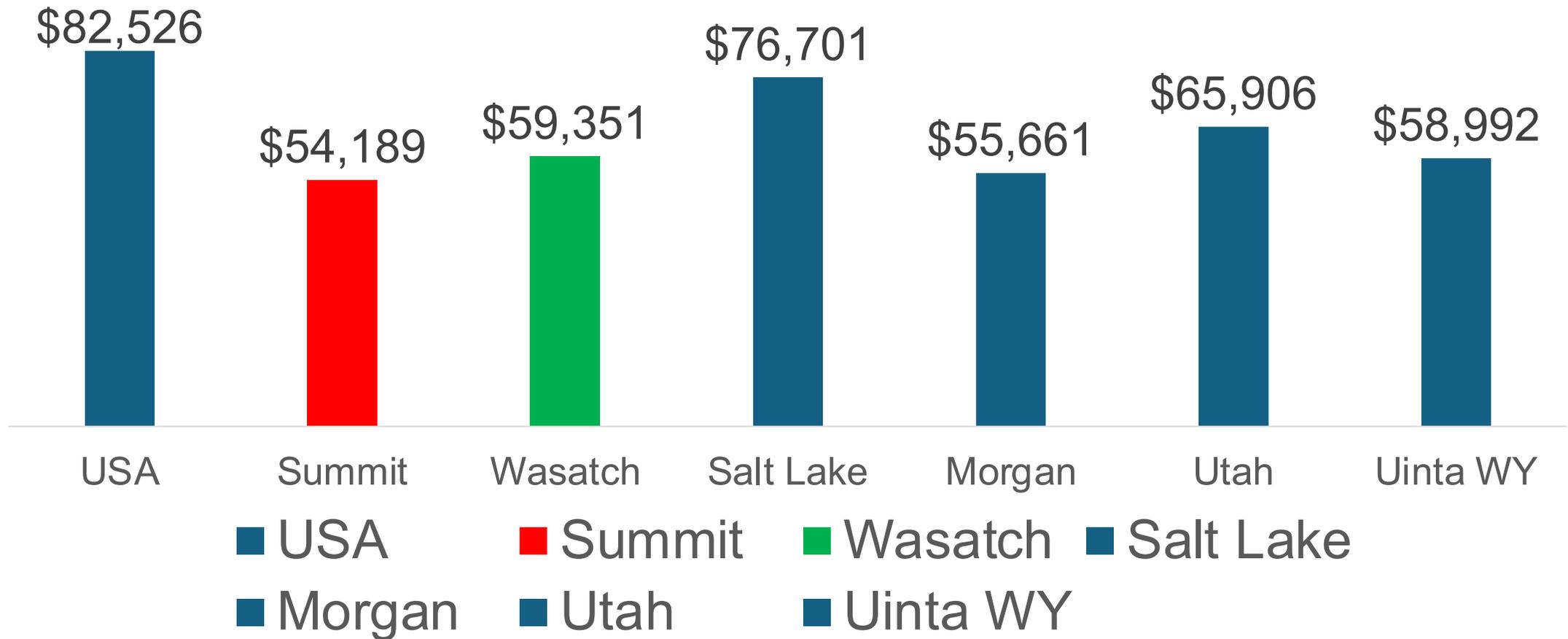
Source: C2ER/Lightcast Developer

Average Earnings Per Job



Source: Lightcast Developer

Average Earnings Per Job Adjusted for Cost of Living



Source: Lightcast Developer/C2ER

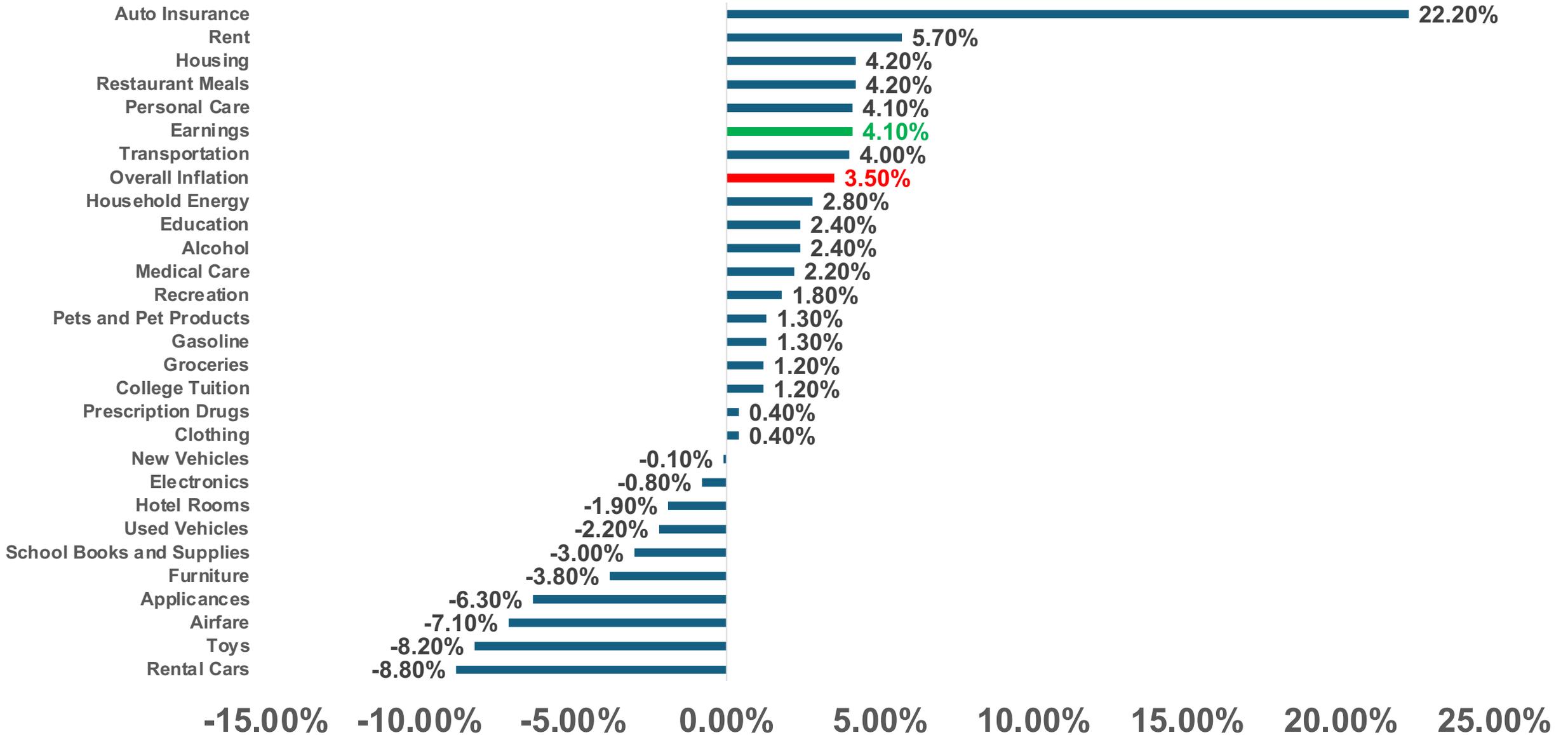
12-month percentage change, Consumer Price Index, selected categories, not seasonally adjusted

- All items
- Food at home
- Energy
- Electricity
- All items less food and energy
- Apparel
- Medical care commodities
- Shelter
- Education and communication
- Food
- Food away from home
- Gasoline (all types)
- Natural gas (piped)
- Commodities less food and energy com...
- New vehicles
- Services less energy services
- Medical care services



Source: U.S. Bureau of Labor Statistics.

