

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:

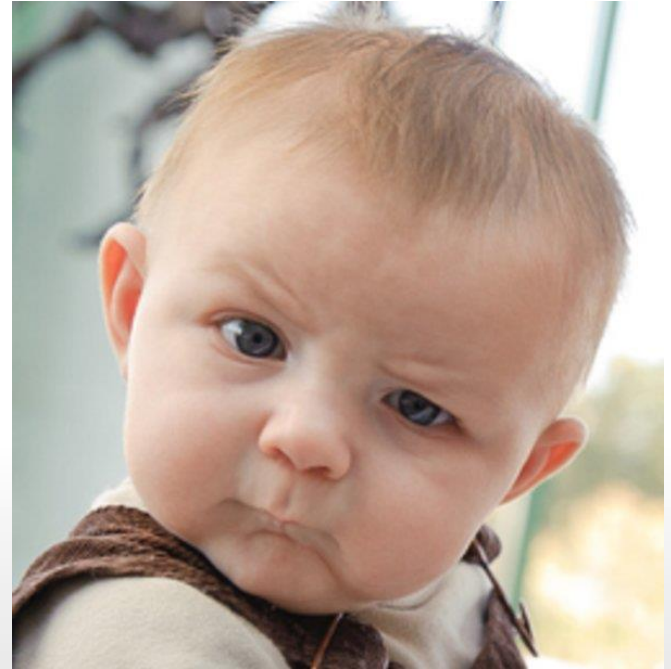
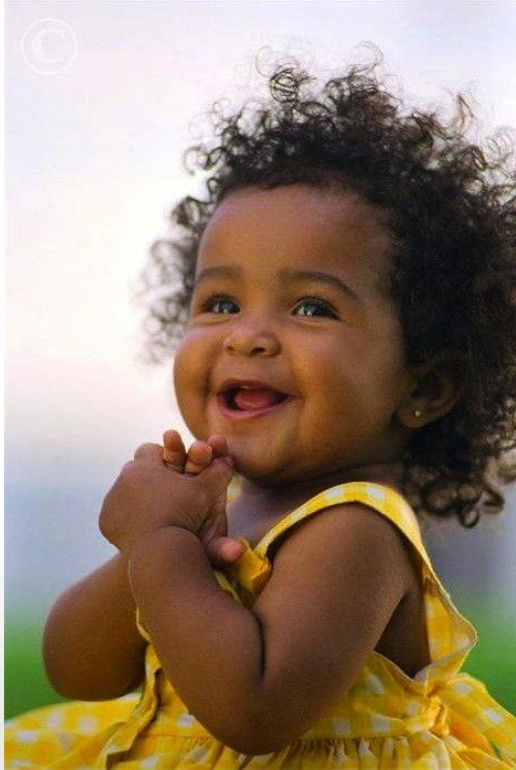
1. Prepare all K-12 Students for College & Career Success
2. Increase Nevadans with postsecondary degrees & credentials
3. Increase Employment Outcomes in Training and Credentialing programs

POP

QUIZ!



How do you feel about work-based learning?



NEVADA'S BIG GOAL

55,000!



Work Based Learning

Internships
Apprenticeship
Mentorships

Real-World
experience

exploration
discovery
communication
opportunity
career
attitude
workplace
preparation
job
networking
skills
connections
Work-Ethics

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

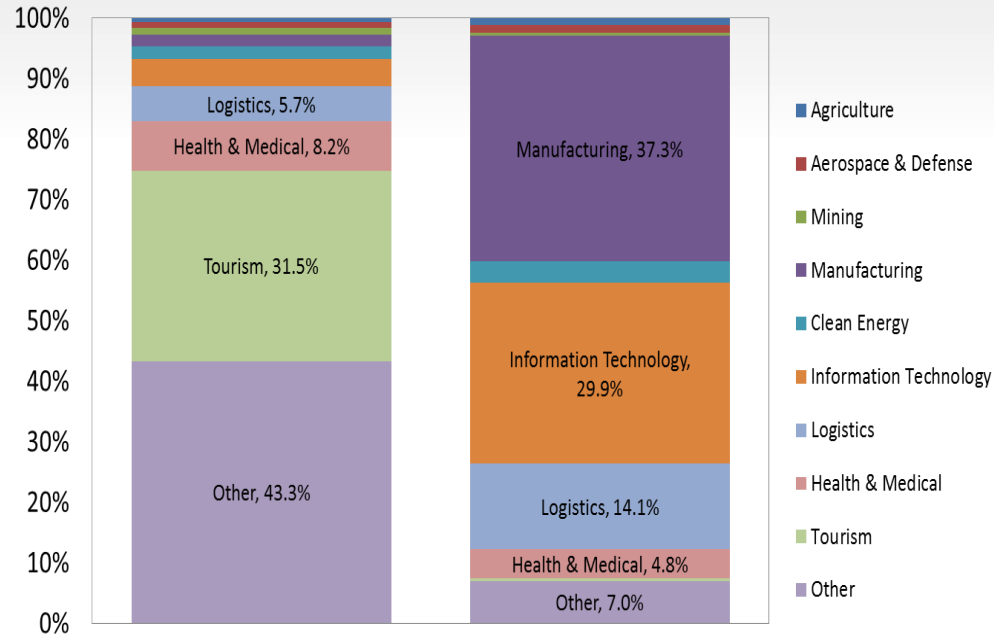
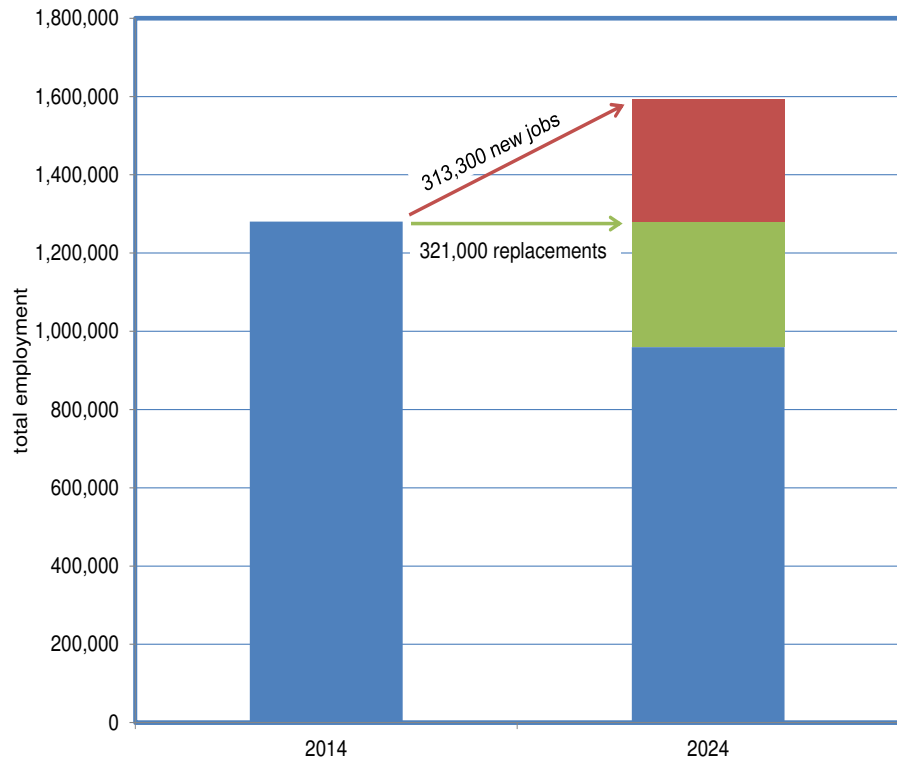
High-quality work-based learning incorporates: Academic alignment, employer engagement, pursuit of industry-recognized credentials & connection to employment

