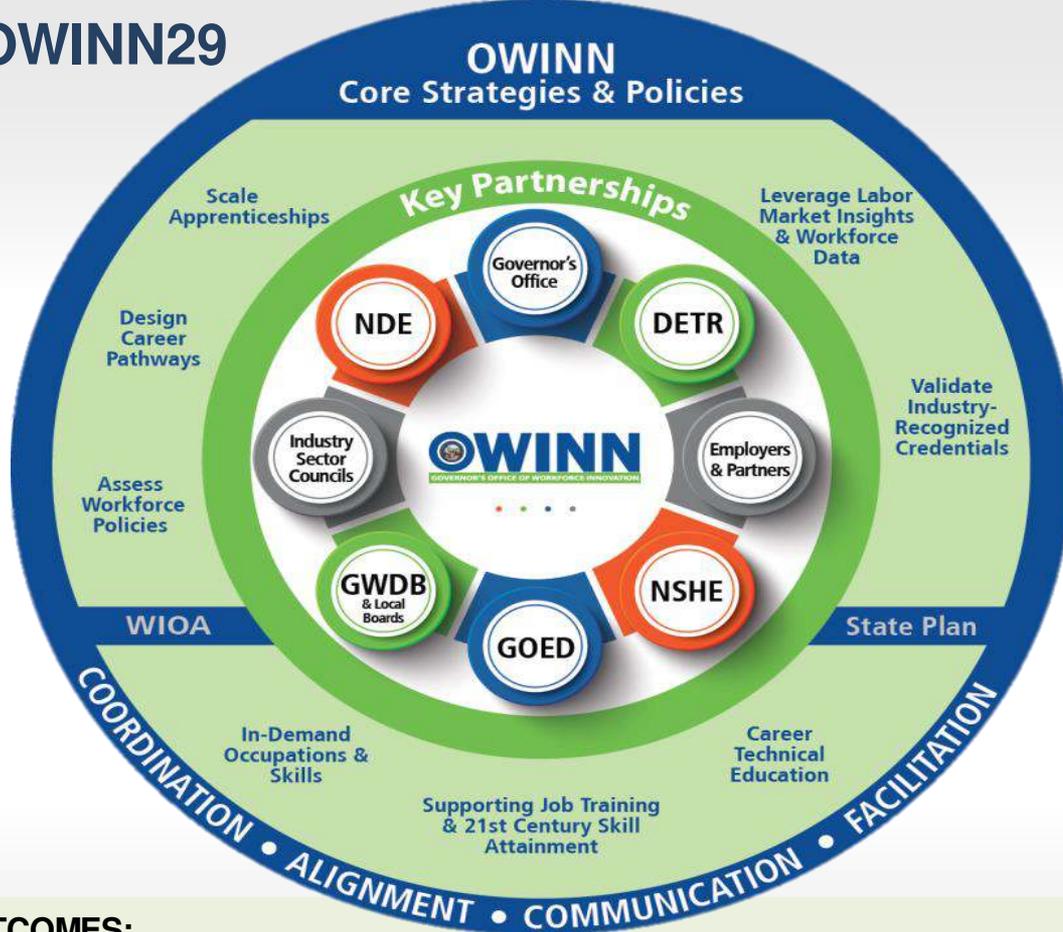


# Urgent: Work-Based Learning as a Workforce Strategy

-Manny Lamarre, Executive Director  
Governor's Office of Workforce Innovation (OWINN)





## Office of Governor Brian Sandoval

*Manny Lamarre,  
Executive Director*

**Mission:** OWINN helps drive a skilled, diverse, and aligned workforce in the state of Nevada by promoting cooperation and collaboration among key public and private entities focused on workforce development.

### OUTCOMES:

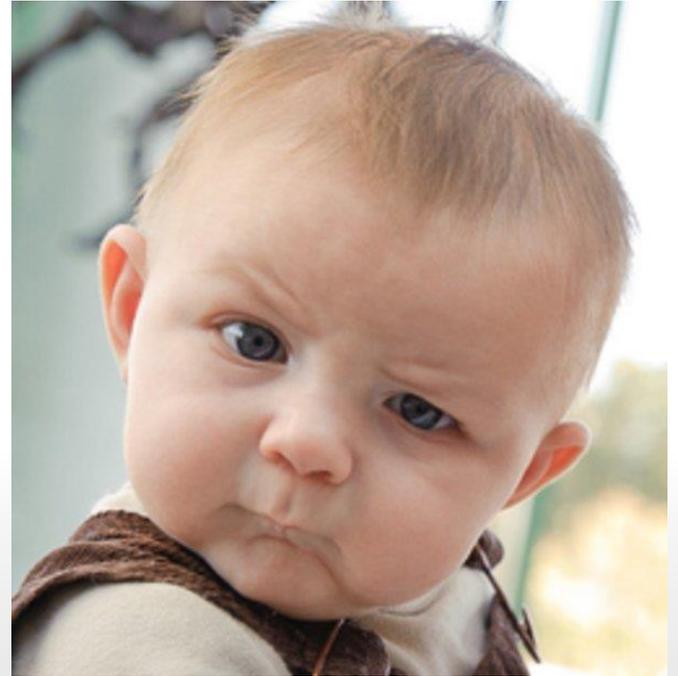
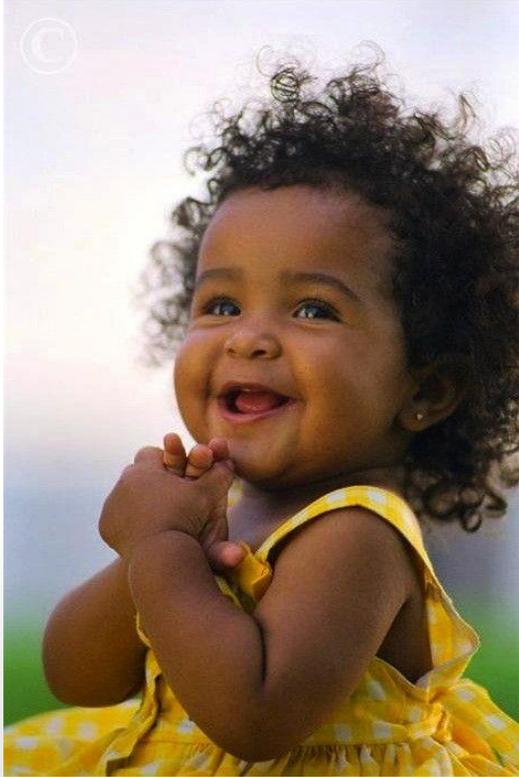
1. Prepare all K-12 Students for College & Career Success
2. Increase Nevadans with postsecondary degrees & credentials
3. Increase Employment Outcomes in Training and Credentialing programs

POP

QUIZ!



