

Ann Millner proposes the following substitute bill:

Talent Connect

2025 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Ann Millner

House Sponsor:

LONG TITLE

General Description:

This bill establishes a statewide talent portal for high-demand jobs and creates a cooperative education program.

Highlighted Provisions:

This bill:

- creates a statewide talent portal for high-demand jobs in Utah;
- defines high-demand jobs based on growth rate, wages, and societal impact;
- requires a platform that connects Utah employers with qualified candidates from higher education institutions;
- mandates mobile access to the talent portal;
- requires integration with state labor market data and workforce systems;
- establishes regular updates of high-demand job categories based on market trends;
- creates requirements for data analytics and employer verification systems;
- requires annual reporting on portal metrics and outcomes;
- establishes a cooperative education pilot program;
- creates a strategic partnerships between Utah universities and engineering efforts;
- requires participating employers to provide full-time paid cooperative education work experiences;
- establishes a dual mentorship structure with academic and industry advisors;
- creates a framework for granting academic credit for cooperative education experiences;
- requires development of an electronic management system for program administration;
- establishes data collection and analysis requirements for program evaluation;
- mandates annual reporting on program effectiveness and workforce impact;
- establishes liability and risk management protocols for participating institutions; and
- makes technical changes.

29 Money Appropriated in this Bill:

30 This bill appropriates \$500,000 in operating and capital budgets for fiscal year 2026, all of
31 which is from the Income Tax Fund.

32 Other Special Clauses:

33 This bill provides a special effective date.

34 Utah Code Sections Affected:

35 ENACTS:

36 **53B-37-101**, Utah Code Annotated 1953

37 **53B-37-102**, Utah Code Annotated 1953

38 **53B-37-103**, Utah Code Annotated 1953

39 **53B-37-104**, Utah Code Annotated 1953

40 **53B-37-105**, Utah Code Annotated 1953

41 **53B-37-106**, Utah Code Annotated 1953

42 **53B-37-107**, Utah Code Annotated 1953

43 **53B-37-108**, Utah Code Annotated 1953

44

45 *Be it enacted by the Legislature of the state of Utah:*

46 Section 1. Section **53B-37-101** is enacted to read:

47 **CHAPTER 37. Workforce**

48 **Part 1. Talent Connect**

49 **53B-37-101 . Title.**

50 (1) This chapter is known as "Workforce."

51 (2) This part is known as "Talent Connect."

52 Section 2. Section **53B-37-102** is enacted to read:

53 **53B-37-102 . Definitions.**

54 As used in this chapter:

55 (1) "Co-op employee" means a student who participates in a cooperative education program
56 and is employed by a participating cooperative education employer.

57 (2) "Cooperative education employer" means a business or organization participating in the
58 cooperative education program that provides structured work opportunities for students.

59 (3) "Cooperative education program" or "co-op" means a structured educational pilot
60 program that integrates academic learning with full-time paid work experience aligned
61 with the student's academic discipline and career goals.

- (4) "High-demand job" means an occupation or position that:
- (a) has a higher than average projected growth rate in Utah;
 - (b) offers wages at or above the state median wage;
 - (c) follows star ranking criteria established by the Department of Workforce Services;
 - and
 - (d) considers occupations that have a high societal demand and impact.
- (5) "Participating institution" means the following institutions of higher education:
- (a) Weber State University;
 - (b) University of Utah;
 - (c) Southern Utah University;
 - (d) Utah State University;
 - (e) Utah Tech University; and
 - (f) Utah Valley University.
- (6) "Recent graduate" means a graduate of a program or degree within a year of completion.
- (7) "Talent portal" means the Utah High-Demand Talent Portal created in Section 53B-37-103.
- (8) "Talent portal administrator" means the Talent, Education, and Industry Alignment Board created in Section 53B-34-102.
- (9) "Talent Ready Utah" means the program within the Utah System of Higher Education established in Section 53B-34-103.