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



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

Jobs Growth & Diversification Efforts

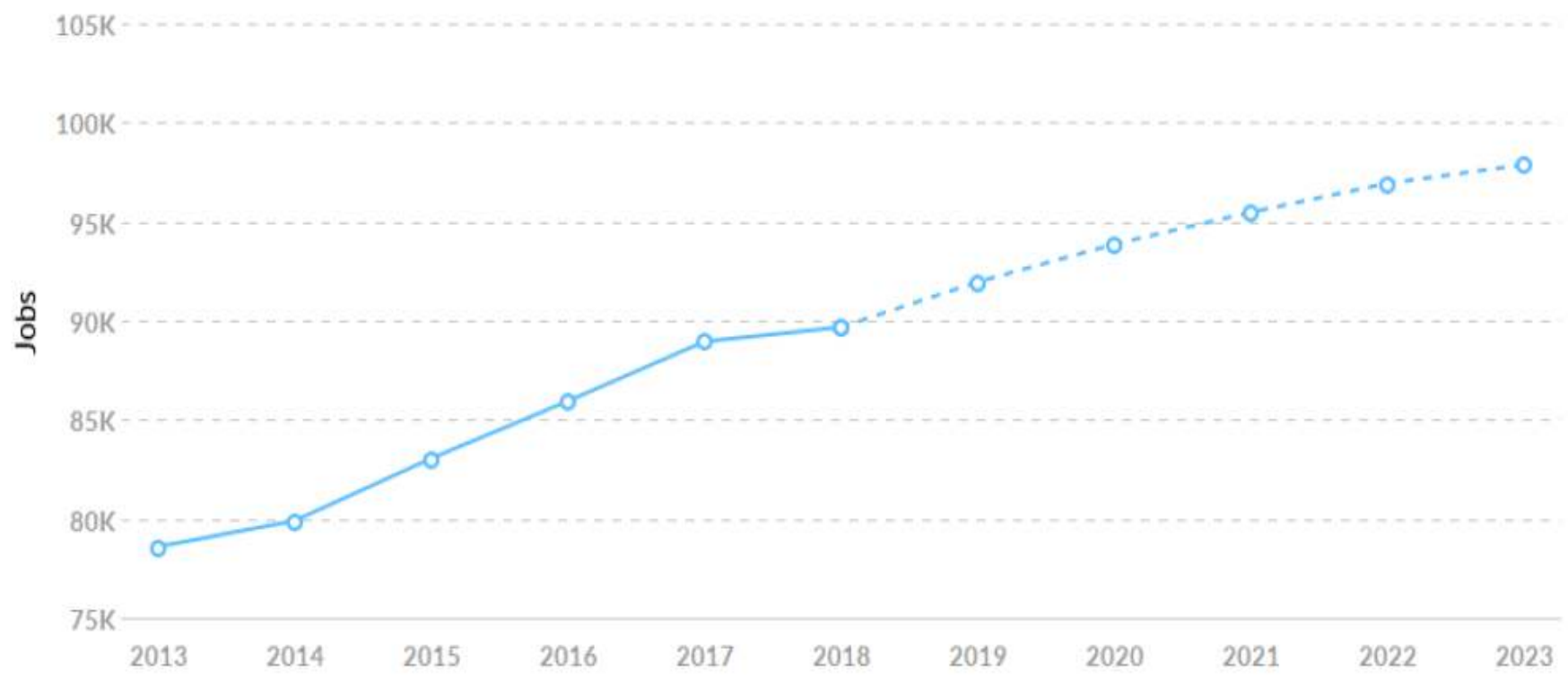


*Job Distribution in
Nevada*

Assisted Jobs Since 2012

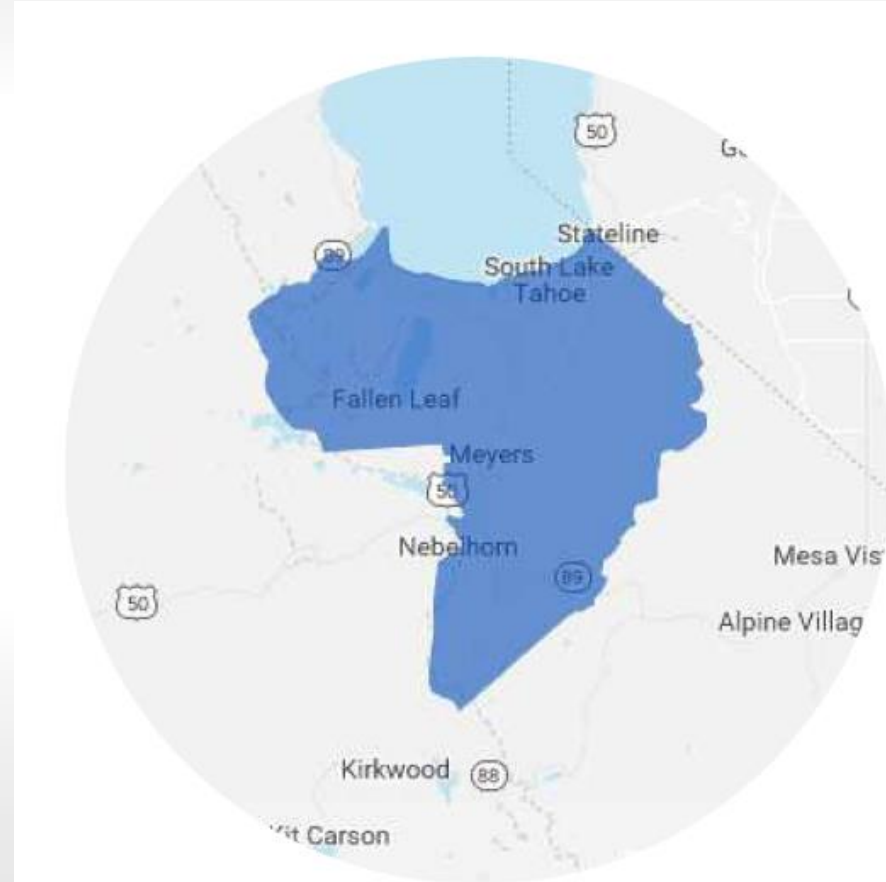
Job Trends – Emsi Economic Overview