# *How do you feel about work-based learning?*



# NEVADA'S BIG GOAL

# 55,000!



exploration discovery  
Internships communication  
opportunity career  
Apprenticeship **Work**  
attitude workplace preparation **Based** skills connections  
Work-Ethics  
job **Learning**  
networking Real-World  
Mentorships experience

# Defining Work-Based Learning

*Modernization of  
Summer Jobs*



*Education*



*Work-Based Learning*



*Work-based learning provides students with authentic work experiences where they apply and develop employability and technical skills that support success in careers and post-secondary education.” –National Governor’s Association*

*High-quality work-based learning incorporates: Academic alignment, employer engagement, pursuit of industry-recognized credentials & connection to employment*

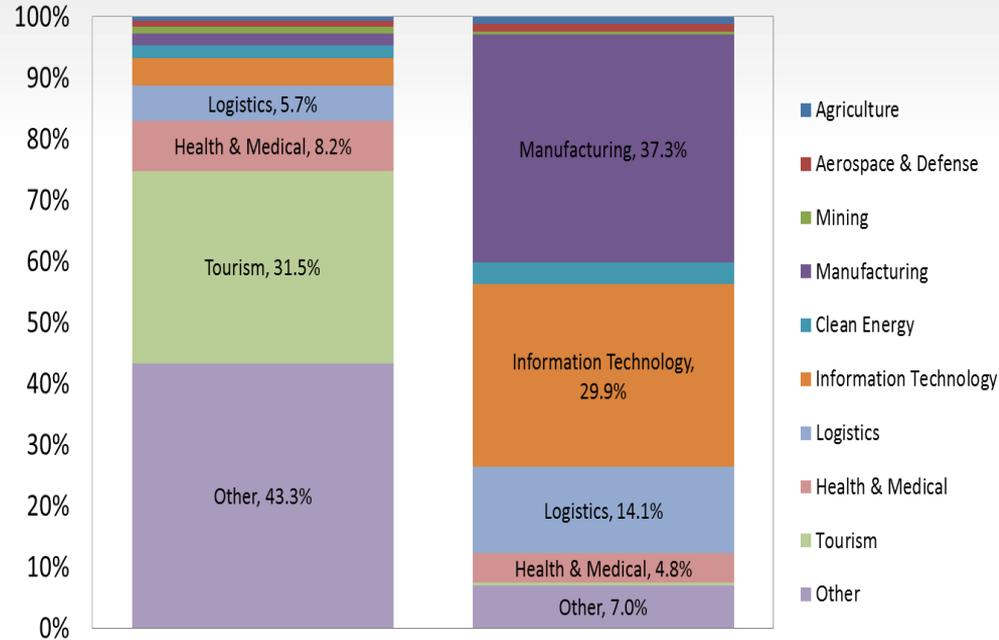
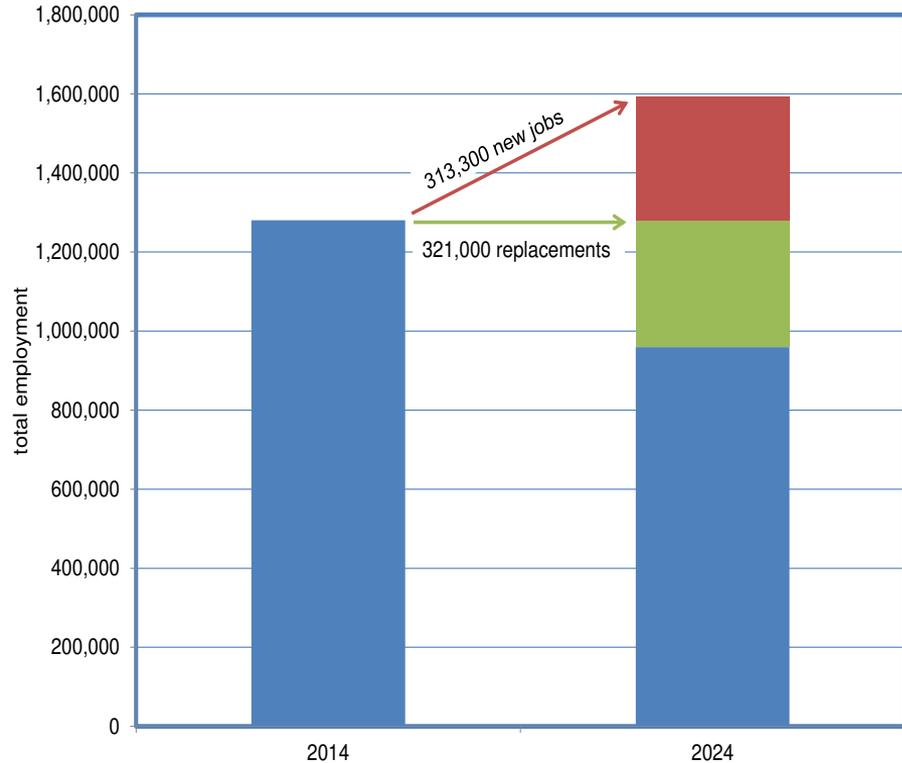
**“In God [I] trust, all  
others must bring data.”**

