

# A Program Demand Gap Analysis of Nevada's Workforce and Workforce Development Efforts

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## **Program Demand Gap Analysis of Nevada's Workforce and Workforce Development Efforts**

- A program demand gap analysis typically examines the difference in evolving workforce development opportunities and needs and current graduation rates and educational program offerings.
- Methodology:
  - Examination of general socio-demographic, economic, and even housing characteristics across the state.
  - Industry and occupation sector trends (National, State, Regional).
  - Program enrollment and graduation trends.
  - 'Gap Identification' between industry and occupation sectors and program enrollment and graduation trends.
- Used to support informed decision making, improve resource allocations, and enhance educational 'relevance' to the private sector.



# **Nevada's Economy – A Statewide and Regional Perspective**



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# Program Demand Gap Analysis of Nevada's Workforce and Workforce Development Efforts

## Past Efforts at the University Center for Economic Development (UCED):

- Supply Chain 'Mapping' of Key Industry Sectors in Nevada: Mining, Quarrying, and Oil and Gas Extraction (2022, 2024), Tourism and Hospitality (2023), Healthcare (2024), and Advanced Manufacturing (2025).
- Development and Assistance in Implementation of Regional Comprehensive Economic Development Strategies (CEDs): Lincoln County Regional Development Authority, Northeastern Nevada Regional Development Authority, and the Southwest Central Regional Economic Development Authority.
- Other Strategic Plans and Community and Economic Development Assessments: Several Public Library Systems, various Cities and Counties, and several of Nevada's Native American, Tribal, and Indigenous Communities.
- Phase 1 and Phase 2 Awards, ***Nevada Lithium Batteries and Other EV Materials Regional Technology and Innovation Hub*** (Workforce Development, Nevada Native Nations Center).



## Past Supply Chain ‘Mapping’ Projects – Ties to Workforce Concerns in Key Existing and Emerging Industry Sectors

### Mining, Quarrying, and Oil and Gas Extraction Industry Sector (2022, 2024):

- Gold Ore Mining, **\$1.24 billion** total leakage; Lime (\$223.7 million), Refined Petroleum Products (\$175.7 million), Industrial Gases (\$160.8 million), Tires (\$154.9 million).
- Metal Mining Services, **\$1.13 billion** total leakage; Storage Batteries (\$483.1 million), Scales, Balances, and Msc. General Purpose Machinery (\$88.5 million), Lighting Fixtures (\$69.9 million), Petrochemicals (\$66.4 million), All Other Msc. Wood Products (\$65.6 million).
- Oil and Gas Extraction, **\$274.1 million** total leakage; Custom Computer Programming Services (\$48.6 million), Other Msc. Chemical Products (\$17.0 million).
- Silver Ore Mining, **\$116.9 million** total leakage; Industrial Gases (\$14.5 million), Tires (\$14.0 million), Other Basic Organic Chemicals (\$9.0 million).
- Copper, Nickel, Lead, and Zinc Mining, **\$81.5 million** total leakage; Custom Computer Program Services (\$14.3 million), Electricity Transmission and Distribution (\$4.4 million).



## Past Supply Chain 'Mapping' Projects – Ties to Workforce Concerns in Key Existing and Emerging Industry Sectors

### Tourism and Hospitality Industry Sector (2023):

- Hotel and Lodging Services, **\$366.2 million** total leakage; Advertising, Public Relations, and Related Services (\$154.9 million), Services to Buildings (\$5.5 million), Curtains and Linens (\$76.0 million).
- Food and Drink Services, **\$546.4 million** total leakage; Management of Companies and Enterprises (\$18.3 million), Cheese (\$117.3 million), Meat Except Poultry (\$91.4 million).
- Indoor Events and Recreation Services, **\$214.5 million** total leakage; Legal Services (\$84.3 million), Other Insurance (\$6.6 million), Electricity Transmission and Distribution (\$10.2 million).
- Outdoor Recreation Services, **\$36.0 million** total leakage; Promotional Services for Performing Arts and Sports and Public Figures (\$1.3 million), Commercial Sports Except Racing (\$8.6 million).
- Transportation Services, **\$868.3 million** total leakage; Non Comparable Imports (\$321.2 million), Monetary Authorities and Depository Credit Intermediation (\$11.3 million), Other Financial Investment Services (\$7.6 million).



## Past Supply Chain 'Mapping' Projects – Ties to Workforce Concerns in Key Existing and Emerging Industry Sectors

### Healthcare Industry Sector (2024):

- Offices of Dentists, **\$88.4 million** total leakage; Dental Laboratories (\$62.3 million), Wholesale Services (\$12.1 million), Dental Equipment and Supplies (\$7.0 million).
- Medical and Diagnostic Laboratories, **\$79.3 million** total leakage; Biological Products (\$50.1 million), Management Consulting Services (\$13.2 million), Other Basic Organic Chemicals (\$7.1 million).
- Hospitals, **\$576.2 million** total leakage; Management Consulting Services (\$76.1 million), Employment Services (\$58.7 million), Surgical Appliance and Supplies (\$36.7 million), Wholesale Services (\$26.6 million).
- Nursing and Community Care Facilities, **\$32.2 million** total leakage; Biological Products (\$9.9 million), Meat (\$6.7 million), Employment Services (\$5.9 million).
- Residential Mental Retardation, Mental Health, Substance Abuse and Other Care Services, **\$13.7 million** total leakage; Curtains and Linens (\$6.1 million), Sanitary Paper Products (\$2.4 million).
- Individual and Family Services, **\$19.9 million** total leakage; Management Consulting Services (\$5.5 million), Internet Publishing and Broadcasting and Web Search Portals (\$5.4 million).