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

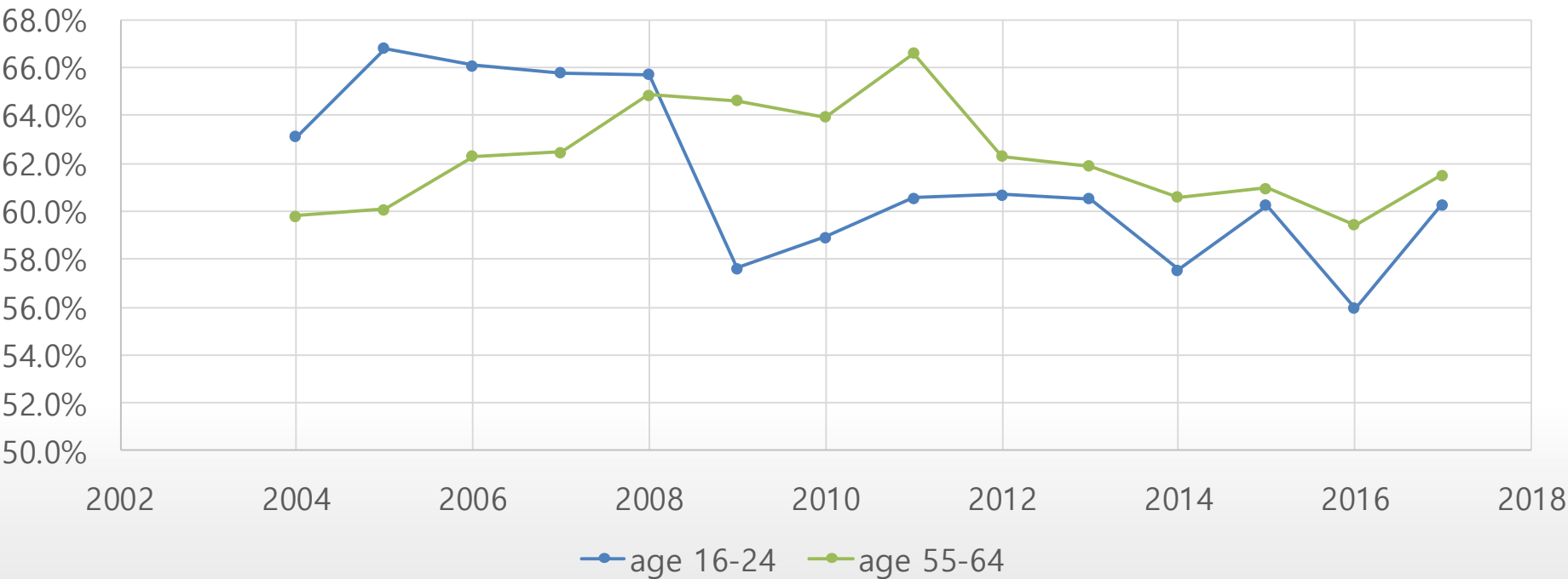
- The top three industries in 2018 are restaurants and other eating places, local government, and education and hospitals (local government)



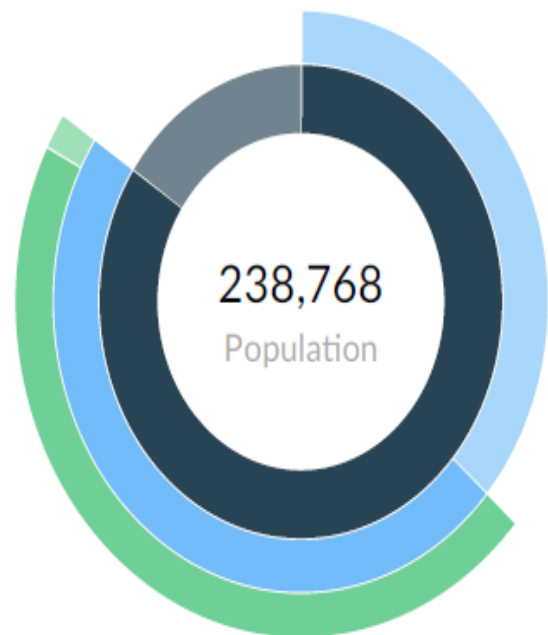
**Facts that should concern
you: labor force
participation &
population**

