

# The Business Case for Workforce Alignment

Mary Beth Sewald  
President and CEO  
Las Vegas Metro Chamber



# Meet Daethron



# Local Talent Hard to Find

  
**SUNRISE HEALTH**<sup>SM</sup>  
SUNRISE | MOUNTAINVIEW  
SOUTHERN HILLS | SUNRISE CHILDREN'S



*The Valley*  *Health System*<sup>SM</sup>

Centennial Hills Hospital • Desert Springs Hospital • Henderson Hospital (2016)  
Spring Valley Hospital • Summerlin Hospital • Valley Hospital



# Office of Workforce Innovation

Helps drive a **skilled, diverse, and aligned workforce** in Nevada by promoting cooperation and collaboration among all entities focused on workforce development



**AVISIGHT** 



**We Get It**



# Office of Workforce Innovation

## Objectives

- Prepare all K-12 Students for College & Career Success
- Increase Nevadans with Postsecondary Degrees & Credentials
- Increase Employment Outcomes through Training & Credentialing Programs



# Risk #1 – Talent Pool is Shallow

- Local businesses cannot find talent they need
- More knowledge-based jobs, not enough skilled workers
- 2<sup>nd</sup> biggest challenge to businesses
  - NV State Bank survey



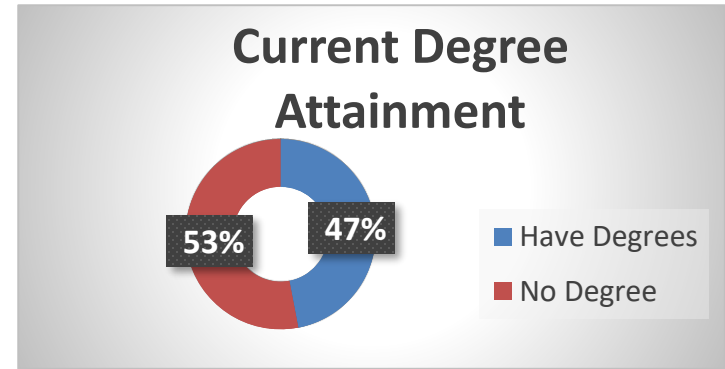
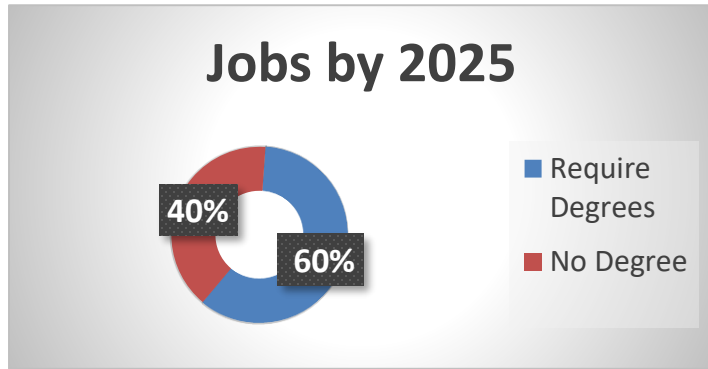


# Real Cost of Job Vacancies

- Missed opportunities to grow revenue
- At capacity – can't expand
- Existing staff spread too thin, stressed out, prone to mistakes
- Customer relationships suffer
- Company cannot maximize true market value
- Loss to community in economic output & tax revenues



# Risk #2 – Education Attainment



Plus, 4 out of 5 jobs lost during Recession required high school diploma or less – those jobs aren't coming back

# So Where's Nevada?

- Nevada's attainment rate? **35%**
- Nevada is 49<sup>th</sup> out of 50 states
- Competitively disadvantaged in sustainable economic development and diversifications