## Past Supply Chain 'Mapping' Projects – Ties to Workforce Concerns in Key Existing and Emerging Industry Sectors

'Advanced Manufacturing' Industry Sector (2025, Preliminary):

### Advanced Manufacturing (Code 318)

Nonferrous Metal, **\$495.9 million**  
Iron and Steel and Ferroalloy Products,  
**\$201.3 million**  
Other Plastics Products, **\$72.7 million**  
Paperboard Containers, **\$71.8 million**  
Batteries, **\$55.2 million**  
Plastics Materials and Resins, **\$43.3 million**

### Advanced Manufacturing (Code 374)

Iron and Steel and Ferroalloy Products,  
**\$74.4 million**  
Nonferrous Metal, **\$69.1 million**  
Other Fabricated Metals, **\$40.3 million**  
Paperboard Containers, **\$39.8 million**  
Machined Products, **\$20.9 million**  
Semiconductors and Related Devices,  
**\$13.5 million**



<b>Civilian Labor Force</b> <b>Nevada Counties, State of Nevada, United States</b> <b>2018 through 2023</b>									
Geography	2018	2019	2020	2021	2022	2023	2018-2023 Annual Average	2018-2023 Actual Change	2018-2023 Percent Change
Carson City	26,752	27,077	27,254	28,770	28,674	28,396	27,821	1,644	6.1%
Churchill County	10,042	10,231	10,654	11,072	11,518	11,588	10,851	1,546	15.4%
Clark County	1,081,607	1,102,465	1,122,869	1,123,127	1,144,999	1,158,776	1,122,307	77,169	7.1%
Douglas County	22,070	22,367	22,498	22,385	22,369	22,399	22,348	329	1.5%
Elko County	27,415	27,452	27,350	27,701	27,585	27,757	27,543	342	1.2%
Esmeralda County	395	410	406	410	429	390	407	-5	-1.3%
Eureka County	961	930	787	587	579	564	735	-397	-41.3%
Humboldt County	9,016	8,792	8,542	8,665	8,703	8,425	8,691	-591	-6.6%
Lander County	2,863	2,818	2,692	2,848	2,643	2,683	2,758	-180	-6.3%
Lincoln County	1,994	1,951	1,838	1,741	1,721	1,793	1,840	-201	-10.1%
Lyon County	24,052	24,387	25,295	27,007	28,248	28,897	26,314	4,845	20.1%
Mineral County	2,032	1,728	1,721	1,868	1,774	1,663	1,798	-369	-18.2%
Nye County	16,289	16,151	16,657	18,085	18,500	18,684	17,394	2,395	14.7%
Pershing County	2,174	2,243	2,386	2,422	2,225	2,239	2,282	65	3.0%
Storey County	1,739	1,688	1,557	1,485	1,445	1,729	1,607	-10	-0.6%
Washoe County	239,148	244,544	248,918	257,098	261,250	262,286	252,207	23,138	9.7%
White Pine County	3,802	3,760	3,838	3,688	3,617	3,757	3,744	-45	-1.2%
State of Nevada	1,472,351	1,498,994	1,525,262	1,549,597	1,566,279	1,582,026	1,532,418	109,675	7.4%
United States	162,248,196	163,555,585	164,759,496	167,869,126	167,857,207	168,567,852	165,809,577	6,319,656	3.9%

<b>Civilian Unemployment Rate</b> <b>Nevada Counties, State of Nevada, United States</b> <b>2018 through 2023</b>									
Geography	2018	2019	2020	2021	2022	2023	2018-2023 Annual Average	2018-2023 Actual Change	2018-2023 Percent Change
Carson City	6.2%	5.1%	4.6%	4.6%	4.7%	4.1%	4.9%	-2.1%	-33.9%
Churchill County	7.2%	6.0%	5.9%	6.5%	6.3%	6.5%	6.4%	-0.7%	-9.7%
Clark County	7.2%	6.4%	7.0%	7.8%	7.7%	7.4%	7.3%	0.2%	2.8%
Douglas County	5.2%	4.2%	4.1%	3.8%	3.1%	3.2%	3.9%	-2.0%	-38.5%
Elko County	4.5%	4.7%	4.3%	4.6%	4.7%	4.3%	4.5%	-0.2%	-4.4%
Esmeralda County	1.8%	2.9%	3.0%	4.9%	4.7%	2.8%	3.4%	1.0%	55.6%
Eureka County	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Humboldt County	5.3%	3.4%	3.8%	4.6%	4.3%	5.4%	4.5%	0.1%	1.9%
Lander County	9.3%	8.2%	9.2%	10.8%	11.7%	9.2%	9.7%	-0.1%	-1.1%
Lincoln County	10.6%	7.6%	5.1%	4.0%	4.1%	1.7%	5.5%	-8.9%	-84.0%
Lyon County	8.7%	7.4%	8.0%	8.1%	7.2%	6.3%	7.6%	-2.4%	-27.6%
Mineral County	14.8%	11.2%	12.1%	13.1%	5.8%	5.2%	10.4%	-9.6%	-64.9%
Nye County	9.4%	9.5%	8.7%	9.5%	9.3%	9.5%	9.3%	0.1%	1.1%
Pershing County	7.0%	7.6%	8.8%	11.9%	8.5%	6.0%	8.3%	-1.0%	-14.3%
Storey County	4.3%	3.0%	3.7%	5.3%	7.0%	6.8%	5.0%	2.5%	58.1%
Washoe County	5.6%	5.3%	5.2%	5.0%	5.0%	5.0%	5.2%	-0.6%	-10.7%
White Pine County	3.8%	3.4%	2.5%	3.8%	4.1%	4.9%	3.8%	1.1%	28.9%
State of Nevada	6.9%	6.2%	6.6%	7.1%	7.0%	6.8%	6.8%	-0.1%	-1.4%
United States	5.9%	5.3%	5.4%	5.5%	5.3%	5.2%	5.4%	-0.7%	-11.9%