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

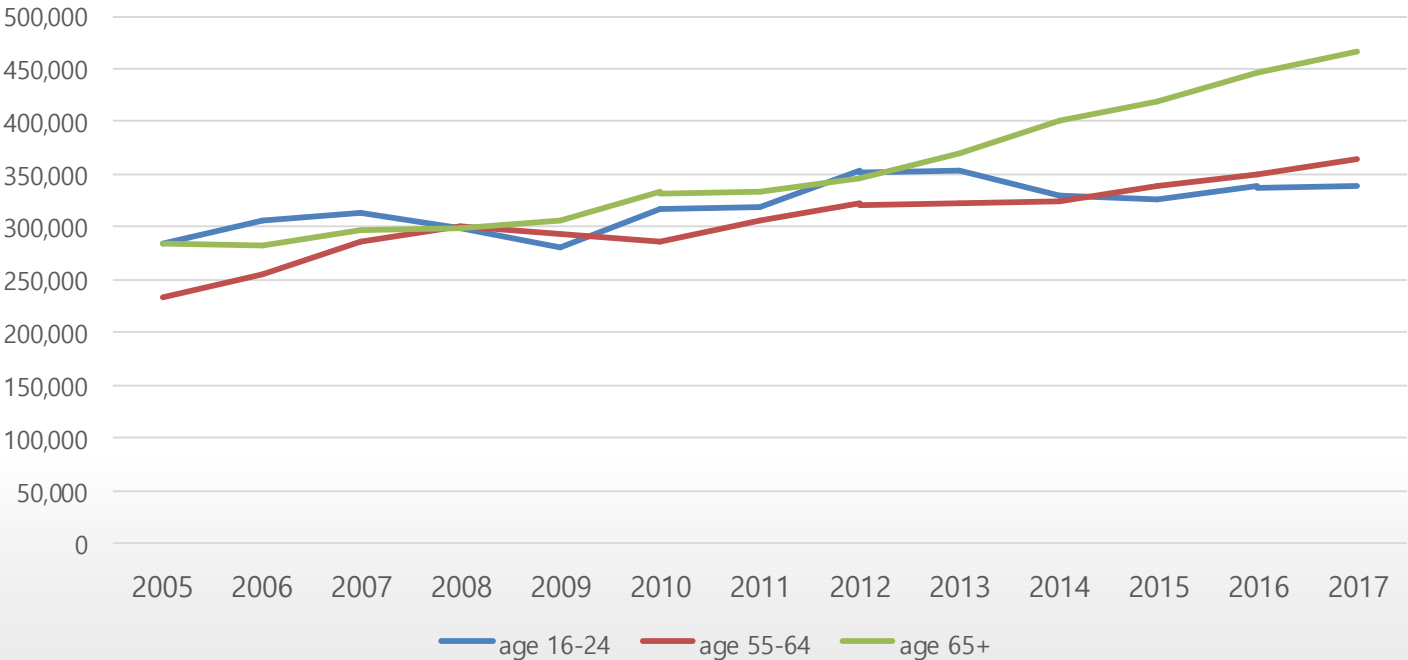


	Population
● Total Working Age Population	201,300
● Not in Labor Force (15+)	86,869
● Labor Force	114,431
● Employed	110,206
● Unemployed	4,225
● Under 15	37,468

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

Labor Force Participation Rate & Non-institution Population

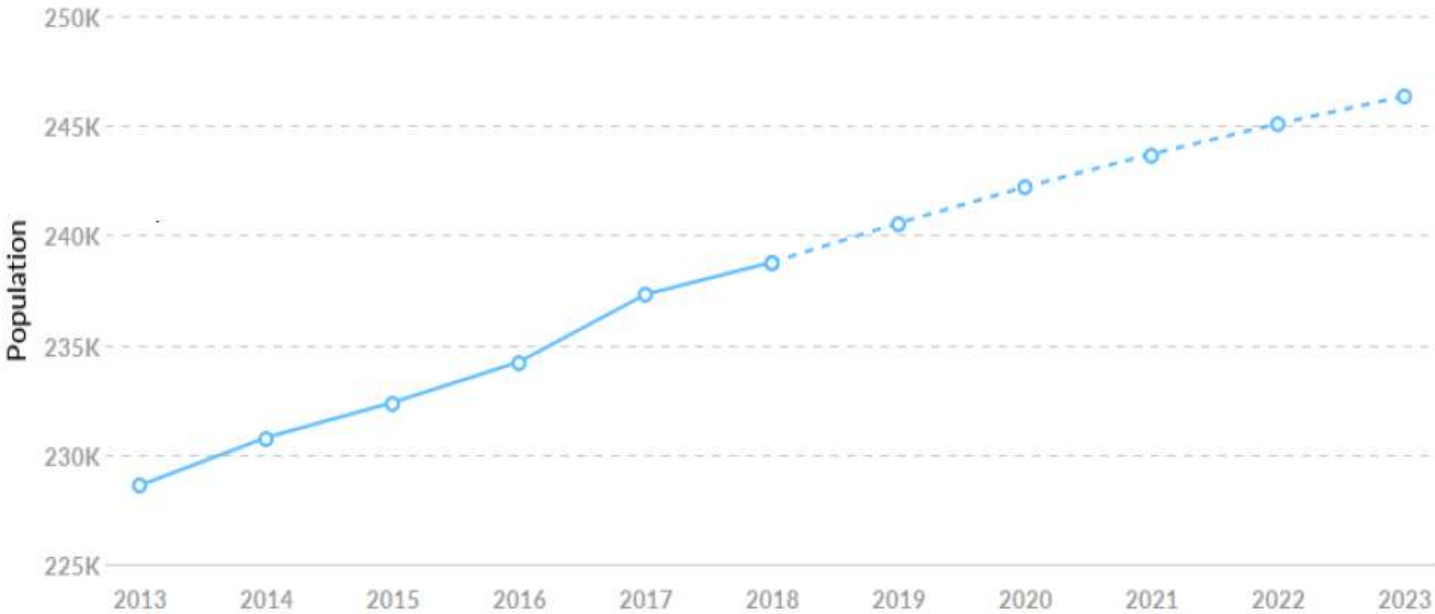
State of Nevada civilian non-institutional population 16+ (annual average)