*-unknown*



**Do you know what  
industries are growing in  
your region?**

# Jobs Growth & Diversification Efforts



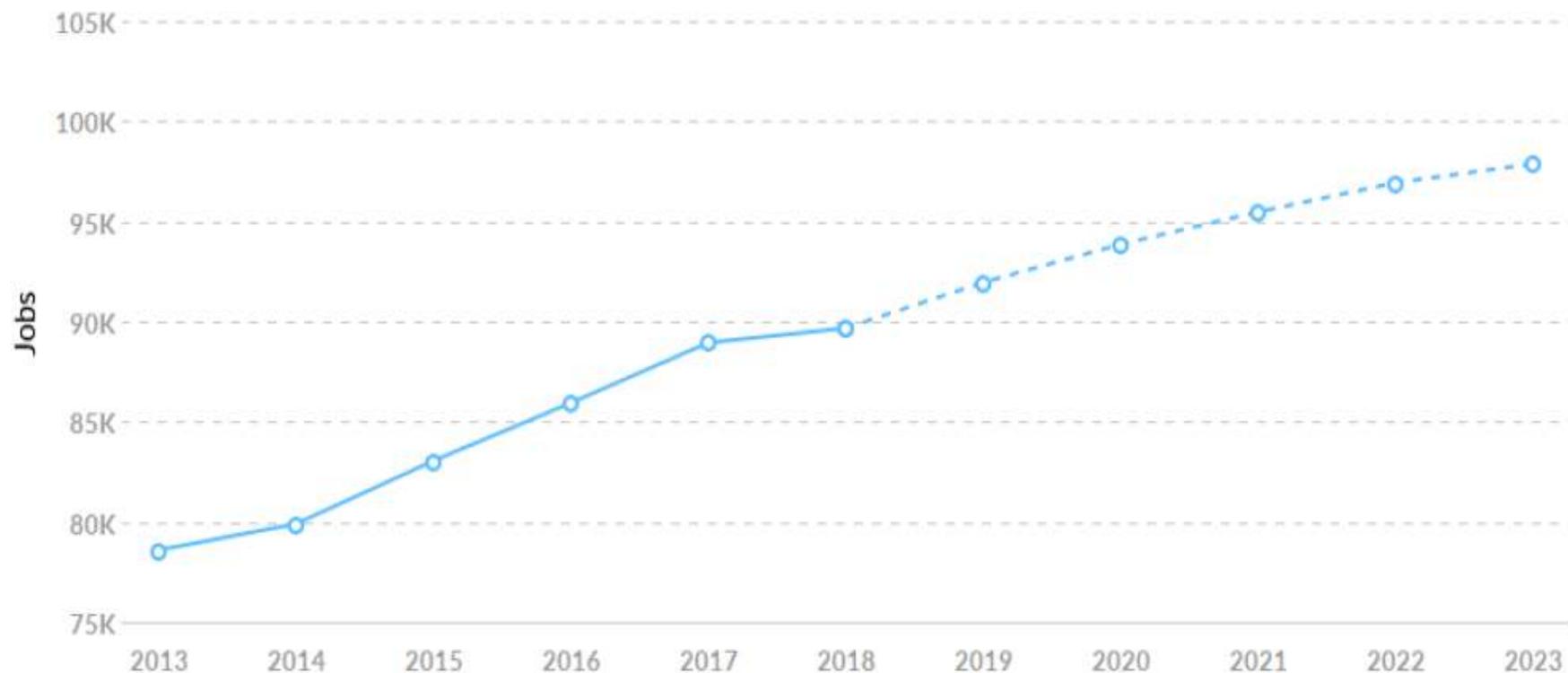
*Job Distribution in Nevada*

*Assisted Jobs Since 2012*



# Job Trends – Emsi Economic Overview

From 2013 to 2018, jobs increased by 14.1% in 2 Counties from 78,593 to 89,673. This change outpaced the national growth rate of 7.4% by 6.7%.

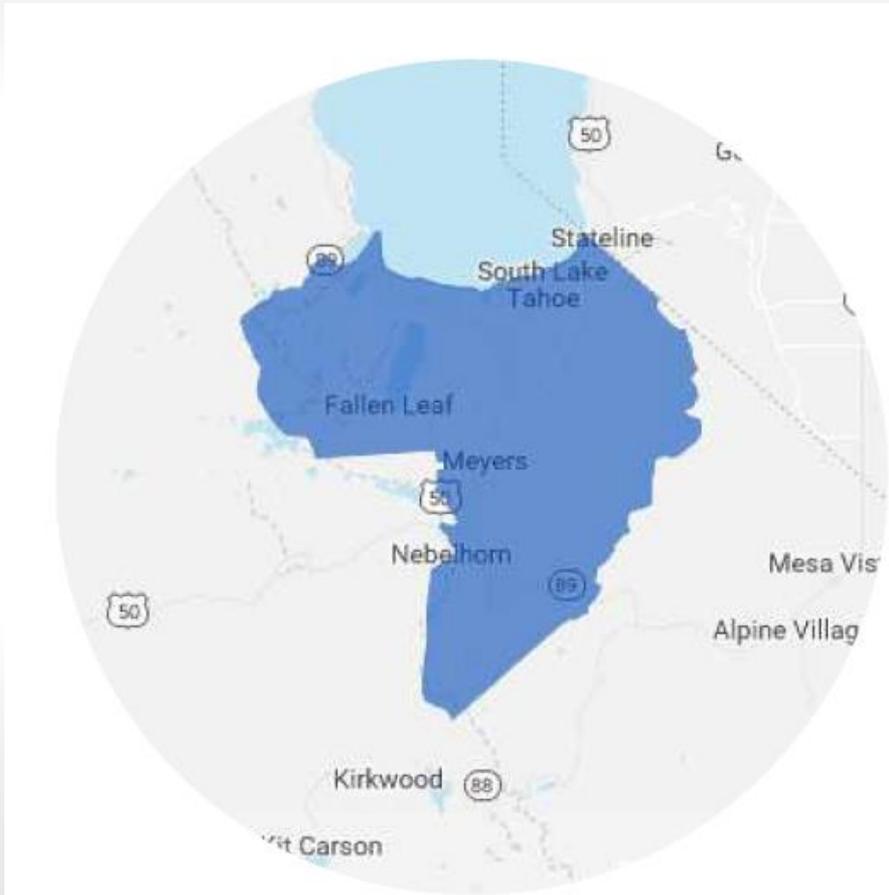


# South Lake Tahoe Industries

---

---

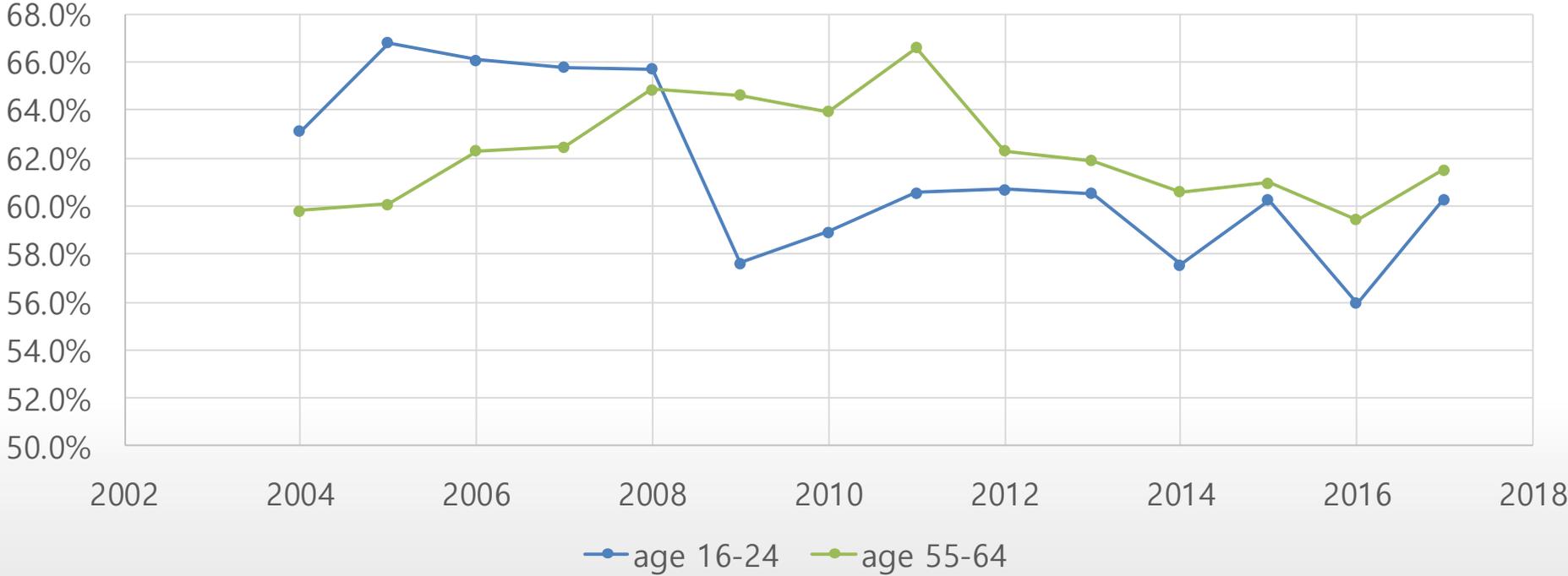
- The top three industries in 2018 are restaurants and other eating places, local government, and education and hospitals (local government)