<b>Fall Headcount</b> <b>Nevada System of Higher Education – Individual Institutions and Systemwide</b> <b>2018 through 2023</b>									
<b>Institution</b>	<b>Fall 2018</b>	<b>Fall 2019</b>	<b>Fall 2020</b>	<b>Fall 2021</b>	<b>Fall 2022</b>	<b>Fall 2023</b>	<b>2018-2023 Annual Average</b>	<b>2018-2023 Actual Change</b>	<b>2018-2023 Percent Change</b>
College of Southern Nevada	35,103	35,868	31,553	31,103	30,177	29,555	32,227	-5,548	-15.8%
Great Basin College	3,657	3,971	3,915	3,559	3,314	3,049	3,578	-608	-16.6%
Truckee Meadows Community College	11,271	11,662	10,665	9,923	10,082	10,355	10,660	-916	-8.1%
Western Nevada College	3,379	3,773	3,662	3,771	3,738	4,384	3,785	1,005	29.7%
Nevada State University	4,915	5,578	7,287	7,218	7,162	7,265	6,571	2,350	47.8%
University of Nevada, Las Vegas	30,412	30,040	31,095	30,556	30,546	31,025	30,612	613	2.0%
University of Nevada, Reno	20,907	20,535	19,961	20,129	19,935	21,045	20,419	138	0.7%
Two-Year Total	53,410	55,274	49,795	48,356	47,311	47,343	50,248	-6,067	-11.4%
Four-Year Total	56,234	56,153	58,343	57,903	57,643	59,335	57,602	3,101	5.5%
NSHE Total	109,644	111,427	108,138	106,259	104,954	106,678	107,850	-2,966	-2.7%

# Statewide and Regional Socio-Demographic, Economic, and Housing Characteristics

## ***Total Population*** (2018 through 2022):

- United States (327.0 million avg., 8.2 million growth, **2.5%**)
- State of Nevada (3.0 million avg., 181,968 growth, **6.2%**)
- Carson City (**6.9%**), Clark County (**5.8%**), Washoe County (**8.0%**)
- Douglas County (**3.4%**), Elko County (**2.6%**), Lyon County (**11.8%**), Nye County (**18.3%**)

## ***Civilian Workforce*** (2018 through 2022):

- United States (165.1 million avg., 5.6 million growth, **3.5%**)
- State of Nevada (1.5 million avg., 93,928 growth, **6.4%**)
- Carson City (**7.2%**), Clark County (**5.9%**), Washoe County (**9.2%**)
- Douglas County (**1.4%**), Elko County (**0.6%**), Lyon County (**17.4%**), Nye County (**13.6%**).



# Statewide and Regional Socio-Demographic, Economic, and Housing Characteristics

## ***Civilian Unemployment Rate*** (2018 through 2022):

- United States (5.6% avg., -0.6% actual change, **-10.2%** percent change)
- State of Nevada (7.0% avg., 0.1% actual change, **1.4%** percent change)
- Carson City (**-24.2%**), Clark County (**6.9%**), Washoe County (**-10.7%**)
- Douglas County (**-40.4%**), Elko County (**4.4%**), Lyon County (**-17.2%**), Nye County (**-1.1%**)

## ***Total Number of Housing Units*** (2018 through 2022):

- United States (138.7 million avg., 4.6 million growth, **3.3%**)
- State of Nevada (1.3 million avg., 53,261 growth, **4.3%**)
- Carson City (**3.4%**), Clark County (**3.9%**), Washoe County (**7.5%**)
- Douglas County (**0.9%**), Elko County (**2.3%**), Lyon County (**6.1%**), Nye County (**12.0%**).



