

# Pre-Apprenticeship Program

## What are the program's performance metrics and outcome measures?

- Number of program participants
- Percentage rate of participants who complete the program
- Percentage of program participants who enter into a registered apprenticeship program
- Percentage of participants still in the registered apprenticeship 6 months after starting

Outcome: SLCo helps unemployed and underemployed lower income SLCo residents get better, higher paying jobs.

## What were the program's expenditures for the first 9 months of 2024? How many clients were served? If the service level varied for certain categories, please identify the main differences and, if possible, allocate the program costs among the categories of clients served. Please separate administrative costs from other expenses.

- **Expenditures January – September 2024: \$23,313**
  - \$23,313 for county staff and program operations
  - \$0 pass through grants
    - Utah Women in Trade was provided an initial payment of \$453,000 in 2023, and those funds have taken them through September 2024. We have just made an additional payment of \$142,000 in the Pass Thru Grant line.
- **Clients served**
  - Number of program participants
    - 61 from January – September 2024
  - Percentage rate of participants who complete the program
    - 76% from January – September 2024 (50 of 61)
  - Percentage of program participants who enter into a registered apprenticeship program
    - 18% (10 placements of 55 graduates) since program started
    - The placement rate is low because many program graduates have barriers to hiring, such as a prior criminal record. The program has pivoted to work with an expungement organization to address these and other barriers to apprenticeship placement.
  - Percentage of participants still in the registered apprenticeship 6 months after starting
    - 100% (8 apprentices retained at 6 months of the 8 placements made >6 months ago) since program started

## What impacts would result from eliminating the program funding starting as of 2025?

Eliminating this program would create a significant gap in workforce development in Salt Lake County. Unlike existing pre-apprenticeship programs, this program is targeted at adults, as opposed to high school students. This program was built to provide a pathway to a career that provides a living wage for a family or individual. Currently, a significant number of the students are justice impacted, or were experiencing homelessness. Without this program in 2025, we would create a larger gap in the work done by the State of Utah DWS.

## If the program's end date was extending thru June 2025, what advantages and positive outcomes would we realize?

Eliminating this program before it's end date of June 2026 would create several disadvantages:

- Significant loss of income for a Salt Lake County community organization and program partner, Utah Women in Trade. The Cox/Granato Scholarship Program for the Karen Mayne Pre-Apprenticeship Program is a \$2.4M contract
- Loss of a program that aids justice impacted individuals and individuals who have experienced homelessness.
- Creation of a gap in services for low-income County residents.
- Utah Women in Trade plans to graduate 96 students in 2025 and an additional 96 in 2026. Eliminating the program would remove the opportunity from 192 County residents.

As we are intending to apply for a DOL grant to extend and scale this program (Pathways to Infrastructure grant Program). If the funding is extended only through June 2025, it could result in a disadvantageous gap in funding. Our grant application for this program in 2024 was not funded but we have been working with both our federal grant consultant and the county's federal lobbyist, to review feedback from the DOL application reviewers to increase the likelihood of receiving funding in the 2025 funding cycle. Thirteen grants were awarded in 2024, all of which resubmitted applications that were not awarded the first time they submitted applications.

## CO-OP

### What are the program's performance metrics and outcome measures?

We track CO-OP's impact with three performance metrics:

- **Number of businesses supported**, defined as the number of unique businesses with a referral created for services (a measure of community engagement for our outreach partners)
- **Number of businesses that completed technical assistance**, defined as the number of unique businesses completing one or more services with a CO-OP service partner (a measure of referral success rate for outreach and service partners in helping small business owners persist with programs)
- **Satisfaction with business services received**, defined as the percent of businesses who answered "yes" to a program satisfaction question on a survey completed after a business completes technical assistance (a measure of the quality and value of business service partners' programs to small business owners)

These three metrics show progress toward our broader outcome for CO-OP: **SLCo increases economic opportunities for businesses from socioeconomically disadvantaged communities.**

What were the program's expenditures for the first 9 months of 2024? How many clients were served? If the service level varied for certain categories, please identify the main differences and, if possible, allocate the program costs among the categories of clients served. Please separate administrative costs from other expenses.

- **Expenditures January – September 2024:** \$377,571 total for Q1-Q3 2024
  - \$36,688 payments for county staff and program operations
  - \$340,883 pass through grants
- **Clients served**
  - Number of businesses supported:

- 256 from January – September 2024
- Number of businesses completing technical assistance:
  - 159 from January – September 2024
- Satisfaction with business services received:
  - 96% satisfaction rate for surveys January – September 2024

### What impacts would result from eliminating the program funding starting as of 2025?

Eliminating this program would create a significant financial loss for 6 community-based organizations conducting outreach to underserved communities and for 6 local entrepreneurship organizations that provide support to businesses through the CO-OP Program. Most, if not all, of these organizations would have to eliminate positions or significantly reduce staff hours of people providing valuable services to entrepreneurs if this funding were eliminated.

Additionally, opportunity businesses would lose the ability to receive needed services through the CO-OP Program. The high satisfaction rate with CO-OP services shows the value small business owners find in having access to quality professional services to launch, stabilize, or grow their business.

### If the program's end date was extending thru June 2025, what advantages and positive outcomes would we realize?

When compared to ending the program in 2024, extending the program through June 2025 would give partners more time to wrap up current services and wind down operations for CO-OP. The extension would also provide time for county staff to complete a more comprehensive evaluation of the efficacy of the program and assess if outside funding to continue the program is warranted.