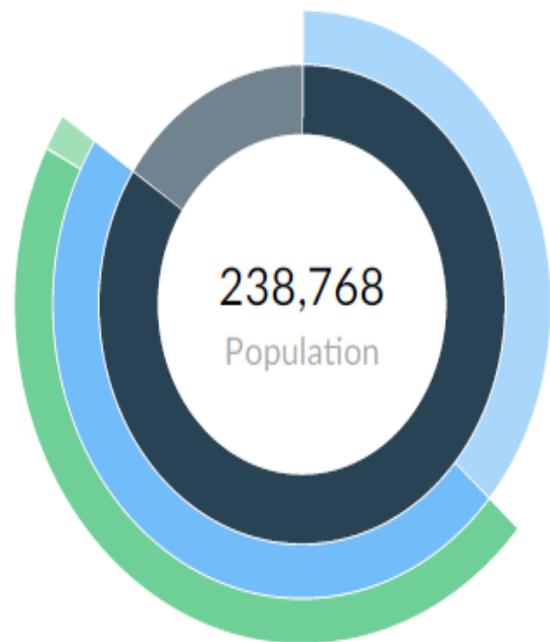
**Facts that should concern  
you: labor force  
participation &  
population**

# Why is the Focus on Young Adults Important for Education & Workforce?

## State of Nevada Labor Force Participation Rate by Age (Annual Average)



## 2018 Labor Force Breakdown

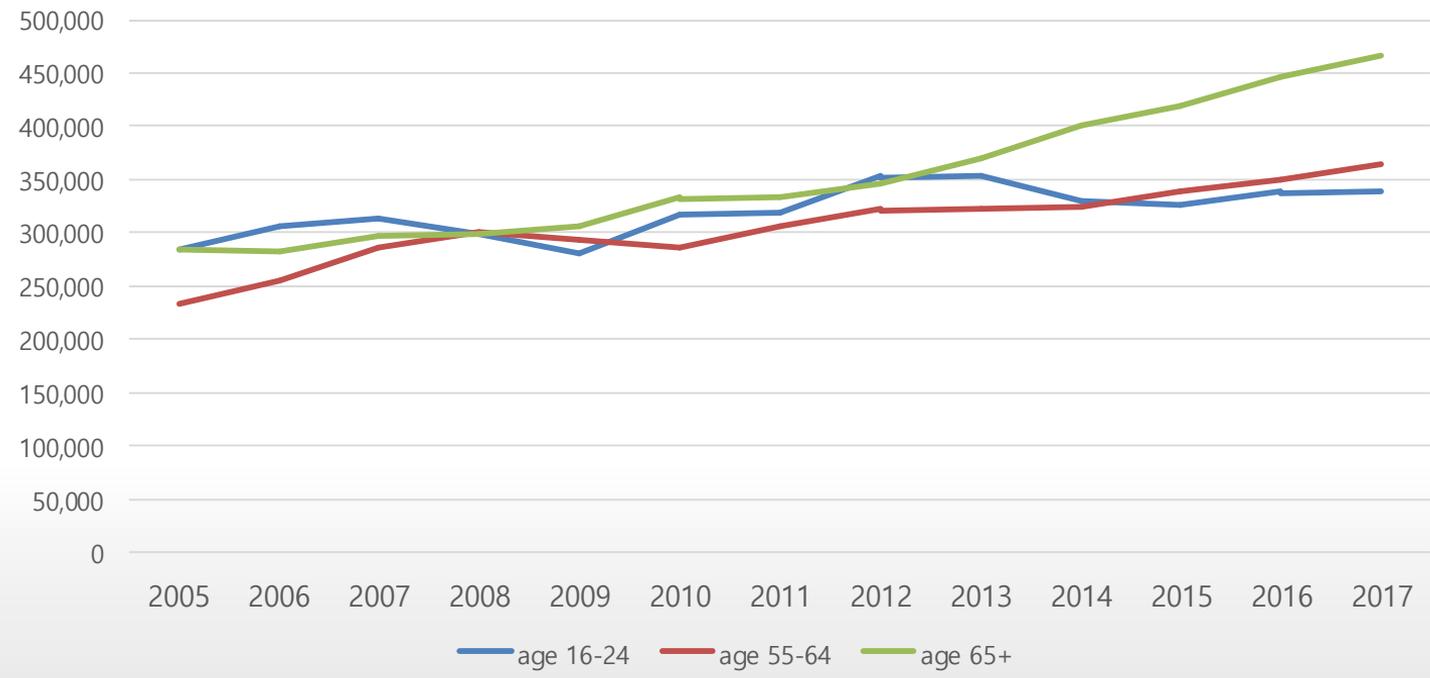


	Population
● Total Working Age Population	201,300
● Not in Labor Force (15+)	86,869
● Labor Force	114,431
● Employed	110,206
● Unemployed	4,225
● Under 15	37,468

**Labor force participation  
rate decreased from  
58.5% to 56.8% between  
2013 to 2018**

# Labor Force Participation Rate & Non-institution Population

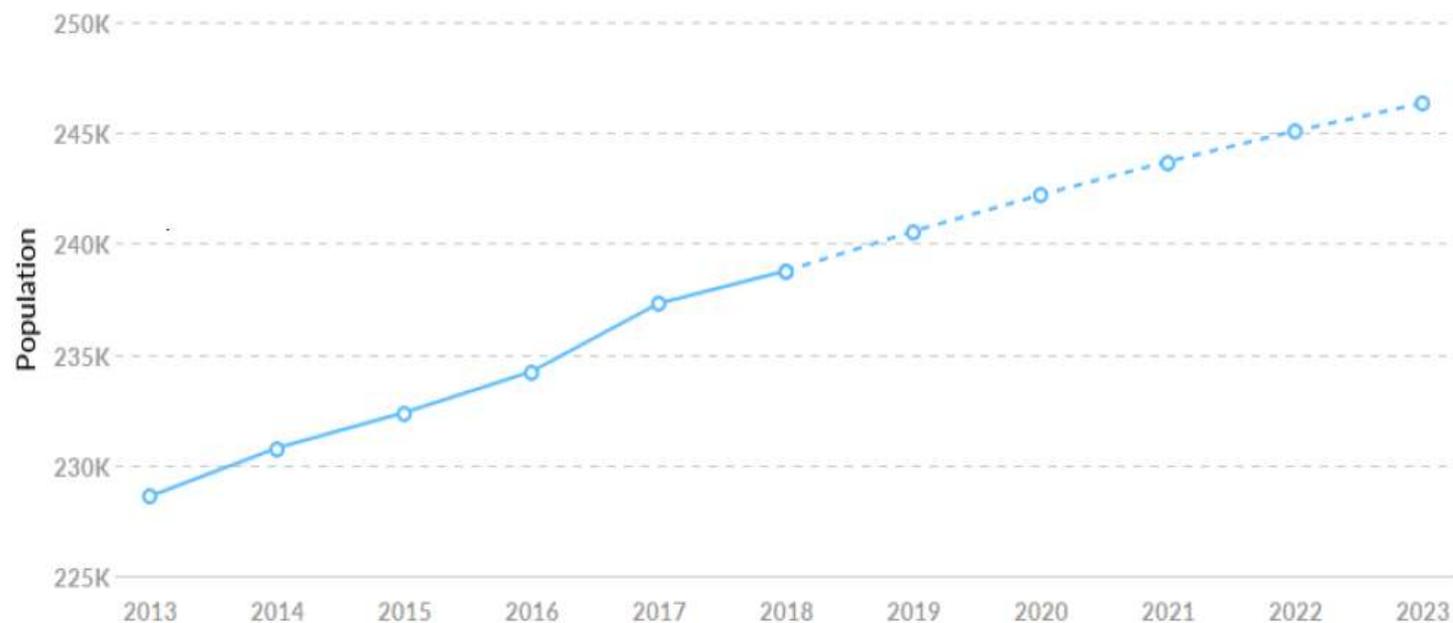
## State of Nevada civilian non-institutional population 16+ (annual average)