# Occupation Sector Analysis



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# Occupation Sector Analysis

## Methodology and Approach:

- Five Geographies: United States, State of Nevada, Las Vegas MSA, Reno-Sparks MSA, and Carson City MSA
- U.S. Bureau of Labor Statistics Occupation Employment Statistics, May 2019 and May 2023, for all **Major** sectors and accompanying **Detailed** sectors.
- Change in: (1) Annual Mean Income, (2) Annual Median Income, (3) Hourly Mean Wage, (4) Total Employment, (5) Location Quotient



<b>Change in Annual Mean Income, Annual Median Income, Hourly Mean Wage, and Total Employment</b> <b>All Major Occupation Sectors</b> <b>United States</b> <b>May 2019 through May 2023</b>								
Sector	Annual Mean Income		Annual Median Income		Hourly Mean Wage		Total Employment	
	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change
<b>All Occupations</b>	\$11,980	22.4%	\$8,250	20.7%	\$5.76	22.4%	4,978,390	3.4%
Management Occupations	\$15,270	12.5%	\$11,220	10.6%	\$7.35	12.5%	2,441,650	30.3%
Business and Financial Operations Occupations	\$12,450	15.9%	\$9,230	13.2%	\$5.99	15.9%	1,904,080	23.3%
Computer and Mathematical Occupations	\$19,380	20.7%	\$15,860	17.9%	\$9.31	20.6%	624,520	13.7%
Architecture and Engineering Occupations	\$10,290	11.6%	\$9,980	12.2%	\$4.95	11.6%	-53,020	-2.0%
Life, Physical, and Social Science Occupations	\$10,330	13.3%	\$10,120	14.8%	\$4.96	13.3%	100,510	7.8%
Community and Social Service Occupations	\$8,500	16.8%	\$5,910	12.8%	\$4.09	16.9%	173,820	7.7%
Legal Occupations	\$24,190	22.1%	\$17,400	21.3%	\$11.63	22.1%	89,850	7.8%
Educational Instruction and Library Occupations	\$8,690	15.1%	\$9,150	18.0%	\$4.17	15.0%	-142,040	-1.6%
Arts, Design, Entertainment, Sports, and Media Occupations	\$13,560	21.9%	\$7,770	15.2%	\$6.52	21.9%	88,680	4.4%
Healthcare Practitioners and Technical Occupations	\$18,420	22.0%	\$12,630	18.5%	\$8.86	22.0%	611,070	7.0%
Healthcare Support Occupations	\$7,210	23.2%	\$7,670	26.9%	\$3.46	23.2%	541,740	8.3%
Protective Service Occupations	\$7,830	15.7%	\$6,180	14.9%	\$3.76	15.7%	5,530	0.2%
Food Preparation and Serving Related Occupations	\$7,820	29.3%	\$8,020	33.1%	\$3.76	29.3%	-246,720	-1.8%
Building and Grounds Cleaning and Maintenance Occupations	\$7,070	22.6%	\$7,660	27.0%	\$3.40	22.6%	-30	-0.0%
Personal Care and Service Occupations	\$7,170	22.9%	\$8,040	30.7%	\$3.45	22.9%	-262,570	-8.0%
Sales and Related Occupations	\$10,220	23.7%	\$7,130	24.1%	\$4.92	23.8%	-990,750	-6.9%
Office and Administrative Support Occupations	\$6,900	16.8%	\$6,900	18.4%	\$3.32	16.8%	-994,800	-5.1%
Farming, Fishing, and Forestry Occupations	\$8,630	27.5%	\$8,340	30.7%	\$4.15	27.5%	-52,550	-10.8%
Construction and Extraction Occupations	\$8,920	17.0%	\$8,250	17.4%	\$4.29	17.0%	31,490	0.5%
Installation, Maintenance, and Repair Occupations	\$8,370	16.7%	\$8,250	17.4%	\$4.03	16.7%	276,010	4.8%
Production Occupations	\$7,480	18.6%	\$7,630	21.2%	\$3.60	18.6%	-388,810	-4.2%
Transportation and Material Moving Occupations	\$8,770	23.1%	\$7,610	23.5%	\$4.22	23.1%	1,220,730	9.7%

## Opportunities Based on National Trends

Occupation Sectors that Exhibited Strong Performance between May 2019 and May 2023; **United States**:

- Management Occupations
- Business and Financial Operations Occupations
- Computer and Mathematical Occupations
- Architecture and Engineering Occupations
- Legal Occupations
- Arts, Design, Entertainment, Sports, and Media Occupations
- Healthcare Practitioners and Technical Occupations
- Healthcare Support Occupations
- Transportation and Material Moving Occupations



