Utah is poised for significant economic growth, and strategic workforce policies are vital to harness the full potential of its labor force. Removing degree requirements from public sector roles and shifting towards skills-based hiring will enable employers to hire from a deeper and more qualified pool of candidates.

### Snapshot of Utah’s Workforce

<table>
<thead>
<tr>
<th>Available Workers:</th>
<th>Job Openings:</th>
<th>Unemployed Workers:</th>
<th>Unemployment Rate:</th>
</tr>
</thead>
<tbody>
<tr>
<td>44 Per 100 Jobs</td>
<td>105,000</td>
<td>45,772</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

#### Labor Force Participation Rate:
- 69.8%

#### Quit Rate:
- 2.8%

#### Hiring Rate:
- 3.7%

### Workforce by Education Attainment

- **Less than high school**: 76,000
- **Skilled thru alternate routes (STAR)**: 757,000
- **Bachelor’s degree or higher**: 533,000

### Total State Workforce: 1.4M

- % of STARs in State Workforce: 55%

Sources: U.S. Chamber of Commerce, Opportunity@Work

Among the state’s population, only 40.4% of White residents possess at least a bachelor’s degree, while the figures for Black residents and Hispanic residents stand at 29% and 19.1%, respectively.

**Existing Degree Requirements Reforms: NONE**
Benefits of Removing College Degree Requirements

**EMPLOYEES:**
Removing unnecessary degree requirements for specified middle-skilled roles will open up meaningful employment opportunities for non-degreed workers.

**EMPLOYERS:**
Employers will be able to hire more qualified workers from a deeper pool of candidates.

**FINANCIALLY:**
Removing degree requirements for state jobs will enable hiring managers to hire more qualified candidates from a wider pool of talent that is currently being held back simply due to a lack of a degree. Hiring more qualified candidates should in turn lead to more satisfied employees, contributing to lower turnover rates, and thus reducing onboarding and offboarding costs; all the while lowering the unemployment rate.

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2. Opportunity@Work analysis of the 2021 1-year American Community Survey, Integrated Public Use Microdata Series. Note that some estimates may be less reliable than others due to small populations, pay special attention to population sizes when determining the reliability of estimates. Estimates in thousands. STAR segmentation is defined as: Forming STARs - STARs who can see smaller wage gains through limited employment pathways; Rising STARs - STARs who have several pathways into higher paying occupations; Shining STARs - STARs in high wage roles today.