# Population Trends -

## Population Trends

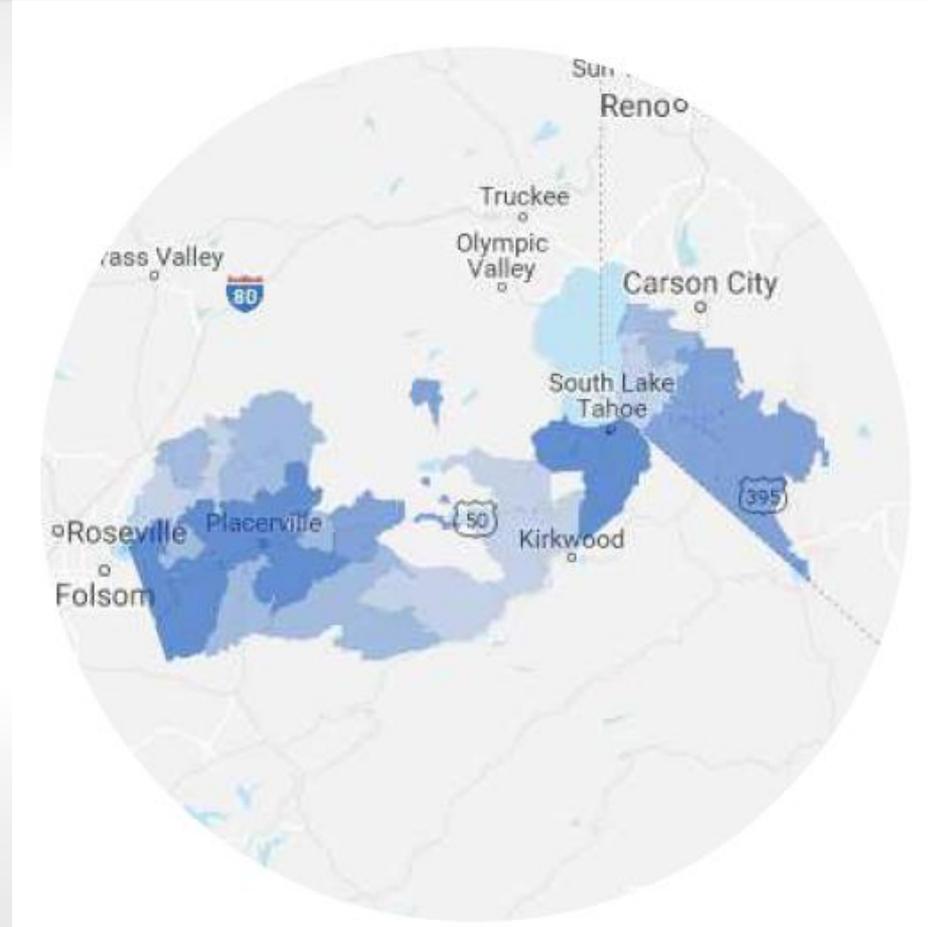
As of 2018 the region's population increased by 4.5% since 2013, growing by 10,176. Population is expected to increase by 3.2% between 2018 and 2023, adding 7,572.



## South Lake Tahoe

---

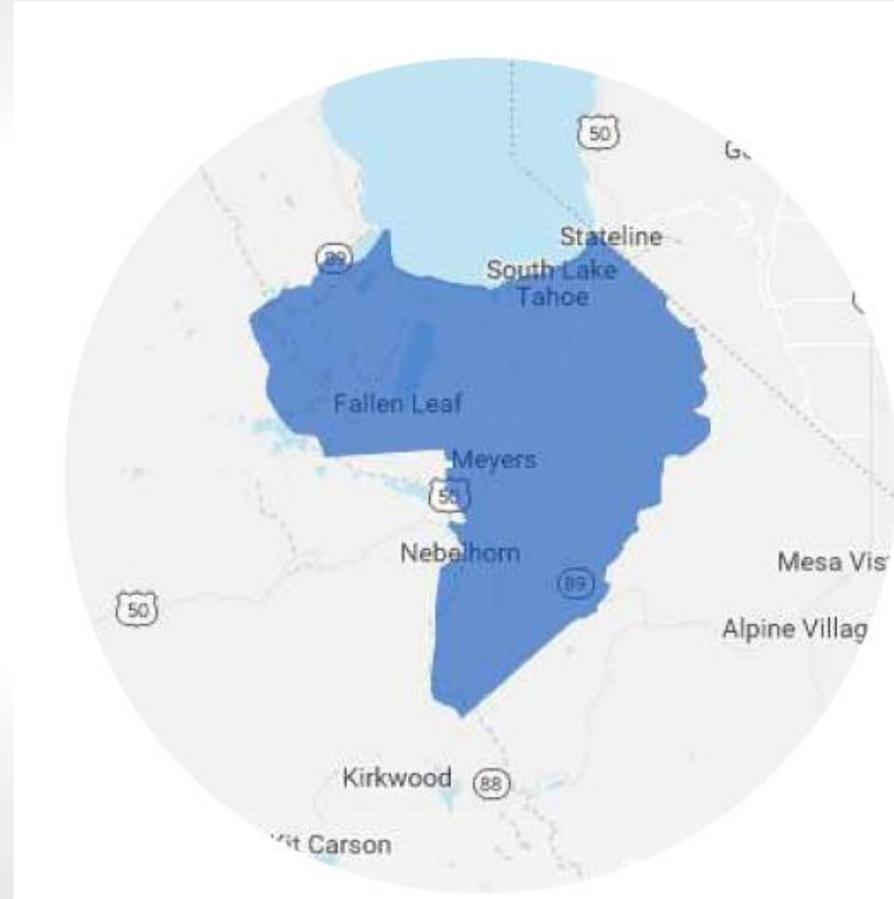
- Overall region increased by 4.5% since 2013 and population is expected to increase by 3.2%
- Jobs increased by 14.1% in the 2 counties from 78,593 to 89,673
- Labor force participation rate decreased from 58.5% to 56.8% between 2013 to 2018