<b>Change in Annual Mean Income, Annual Median Income, Hourly Mean Wage, and Total Employment</b> <b>All Major Occupation Sectors</b> <b>State of Nevada</b> <b>May 2019 through May 2023</b>									
Sector	Annual Mean Income		Annual Median Income		Hourly Mean Wage		Total Employment		LQ 2023
	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	
<b>All Occupations</b>	<b>\$11,690</b>	<b>24.8%</b>	<b>\$8,400</b>	<b>23.1%</b>	<b>\$5.62</b>	<b>24.8%</b>	<b>89,140</b>	<b>6.4%</b>	<b>1.00</b>
Management Occupations	\$7,100	6.3%	\$-2,280	-2.4%	\$3.42	6.3%	45,660	65.7%	1.12
Business and Financial Operations Occupations	\$21,370	30.9%	\$8,110	13.0%	\$10.28	30.9%	14,950	27.8%	0.70
Computer and Mathematical Occupations	\$16,310	20.8%	\$9,450	12.9%	\$7.84	20.8%	4,790	22.0%	0.53
Architecture and Engineering Occupations	\$8,120	10.0%	\$5,970	7.9%	\$3.90	10.0%	1,640	11.3%	0.65
Life, Physical, and Social Science Occupations	\$10,400	15.6%	\$11,210	18.3%	\$5.01	15.6%	0	0.0%	0.69
Community and Social Service Occupations	\$4,180	7.7%	\$630	1.2%	\$2.01	7.7%	2,310	17.4%	0.66
Legal Occupations	\$15,440	15.1%	\$2,440	2.7%	\$7.43	15.1%	3,830	46.6%	1.00
Educational Instruction and Library Occupations	\$6,420	12.6%	\$5,140	10.8%	\$3.08	12.6%	-150	-0.3%	0.64
Arts, Design, Entertainment, Sports, and Media Occupations	\$12,550	22.0%	\$5,720	12.1%	\$6.04	22.0%	1,590	7.8%	1.07
Healthcare Practitioners and Technical Occupations	\$10,520	11.5%	\$5,300	6.5%	\$5.06	11.5%	10,350	16.0%	0.83
Healthcare Support Occupations	\$9,470	29.3%	\$6,920	23.4%	\$4.55	29.3%	790	1.9%	0.61
Protective Service Occupations	\$5,390	11.5%	\$4,650	11.9%	\$2.60	11.5%	3,400	7.8%	1.38
Food Preparation and Serving Related Occupations	\$6,910	25.6%	\$6,470	26.9%	\$3.32	25.6%	6,640	3.5%	1.51
Building and Grounds Cleaning and Maintenance Occupations	\$6,500	19.9%	\$4,980	15.2%	\$3.12	19.9%	1,910	2.7%	1.68
Personal Care and Service Occupations	\$7,410	25.9%	\$6,430	29.5%	\$3.56	25.9%	-11,610	-16.4%	1.99
Sales and Related Occupations	\$6,650	17.9%	\$6,980	25.1%	\$3.20	17.9%	-17,560	-12.1%	0.97
Office and Administrative Support Occupations	\$7,300	19.2%	\$5,730	15.9%	\$3.51	19.2%	-7,990	-4.3%	0.98
Farming, Fishing, and Forestry Occupations	\$5,360	14.8%	\$6,430	21.3%	\$2.57	14.7%	-110	-10.5%	0.22
Construction and Extraction Occupations	\$13,320	25.5%	\$11,860	24.6%	\$6.40	25.5%	6,790	8.4%	1.44
Installation, Maintenance, and Repair Occupations	\$7,070	13.4%	\$6,970	13.7%	\$3.40	13.4%	7,340	13.8%	1.03
Production Occupations	\$7,950	20.9%	\$6,330	18.4%	\$3.82	20.9%	270	0.5%	0.65
Transportation and Material Moving Occupations	\$7,410	18.9%	\$6,700	21.0%	\$3.57	19.0%	14,280	11.2%	1.06

## Opportunities Based on Statewide Trends

Occupation Sectors that Exhibited Strong Performance between May 2019 and May 2023; **State of Nevada**:

- Management Occupations
- Business and Financial Operations Occupations
- Computer and Mathematical Occupations
- Life, Physical, and Social Science Occupations
- Legal Occupations
- Healthcare Practitioners and Technical Occupations
- Healthcare Support Occupations
- Food Preparation and Serving Related Occupations
- Construction and Extraction Operations
- Transportation and Material Moving Occupations



<b>Change in Annual Mean Income, Annual Median Income, Hourly Mean Wage, and Total Employment</b> <b>All Major Occupation Sectors</b> <b>Las Vegas MSA</b> <b>May 2019 through May 2023</b>									
Sector	Annual Mean Income		Annual Median Income		Hourly Mean Wage		Total Employment		LQ 2023
	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	
<b>All Occupations</b>	<b>\$11,210</b>	<b>24.0%</b>	<b>\$7,850</b>	<b>22.0%</b>	<b>\$5.39</b>	<b>24.0%</b>	<b>63,430</b>	<b>6.2%</b>	<b>1.00</b>
Management Occupations	\$5,530	4.9%	\$-4,720	-4.9%	\$2.66	4.9%	31,710	63.3%	1.09
Business and Financial Operations Occupations	\$25,890	37.6%	\$7,410	11.9%	\$12.45	37.6%	9,280	23.8%	0.67
Computer and Mathematical Occupations	\$14,630	18.7%	\$7,200	9.7%	\$7.04	18.7%	2,940	18.3%	0.51
Architecture and Engineering Occupations	\$10,750	13.5%	\$6,670	8.8%	\$5.17	13.5%	290	3.4%	0.49
Life, Physical, and Social Science Occupations	\$12,160	17.8%	\$10,660	16.8%	\$5.84	17.8%	-450	-10.5%	0.39
Community and Social Service Occupations	\$3,330	6.2%	\$-470	-0.9%	\$1.60	6.1%	2,300	27.4%	0.62
Legal Occupations	\$17,520	17.0%	\$3,040	3.4%	\$8.42	17.0%	3,110	49.5%	1.06
Educational Instruction and Library Occupations	\$3,530	6.9%	\$4,630	9.6%	\$1.70	6.9%	2,360	6.4%	0.63
Arts, Design, Entertainment, Sports, and Media Occupations	\$13,150	22.5%	\$5,970	12.3%	\$6.33	22.5%	980	5.8%	1.18
Healthcare Practitioners and Technical Occupations	\$8,940	9.8%	\$3,740	4.5%	\$4.30	9.8%	8,540	18.1%	0.84
Healthcare Support Occupations	\$8,850	27.3%	\$6,510	22.1%	\$4.26	27.3%	1,220	3.9%	0.65
Protective Service Occupations	\$4,660	10.1%	\$2,130	5.6%	\$2.24	10.1%	2,480	7.0%	1.51
Food Preparation and Serving Related Occupations	\$6,630	23.9%	\$5,780	23.1%	\$3.18	23.9%	9,160	6.1%	1.70
Building and Grounds Cleaning and Maintenance Occupations	\$6,150	18.4%	\$4,780	14.1%	\$2.96	18.5%	850	1.5%	1.84
Personal Care and Service Occupations	\$7,780	27.1%	\$6,450	30.0%	\$3.74	27.1%	-9,740	-16.8%	2.23
Sales and Related Occupations	\$6,260	17.0%	\$6,860	24.9%	\$3.02	17.1%	-13,990	-12.8%	1.00
Office and Administrative Support Occupations	\$7,080	18.8%	\$4,800	13.4%	\$3.40	18.8%	-9,850	-7.1%	0.97
Farming, Fishing, and Forestry Occupations	\$8,140	24.7%	\$7,170	25.7%	\$3.91	24.7%	-180	-26.1%	0.17
Construction and Extraction Occupations	\$12,880	24.8%	\$11,590	24.5%	\$6.19	24.8%	3,830	7.2%	1.29
Installation, Maintenance, and Repair Occupations	\$6,860	13.2%	\$6,570	13.2%	\$3.30	13.2%	5,880	17.1%	0.94
Production Occupations	\$6,740	18.3%	\$6,370	20.2%	\$3.24	18.3%	1,160	4.1%	0.47
Transportation and Material Moving Occupations	\$7,190	18.3%	\$6,920	22.8%	\$3.45	18.2%	11,530	13.0%	1.02