Population Trends -

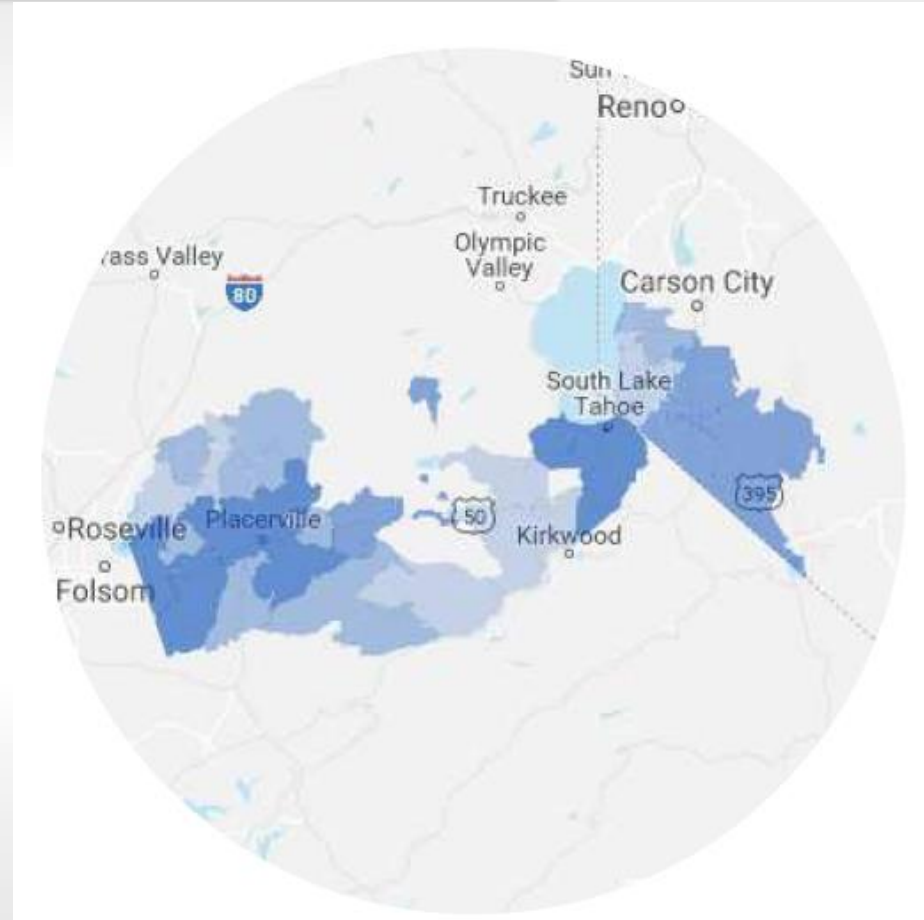
Population Trends

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.



