



Policy Considerations to Improve Labor Force Participation

Jill Tolles, Executive Director

Guinn
C E N T E R

Education-to-Career Pathways

The National Conference of State Legislatures (NCSL) studied high-performing international education systems

- The most requested research study in NCSL's 40-year history
- Career and technical education (CTE) and, thus, workforce development is a big part of K-12 systems in high-performing countries
- Aligning our education system with workforce needs is essential – for businesses and young people

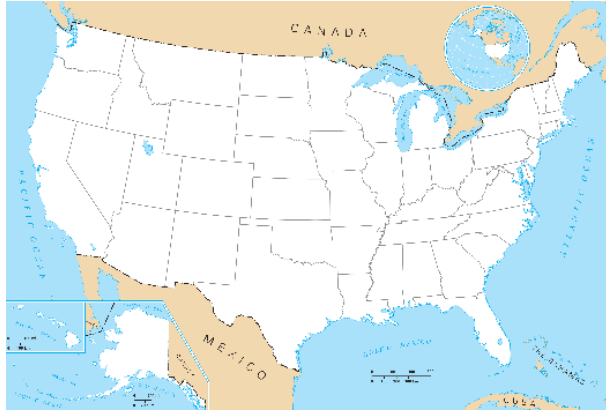


No Time to Lose

How to Build a
World-Class
Education System
State by State



Education-to-Career Pathways



Helpful state examples:

Virginia – curriculum focused on useful skills and applying them to real-world challenges

Massachusetts – deeply integrated **S**cience, **T**echnology, **E**ngineering and **M**athematics in its K-12 curriculum

Florida – allows advanced placement credits and high school dual enrollment in CTE through a statewide credit articulation system

Wisconsin – well-developed apprenticeship model that benefits everyone

Education-to-Career Pathways



Do Nevada's high school students want an apprenticeship program?

- 19 percent of the class of 2024 did not graduate
- Additionally, an estimated 39 percent of America's high school graduates do not go directly to college

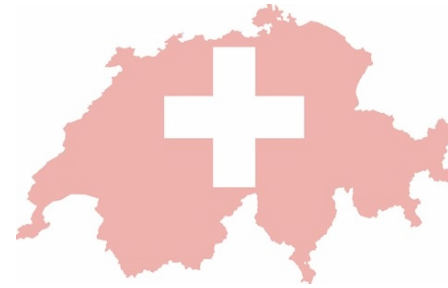
Combined, around 60 percent of last year's senior class had motivation for pursuing an apprenticeship during their high school years



Education-to-Career Pathways

Switzerland's Vocational Education and Training system:

- Per-capita income is nearly \$92,000, but with only an average percentage of college graduates
- VET prepares approximately 70 percent of Swiss teens for their future professions
- Can pursue both white-collar and blue-collar work
- Youth like the challenges, the support, and the pay



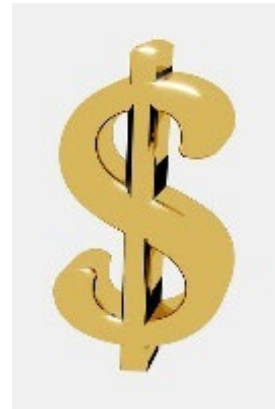
Considering People with Disabilities

Their LFPR is 41 percent, versus 78 percent for people without disabilities

This gap represents a source of good employees and other benefits for employers

Companies proactively hiring people with disabilities are more profitable

- Lower employee turnover
- Improved reliability and punctuality
- Greater employee loyalty
- Enhanced company image



Considering People with Disabilities



Employers can also benefit from a range of free services through Vocational Rehabilitation

- Skills development
- Internship and apprenticeship programs
- On-the-job training
- Work shadowing
- Physical accommodation assessments and the recommended devices

It's all free to the employer

Considering People with Disabilities

- 13,000 federal civilian jobs in Nevada
 - Many can be filled by people with disabilities on a non-competitive basis
 - Reduces the time and complexity involved in recruitment
- Nevada's state agencies have a similar hiring authority – the 700-Hour Program
- State statute also mandates the proactive recruitment and hiring of people with disabilities by state agencies





Considering People with Disabilities

Federal tax incentives:

- The Architectural and Transportation Barrier Removal Tax Deduction
- The Disabled Access Credit
- The Work Opportunity Tax Credit





Considering Other States' Efforts in Workforce Development

Apprenticeships

Youth opportunities and employment

Healthcare workforce incentives

Data collection and evaluation



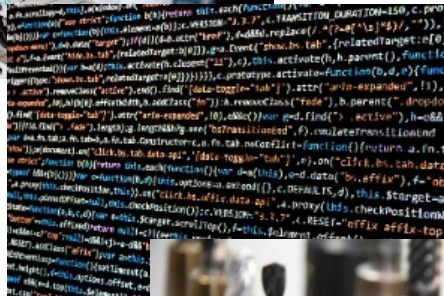
Considering Other States' Efforts in Workforce Development

Skills-based recruitment:

- Manpower Group – 77 percent of employers have difficulty finding skilled talent
- But they often screen out qualified applicants through default education requirements
- IBM, Delta Airlines, Google, and Bank of America have removed college degree requirements
- So have at least 18 states

Nevada has made excellent progress at the state level but might consider additional measures

Economic Diversification



- GOED has identified several target industries that could help the state move closer to its goals for a sustainable, innovative, and connected economy
- However, the state must also provide a skilled workforce that meets the needs of the targeted businesses...
- And help Nevadans earn more



Workforce development is the foundation on which a strong and diversified economy is built.



THANK YOU

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(775) 682-5083



info@guinncenter.org



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