



UTAH SYSTEM OF
HIGHER EDUCATION
TALENT READY UTAH

ANNUAL REPORT

November 21, 2024

Vic Hockett

Custom Fit Report – FY 2024

Custom Fit has been a vital asset for Utah, offering funding to provide customized training to Utah businesses for over 40 years. This state investment supports workforce development and economic vitality by increasing both retention and expansion in Utah companies, attracting new businesses to the state, and meeting employers' specific educational needs. Custom Fit accomplishes this through jointly funded partnerships between Utah companies and the Utah System of Higher Education's technical education institutions.

As provided in [Board Policy R432, Custom Fit](#), the program primarily serves for-profit Utah companies by training incumbent workers. Not-for-profit companies may participate with special approval. A company is required to pay at least 50% of the training cost, though most pay close to 60%. Participating institutions are encouraged to prioritize funding for maximum economic and workforce impact according to regional and state needs and circumstances. In doing so, institutions also consider equitable access for different businesses, repeated versus new utilization, retention, expansion, targeted industries, and company size.

In accordance with [Board Policy R432-8.3, Custom Fit](#), Utah's eleven public institutions offering technical education submitted reports detailing their Custom Fit activity for the 2024 fiscal year. The attached summary report reflects statewide Custom Fit activity.

Highlights

- **Total Service:** Custom Fit provided 505,287 hours of training to 19,342 employees in 2,237 companies. This is a 30% increase in companies served compared to the prior year, a 4.5% decrease in trainees, and a 1.2% increase in training hours. This data suggests that, on average, participants received more training compared to 2023 (+7.7%, for 28 hours per trainee).
- **Company Contributions:** Companies paid \$5,327,120 (57.1%) of the costs of training they received, adding to the \$6,302,400 in state appropriations.
- **Industry Sectors:** Most training (industry sectors) was provided to companies in the advanced manufacturing (220), life sciences (207), and construction sectors (913).
- **New Recipients:** In the 2024 fiscal year, more than half (58.1%) of the companies served received Custom Fit training for the first time in at least three years. Approximately two-thirds of

the trainees and hours trained were in companies that have been served every year for at least the last three years.

- **Company Size:** 39.0% of the training (hours) was provided to small companies, which constituted 84.0% of all the companies.
- **SBA Classifications:** 599 companies self-reported that they are rural small businesses as classified by the Small Business Administration, and 396 companies self-reported as women-owned small businesses. Self-reported SBA classifications made up 49.4% of all companies served.
- **Certification/Licensure:** 26.0% of the training was for courses related to industry certification or professional licensure.
- **Sponsored Enrollments:** Six institutions enrolled 648 trainees in courses that were part of their regular credentialed programs.

Custom Fit Report for the fiscal year ending on June 30, 2024

TOTAL SERVICE												
	BTech	Davis	Dixie	MTech	OTech	SLCC	Snow	STech	Tooele	UBTech	USU	USHE TOTAL
Companies Served	249	188	636	303	156	123	158	92	96	153	83	2,237
<i>Change from FY23</i>	15.8%	-5.5%	162.8%	4.5%	0.0%	-8.9%	25.4%	-5.2%	220.0%	7.0%	-2.4%	30.2%
Trainees	4,361	1,741	1,347	2,560	1,901	1,271	1,473	663	677	1,776	572	18,342
<i>Change from FY23</i>	-3.9%	-23.6%	87.3%	-11.8%	-31.4%	-24.8%	157.1%	-7.9%	30.9%	-16.2%	56.3%	-4.5%
Training Hours	89,396	57,142	16,709	143,696	80,503	27,743	18,722	15,544	13,807	24,144	17,882	505,287
<i>Change from FY23</i>	11.4%	-3.5%	-27.7%	11.0%	-1.7%	-12.3%	34.8%	-27.3%	19.4%	-19.7%	6.6%	1.2%

