

# Workforce Community Forecast

**Valerie Cotta**  
**Program Manager Workforce Development**  
**August 15, 2016**

# Workforce Deep-Dive Meeting

## Targeted Companies

- >100 Employees
  - Key Industries
  - Growing
- 34 Companies Participated in an 8 Month Period
  - Represents 8533 Employees

## INDUSTRIES

- |                                |     |
|--------------------------------|-----|
| • Manufacturing                | 50% |
| • Logistics/ Distribution      | 29% |
| • Technology & Data Centers    | 12% |
| • Aerospace, Aviation, Defense | 3%  |
| • Back Office Business Support | 3%  |
| • Other                        | 3%  |

# Workforce Deep-Dive Meeting

## Job Growth

- **Companies Reported Growth** **79%**
- **Jobs Added in the Last 12 months** **1089**
- **Jobs to be Added in Next 12 months** **620**
- **Have Critical Workforce Needs** **62%**  
(Difficult to find and hire skilled employees)
- **Companies willing to share forecast** **79%**
- **Companies actually shared** **35%**
- **Companies forecast job growth over** **12 months**

# Workforce Deep-Dive Meeting

## Hardest Categories to Fill

### Hardest Category To Fill

- **Professional 48%**
- **Skilled Talent 32%**
- **Worker 20%**

### Education Level Definition

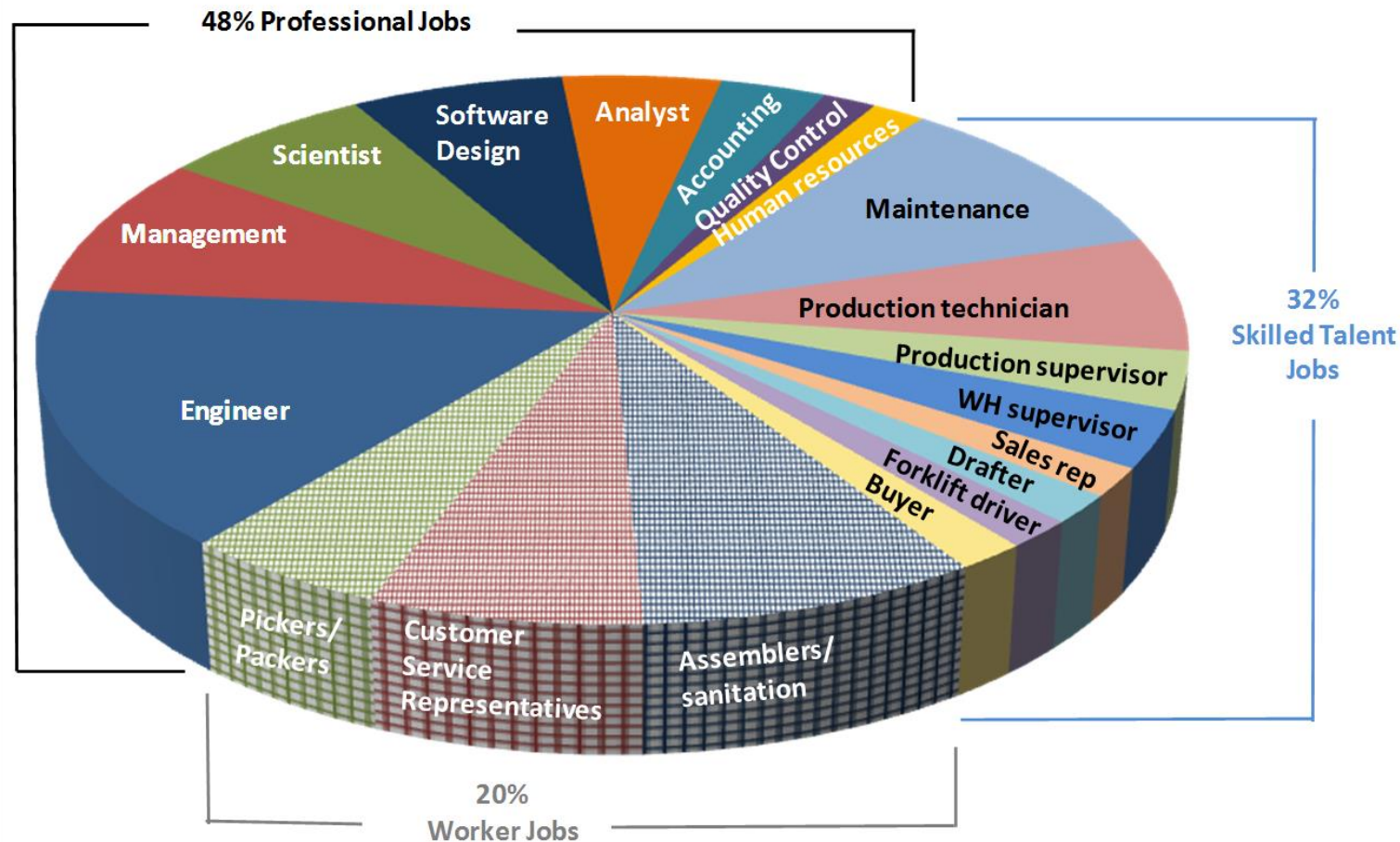
**Professional**     **Minimum Bachelor**

