



## **UBTech Culture – What is it like to work at UBTech?**

**We Change Lives** It's fun and rewarding to be a part of an organization that literally changes students' lives for the better. If you want to make a difference in someone's life, you've come to the right place. Once you hear a few student stories of how our scholarships enabled a student to obtain a certificate and get a great job, you'll be hooked! The citizens in our surrounding areas are incredibly giving and most of our students attend for FREE.

**Employee Recognition Programs** UBTech has developed a rewards program which helps employees focus on the positive with one another instead of on the negative. Employees can give each other tokens for doing great things and the employees receiving tokens are entered into weekly (dinner for two), monthly (1 paid day at your hourly rate), and yearly drawings for the grand prize. Last year our grand prize was \$1,500 cash.

Employees can also give drink tokens to students for doing great things in their classrooms.

**Awards** We recognize our employees through Employee of the Month and Employee of the Year. We also give rewards like the Standing Ovation Award, Servant Leadership Award, and Community Service Award.

**Employee Events** Each year we offer many opportunities for employees to have fun and to get to know each other better. We have a fall retreat, spring retreat, and a Christmas party with the best food around. Employees are encouraged to participate in a variety of other events like UBTech's Charity Foundation Golf Tournament, Student of the Year Banquet, the Ruck Run, Roosevelt City Red Mud Run, and many other fun activities.

**Financial Stability** Right now there is a lot of support for Technical Education, as we just celebrated the Year of Technical Education in the State of Utah. Having that support means continued growth and development for our programs and opportunities for our employees. UBTech is also in a very good financial position which enables us have great benefits, incentives and reward programs. We are also able to provide our faculty and staff with state of the art equipment to keep up with the changing times.

### **Opportunity for Advancement**

At the helm is our College President. Under his direction there are 5 Vice Presidents and 7 Directors/Managers. With as many administrative positions that we have, there are opportunities for both faculty and staff to advance and to receive support and mentoring from their supervisors. Many employees come here and stay here until retirement because they love working here. Administration recognizes that our success hinges on having great employees. Our employees are our greatest asset.

### **Employee Support**

The Human Resources department strives to make sure your experience at UBTech is a great one.

- Every year the HR Department visits you personally to make sure you are having a good experience at the College and that you're able to successfully navigate the variety of software programs the HR Department has (iSolved, Bridge, Frontline, Employee Service



Portal, etc.). We also check to make sure you have things like keys, fobs, p-cards, computer access, email access, laptops, and a wide variety of other items. We want to make sure you are well equipped to do your job.

- Every year employees can sign up to have a one-on-one session with an HR employee to learn how to maximize their benefits at UBTECH. The session takes about 1 ½ hours and gives the employee an opportunity to take a deep dive into understanding their benefits.
- Every year the HR department will send out an annual survey to analyze how well they are serving UBTECH employees. They utilize that information as a tool to make changes that ensure the highest quality experience for new and ongoing employees.
- The HR department's goal is to make UBTECH the Basin's destination employer.