Section 3. Section **53B-37-103** is enacted to read:

53B-37-103 . Utah High-Demand Talent Portal -- Creation -- Purpose.

- (1) There is created the Utah High-Demand Talent Portal within Talent Ready Utah.
- (2) The purpose of the talent portal is to:
- (a) connect Utah employers with qualified, trained, and educated talent from higher education institutions;
 - (b) provide students within the Utah System of Higher Education with high-demand and high-wage employment opportunities;
 - (c) connect recent graduate job seekers with high-demand employment opportunities in Utah;
 - (d) provide a platform to post high-demand job openings;
 - (e) highlight skills and qualifications needed for high-demand jobs;
 - (f) integrate with workforce development, work-based learning;
 - (g) support career pathway development and promote long-term workforce alignment;

96 and

97 (h) utilize matchmaking software strategies to intuitively match employers with students
98 across the Utah System of Higher Education.

99 Section 4. Section **53B-37-104** is enacted to read:

100 **53B-37-104 . Talent portal requirements -- Administration -- Labor market data**
101 **integration.**

102 (1) The talent portal shall:

- 103 (a) focus on industries and occupations identified as high-demand in collaboration with
104 Talent Ready Utah, the Governor's Office of Economic Opportunity, and the
105 Department of Workforce Services and in coordination with state labor market data;
106 (b) provide an intuitive, user-friendly interface for job seekers and employers;
107 (c) include robust search, filtering, and geolocation options;
108 (d) offer mobile-optimized access;
109 (e) allow users to create profiles and upload resumes;
110 (f) integrate with relevant training, credentialing, and educational resources;
111 (g) connect prospective talent to industry requirements for posted high-demand jobs;
112 (h) highlight internships, apprenticeships, and career pathway opportunities;
113 (i) provide data analytics to employers on job listing performance;
114 (j) implement security measures to protect user data and verify employer listings; and
115 (k) be accessible to users with disabilities in compliance with the Americans with
116 Disabilities Act.

117 (2) In accordance with Subsection (3), the talent portal administrator shall:

- 118 (a) partner with:
119 (i) Talent Ready Utah;
120 (ii) the Governor's Office of Economic Opportunity;
121 (iii) the Department of Workforce Services;
122 (iv) industry associations; and
123 (v) employers to enhance talent portal offerings;
124 (b) partner with the State Tax Commission to reconcile that employers registering to
125 utilize the talent portal are businesses registered to do business in the state of Utah
126 and are in good standing;
127 (c) conduct targeted outreach to promote the talent portal to:
128 (i) institutions of higher education within the Utah System of Higher Education;
129 (ii) students; and

- (iii) Utah employers;
- (d) regularly collect and analyze user feedback to improve the talent portal; and
- (e) provide annual reports on talent portal performance metrics, including:
 - (i) usage statistics;
 - (ii) placement rates; and
 - (iii) user demographics.
- (3) The talent portal administrator shall:
 - (a) utilize current labor market data to inform job listings, industry focus, and emerging opportunities;
 - (b) update high-demand job categories at least annually based on projected growth, wage data, and workforce needs; and
 - (c) provide labor market insights to users, including salary ranges, career growth trends, and skill requirements.
- (4) The talent portal administrator shall ensure that the talent portal has the ability to dynamically adjust to reflect changes in labor market trends and high-demand occupations.

Section 5. Section 53B-37-105 is enacted to read:

53B-37-105 . Cooperative Education Program -- Creation -- Purpose.

- (1) ~~§~~ → ~~[There is created a]~~ ~~A~~ ~~←§~~ cooperative education program ~~§~~ → is established ~~←§~~ within the
Utah
System of Higher
Education ~~§~~ → beginning July 1, 2025 and ending December 31, 2027 ~~←§~~ .