## Opportunities Based on Regional Trends

Occupation Sectors that Exhibited Strong Performance between May 2019 and May 2023; **Las Vegas MSA:**

- Business and Financial Operations Occupations
- Computer and Mathematical Occupations
- Life, Physical, and Social Science Occupations
- Legal Occupations
- Arts, Design, Entertainment, Sports, and Media Occupations
- Construction and Extraction Operations
- Transportation and Material Moving Occupations



<b>Change in Annual Mean Income, Annual Median Income, Hourly Mean Wage, and Total Employment</b> <b>All Major Occupation Sectors</b> <b>Reno-Sparks MSA</b> <b>May 2019 through May 2023</b>									
Sector	Annual Mean Income		Annual Median Income		Hourly Mean Wage		Total Employment		LQ 2023
	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	
<b>All Occupations</b>	<b>\$13,520</b>	<b>27.9%</b>	<b>\$10,150</b>	<b>27.1%</b>	<b>\$6.50</b>	<b>27.9%</b>	<b>10,880</b>	<b>4.5%</b>	<b>1.00</b>
Management Occupations	\$8,560	7.4%	\$-1,010	-1.0%	\$4.12	7.5%	8,900	69.5%	1.24
Business and Financial Operations Occupations	\$9,860	13.8%	\$9,350	15.1%	\$4.74	13.8%	2,770	26.9%	0.77
Computer and Mathematical Occupations	\$20,560	25.9%	\$14,800	21.1%	\$9.88	25.9%	660	16.1%	0.55
Architecture and Engineering Occupations	\$-1,880	-2.2%	\$1,340	1.7%	\$-0.90	-2.2%	900	26.5%	1.01
Life, Physical, and Social Science Occupations	\$11,620	18.8%	\$9,320	17.0%	\$5.58	18.8%	410	14.5%	1.39
Community and Social Service Occupations	\$6,400	11.4%	\$1,130	2.2%	\$3.08	11.4%	80	2.7%	0.75
Legal Occupations	\$9,100	8.6%	\$-2,750	-2.8%	\$4.37	8.6%	460	39.0%	0.79
Educational Instruction and Library Occupations	\$17,770	36.3%	\$19,490	44.6%	\$8.55	36.3%	-1,900	-17.1%	0.63
Arts, Design, Entertainment, Sports, and Media Occupations	\$10,830	21.4%	\$6,670	15.7%	\$5.20	21.4%	20	0.7%	0.85
Healthcare Practitioners and Technical Occupations	\$16,790	18.0%	\$10,380	13.5%	\$8.08	18.0%	1,310	11.0%	0.85
Healthcare Support Occupations	\$11,720	36.7%	\$7,800	26.1%	\$5.63	36.7%	-300	-4.6%	0.53
Protective Service Occupations	\$11,470	22.7%	\$8,200	16.9%	\$5.51	22.7%	290	6.5%	0.81
Food Preparation and Serving Related Occupations	\$8,600	35.8%	\$9,070	42.8%	\$4.13	35.7%	-2,040	-8.1%	1.05
Building and Grounds Cleaning and Maintenance Occupations	\$8,640	28.5%	\$7,910	27.9%	\$4.16	28.6%	510	5.8%	1.25
Personal Care and Service Occupations	\$5,640	19.7%	\$5,850	25.0%	\$2.72	19.8%	-900	-11.1%	1.42
Sales and Related Occupations	\$8,200	20.8%	\$7,480	25.8%	\$3.95	20.8%	-3,930	-16.8%	0.87
Office and Administrative Support Occupations	\$7,810	19.6%	\$7,480	25.8%	\$3.75	19.6%	460	1.5%	1.00
Farming, Fishing, and Forestry Occupations	\$1,500	3.9%	\$1,280	3.6%	\$0.72	3.9%	130	216.7%	0.26
Construction and Extraction Occupations	\$14,070	27.6%	\$12,420	25.7%	\$6.77	27.6%	1,650	11.2%	0.14
Installation, Maintenance, and Repair Occupations	\$8,280	16.4%	\$7,170	14.8%	\$3.99	16.4%	1,240	13.2%	1.06
Production Occupations	\$9,220	24.9%	\$7,640	21.8%	\$4.44	25.0%	-1,500	-7.6%	1.24
Transportation and Material Moving Occupations	\$9,890	26.7%	\$8,080	23.7%	\$4.75	26.6%	1,650	5.8%	1.32