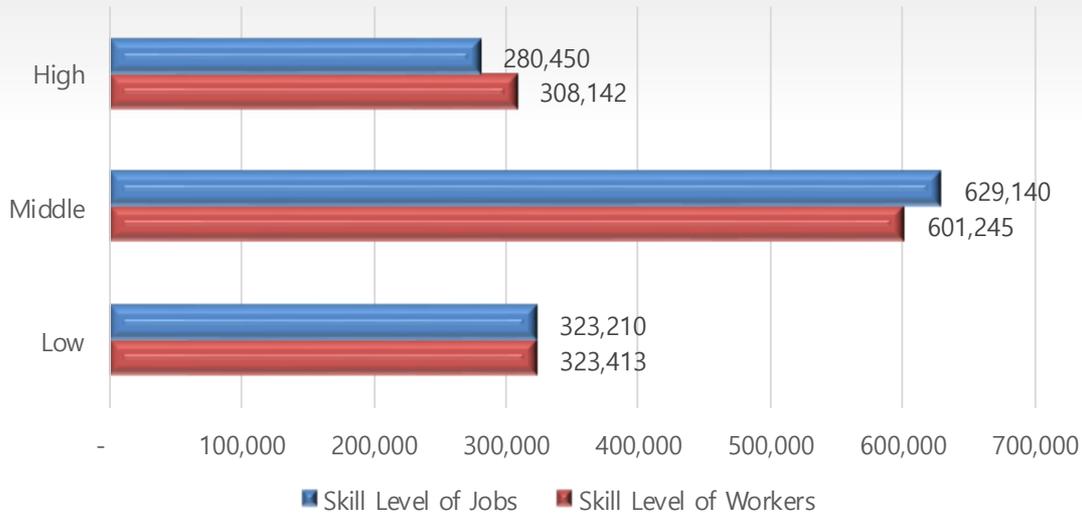
## South Lake Tahoe - 96150

---

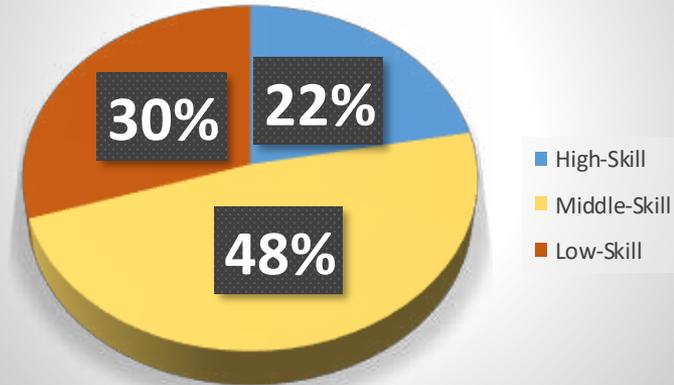
- As of 2018, the region's population increased by 2.7% since 2013
- Population is expected to grow by 3.7% between 2018-2023
- Jobs grew by 2,123 over the last 5 years and projected to grow by 1,189 over the next 5 years



# Middle Skills Jobs Gap



## Job Openings by Skill Level, Nevada, 2014-2024



A gap of roughly  
~28,000 workers  
exist in middle skills  
jobs in this state

Percent Alignment with Skill Level  
High: 23/25  
Middle: 49/51  
Low: 26/26

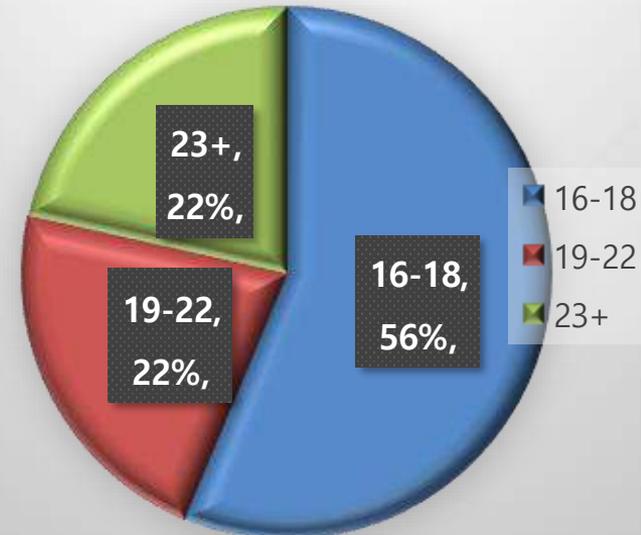
**Have you surveyed your  
community or stakeholders  
(i.e., young adults) to get their  
perspective?**

# Response Distribution & Age of Respondents

County	Responses	Distribution
Carson City	63	8.1%
Churchill	18	2.3%
Clark	411	52.6%
Douglas	24	3.1%
Elko	91	11.6%
Esmeralda	0	0.0%
Eureka	1	0.1%
Humboldt	10	1.3%
Lander	6	0.8%
Lincoln	3	0.4%
Lyon	33	4.2%
Mineral	2	0.3%
Nye	26	3.3%
Pershing	1	0.1%
Storey	0	0.0%
Washoe	88	11.3%
White Pine	5	0.6%

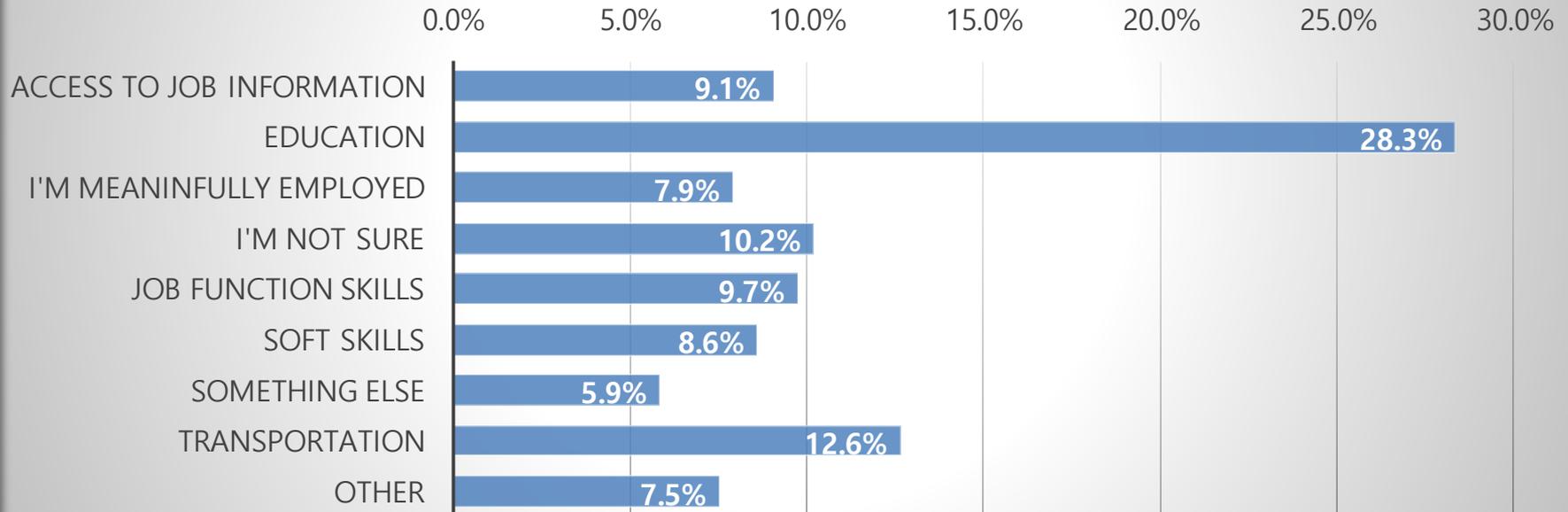
782  
statewide

## Age: Percentage of Respondents



# Perception About Employment Barriers

What do you believe is keeping you from gaining meaningful employment?