**Skilled Talent**   **High School with Certifications, or Associates**

**Worker**             **High School or less**

# Workforce Deep-Dive Meetings

## Hardest Occupations to Hire



# Comparison to GOED Top 20 N. Nevada High Demand Occupations Groups

## Agreement with:

- 11-9000 Other Management Occupations
- 43-4000 Information and Record Clerks
- 43-5000 Material Recording, Scheduling, Dispatching, and Distributing Workers
- 29-2000 Health Technologists and Technicians
- 49-9000 Other Installation, Maintenance, & Repair Occupations
- 17-2000 Engineers
- 19-1000 Life Scientists

## Dissimilar with:

- 11-3000 Operations Specialties Managers
- 41-4000 Sales Representatives, Wholesale and Manufacturing
- 11-1010 Chief Executives

## Top 20 High Demand Occupation Groups in Northern Nevada

### Typical Entry Level Education/On-The-Job Training

Bachelor's degree

Associate's degree/Postsecondary non-degree award

High school diploma/Postsecondary non-degree award with OJT

High school diploma/Less than high school with OJT

Occupation Group Description	Rank	2016 Jobs	Jobs Above or Below National Average	Avg. Hourly Earnings	
Health Diagnosing and Treating Practitioners	1	9,196	(772)	\$47.24	←
Other Production Occupations	2	3,528	(1,346)	\$16.58	←
Health Technologists and Technicians	3	4,533	(1,173)	\$24.53	←
Construction Trades Workers	4	12,468	2,020	\$20.76	
Other Installation, Maintenance, and Repair Occupations	5	6,221	400	\$20.25	
Engineers	6	2,045	(1,080)	\$40.01	
Metal Workers and Plastic Workers	7	3,245	(410)	\$17.23	
Business Operations Specialists	8	7,747	(1,288)	\$29.43	
Other Management Occupations	9	6,805	357	\$34.58	
Computer Occupations	10	4,888	(2,905)	\$33.88	←
Counselors and Social Workers	11	3,330	(585)	\$23.66	
Material Moving Workers	12	11,690	2,829	\$14.06	
Information and Record Clerks	13	12,454	1,499	\$15.37	
Preschool, Primary, Secondary, and Special Education School Teachers	14	5,895	(1,871)	\$23.57	
Drafters, Engineering Technicians, and Mapping Technicians	15	1,276	(67)	\$24.98	
Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	16	3,839	510	\$20.39	
Financial Specialists	17	4,723	(828)	\$30.19	
Material Recording, Scheduling, Dispatching, and Distributing Workers	18	10,168	2,604	\$15.99	
Art and Design Workers	19	1,541	4	\$17.45	
Life Scientists	20	407	(151)	\$35.19	



# Workforce Deep-Dive Meeting

## Recruiting & Retention Methods

### Recruiting support used by companies:

- JobConnect 67%
- JOIN/CSA 67%
- Company Website 91%
- Employment Website 94%
- Employee Referral 90%
- Local Recruiters 70%
- Out-of-State Recruiter 53%