- (2) The purpose of the co-op is to:
 - (a) provide students with structured, credit-bearing cooperative education opportunities that align with academic disciplines, program accreditation requirements, and career outcomes while maintaining full-time student status;
 - (b) foster partnerships between higher education institutions and employers to offer valuable employment opportunities;
 - (c) establish clear roles and responsibilities for participating institutions and employers; and
 - (d) maintain accountability and program effectiveness through regular evaluation.

Section 6. Section 53B-37-106 is enacted to read:

53B-37-106 . Cooperative education program -- Requirements -- Administration and oversight.

- 162 (1) The following entities shall collaborate to create and implement the co-op:
- 163 (a) the Office of the Commissioner of Higher Education;
- 164 (b) an engineering focused trade association that the Talent, Education, and Industry
- 165 Alignment Board created in Section 53B-34-102 selects;
- 166 (c) Weber State University;
- 167 (d) University of Utah;
- 168 (e) Utah State University;
- 169 (f) Utah Tech University;
- 170 (g) Southern Utah University;
- 171 (h) Utah Valley University; and
- 172 (i) Talent Ready Utah established in Section 53B-34-103.
- 173 (2) The entities listed in Subsection (1) shall collaborate to:
- 174 (a) establish program requirements and standards for cooperative education experiences
- 175 that:
- 176 (i) occur during a student's third or fourth academic year;
- 177 (ii) equivalent to two continuous academic terms; and
- 178 (iii) align with degree requirements and career pathways;
- 179 (b) develop the policies for academic credit recognition;
- 180 (c) create program evaluation metrics;
- 181 (d) maintain oversight of program implementation; and
- 182 (e) focus the program's initial efforts on high-demand jobs in fields that require an
- 183 engineering degree, including the life-sciences sector.
- 184 (3) In accordance with the program components described under Subsection (2), a
- 185 participating institution shall:
- 186 (a) establish admission criteria for the cooperative education program;
- 187 (b) create preparatory workshop that address:
- 188 (i) career development;
- 189 (ii) professional skill building;
- 190 (iii) workplace communication; and
- 191 (iv) employment preparation;
- 192 (c) develop procedures for:
- 193 (i) program orientation;
- 194 (ii) academic progress monitoring;
- 195 (iii) experience documentation; and

- 196 (iv) performance evaluation;
197 (d) assign a cooperative education advisor who will:
198 (i) provide regular guidance;
199 (ii) monitor academic alignment;
200 (iii) coordinate with workplace mentors; and
201 (iv) assess learning outcomes; and
202 (e) maintain records of:
203 (i) placement details;
204 (ii) student progress;
205 (iii) completed evaluations; and
206 (iv) program outcomes.
- 207 (4) The engineering focused trade association described in Subsection (1) shall:
208 (a) identify and recruit qualified employers from the engineering focused trade
209 association's membership;
210 (b) communicate industry needs to participating institutions;
211 (c) facilitate employer participation in co-op development; and
212 (d) promote co-op opportunities within engineering sectors, including life sciences
213 sector.
- 214 (5) The Office of the Commissioner of Higher Education shall establish employment
215 standards that require participating employers to:
216 (a) provide compensation that:
217 (i) meets or exceeds minimum wage requirements; and
218 (ii) reflects industry standards for the position;
219 (b) schedule work hours that:
220 (i) total at least 32 hours per week; and
221 (ii) accommodate academic requirements; and
222 (c) maintain compliance with:
223 (i) federal employment laws;
224 (ii) state employment laws; and
225 (iii) program participation requirements.
- 226 (6) A cooperative education employer shall:
227 (a) submit to the relevant participating institution:
228 (i) detailed position descriptions;
229 (ii) work location information;

- (iii) scheduling requirements; and
- (iv) supervisor contact details;
- (b) provide structured workplace experiences for a cooperative education employee that:
 - (i) align with academic programs;
 - (ii) develop professional skills;
 - (iii) include regular supervision; and
 - (iv) offer meaningful work assignments;
- (c) assign qualified workplace mentors for a cooperative education employee who will:
 - (i) provide professional guidance;
 - (ii) monitor work performance;
 - (iii) coordinate with academic advisors; and
 - (iv) complete required evaluations; and
- (d) conduct regular evaluations and monitoring as directed by the participating institution in consultation with the Office of the Commissioner of Higher Education.