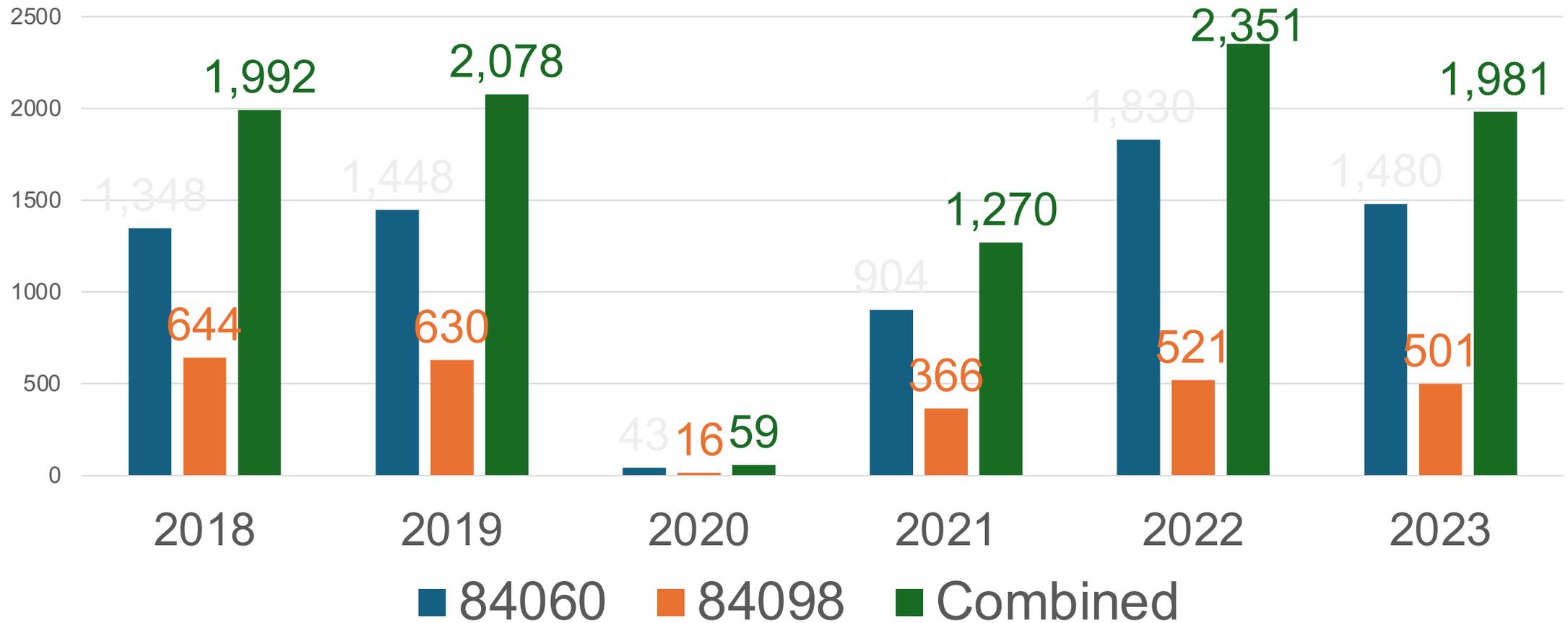
Inflation breakdown for March 2024



Source: U.S. Bureau of Labor Statistics

Immigration (J1 Visa)

J1 Visa Holders



Source: BridgeUSA



Governor's Office of Economic Opportunity

Workforce Support

Wasatch Back Economic Summit

Pete Codella

May 14, 2024

Center for Immigration & Integration

Global Talent Initiatives

- Bridging businesses with international talent in Utah & abroad
- Provide tools, resources & connections to recruit & retain international employees

New American Initiatives

- Fostering economic opportunities for Utah's foreign-born communities



business.utah.gov/immigration | immigrationcenter@utah.gov

Return Utah

- Helps Utahns who have taken a break from the traditional workforce to return-to-work at a level that meets their skills & experience
- Provides on-the-job training & transitional coaching & development to prepare for future employment

dhrm.utah.gov/hiring-pathways/return-utah



Talent Ready Utah

- Partners with education & industry to build a highly skilled workforce
- **Pathways Program** — Students gain industry experience & graduate HS with a job interview
- **TRAC Program** — Students split their time between the workplace & classroom

talentready.ushe.edu



Filters

Initiative: (All) |
 Institution: (All) |
 Award Contract: (All) |
 Industry Sector: (All) |
 Region: (All) |
 Fiscal Year: (All) |
 Year and Quarter: (All)