**“HOW CAN WE GET EXPERIENCE  
IF EVERY JOB WE APPLY TO  
REQUIRES EXPERIENCE?”**

*– Nevada Student*



**Do you have a strategy to  
connect young adults to  
these industries?**

**S**olution

The image features the word "Solution" in a bold, sans-serif font. Each letter is a different color: 'S' is red, 'o' is lime green, 'l' is light blue, 'u' is magenta, 't' is yellow, 'i' is purple, 'o' is red, and 'n' is light blue. Below each letter, a hand of a different skin tone is shown holding it up from the bottom. The hands are positioned as if they are presenting the word. The background is plain white.

# NEVADA'S BIG GOAL

# 55,000!



exploration discovery  
Internships communication  
opportunity career  
Apprenticeship **Work**  
attitude workplace preparation **Based** skills connections  
Work-Ethics  
job **Learning**  
networking Real-World  
Mentorships experience

"THE BOTTOM LINE IS THAT AN UNPREPARED WORKFORCE INHIBITS OUR ECONOMIC GROWTH, AND PREVENTS TOO MANY OF OUR CITIZENS FROM OBTAINING THE JOBS THEY DESERVE... MY VISION FOR OUR STATE IS TO PUT ALL NEVADANS, REGARDLESS OF AGE OR CIRCUMSTANCE, ON A CAREER PATHWAY TOWARD SUCCESS."

- GOVERNOR SANDOVAL, JAN. 17<sup>TH</sup> STATE OF THE STATE ADDRESS



# Strategic Changes to Expand Apprenticeships & Work-Based Learning

## State Policy Changes

- SB 516 – statewide coordination between agencies, aligning with economic development, changes to Registered Apprenticeships
- SB66 – K-12 WBL bill
- SB19 – Dual enrollment
- AB7 – college & career readiness diplomas

## DOL, NGA & NSFY

- Expansion & Accelerator Grants
- NGA Work-Based Learning Policy Academy
- New Skills For Youth

## GWDB Industry Sector Councils

- LEAP
- GWDB Industry Sector Councils, GOED, DETR, State Board, & OWINN
- State & regional in-demand occupations for the
- Skills and education requirements

