



# NEWSLETTER



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## Point of Interest:

- In 2016, Nevada scored #1 in job growth, scoring highest among all states. The rise to the top spot completed a six-year climb from the last place spot in 2009 and 2010.

(Source: Gallup 2016 Job Creation Index, January 27, 2017)

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## PARTNER HIGHLIGHT

NPI recently formed a partnership with Intel Technologies, The Intel Innovation Generation Program. The program is a self-efficacy project-based learning experience for out-of-school youth ages 16-24 who are interested in obtaining knowledge and hands-on experience with forward-looking technologies, tools and platforms. The program is committed to helping youth develop the exploratory mindset and technology skills needed for the jobs of tomorrow. Our STEM program goal is to create the next generation of innovators, technology entrepreneurs and technology administrators; it will bring new and inventive ways to engage and expose. Clients gain hard skills required to operate the advances in technology, such as a laser cutter, 3D printer and small unmanned aircraft systems (UAS, or drones), and the mindset to find applicable uses for

these technologies in their lives and communities.

Participants have already heard from a dozen speakers, and are looking forward to hearing from more, in fields such as UAS, robotics, entrepreneurship, and 3D printing, to name a few. They will also be visiting 10 local businesses to view application of the skills they are learning.

Although in the past NPI has worked primarily with the hospitality industry, the Intel program will greatly help us to diversify into heavy technology sectors.

For more information on the Intel or NPI programs, contact Brittani Gray at NPI, 702.924.2134, or [bgray@NevadaPartners.org](mailto:bgray@NevadaPartners.org).



## NEW COLLAR JOBS—WHAT IS THAT?

We all know about white collar and blue collar jobs, but IBM says there should be a third variant: new collar jobs.

They're jobs somewhere in the middle between professional careers and trade work, meaning they combine technical skills with a knowledge base rooted in higher education.

IBM's push for new collar jobs is well-timed; as the US prepares for several decades of robotic automation, employers will need to start prizing adaptability over expertise in certain cases. The valuable worker won't necessarily be the one who

knows everything, but who can adjust if and when another job gets turned over to machines.

"What matters most is relevant skills, sometimes obtained through vocational training," IBM CEO Ginni Rometty wrote in an open letter to President-elect Donald Trump in November 2016, introducing the idea of new collar jobs. Rometty says these are "entirely new roles" in areas such as cybersecurity, data science, and artificial intelligence—the server technicians, database managers, and other assorted IT roles. (Source: Business Insider, Chris Weller, January 6, 2017)

## Special Points

### Year of STEM

Governor Sandoval declared 2017 the year of STEM. The Governor's Office of Science, Innovation and Technology has created a STEM website offering information on STEM activities for students, parents, educators, and employers. The website address is:

[www.stemhub.nv.gov](http://www.stemhub.nv.gov). It offers a career guide, lists STEM events and information on STEM jobs, and how STEM feeds into Nevada sectors.

### Five Ways To Be STEM-Literate

- Take a STEM-related elective if you are still in school. Most college programs have specialized technology-related electives to become more familiar with technology in their field of study.
- Minor in a STEM area if you are thinking about postsecondary education. It puts you ahead of competition.
- Pay attention in general courses. General courses help students to develop their critical thinking skills.
- Find a STEM-related hobby. Most colleges and universities have extra-curricular activities that center around STEM areas. It's a great way to gain knowledge about the intersection of business and technology.
- Read STEM-related literature and keep up on STEM-related advancements. Much can be absorbed in what we read, view and follow these days. There are great resources on-line for making STEM a part of how we live and think. (Source: David Eccles School of Business at the University of Utah, August 28, 2015)

### How Museums Are Using Technology

- Apps to navigate a large collection
- 3D printing replicas for tactile experiences
- Virtual reality
- Utilizing robots as guides through museum collections

(Source: Las Vegas Sun, by Ula Ihnytzky, AP, December 26, 2016)

## OWINN REPORT

In November, 2016, the Governor's Office of Workforce Innovation (OWINN) published Connecting Nevada's Young Adults to Training and Employment: Perspectives from Nevada's Young Adults and Employers.

The population sampled was WIOA youth. Following are some highlights from that report.

- WIOA youth report they are rejected for employment as a result of lack of experience. Young adults are disadvantaged, whether high school graduates or with some postsecondary activity, if they do not have a work-based learning (WBL) experience, and that disadvantage is exacerbated every additional year they go without employment.
- Youth feel that lack of education is their biggest barrier to employment. Additionally, they expressed discomfort with what they perceived as "typical" work environment and challenges with a supervisor (or not having a workplace adult to whom they can relate).
- Employers (polled through the Governor's sector councils) expressed concern over youth's (particularly millennials) lack of soft and technical skills to fill openings (e.g., understanding of appropriate workplace culture and environment, communications etiquette, teamwork, problem solving, compliance and honesty, among others). Additionally they expressed concern with the lack of experiences students had to enhance their technical skills. Classes that provide hands-on experience with equipment and exposure to information technology or systems, engineering, and software development are seen as vital for students — even if they don't plan on working in the IT field.
- The differences between young adults and employers dissipated when it came to CTE [Career and Technical Education] or JAG [Jobs for America's Graduates] students. Employers who hired CTE

[and JAG] students in the past stated they were more prepared and had skills necessary to succeed in the workplace.

- Both young adults and employers believe there's a mismatch in work culture and environment. Employers believe young adults lack appropriate skills to succeed in today's work culture. Young adults believe it is difficult to transition into the work environment or to connect with employers.

\* Young adults believed employers had to understand them and adjust their work environment.

\* Employers believed young adults had to understand how a professional work environment operates.

The full article can be viewed at <http://gov.nv.gov/OWINN/>.

## SECTOR INFORMATION

### Boeing's Retiring Boomers

Boeing experienced a benefit change (offering early retirement) which could hasten a generational change in the retirement of Boeing's baby boomers, a trend that is also looming for other U. S. manufacturers.

Although this article was specifically about Boeing who is poised to lose 10,000 mechanics in one location alone, the phenomenon will begin to appear in other manufacturing jobs.

The retirement of the baby boomer generation will leave approximately 3.5 million manufacturing positions open across the industry.

Two million of these jobs could remain unfilled because of manufacturing's fading appeal to millennials. (Source: Bloomberg, by Julie Johnson, November 7, 2016)



### Improving Women's Access to Middle-Skill Jobs

Over the next decade millions of good jobs will be available in manufacturing, IT and transportation. These expanding sectors offer middle-skill job opportunities that require a high school diploma and some vocational training.

Unfortunately, for women, good middle-skill jobs are disproportionately filled by men. While women are 55% of all middle-skill workers, they are only 36% of workers in middle-skill occupations that pay at least \$35,000/year. Employers in these fields are facing a shortage in the supply of workers with the right skills for openings.

The USDOL O\*Net database and the Institute for Policy Research released a report to help workforce developers, employers, policy makers, and working women themselves, identify career pathways for women who work in jobs with in-demand skills and middle-skill jobs in male dominated fields. Examples of how women can improve employment prospects can be found at [www.womenandgoodjobs.org](http://www.womenandgoodjobs.org). (Source: NAWDP Advantage, Nicola Martinez, January 2017)

All sources and articles are available upon request