# So Where's Nevada?

1. Massachusetts
2. Colorado
3. Minnesota
4. Connecticut
5. Washington
6. Virginia
7. New Jersey
8. Illinois
9. Kansas
10. Maryland
11. New Hampshire
12. New York
13. Arizona
14. North Dakota
15. Utah
16. California
17. Wisconsin
18. Nebraska
19. Wyoming
20. Georgia
21. Vermont
22. Iowa
23. North Carolina
24. Florida
25. Oregon
26. Rhode Island
27. Hawaii
28. Louisiana
29. Pennsylvania
30. South Dakota
31. Alaska
32. Kentucky
33. New Mexico
34. Ohio
35. Montana
36. Michigan
37. Maine
38. Delaware
39. Missouri
40. Texas
41. South Carolina
42. Indiana
43. Oklahoma
44. Tennessee
45. Idaho
46. Arkansas
47. Alabama
48. Mississippi
- 49. Nevada**
50. West Virginia



# Nevada – Lowest Attainment Among Intermountain West Cities

Denver 50%

Salt Lake 42%

Boise 41%

Phoenix 39%

**Washoe 37%**

**Las Vegas 30%**



# Risk #3 – Leaving People Behind

*Diversity – Credential/Degree Attainment by Race*

	<u>Nevada</u>	<u>Nationally</u>
Asian/Island Pacific	46%	62%
White	38%	46%
African-American	25%	30%
American Indian	24%	21%
Hispanic	14%	22%



# Risk #3 – Leaving People Behind

## People with Disabilities

- Nationally, 65% complete high school, 7% complete college
- People with disabilities less likely to be employed
- Nevada leads - #11 in percentage of disabled population employed (41.1%)



# Meet Dante





# Risk #3 – Leaving People Behind

## Poverty

- 15% of Las Vegas population lives in poverty
- 20% of those are children under 18 – our future workforce



# Meet Isabelle



# STEM Job Pathways

## EXAMPLE: Nursing Pathway

- Licensed Practical Nurse (LPN)
  - Postsecondary Nondegree: \$25.31/hr. (\$50k)
- Registered Nurse (RN)
  - Bachelor's Degree: \$39.16/hr. (\$80k)
- Nurse Practitioner (NP)
  - Master's Degree: \$48.41/hr. (\$100k)



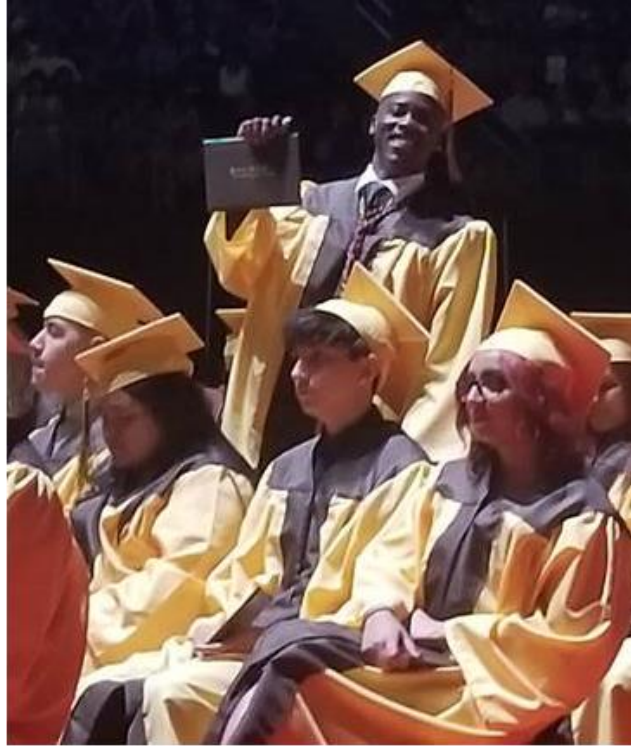
# What **YOU** Can Do

- Take the Work-Based Learning Pledge
  - Mentorships, Job Shadowing, Internships, Apprenticeships
- Engage with OWINN & Workforce Partners
- Be a resource to educators and student



# Where is Daethron Now?





# Where is Dante Now?



# Where is Isabelle Now?





# Nevada's Talented Kids

**Teach**

**Train**

**Employ**

**Connect**

**Need**



We're **Battle Born**  
*We Can Do Anything*



Nevadans  
Take on any challenge  
**AND**  
Come out ahead