Students Data/Metrics



Training Hours

In total, 1,129,636 hrs training



Funds

	Funds Invested	Funds Available	<input type="checkbox"/> Funds Unused <input type="checkbox"/> Funds Disbursed <input checked="" type="checkbox"/> Funds Awarded	Industry Partners	Funds Awarded	Funds Disbursed	Funds Unused
+	\$80,093,884	\$14,016,567					
+				Learn and Work	\$33,144,649	\$32,556,514	\$588,135
+				Deep Technology Talent Initiative	\$13,183,711	\$9,051,522	\$4,132,189
+				Utah Works	\$5,619,926	\$1,239,975	\$4,379,951
+				Computer Science Targeted Workforce Deve..	\$4,119,090	\$2,987,287	\$1,131,803
+				Healthcare Targeted Workforce Development	\$3,524,067	\$3,524,067	\$0

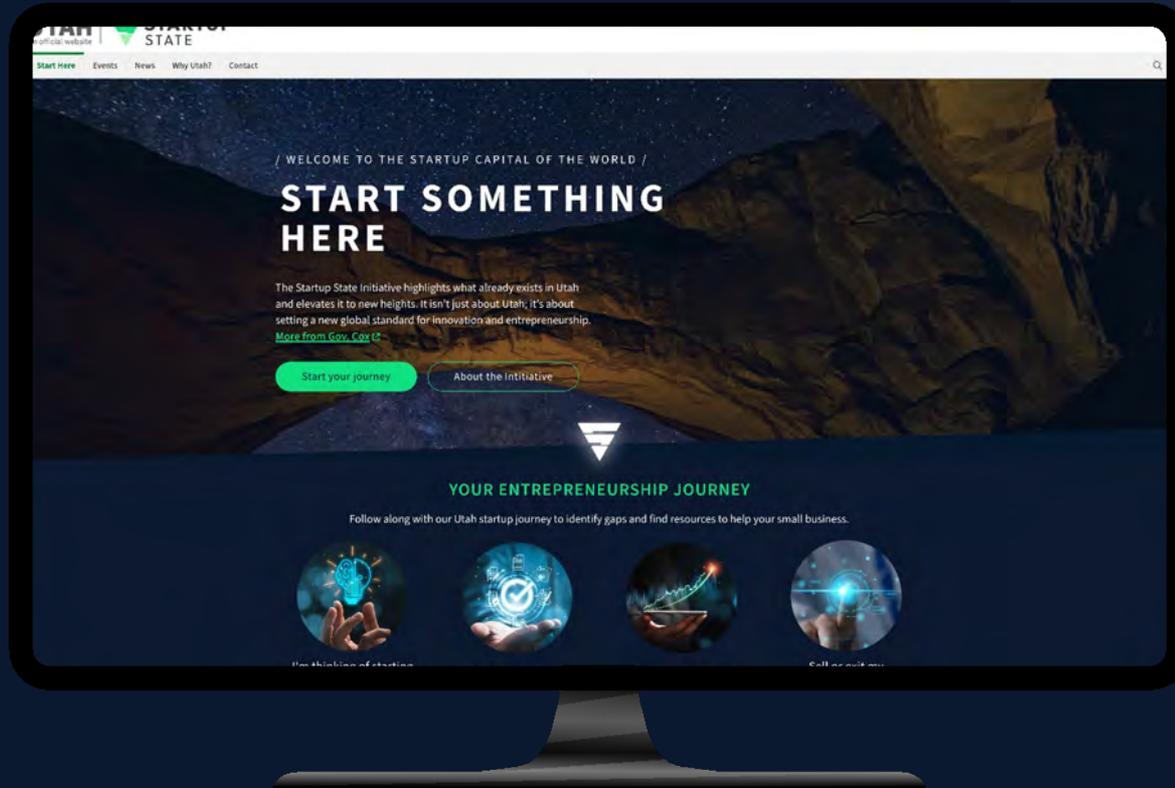
Startup State Initiative

One stop for Utah entrepreneurs: **startup.utah.gov**

Includes:

- Steps/guides/resources for an entrepreneur's journey
- Business plan generator
- Calendar of events & news

