

Examination of the Relationship between Workforce Development and Housing, Education and Childcare Services, and Healthcare Services

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The Research Project

- **Title:** Examination of the Relationship between Workforce Development and Housing, Education and Childcare Services, and Healthcare Services
- **Research Question:** Workforce availability has become a limiting economic development factor, specifically regarding new business creation and attraction and existing business retention and expansion efforts. This proposed research will attempt to identify the critical workforce development needs of primary and emerging industry sectors in Nevada and limiting conditions facing workforce development.
- **Published Results:** *An Examination of the Relationship between Workforce Development and Housing, Education and Childcare Services, and Healthcare Services*; UCED Technical Report 2023/24-06, December 2023



Methodology

Utilization of Multiple Data Sources and Points of Analysis:

- **NPWR Data:**
 - Career Technical Education (CTE) and Department of Employment, Training, and Rehabilitation (DETR)
 - Career Technical Education (CTE) and Nevada System of Higher Education (NSHE)
 - Career Technical Education Only (CTE)
- **U.S. Census Bureau** (Civilian Labor Force, Total Number of Renter-Occupied and Owner-Occupied Housing, Rental and Homeowner Vacancy Rate, Total Population, Total Number of Housing Units Occupied and Vacant)
- **U.S. Bureau of Labor Statistics** (Total Employment, Hourly Mean Wage, Annual Mean Income, and Hourly Median Wage for Nevada's 3 MSA's, the State, and National for Selected Occupation Sectors related to Housing, Education and Childcare, and Healthcare Services)
- **2023 Nevada Workforce Development Needs Survey** (35 Total Questions to Targeted Employers in Key Industry Sectors across the State, 54 total survey responses)
- **2023 GOWINN Childcare Survey to Nevada Business Community** (15 Total Questions)



Question No. 10: What have been the most significant workforce challenges that your firm has faced over the past 12 months? Select all that apply.

Nevada Workforce Development Needs Assessment Survey, 2023

Answer	Total Number of Responses	Percentage of Total Responses
My firm has not faced any workforce challenges over the last 12 months.	4	8.3%
Finding Qualified Candidates	31	64.6%
Promotion and Advancement of Existing Employees to Open and Vacant Positions	3	6.3%
General Lack of Applicants	24	50.0%
Turnover and/or Attrition (Difficulty in Retaining Existing Employees)	16	33.3%
High Costs and Cumbersome Associated with Hiring New Employees	9	18.8%
Inability to Offer Telecommuting/Hybrid Work Schedule	6	12.5%
Professional Development and Training of Existing Employees	5	10.4%
Other (please specify):	9	18.8%
Total Number of Responses	48	100.0%

Question No. 13: How has your experience in filling open and/or vacant employment positions in your firm in 2023 compared to that of 2022?

- ***About the Same as 2022 (18 total responses, 47.4%)***
- ***More Difficult than 2022 (10 total responses, 26.3%)***
- **No Open and/or Vacant Positions in 2023 (5 total responses, 13.2%)**
- **Easier than 2022 (3 total responses, 7.9%)**
- **No Open and/or Vacant Positions in 2022 (2 total responses, 7.9%)**



Key Findings

Results from the Childcare Survey:

- Employees need additional affordable childcare services (available expanded hours, more days).
- Employers not willing or able to provide expanded childcare services (need additional funding to provide additional childcare services).
- Employers do not offer various childcare services now (despite survey respondents indicating lack of childcare services as a major workforce barrier).



Key Findings

Results from the Workforce Needs Assessment Survey:

- Businesses indicated that they are trying to fill full-time positions (not interested in part-time or seasonal).
- Skills, Motivated, Dependable, Qualified...four characteristics of existing workforce that are lacking.
- Businesses are struggling to attract and retain workers due to high cost of living (gasoline for travel, housing).
- Businesses are generally going to ***maintain*** their existing workforce as opposed to expanding.
- Applicants not showing up to interviews, poor attitude...failing controlled substance testing upon hire.