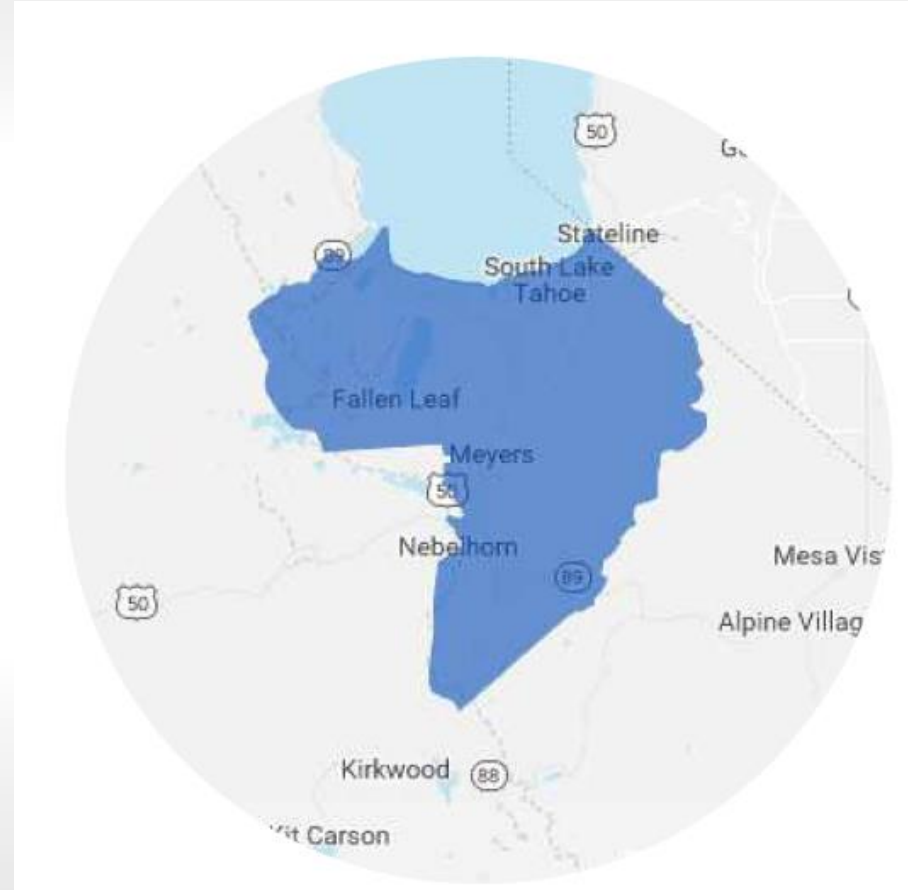
South Lake Tahoe

- 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

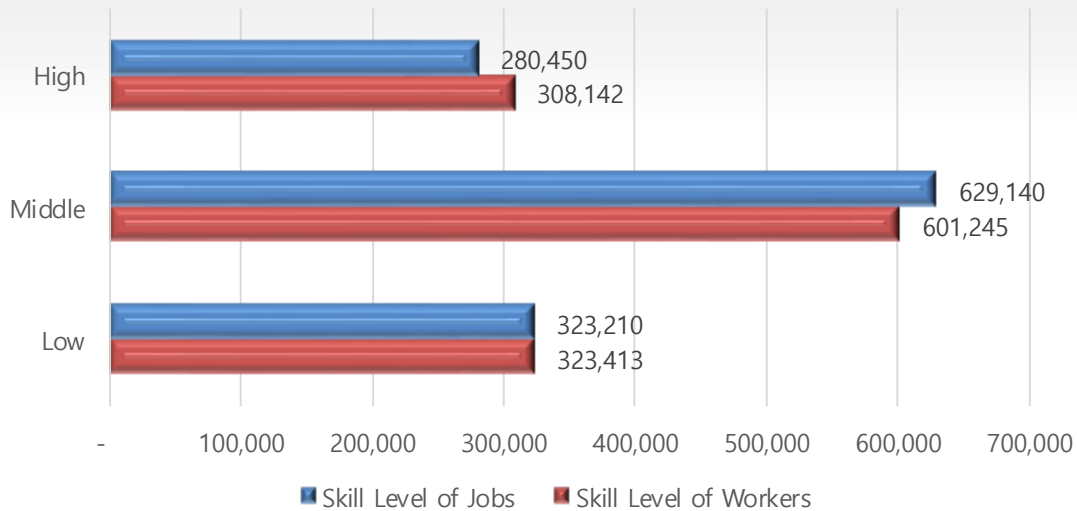


South Lake Tahoe - 96150

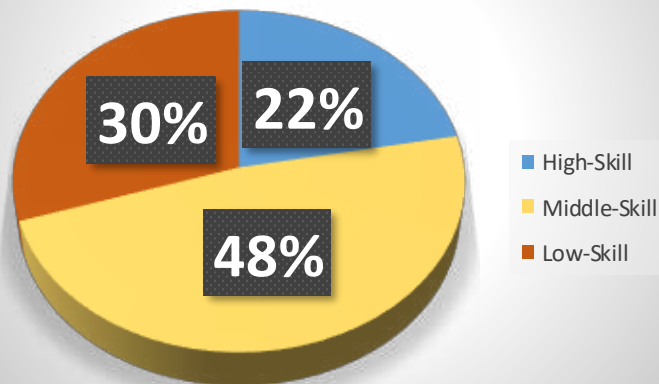
- As of 2018, the region's population increased by 2.7% since 2013
- Population is expected to grow by 3.7% between 2018-2023
- Jobs grew by 2,123 over the last 5 years and projected to grow by 1,189 over the next 5 years



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

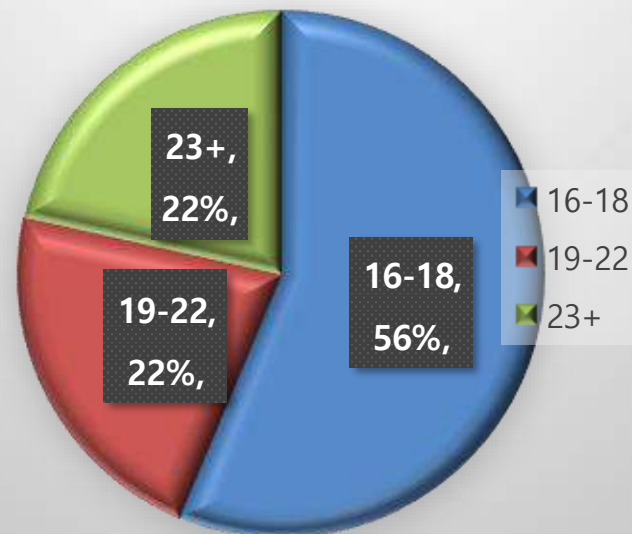
**Have you surveyed your
community or stakeholders
(i.e., young adults) to get their
perspective?**

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%

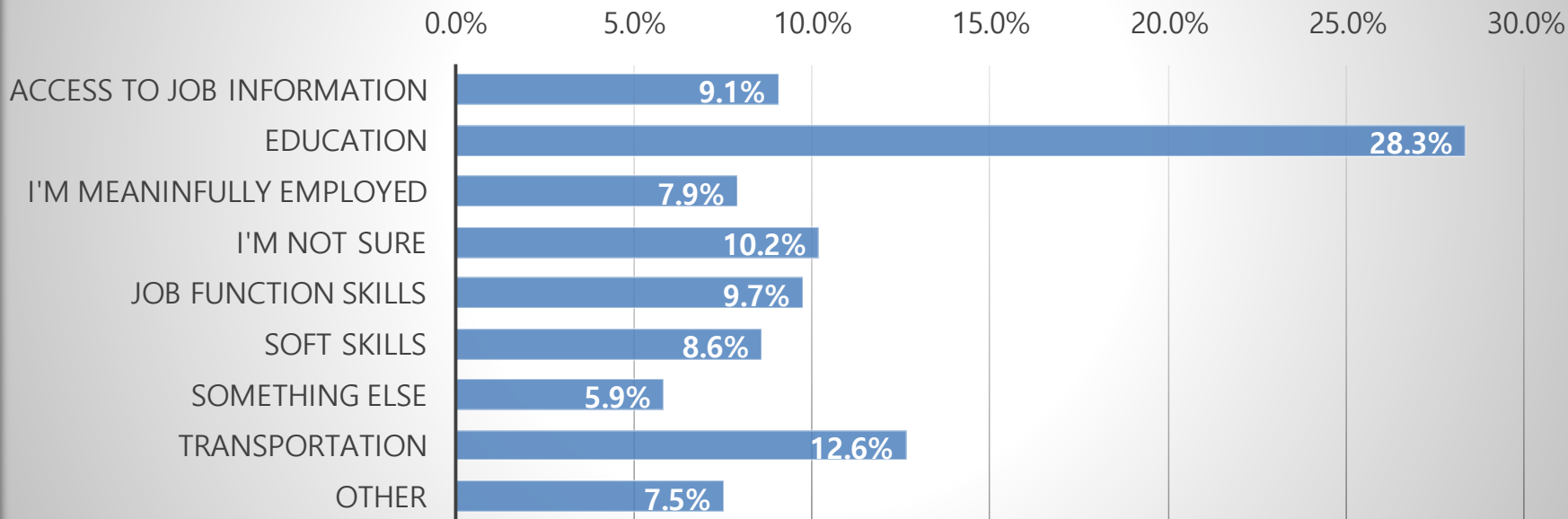
782
statewide

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?**



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Real-World

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experience

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connections

Work-Ethics

discovery

communication

exploration

opportunity

career

attitude

workplace

preparation

job

networking

"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. 17TH 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