WEBSITE



startup.utah.gov



CAMPAIGN LOOK AND FEEL



startup.utah.gov



Women in Business

- **Women in the Economy Commission** — Advocates for women's economic impact on the state & coordinates with organizations that provide services to women
- **A Bolder Way Forward** — USU's Utah Women & Leadership Project
 - An initiative to help Utah's women & girls thrive

usu.edu/uwlp/a-bolder-way-forward/overview





100 COMPANIES
CHAMPIONING
WOMEN

inutah.org/100-companies

Immigration Assistance



VASION



Learn More

- business.utah.gov | startup.utah.gov | inutah.org
- @BusinessUtah on social media
- Subscribe to our email newsletters (see [website footer](#))
- Subscribe to the Business Elevated podcast and our YouTube channel
- business@utah.gov



THANK YOU



Governor's Office of
Economic Opportunity

BUSINESS.UTAH.GOV



**WORKFORCE
SERVICES**
WORKFORCE
DEVELOPMENT

Employer Services

WE SUPPORT THE GOVERNOR'S VISION

Utah will lead the nation as the best performing economy and be recognized as a premier global business destination.

OUR MISSION

We strengthen Utah's economy by supporting the economic stability and quality of our workforce.



OUR COMMITMENT TO TAXPAYERS

We provide quality and streamlined services that connect a world-class workforce with employment.

Patrick Donegan - Workforce Development Specialist
Worley Pace – Consolidated Veteran Service Representative

Employer Services

CONNECTING WITH JOB SEEKERS TO MEET YOUR WORKFORCE NEEDS



The Workforce Development Division (WDD) fuels Utah's economic engine by supporting the workforce with:

- training
- education
- and other resources

Aligning skillsets of Utah's workforce with the needs of employers is our top priority.

50,000+
resumés



What resources does DWS have to Help my business ?

- Free employer job postings with qualified seeker matching
- Free outreach and networking for both job seekers and employers
- Free employer recruitments at any DWS office
- Free monthly DWS virtual job fairs
- Free labor market information about wages, labor force and more
- Free Better Your Business Breakfast Seminars
- Employer incentive programs for hiring qualified individuals
- Live help

Wage Reimbursement Programs On the Job Training



**What Is
On-the-Job
Training?**

On-the-Job Training (OJT)

DWS can supplement a portion of an eligible full time (32-40 hours per week) employee's training by offering the following benefits:

- **Wage Reimbursement** – DWS can reimburse up to half (50%) of an eligible employees wages and or up to \$6,000 - \$8,000 while an employee is being trained for up to six months and a minimum of 32 hours per week.
- **In some situations** - DWS can also help in the purchase of tools that an employee would need for the job, or can help pay for any certifications or courses that may also be required for the job.
- **How hard is it for the employer?**
- The Department of Workforce Services has worked to make the On-The-Job Training program as simple as possible. The steps involved are:
- **Sign a training agreement** – DWS writes a contract that specifies who the trainee is, the employer, what the trainee's rate of pay is, the reimbursement rate and the length of the training period.
- **Submit Paystubs** - Email a copy of the employees pay stub to the Adult Training Counselor specified in the agreement.
- **Receive Reimbursement** – After DWS receives the paystubs, it is processed and a check is sent to the employer in two to three weeks.

Please keep in mind that an OJT contract must be in place before the employee can start working

Employment Internship Opportunity (EIO)

Youth Employment Internship Opportunity Program (EIO)

The employer will hire the EIO trainee as a temporary employee and pay all taxes and workers compensation. In addition....

The employer's payroll pays the trainee. **DWS will reimburse the employer for 100% of the gross wages for up to 3 months and or \$6,000 - \$8,000 whichever comes first.**

Trainee may work anywhere from 1-40 hours per week.

Due to the cost of training/mentoring the EIO trainee, additional compensation will be paid at the end of the EIO for supervision and training costs incurred based upon the following schedule:

For each thirty day period that the trainee is employed, the employer will be paid a training/supervision payment in the amount of \$150.00, with a max amount of \$450.00

Please keep in mind that an Employer Agreement with DWS must be in place before the employee can start working

Youth are ages 14-24 years of age

Questions

Worley Pace
wp@utah.gov
(385) 225 - 0436



MOUNTAINLAND TECHNICAL COLLEGE

MISSION:

To enhance the employability of individuals through market-driven career and technical education.

