

Workforce Community Forecast

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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%

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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

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Hardest Categories to Fill

Hardest Category To Fill

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

Education Level Definition

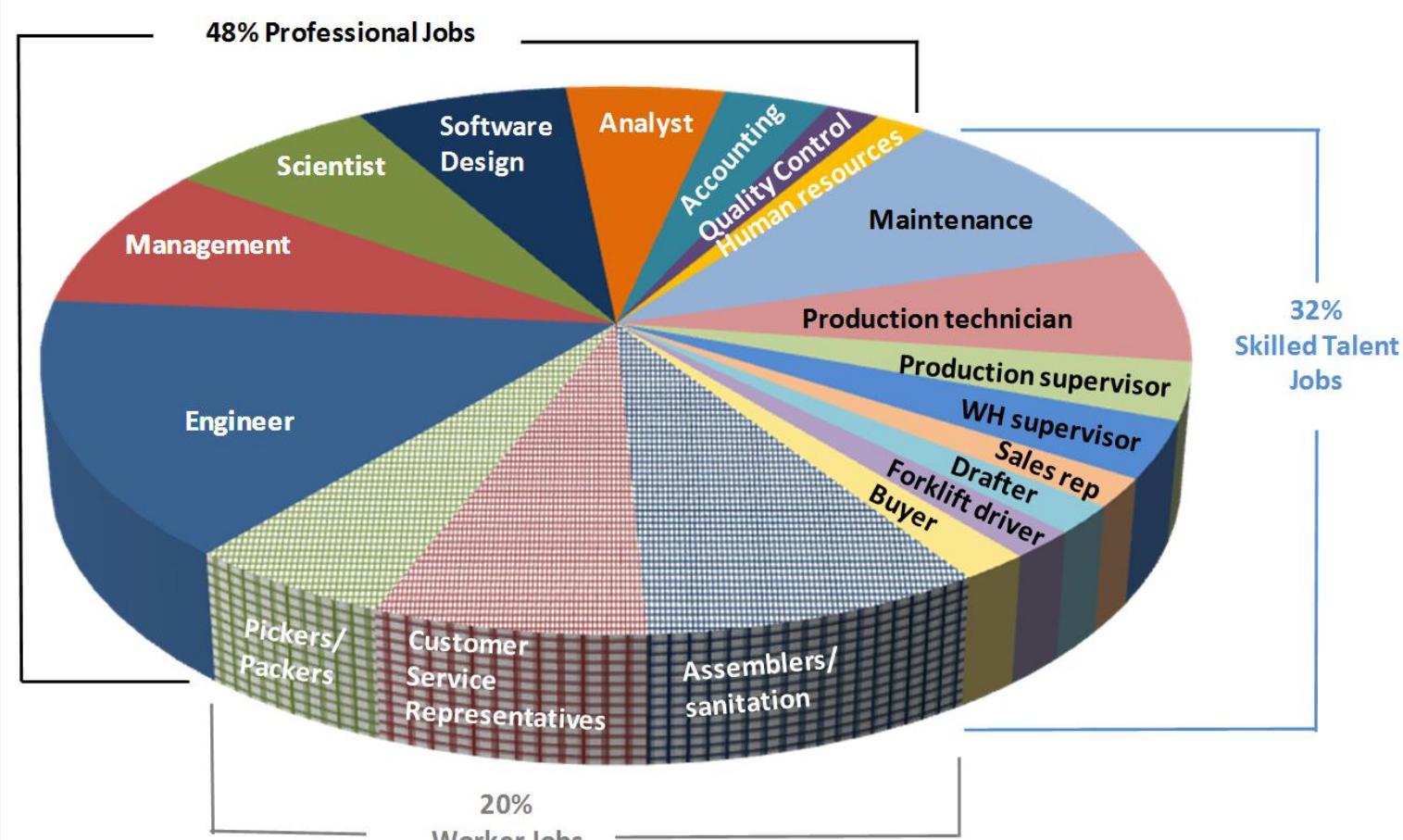
Professional Minimum Bachelor

Skilled Talent High School with Certifications, or Associates

Worker High School or less

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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