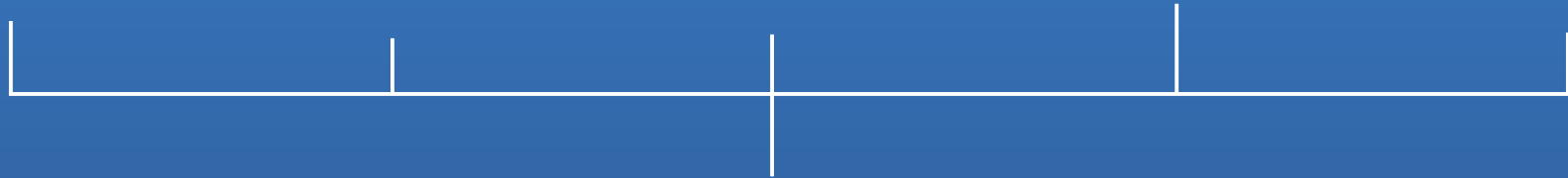
Related
Instruction



Rewards for Skill
Gains

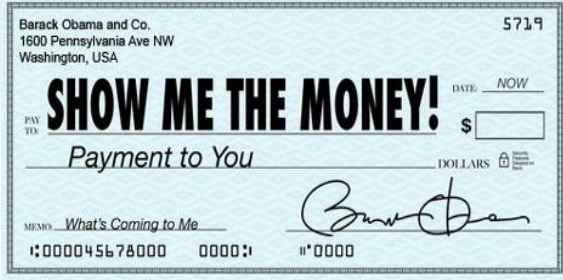


National
Occupational
Credential



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

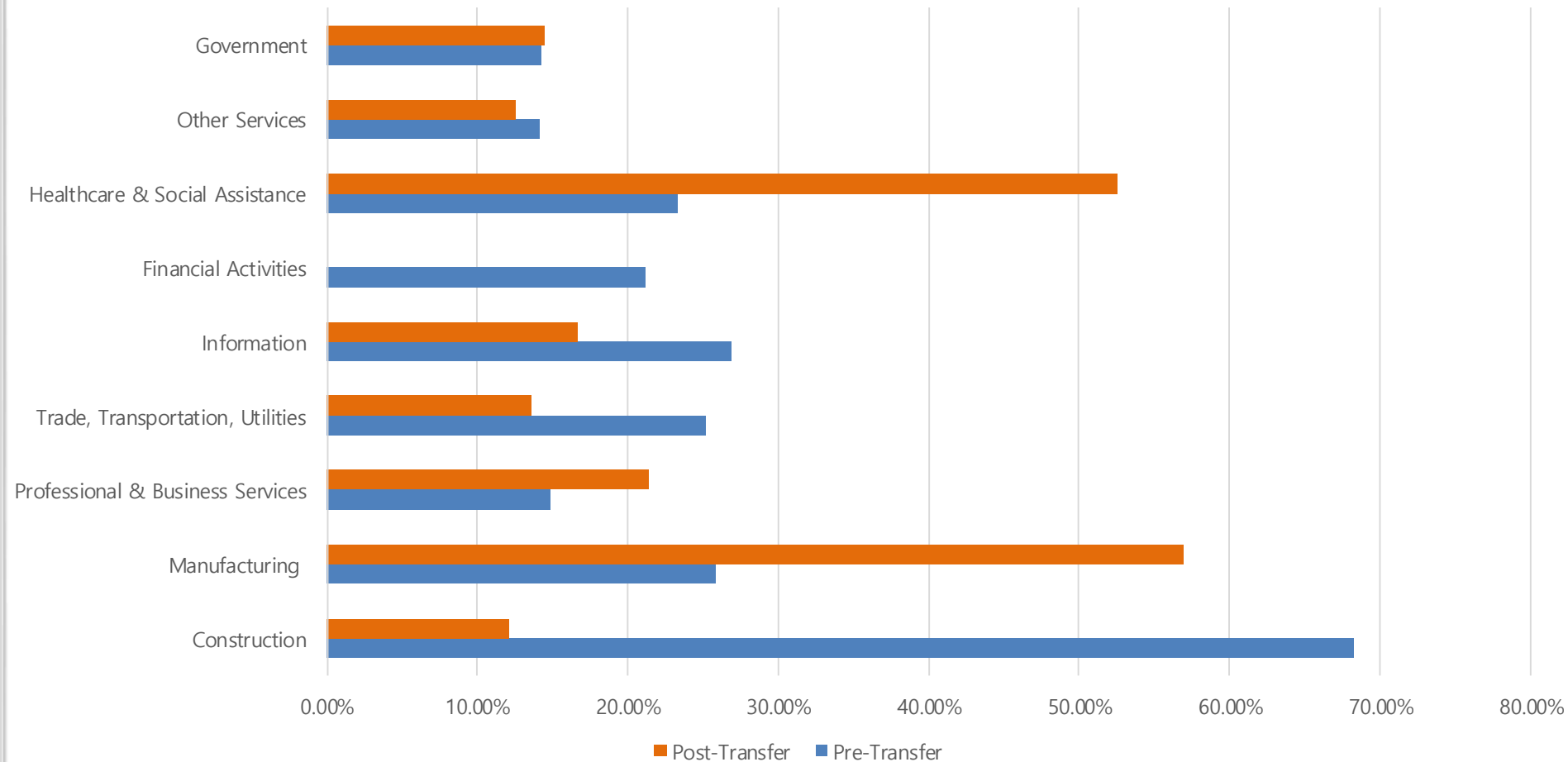


Hands-on career training in a wide selection of programs

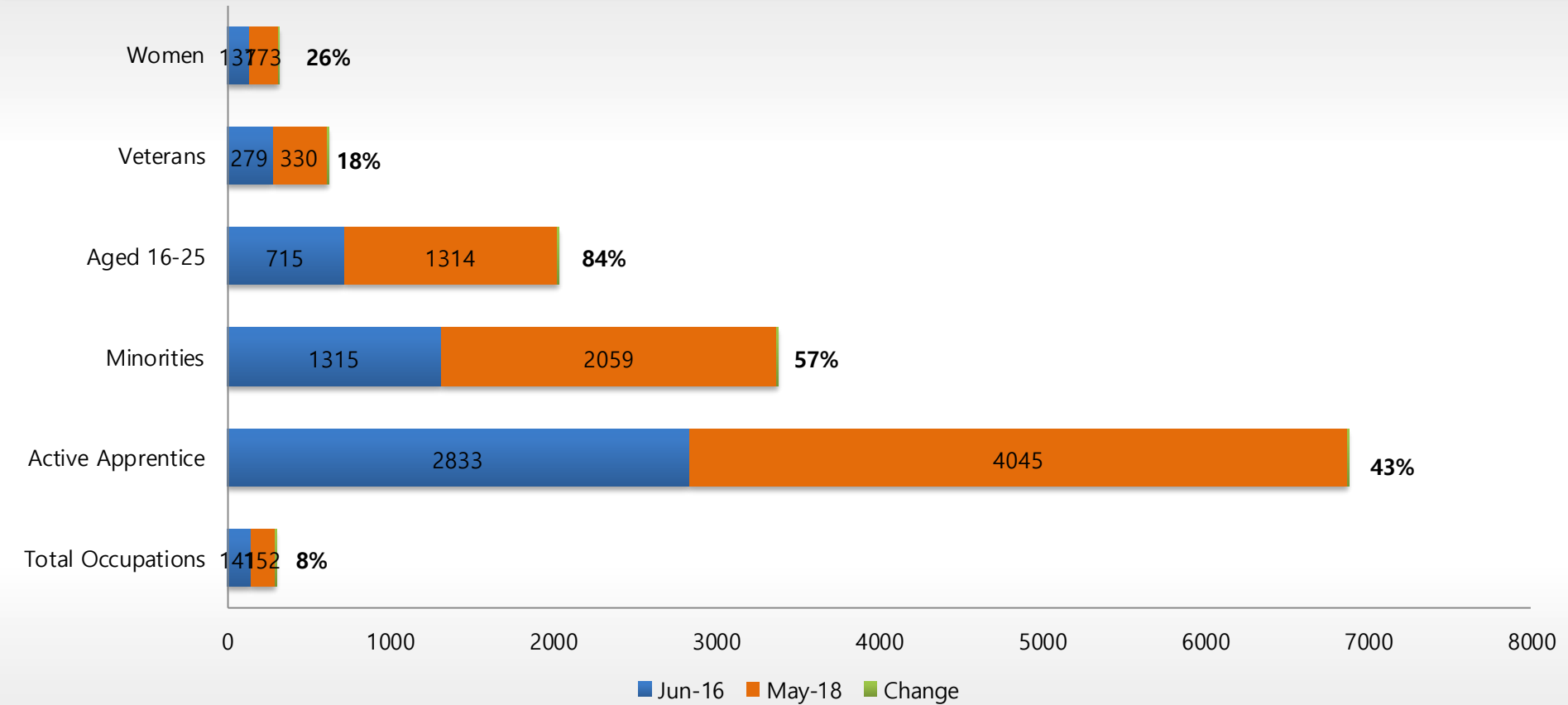


A national industry certification

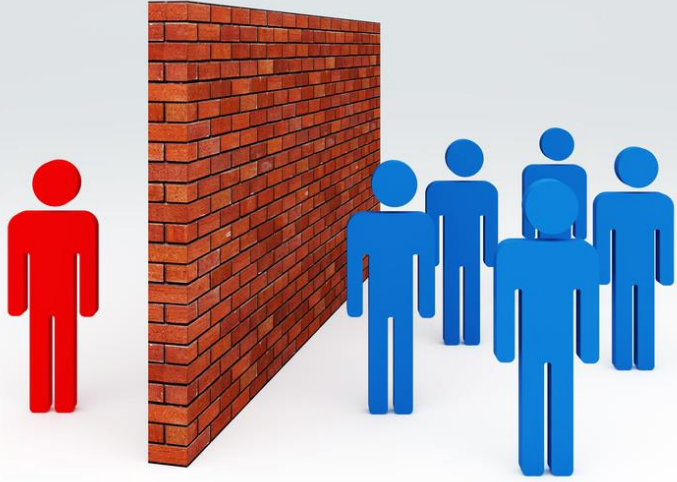
RA Apprenticeship Industry-Occupation Analysis