MOUNTAINLAND - HEBER VALLEY CAMPUS



- **675 students in Fall 2025**
(→ 1,100 after ramp up)
- **Comprehensive Campus:**
 - - Technology
 - - Trades
 - - Healthcare
 - - Service
 - - Apprenticeship
- **\$129 M into the Utah economy- every year**

INCUMBENT WORKER TRAINING

APPRENTICESHIP STUDENTS

2018: 639

2022: 1,062

CUSTOM FIT PROGRAM

\$1,100,000 Available

Annually self Services

- KW Park City



CustomFit@mtec.edu



Learning that works for Utah

Career &

Technical Education

Park City School District

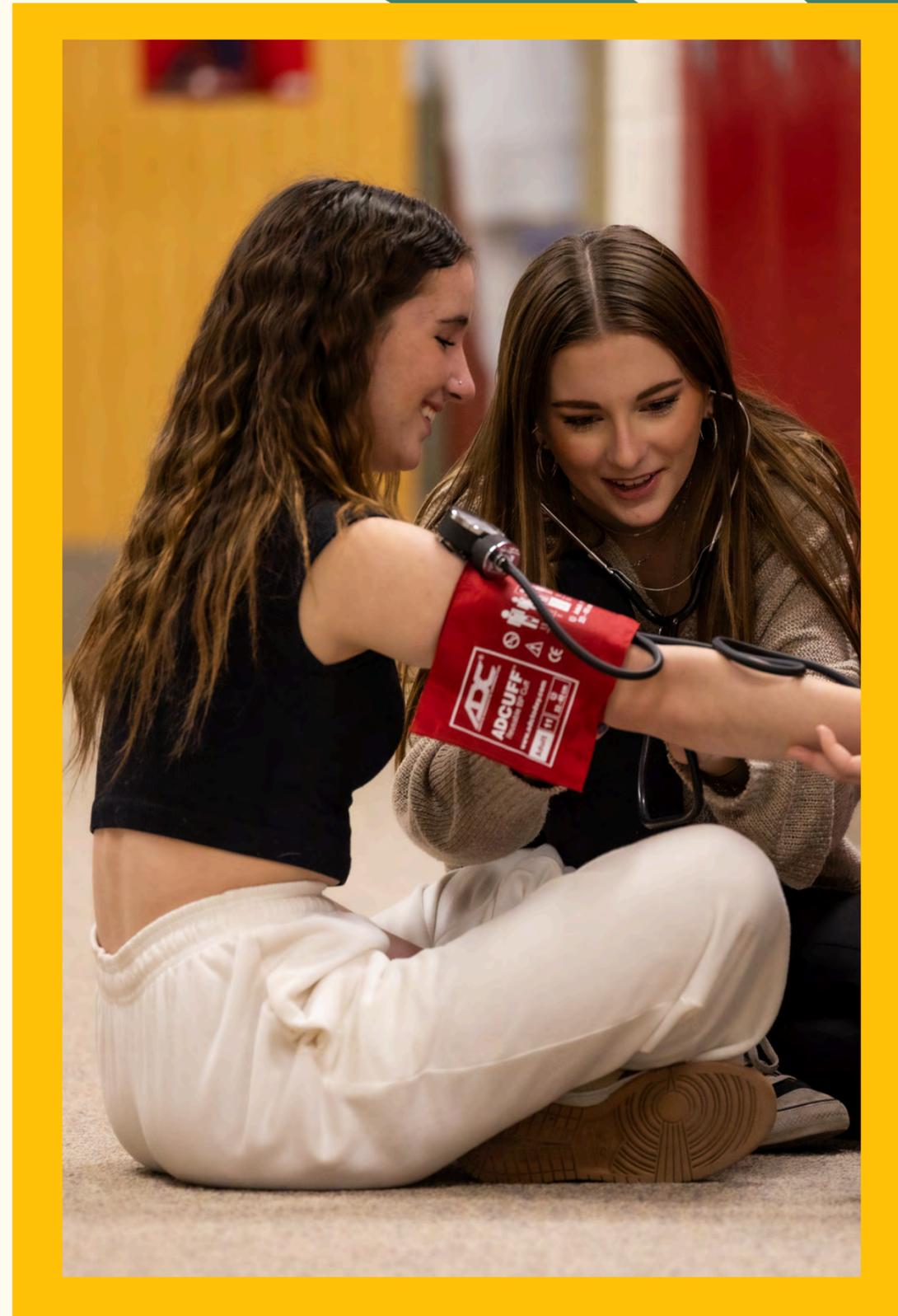
2023 - 2024



C T E

TODAY'S Focus

1. Career Clusters + Pathways
2. New Courses
3. Celebrations
4. Concurrent Enrollment (CE)
5. K-12 Computer Science (CS)
6. Park City High School: Phase 1
7. Moving Forward





Career Clusters



- ◆ Architecture & Construction
- ◆ Arts, Audio/Visual Technology & Communication
- ◆ Business, Finance & Marketing
- ◆ Computer Science & Information Technology
- ◆ Educator & Training
- ◆ Engineering & Technology
- ◆ Health Science
- ◆ Hospitality & Tourism
- ◆ Human Services
- ◆ Law, Public Safety, Corrections & Security
- ◆ Transportation, Logistics & Transportation



New ☆☆☆ Courses



23 - 24