Section 7. Section **53B-37-107** is enacted to read:

53B-37-107 . Cooperative education program -- Liability and risk management.

- (1)(a) The Utah System of Higher Education and participating institutions are not liable for any act, omission, or conduct of cooperative education employees or cooperative education employers.
- (b) A cooperative education employer shall indemnify and hold harmless all participating institutions against claims arising from co-op placements.
- (2) The Office of the Commissioner of Higher Education shall:
 - (a) establish procedures for:
 - (i) program administration;
 - (ii) risk management;
 - (iii) issue resolution; and
 - (iv) early termination protocols; and
 - (b) develop policies regarding:
 - (i) liability coverage;
 - (ii) workplace safety;
 - (iii) co-op performance standards; and
 - (iv) professional conduct requirements for a cooperative education employee.
- (3) A participating institution shall:
 - (a) maintain documentation systems for:

- (i) placement agreements;
- (ii) performance reports;
- (iii) incident records; and
- (iv) program evaluations; and
- (b) implement procedures for:
 - (i) issue resolution;
 - (ii) performance intervention;
 - (iii) placement modification; and
 - (iv) program termination.
- (4) A cooperative education employer shall:
 - (a) maintain appropriate insurance coverage;
 - (b) in accordance with Subsection (1), indemnify participating institutions against claims arising from cooperative education placements;
 - (c) regarding a cooperative education employee, notify the relevant participating institution of:
 - (i) performance concerns;
 - (ii) policy violations;
 - (iii) workplace incidents; and
 - (iv) proposed terminations; and
 - (d) regarding a cooperative education employee, document and report to the relevant participating institution:
 - (i) workplace injuries;
 - (ii) safety incidents;
 - (iii) policy violations; and
 - (iv) program departures.

Section 8. Section **53B-37-108** is enacted to read:

53B-37-108 . Cooperative education program -- Evaluation and reporting

- (1) No later than September 15 of each year, the Office of the Commissioner of Higher Education, in collaboration with the entities described in Subsection 53B-37-106(1), shall prepare an annual report for submission to:
 - (a) the Talent, Education, and Industry Alignment Board created in Section 53B-34-102;
 - (b) the Utah Board of Higher Education; and
 - (c) the Education Interim Committee and the Economic Development and Workforce Services Interim Committee.

(2) The annual report described in Subsection (1) shall:

(a) include:

(i) the number of student placements and cooperative education employers;

(ii) student and cooperative education employer feedback;

(iii) key workforce impact metrics; and

(iv) recommendations for additional on-going resources to scale cooperative education program offerings; and

(b) provide analysis on the co-op's effectiveness in:

(i) enhancing student career readiness;

(ii) addressing Utah workforce needs and retention; and

(iii) improving competency validation practices based on cooperative education employers' input.

Section 9. **FY 2026 Appropriations.**

The following sums of money are appropriated for the fiscal year beginning July 1, 2025, and ending June 30, 2026. These are additions to amounts previously appropriated for fiscal year 2026.

Subsection 9(a). **Operating and Capital Budgets**

Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures Act, the Legislature appropriates the following sums of money from the funds or accounts indicated for the use and support of the government of the state of Utah.

ITEM 1 To Utah Board of Higher Education - Talent Ready Utah

From Income Tax Fund, One-time 500,000

Schedule of Programs:

Talent Portal and Cooperative Education Program 500,000

The Legislature intends that the \$500,000 one-time appropriation to the Utah Board of Higher Education be used to:

(1) create and maintain the high-demand talent portal and cooperative education program management system;

(2) develop program frameworks for the cooperative education program;

(3) create promotional materials; and

(4) fund program administration for two years.

Section 10. **Effective Date.**

332 This bill takes effect on July 1, 2025.