## Opportunities Based on Regional Trends

Occupation Sectors that Exhibited Strong Performance between May 2019 and May 2023; **Reno-Sparks MSA**:

- Business and Financial Operations Occupations
- Computer and Mathematical Occupations
- Life, Physical, and Social Science Occupations
- Educational Instruction and Library Occupations
- Healthcare Practitioners and Technical Occupations
- Healthcare Support Occupations
- Construction and Extraction Operations



<b>Change in Annual Mean Income, Annual Median Income, Hourly Mean Wage, and Total Employment</b> <b>All Major Occupation Sectors</b> <b>Carson City MSA</b> <b>May 2019 through May 2023</b>									
Sector	Annual Mean Income		Annual Median Income		Hourly Mean Wage		Total Employment		LQ 2023
	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	Actual Change	Percent Change	
<b>All Occupations</b>	<b>\$10,530</b>	<b>20.4%</b>	<b>\$6,490</b>	<b>15.3%</b>	<b>\$5.07</b>	<b>20.5%</b>	<b>1,450</b>	<b>4.9%</b>	<b>1.00</b>
Management Occupations	\$12,350	11.2%	\$380	0.4%	\$5.94	11.2%	800	45.5%	0.10
Business and Financial Operations Occupations	\$7,750	11.8%	\$4,680	7.6%	\$3.73	11.9%	400	20.1%	1.16
Computer and Mathematical Occupations	\$10,280	13.8%	\$6,850	9.6%	\$4.94	13.8%	90	10.1%	0.92
Architecture and Engineering Occupations	\$7,280	10.5%	\$5,330	7.9%	\$3.51	10.5%	-10	-1.4%	1.36
Life, Physical, and Social Science Occupations	\$4,610	6.8%	\$4,660	7.2%	\$2.21	6.8%	70	15.9%	1.81
Community and Social Service Occupations	\$7,230	12.9%	\$5,140	9.3%	\$3.48	12.9%	0	0.0%	1.18
Legal Occupations	\$5,250	5.5%	\$6,830	8.4%	\$2.52	5.5%	60	15.0%	1.81
Educational Instruction and Library Occupations	\$10,290	22.0%	\$9,260	21.3%	\$4.95	22.0%	-140	-10.4%	0.67
Arts, Design, Entertainment, Sports, and Media Occupations	\$6,280	12.8%	\$1,640	3.7%	\$3.02	12.8%	50	26.3%	0.56
Healthcare Practitioners and Technical Occupations	\$18,990	21.2%	\$10,100	13.1%	\$9.13	21.2%	0	0.0%	1.09
Healthcare Support Occupations	\$15,690	51.3%	\$8,590	29.3%	\$7.54	51.3%	-110	-9.1%	0.76
Protective Service Occupations	\$4,970	9.4%	\$1,020	1.9%	\$2.39	9.4%	-120	-12.4%	1.19
Food Preparation and Serving Related Occupations	\$8,290	34.9%	\$8,530	40.3%	\$3.99	35.0%	-140	-5.0%	0.99
Building and Grounds Cleaning and Maintenance Occupations	\$7,130	22.8%	\$5,530	18.2%	\$3.42	22.8%	70	9.6%	0.89
Personal Care and Service Occupations	\$6,040	22.4%	\$6,060	26.8%	\$2.91	22.4%	-40	-6.9%	0.87
Sales and Related Occupations	\$6,990	16.9%	\$4,260	13.5%	\$3.36	16.9%	-310	-11.9%	0.84
Office and Administrative Support Occupations	\$5,460	13.5%	\$4,380	11.3%	\$2.63	13.5%	0	0.0%	1.26
Construction and Extraction Occupations	\$10,420	19.7%	\$12,110	25.3%	\$5.01	19.7%	-60	-5.5%	0.82
Installation, Maintenance, and Repair Occupations	\$10,340	22.7%	\$6,900	15.7%	\$4.96	22.6%	-10	-0.9%	0.90
Production Occupations	\$7,590	18.8%	\$5,730	15.3%	\$3.66	18.8%	140	7.6%	1.11
Transportation and Material Moving Occupations	\$7,780	24.6%	\$8,120	27.8%	\$3.74	24.6%	670	46.9%	0.75

