

## Apprenticeships in the New Nevada – Employer Overview

Registered Apprenticeship (RA) is gaining traction nationally in helping employers address the talent gap many are facing in diverse fields across sectors and occupations. With over 1,000 apprenticeable occupations available, many sectors are leveraging apprenticeships to deepen their workforce talent, while benefiting the apprentice themselves by allowing them to earn-and-learn and obtain a credential of value.

Governor Sandoval, along with legislative leadership, recognized the opportunity RA offers in meeting the specific needs of industries in the New Nevada. A critical aspect of expanding apprenticeships is the establishment of the Governor's Office of Workforce Innovation for a New Nevada (OWINN) with the mission of creating a skilled, diverse and aligned workforce. OWINN's engagement with education, workforce and economic development entities such as the Nevada Department of Education, Nevada System of Higher Education, the state's workforce board and employers will promote stronger coordination and alignment across agencies to scale and expand apprenticeships.

Benefits of Registered Apprenticeships to employers<sup>1</sup>:

- Studies have shown impressive return-on-investment to employers (including a 90% retention rate and \$27 for every \$1 invested)
- Proven to reduce companies turnover rates
- Proven to close the skills gap
- RA model is incredibly flexible in allowing employers to create their own programs customized to their distinctive standards and needs
- Increased productivity
- Lower costs of recruitment

Highlights of new apprenticeship structure and support in the New Nevada:

- A State Director of Apprenticeship who will oversee apprenticeship programs, conduct outreach, provide technical assistance to employers, and educate the community
- Governor's appointment of State Apprenticeship Council members, consisting of employers in diverse industries and labor representatives
- Broad representation of K-12, community colleges, and the Governor's Office of Economic Development on Council as non-voting members to provide relevant insights
- Engaging website to share available resources, best practices, and sharing peer success stories and recommendations (currently under maintenance)
- OWINN as a coordinating agency to focus on expanding RA in traditional and emerging industries; as well as to underserved and non-traditional populations (i.e., women, youth, minorities, etc.)
- OWINN as a coordinating agency to serve as convener, trainer, and connector with economic development, K-12 and higher education institutions, and the publicly funded workforce system (i.e., WIOA support)
- RA strategic development to align with economic development and expansion to high-demand and high-growth industries
- Targeted and individualized support to employers

**If you are interested in learning more about Registered Apprenticeship or being appointed to the State Apprenticeship Council, please email Joan Finlay at [jfinlay@gov.nv.gov](mailto:jfinlay@gov.nv.gov) to receive a web link to OWINN's Apprenticeship Interest Survey or visit OWINN's homepage at [gov.nv.gov/OWINN/](http://gov.nv.gov/OWINN/)**

<sup>1</sup>Department of Labor, ApprenticeshipUSA Toolkit. <https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm#2a>