### Assessment tools used:

- NCRC 0%
- STM 0%

\*Note legal concerns with assessments

### Retention & Promotion

- Internal Promotion: 56%
- Annual Turnover Rate
  - Range: 2% - 35%  
\*92% outlier removed
  - Average: 16%
  - Median: 18%

### Turnover Rate:

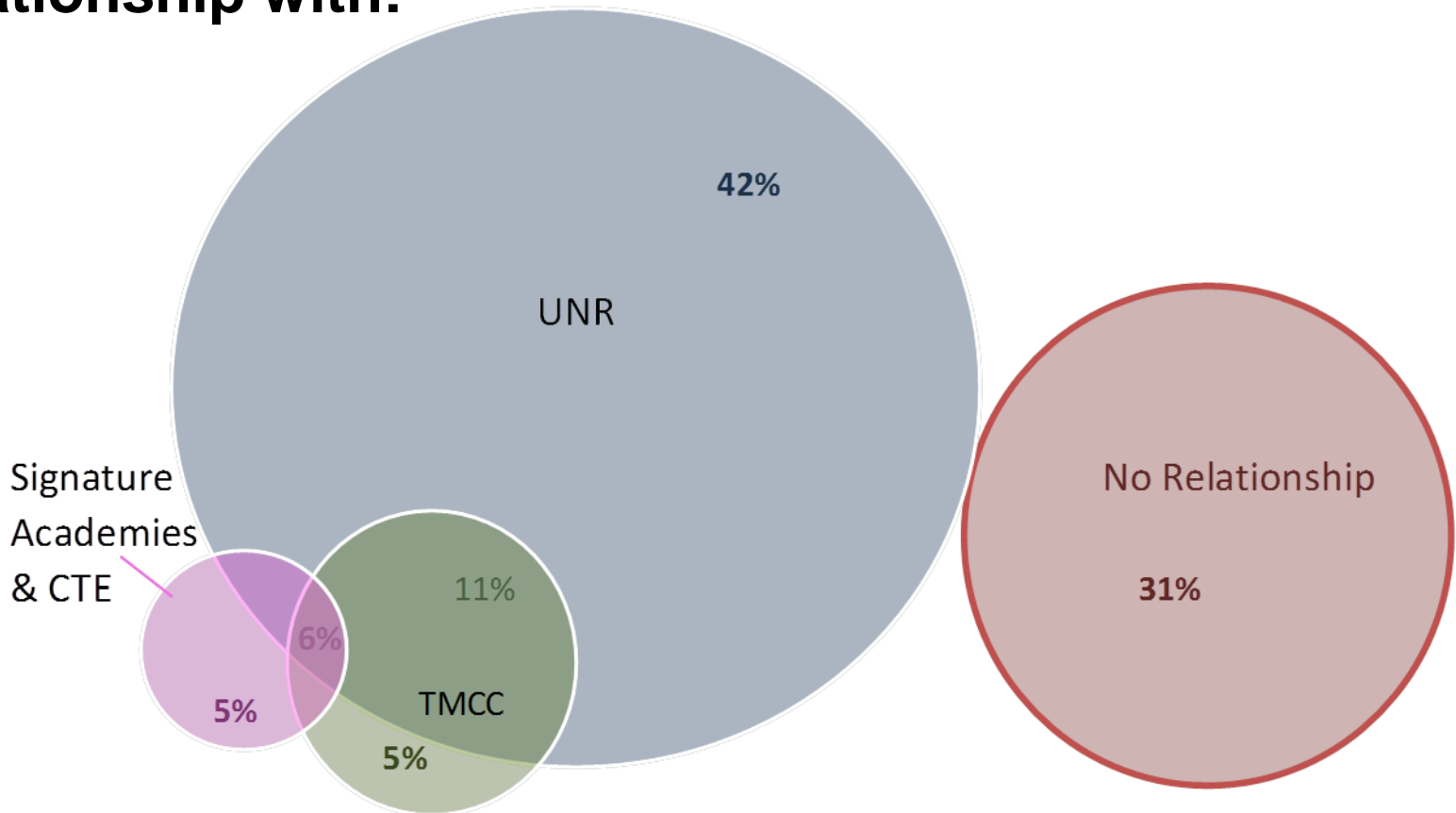
- Stable or decreasing 89%
- Increasing 11%