## Opportunities Based on Regional Trends

Occupation Sectors that Exhibited Strong Performance between May 2019 and May 2023; **Carson City MSA**:

- Management Occupations
- Educational Instruction and Library Occupations
- Healthcare Practitioners and Technical Occupations
- Healthcare Support Occupations
- Construction and Extraction Occupations
- Installation, Maintenance, and Repair Occupations
- Transportation and Material Moving Occupations



## Targeted Occupation Sectors for Nevada

Out of 21 Major Occupation Sectors, 14 Major Occupation Sectors for Targeted Opportunity:

Architecture and Engineering Occupations

Arts, Design, Entertainment, Sports, and Media  
Occupations

Business and Financial Operations Occupations

Computer and Mathematical Occupations

Construction and Extraction Operations

Educational Instruction and Library Occupations

Food Preparation and Serving Related  
Occupations

Healthcare Practitioners and Technical  
Occupations

Healthcare Support Occupations

Installation, Maintenance, and Repair Occupations

Legal Occupations

Life, Physical, and Social Science Occupations

Management Occupations

Transportation and Material Moving Occupations



# **Translating the Occupation Sector Analysis into Associated Required Skills**



## Required Skill Sets for Employees in Each ‘Targeted Opportunity’ Occupation Sector

- **Architecture and Engineering:** mix of technical and soft skills; strong analytical, problem-solving, and communication skills; proficiency in CAD and other software; building codes, regulations, project management; creativity, innovation, interpersonal skills, and leadership.
- **Arts, Design, Entertainment, Sports, and Media:** creative and technical skills; verbal and written communication, interpersonal skills; independent and collaborative work; attention to detail; adaptability and flexibility; problem-solving and critical thinking.
- **Business and Financial Operations:** technical, soft skills and industry knowledge; accounting, finance, data analysis; communication, collaboration, and problem-solving abilities; accounting software, financial reporting, cost-analysis, and reconciliation.
- **Computer and Mathematical:** technical expertise, analytical skills, strong problem-solving; programming languages, software development tools, data analysis techniques; mathematics, statistics, various mathematical principals and statistical techniques; pattern identification and solution development.
- **Construction and Extraction:** tools, machinery, equipment; building materials, construction methods, project management; plumbing, electrical, carpentry, masonry; safety and OSHA protocols and standards; communication, teamwork, problem-solving, adaptability, leadership, active listening, critical thinking, interpersonal skills.



## Required Skill Sets for Employees in Each ‘Targeted Opportunity’ Occupation Sector

- **Educational Instruction and Library:** strong communication, interpersonal, and organizational skills; instructional design; adaptability; assessment of data analysis; organizational management; creativity and innovation; problem-solving; new and emerging technologies and ‘best practices’ management.
- **Food Preparation and Serving Related:** technical skills including knife and cooking skills, temperature control, food preparation and presentation; food safety including sanitation procedures, allergen management, food safety regulations; interpersonal and physical skills; communication and customer services; basic math skills; computer skills, time management, organizational, and leadership skills.
- **Healthcare Practitioners and Technical Operations:** technical proficiency, knowledge of medical procedures, familiarity with healthcare IT systems (esp. Electronic Health Records, Electronic Medical Records); communication, empathy, critical thinking, and problem-solving abilities; medical terminology; coding and billing knowledge.
- **Healthcare Support:** blend of soft skills (communication, empathy, time management) and hard skills related to patient care and technical procedures; strong communication and interpersonal skills; empathy and understanding; ability to work under pressure and attention to detail; patient care skills, technical skills (vital signs, administering medications, operation of medical equipment), knowledge of HIPAA, computer skills (electronic health records and other computer systems); required certifications.



## Required Skill Sets for Employees in Each ‘Targeted Opportunity’ Occupation Sector

- **Installation, Maintenance, and Repair:** blend of technical skills, problem-solving, and physical dexterity; troubleshooting, repair, equipment maintenance, technical knowledge, electrical and mechanical skills, and basic computer skills; analytical thinking, attention to detail, critical thinking, time management; customer service, communication skills, and adaptability.
- **Legal:** adaptability, discretion, strong communication; analytical and research skills; ability to work collaboratively and ethically; legal knowledge; writing skills and technical proficiency (software for filing, eDiscovery); practice management; time management; professionalism, adaptability, persuasion, problem-solving, critical thinking, customer service.
- **Life, Physical, and Social Science:** technical and soft skills; scientific knowledge (biological processes, anatomy, physiology); analytical abilities including interpreting data, conducting research, drawing conclusions from experiments; problem-solving and attention to detail; communication and interpersonal skills; research and communication skills; policy development and analysis.
- **Management :** blend of hard and soft skills including leadership, communication, and analytical capabilities (interpreting data, patterns, making informed decisions); financial management and data analysis; strategic thinking including development of long-term plans and strategies; time management, delegation, teamwork and collaboration, adaptability, motivation.
- **Transportation and Material Moving:** strong communication skills; cognitive and mental skills; directing and signaling and coordination; judgment and decision-making, adaptability (identification and resolution of issues that may arise during the transportation and movement of materials), problem-solving; operation of machinery, safety knowledge.



***Thank You.***

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**Workforce Committee of the Nevada System of  
Higher Education**

**Thursday, April 24, 2025**



University of Nevada, Reno