Drone Lab: Design, Build & Maintain
Flight Simulator
Baking & Pastry
Investing & Wealth Management



24 - 25

Law Enforcement
Sports and Outdoor Recreation Marketing
PCCAPS: Drone/UAS Capstone



CTE Celebrations



Trip Marshall
Teacher of the Year



PCCAPS
NSBA Magna Award



ProStart
Appetizer entry



Concurrent Enrollment (CE)

Fall of 2022 vs. Fall of 2023

	Fall of 2022	Fall of 2023
Enrollment	796	1,094
Unique Student Count	421	566
Credits	2,295	3,114

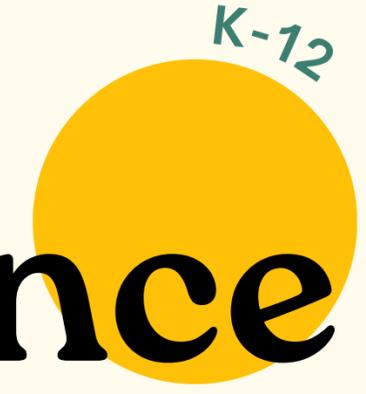
12.5% of our Hispanic/Latino students were enrolled in at least one CE course during the 22 - 23 SY. The total Hispanic/Latino enrollment at Park City High for SY 22 - 23 was **16.2%**.





Computer

Elementary.



Science

Secondary.



Phase 1

PCHS

Expected completion date is late July of 2024.

Phase 1 of construction

Drone footage from a flyover conducted back in March of this calendar year.

Renderings of CTE space

Renderings with furniture provided by our architect, MHTN.



Future of CTE

Refine existing pathways.

Redesign 6 - 8 experience.

Increase CE enrollment.

Expand partnership with MTECH.

Access to courses in the summer.

Foster relationships with industry partners.