# Workforce Deep-Dive Meeting

## Connections that Count

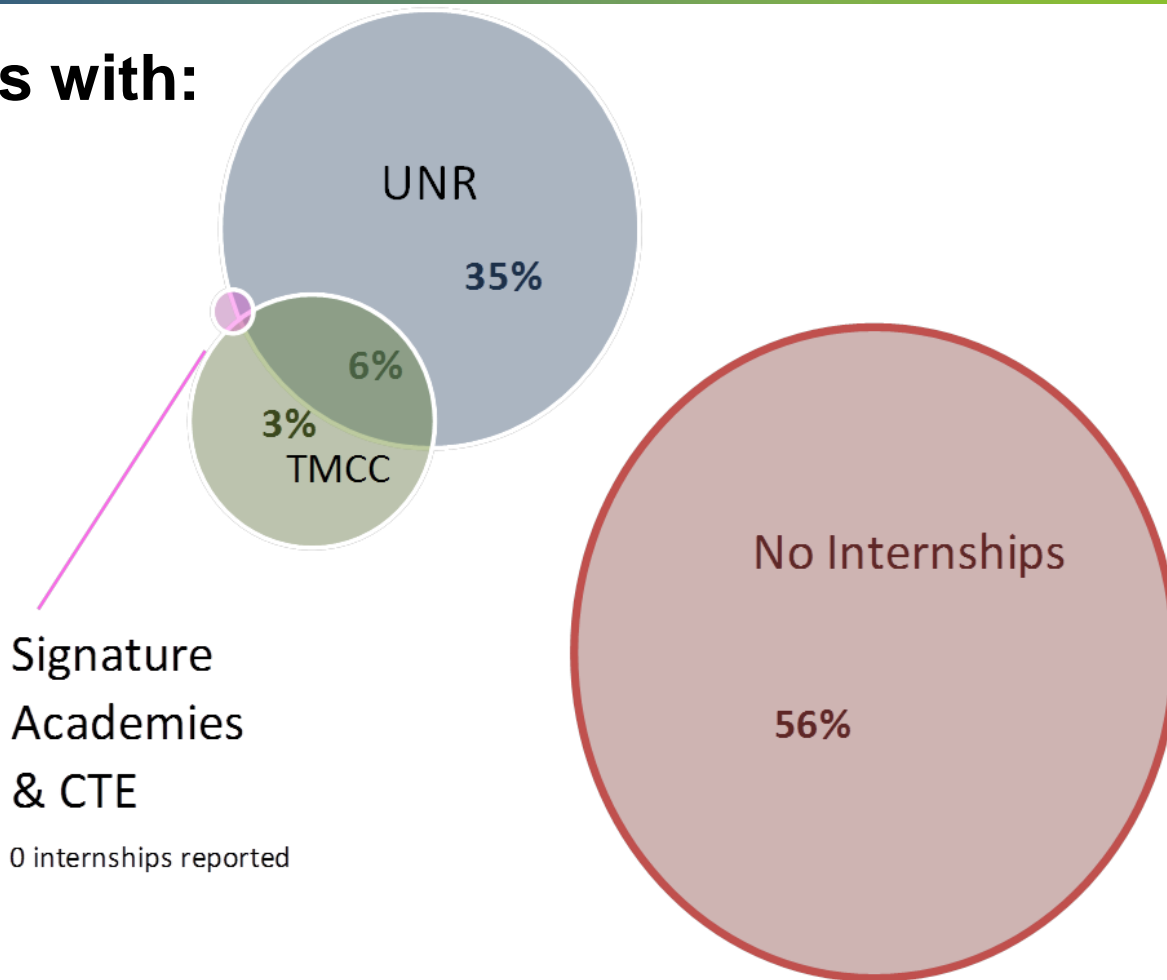
Relationship with:



# Workforce Deep-Dive Meeting

## Connections that Count

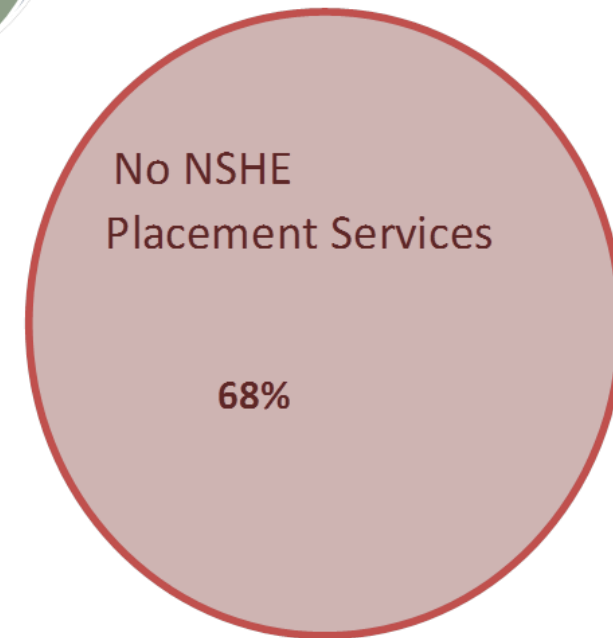
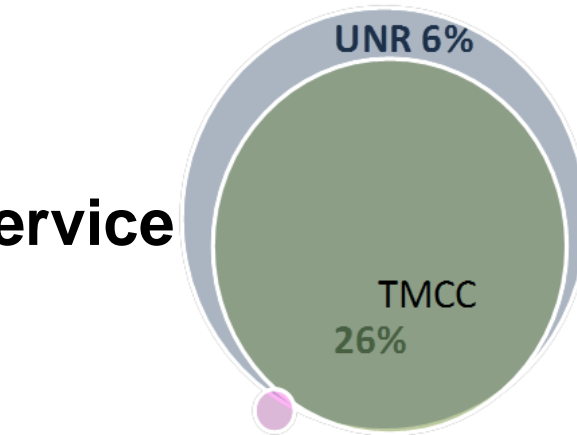
### Internships with:



# Workforce Deep-Dive Meeting

## Connections that Count

### Uses NSHE Placement Service



# **Workforce Deep-Dive Meetings**

## **Manufacturing Training/ Grant Program Referrals**

(out of 17 manufacturer visits)

### **TMCC**

- **Apprenticeship**
  - Referred 15 Companies
- **Production Technician Cert & AAS**
  - Referred 13 Companies

### **State of Nevada**

- **STEM Challenge Grant**
  - Referred 11 Companies

### **WCLS**

- **MT-1**
  - Referred 12 Companies

# **Workforce Deep-Dive Meetings**

## **Education Concerns**

- **Improvement needed in:**
  - **High School drop out rate**
  - **Professional etiquette and soft skills**
  - **Handwriting, spelling, grammar and professional speech**
  - **Growing STEM program enrollment**
  - **Building hands-on-training**
- **Students are struggling in public system**
- **Overcrowded schools and threat of dual sessions**
- **Teacher compensation, staffing levels**
- **NSHE capacity not big enough to deliver the region's workforce**
- **Nevada's low national education ranking**

# **Workforce Deep-Dive Meetings**

## **Regional Workforce Concerns**

- **Large adult population without High School Equivalency (HSE)**
- **Limited advanced manufacturing experience**

### **Need for:**

- **More engineers:**  
aerospace, chemical, electrical, industrial, mechanical,  
mining, network, software, quality control
- **Rich pool of skilled candidates**
- **Niche candidate hard to find in emerging industries**
- **Additional diversity**

# **Workforce Deep-Dive Meetings**

## **Company Concerns**

- **Access to qualified skilled talent and workers**
- **Loss of employees due to ongoing regional growth and increased competition**
- **Increasing employee compensation pressure**
- **Needed legislative changes regarding Medical Marijuana**
- **Limited transportation options for lower wage workers**
- **Timeliness of background checks in peak hiring periods**
- **Rising cost of housing and limited availability**
  
- **A sub section of companies acknowledged need for internal culture shifts and investment in employee development and engagement**



# Workforce Deep-Dive Meetings

## Share Community Forecast

- **Aug EDAWN Board Meeting**
- **Sept EDAWN Board Meeting**
- **October Workforce Consortium**