*Registered Apprenticeships & Work-Based Learning*



# What exactly is a Registered Apprenticeship?



Employer  
Involvement



Structured  
On-the-Job Learning



Related  
Instruction



Rewards for Skill  
Gains



National  
Occupational  
Credential



Five Core Components of  
Registered Apprenticeship

# Benefits of Registered Apprenticeships



*A paycheck guaranteed to increase over time*



*An education and potential to earn college credit*



*A career once you complete your apprenticeship*

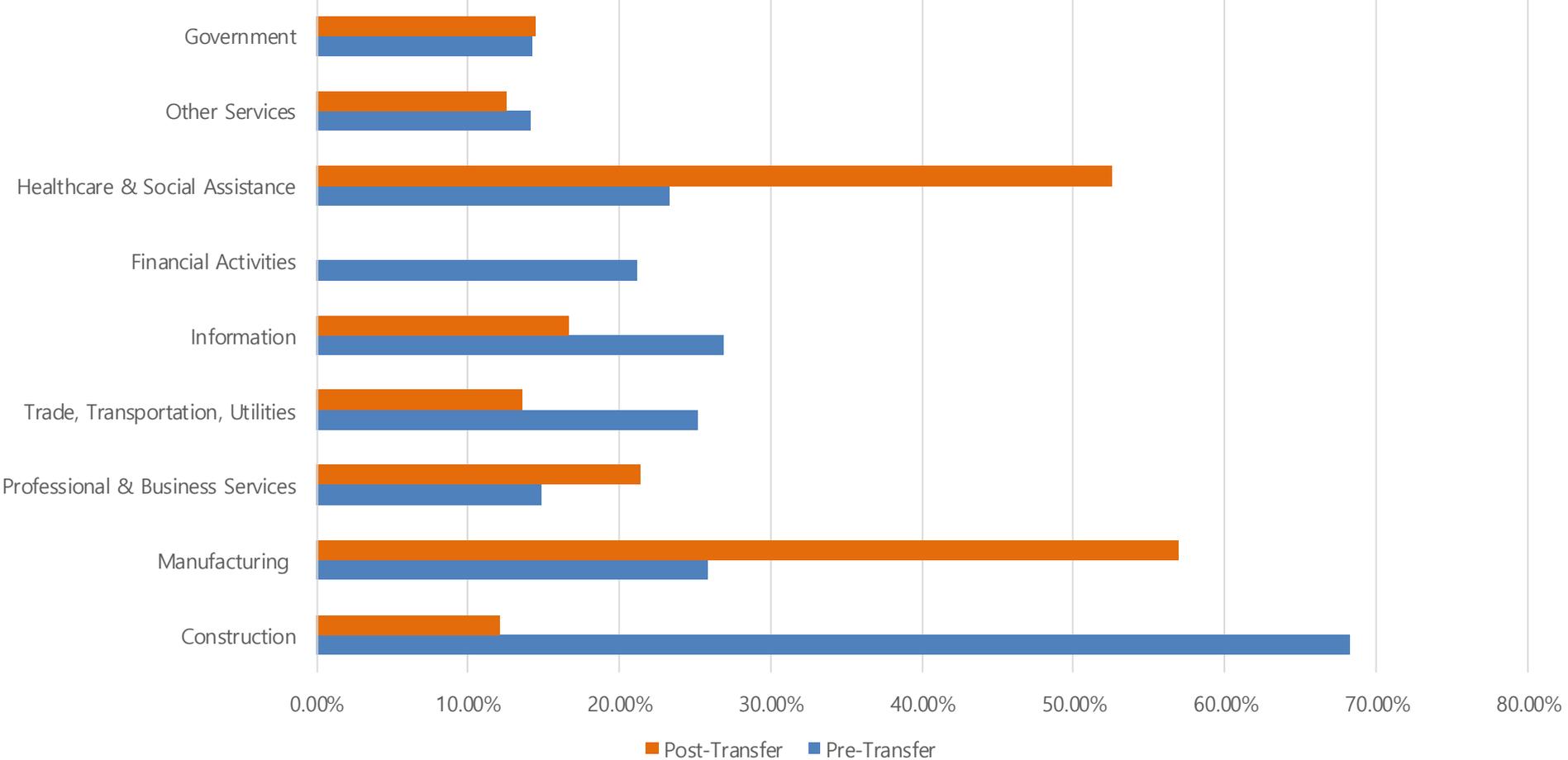


*Hands-on career training in a wide selection of programs*

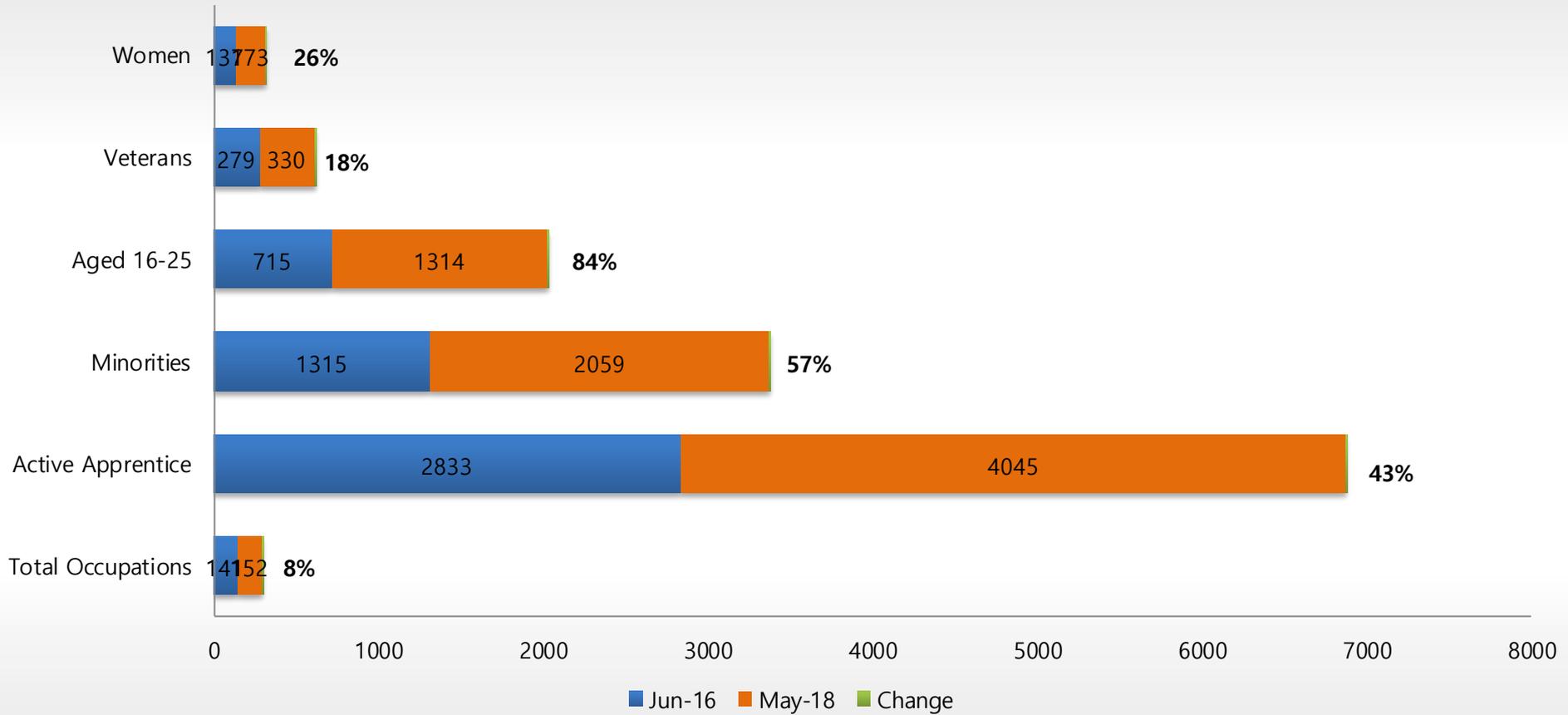


*A national industry certification*

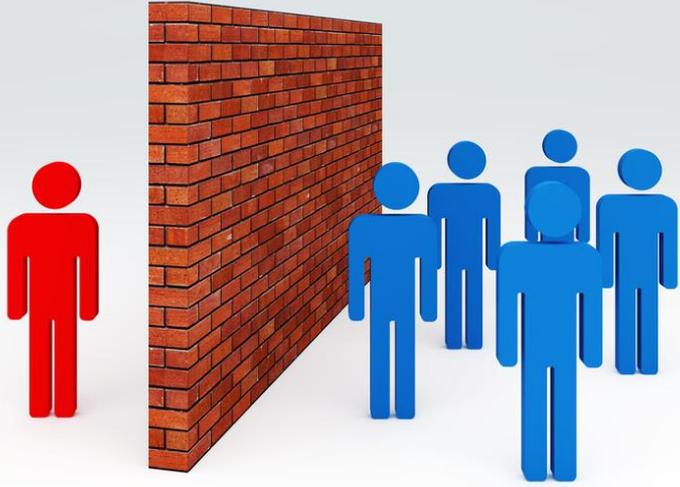
## RA Apprenticeship Industry-Occupation Analysis



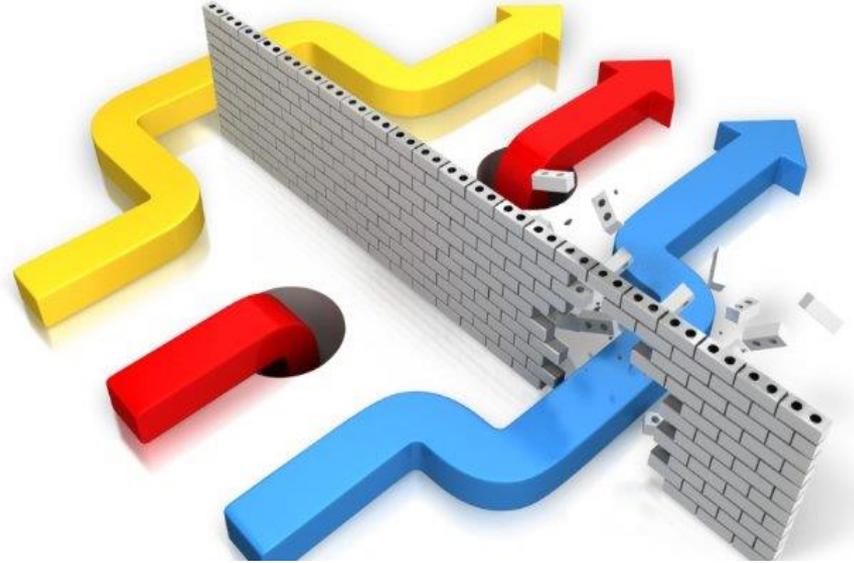
# Nevada's Apprenticeship Outcomes Data



# Work-Based Learning Helps Students Overcome Obstacles



VS.





# Lessons in Scaling Work-Based Learning

---

1. **Ask students their perspective**
2. **Understand your region's labor-market data & state's economic development priorities**
3. **Design opportunities to get students involved**
4. **Business involvement is a MUST; partnerships are a must**
5. **Build champions & Evangelize**



# LifeWorksNV.org

Nevada's Work-Based Learning Hub **LifeWorks Nevada**



Subscribe to Newsletter

Select Language

search



Students & Young Adults

Educators

Businesses

About Us

News & Events



Find Apprenticeships & Internships



Find Career & Tech Ed Programs



Explore Careers



Post Internships or On-the-Job Training

"Work-based learning provides students with authentic work experiences where they apply and develop employability and technical skills that support success in careers and post-secondary education."

-National Governors Association