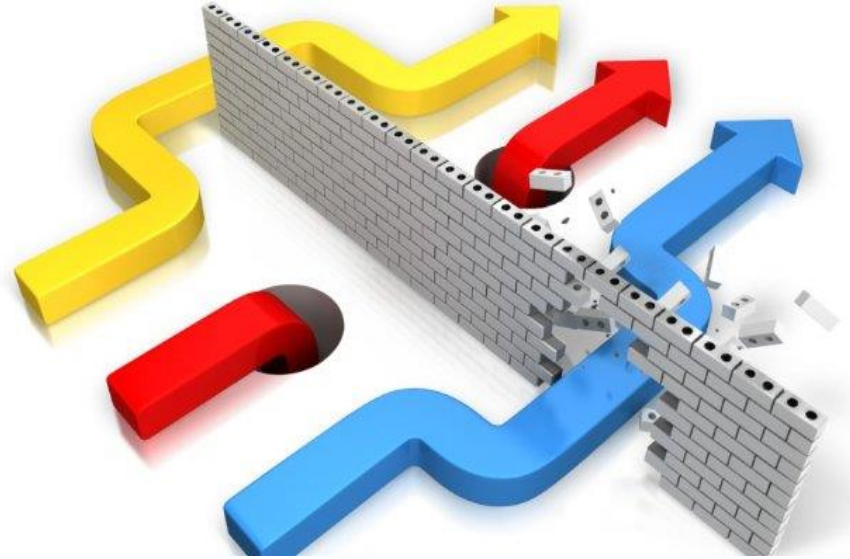
Nevada's Apprenticeship Outcomes Data



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



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Educators

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"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



Find Apprenticeships &
Internships



Find Career &
Tech Ed Programs



Explore Careers



Post Internships or
On-the-Job Training