FINANCE												
	BTech	Davis	Dixie	MTech	OTech	SLCC	Snow	STech	Tooele	UBTech	USU	USHE TOTAL
Funding												
<i>FY23 Carried Forward</i>	\$7,660	\$63,816	\$191	(\$15,021)	\$8,159	\$161,064	\$209,063	\$206,315	(\$46,018)	\$28,436	\$139,570	\$763,235
State Appropriation FY24	\$700,000	\$690,400	\$356,900	\$1,142,400	\$684,600	\$756,800	\$443,000	\$358,800	\$390,200	\$500,000	\$279,300	\$6,302,400
Company Contributions	\$788,553	\$594,712	\$253,084	\$1,487,821	\$573,358	\$544,010	\$261,959	\$191,144	\$140,311	\$307,535	\$184,634	\$5,327,120
<i>% of Direct Training Costs</i>	74.3%	61.2%	57.8%	63.7%	63.6%	57.1%	51.9%	60.0%	52.9%	60.0%	53.3%	61.9%
Other Funding	\$18,000	\$0	\$0	\$0	\$12,686	\$0	\$0	\$0	\$0	\$0	\$0	\$30,686
Total Available	\$1,514,214	\$1,348,928	\$610,175	\$2,615,200	\$1,278,803	\$1,461,875	\$914,023	\$756,260	\$484,494	\$835,972	\$603,504	\$12,423,441
Use of Funds												
Direct Training Costs	\$1,061,449	\$971,331	\$437,760	\$2,337,098	\$902,085	\$953,469	\$504,505	\$318,574	\$265,165	\$512,558	\$346,590	\$8,610,584
Staff Compensation	\$426,333	\$347,024	\$134,590	\$214,031	\$355,713	\$459,818	\$167,685	\$216,487	\$205,672	\$276,615	\$79,510	\$2,883,478
Equipment	\$0	\$295	\$0	\$291	\$0	\$0	\$31,195	\$17,855	\$1,136	\$877	\$0	\$51,649
Other Gen. Expenses	\$18,434	\$22,622	\$16,058	\$22,601	\$21,004	\$9,739	\$6,456	\$19,062	\$10,227	\$9,680	\$81,265	\$237,147
Total Expenditures	\$1,506,216	\$1,341,272	\$588,408	\$2,574,021	\$1,278,802	\$1,423,026	\$709,841	\$571,978	\$482,200	\$799,730	\$507,366	\$11,782,859
<i>FY24 Carried Forward to FY25</i>	\$7,998	\$7,657	\$21,767	\$41,180	\$1	\$38,849	\$204,181	\$184,282	\$2,294	\$36,242	\$96,138	\$640,588
<i>% of Annual Funds</i>	0.5%	0.6%	3.6%	1.6%	0.0%	3.0%	29.0%	33.5%	0.4%	4.5%	20.7%	5.5%

Custom Fit Program Delivery Profile

Custom Fit Mission			
	Companies	Trainees	Hours
• Company Retention:	1,485	13,529	288,507
• Company Expansion:	575	4,502	201,767
• New Company in Region:	188	369	15,013
Total (distinct)	2,237	18,342	505,287

*Custom Fit supports training designed to aid in retention and expansion of Utah companies and attract new businesses to the state (Policy R432-4).

Recipient Frequency (1st, 2nd, 3rd year)			
	Companies	Trainees	Hours
• New Recipients (1st year)	1,301	3,841	103,716
• Returning (2nd year)	340	2,699	48,532
• Continuous (3rd yr)	692	11,868	353,039
Total (distinct)	2,237	18,342	505,287

Company Size			
	Companies	Trainees	Hours
• Small (0-49 employees):	1,880	7,156	208,946
• Medium (50-499 employees):	289	8,164	212,104
• Large (500+ employees):	70	3,081	84,237
Total (distinct)	2,237	18,342	505,287

Training/Course Content		
	Trainees	Hours
• Manufacturing	1,595	71,577
• Healthcare	1,220	26,172
• Construction	1,596	102,309
• Finance	424	5,697
• Other Technical Skills	1,857	73,348
• Personal/Occupational Health/Safety	4,936	52,039
• Customer/Market Development	799	16,437
• Organizational Development	5,850	142,106
• Other	1,138	15,425
• Certification/Licensure	4,714	131,367
Total (distinct)	18,342	505,287

Industry Sector			
	Companies	Trainees	Hours
• Aerospace & Defense:	22	316	8,783
• Advanced Manufacturing:	220	5,468	195,249
• Computer Sciences:	33	643	8,620
• Financial Services:	66	355	8,594
• Life Sciences:	207	1,509	35,041
• Construction:	913	3,412	121,065
• Hospitality/Tourism/Outdoor Rec:	74	1,152	20,916
• Mining & Energy:	83	1,729	25,881
• Other Regional Targeted Industry:	135	690	25,962
• Other Industry:	485	3,157	55,179
Total (distinct)	2,237	18,342	505,287

Sponsored Enrollments in Institutional Program Courses*			
	Trainees	Hours	Graduates
• BTech	141	25,419	34
• Davis Tech	154	27,597	55
• Ogden-Weber Tech	260	44,545	45
• Southwest Tech	24	4,590	4
• Tooele Tech	22	3,128	6
USHE TOTAL	601	105,279	144

*Reporting required when Custom Fit funds sponsor a student for a course in a regular credentialed program offered by the institution (Policy R432-7.4.3).

SBA Classifications Reported	
• Women-Owned Small Business	396
• Small Disadvantaged Business	8
• Minority-Owned Business	70
• Veteran-Owned Small Business	12
• Native American-Owned Small Business	15
• LGBTQ-Owned Business	5
• Rural Business	599