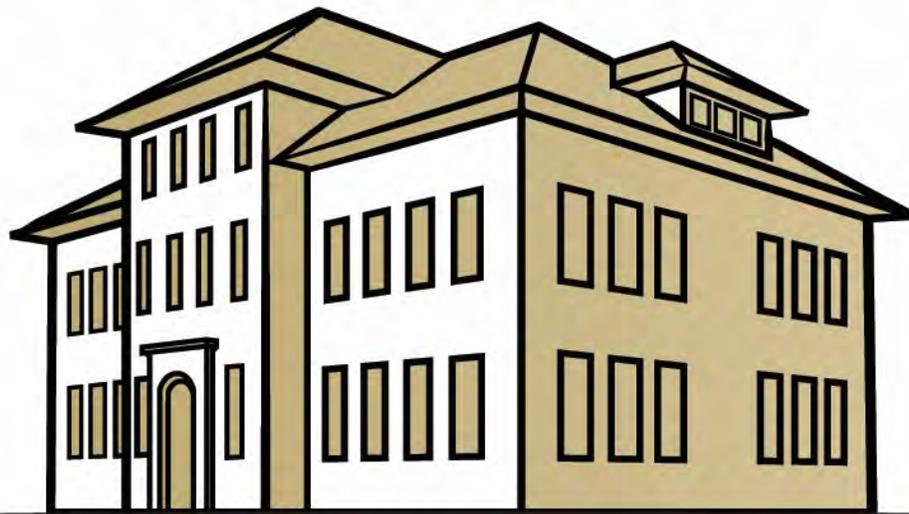
CTE is generously supported by the



PARK CITY
EDUCATION
FOUNDATION

We're changing the equation





WASATCH

COUNTY SCHOOL DISTRICT

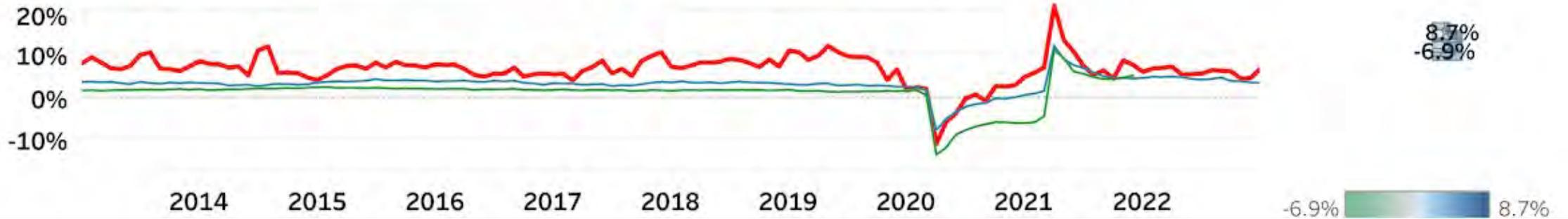
Year-to-Year Change in Nonfarm Jobs

March 2023

↓ 494 ↑

↑ 4.4% Wasatch County
↑ 2.4% State of Utah
↑ 2.7% United States

■ United States ■ State of Utah ■ Wasatch County



Wasatch County

- Real Estate
- Business Administration
- Health Care
- Hospitality
- Arts/Entertainment/Recreation



Wasatch CAPS



Wasatch Home Building



I.D.E.A.L. Farms

UVU Graduates & Students



77% of UVU graduates live in Utah 10 years post graduation



83% of UVU graduates live in Utah 1 year post graduation



78% of UVU students work (Skilled and pursuing credentials)

Sustainable Workforce Creation

Skills Based Hiring

Credential Based Hiring

Hybrid Based Hiring

Incentives to pursue additional education (certifications, degrees, etc.).

Don't only hire for immediate needs hoping they don't move on; Hire people who want to grow and move up/on and help them do so.

UVU Skill-Building Programs & Resources

Innovation Academy
<https://www.uvu.edu/innovation/>

Connecting Students to the Real World

Empowered
Professionals
of Tomorrow

Excelerate

e2i
Excellence &
Innovation
Initiative

Global
Intercultural
Initiative

Research &
Creative
Works

Mentorships

Service
Learning

SmartLAB

The
Greenhouse

Career &
Internship
Center

Jobs CEO
Council at
UVU

SKILLCO

UVU Programs to Assist Workforce Development

- Innovation Academy (<https://www.uvu.edu/innovation/>)
 - E2i
 - Excelerate
 - Empowered Professionals of Tomorrow
 - Career & Internship Center
- **Developing new program to address skills gap** (to be unveiled in the near future)
- Various Degrees/Credentials
 - 101 bachelor degrees
 - 59 associate degrees
 - 80 certificate programs
 - 18 master's degrees



Who to Contact at UVU

Michael Snapp, Senior
Director, Career &
Internship Center

- snappmi@uvu.edu

McKay Isham, Director,
Internship Services

- Mckay.isham@uvu.edu

JanaLee Carter,
Employer Relations
Manager

- Janalee.carter@uvu.edu