Key Findings

- **Community and Social Services Occupations (21-0000)**
 - **Total Employment 2017-2021 State of Nevada: 11.2%**
 - Total Employment 2017-2021 National: 6.8%
- **Educational, Instructional, and Library Occupations (25-0000)**
 - **Total Employment 2017-2021 State of Nevada: -6.5%**
 - Total Employment 2017-2021 National: -6.1%
- **Healthcare Practitioners and Technical Occupations (29-0000)**
 - **Total Employment 2017-2021 State of Nevada: 16.4%**
 - Total Employment 2017-2021 National: 3.3%
- **Healthcare Support Occupations (31-0000)**
 - **Total Employment 2017-2021 State of Nevada: 61.7%**
 - Total Employment 2017-2021 National: 60.5%
- **Community and Social Services Occupations (21-0000)**
 - **Hourly Mean Wage 2017-2021 State of Nevada: 9.7%**
 - Hourly Mean Wage 2017-2021 National: 12.3%
- **Educational, Instructional, and Library Occupations (25-0000)**
 - **Hourly Mean Wage 2017-2021 State of Nevada: -38.2%**
 - Hourly Mean Wage 2017-2021 National: 12.0%
- **Healthcare Practitioners and Technical Occupations (29-0000)**
 - **Hourly Mean Wage 2017-2021 State of Nevada: 2.9%**
 - Hourly Mean Wage 2017-2021 National: 12.8%
- **Healthcare Support Occupations (31-0000)**
 - **Hourly Mean Wage 2017-2021 State of Nevada: -5.6%**
 - Hourly Mean Wage 2017-2021 National: 6.4%



Key Findings

Results from the US BLS Data:

- Generally, Hourly Mean Wage **greater than** Hourly Median Wage.
- Total Employment: Nevada **outperformed** the Nation 2017-2021 in Community and Social Services Occupations, Healthcare Practitioners and Technical Occupations, and Healthcare Support Occupations.
- Hourly Mean Wage: Nevada **underperformed** the Nation 2017-2021 in Community and Social Services Occupations, Healthcare Practitioners and Technical Occupations, and Healthcare Support Occupations.
- Result: While the state successfully increased total employment in these occupation sectors, wages paid have not kept up!
- Data lacking for rural non-metro communities in the state...the large metropolitan statistical areas 'drown out' trends in the rural non-metro counties.



Key Findings

Results from the NPWR Data:

- Difficult to ‘pull out’ useful information pertaining to resulting employment in the critical occupation sectors...especially for Education and Childcare Services and Healthcare Services.
- Need more ‘compact’ reporting by CTE program, degree program, and certificate program.
- Diversity, Gender, and Ethnicity pertaining to Enrollment: do we need more or less diversity? ***Generally performing well in-terms of Diversity, Gender, Ethnicity***
- Top Career Technical Education (CTE) Programming: are we producing enough in Education and Childcare and in Healthcare? ***Education and Childcare – Providing Slightly Under; Healthcare – Yes but Not Enough to Stay in State (Wage Competitiveness)***
- Top Degree Program Areas (NSHE): are we producing enough in Education and Childcare and in Healthcare? ***Education and Childcare – Providing Slightly Under; Healthcare – Yes but Not Enough to Stay in State (Wage Competitiveness)***



Key Findings

- **Project Overall:**
 - The availability of workforce remains a critical barrier to broad economic development efforts throughout the state (especially business growth).
 - **Housing:** growth in the availability of housing has lagged behind population and workforce growth.
 - **Education and Childcare Services:** growth in education and childcare services have lagged behind population and workforce growth.
 - **Healthcare Services:** growth in healthcare services *wages paid* have lagged behind population and workforce growth.
- **Policy Recommendations:**
 - Statewide support that encourages sustainable housing development is needed at the community and county level.
 - Continued investment in Education and Childcare and Healthcare occupations needed through K-12 school districts (via CTE programming) and through NSHE campuses (two-year and four-year degrees).



Questions?

Governor's Office of Workforce Innovation NPWR
Research Forum

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