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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%

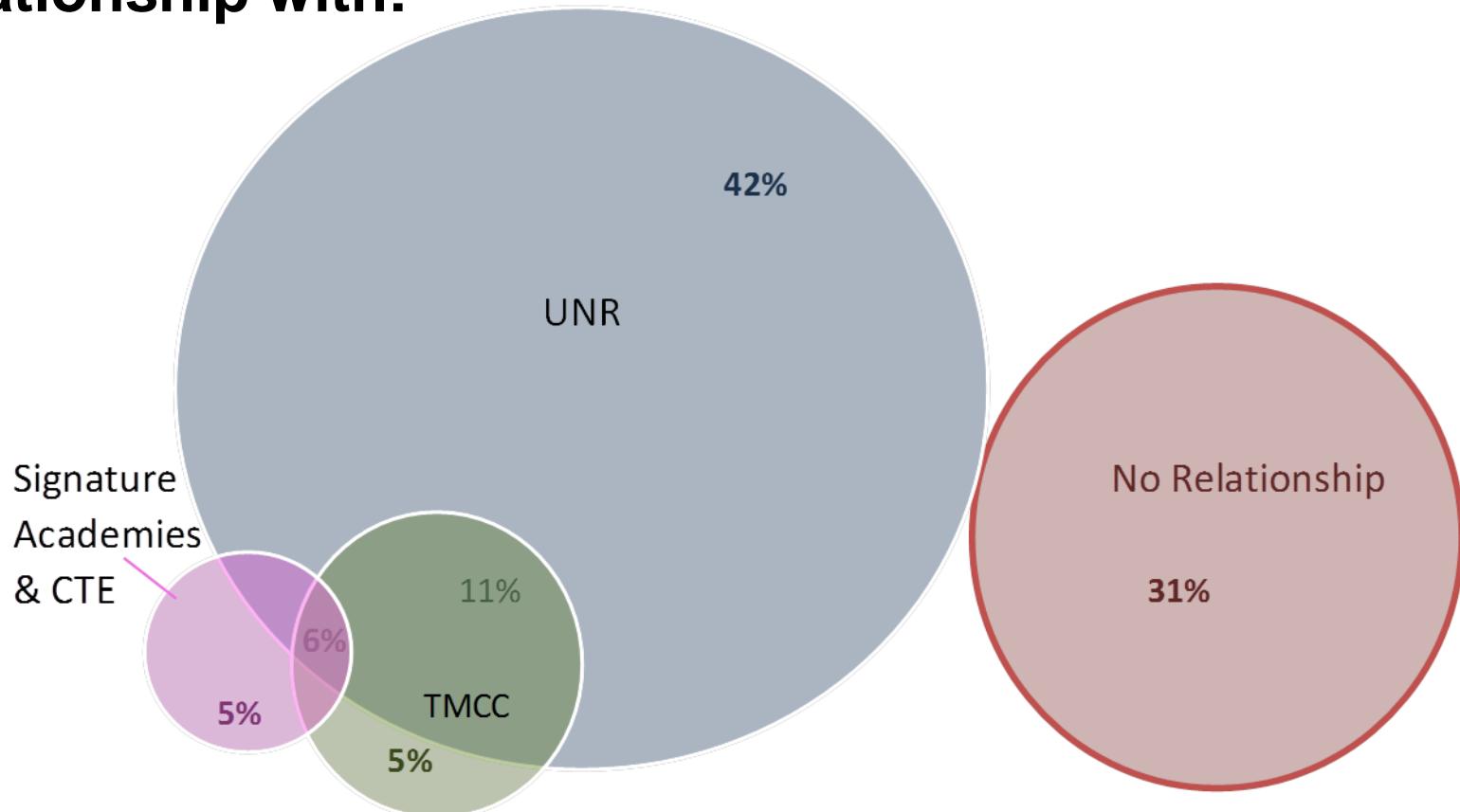
Turnover Rate:

- Stable or decreasing 89%
- Increasing 11%

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Connections that Count

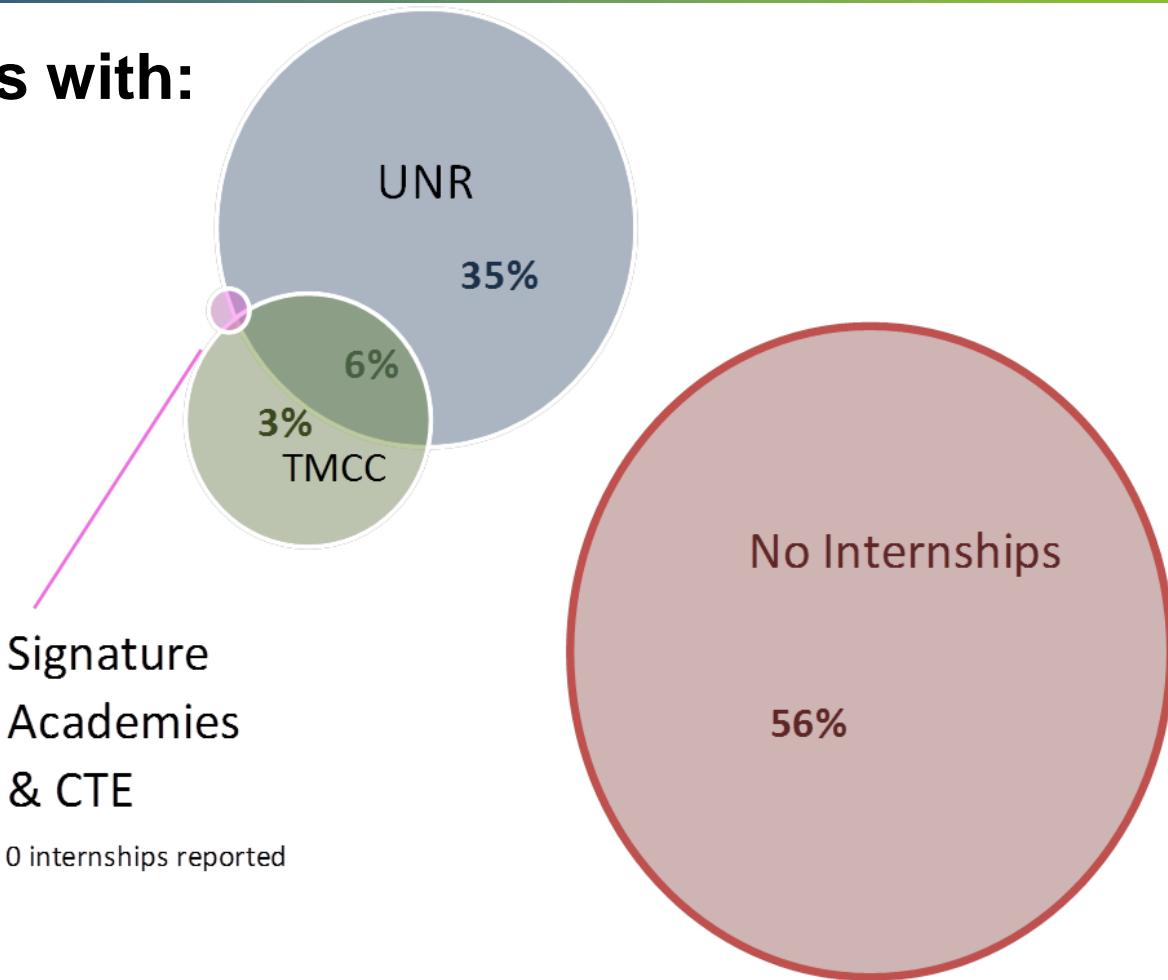
Relationship with:



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Connections that Count

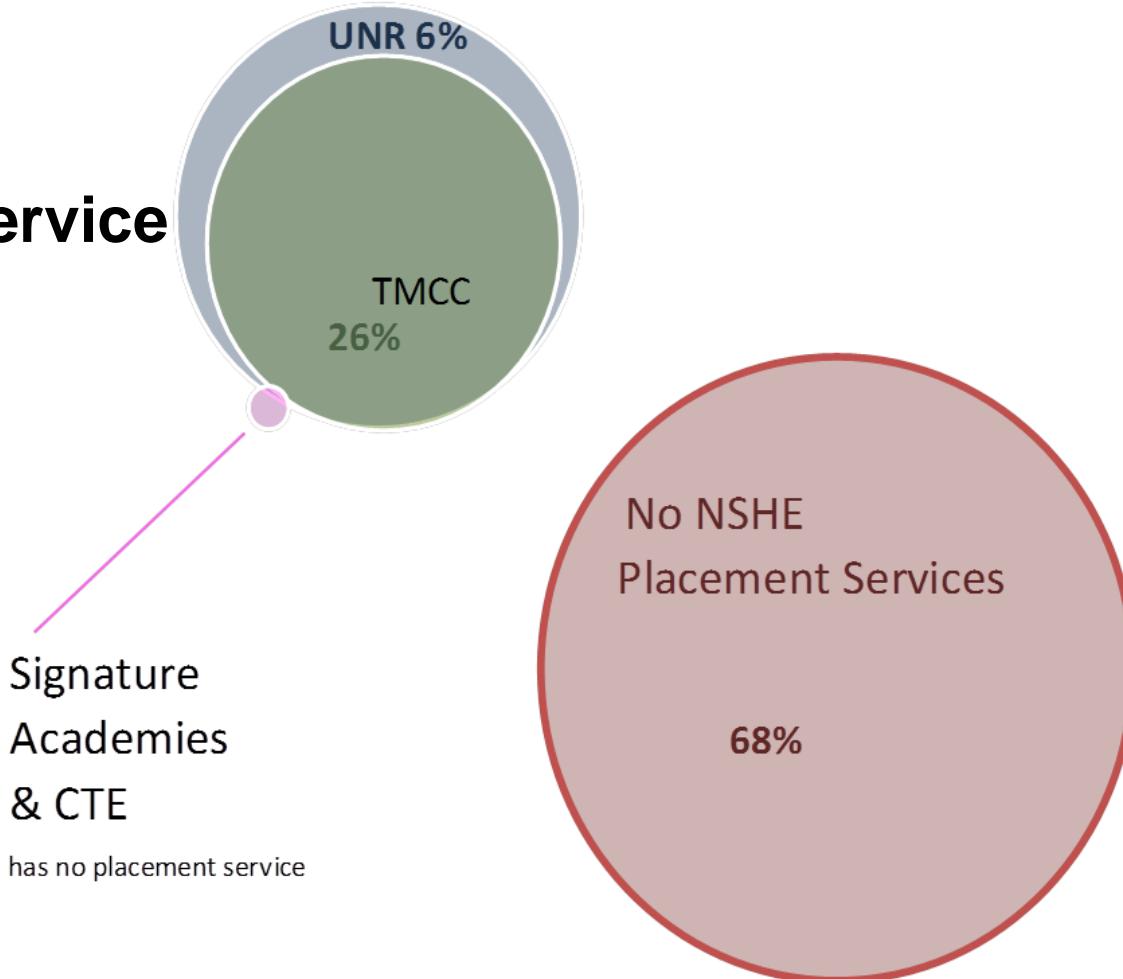
Internships with:



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Connections that Count

**Uses NSHE
Placement Service**



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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

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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

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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

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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

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Share Community Forecast

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