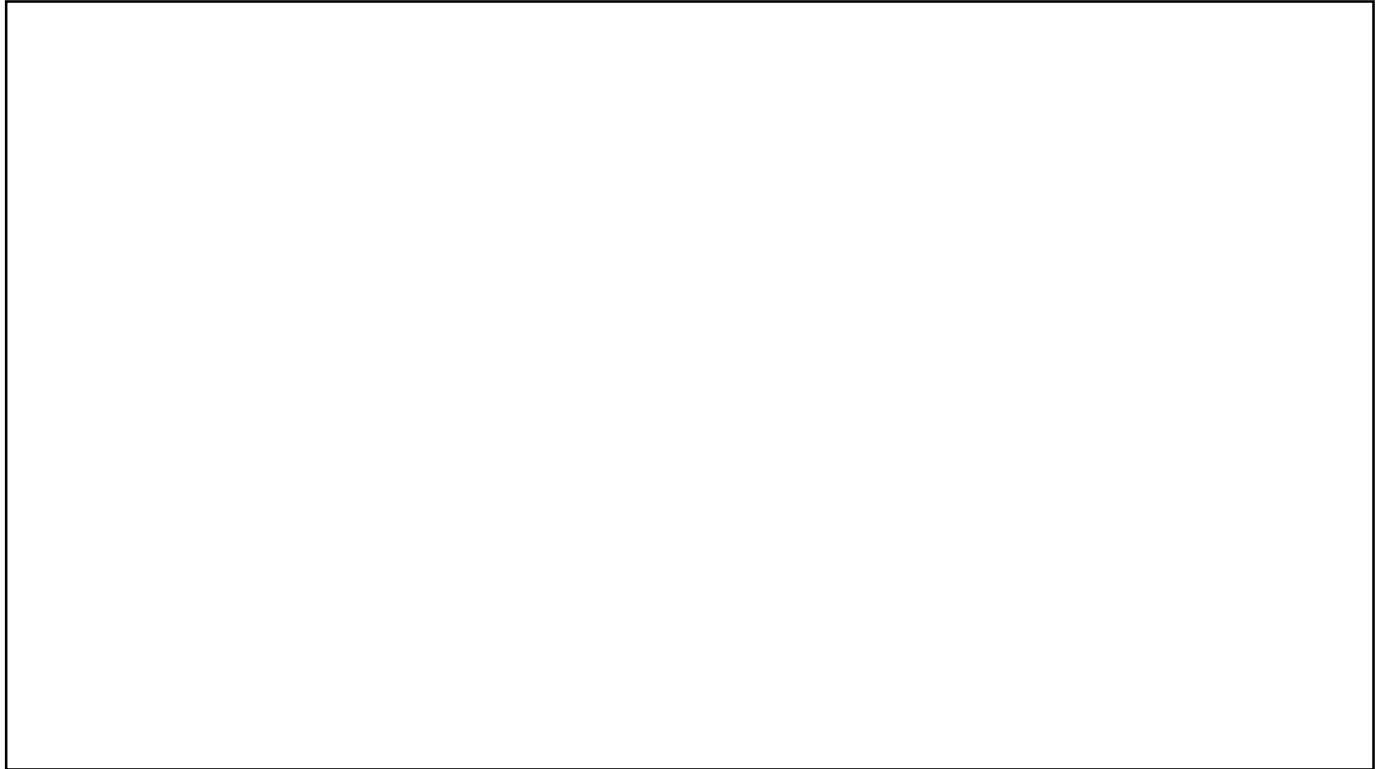




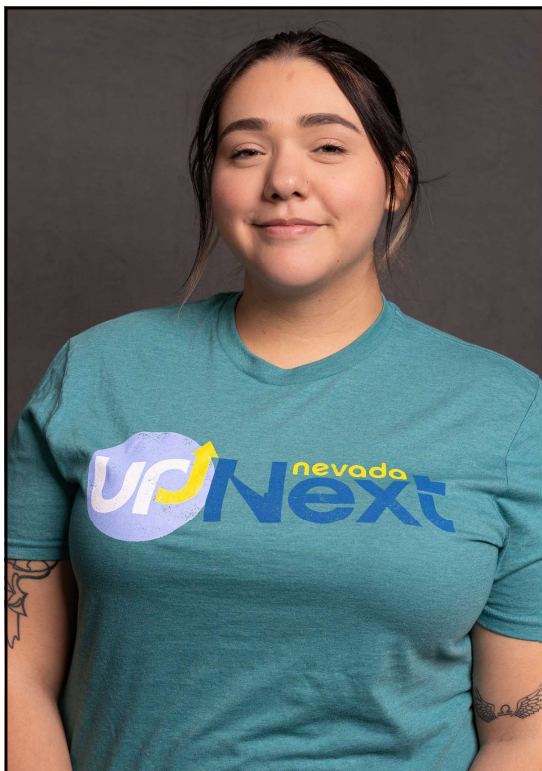
1



2



3



Pilot Year Gen Z Support

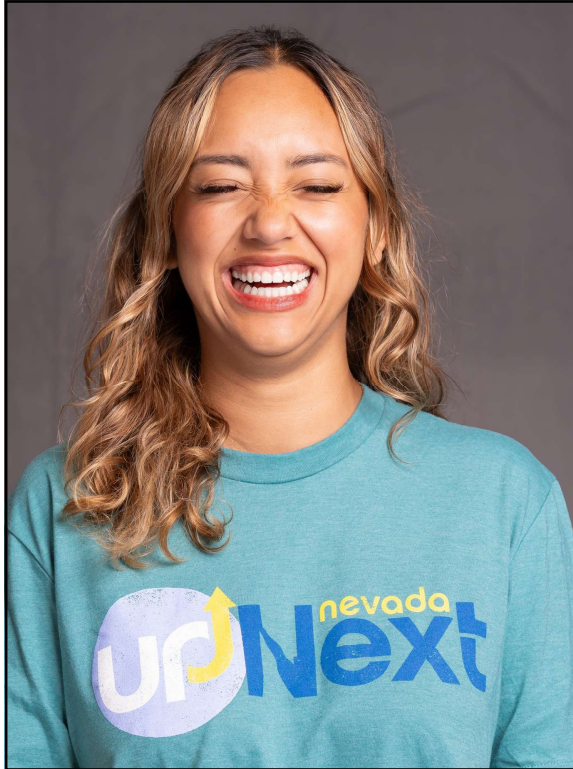
160 18 to 24 year old full-time employees

- Bi-weekly career exploration and coaching with a mentor
- Level All professional development platform
- Pathway for out-of-school-time certification
- Energy, academic and healthcare
 - Tuition reimbursement up to \$6,500 per participant per year
- Monthly webinars with hot topic highlights

50 15 to 18 year old teens

- First job experience as a summer hire, college and career readiness activities

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Pilot Year Success

100% enrollment of 160 full-time Gen Z employees and 50 teens

- 85% of the participants felt that the initiative requirements were in line with the required work and expectations
- 80% of the participants felt there was value in having a mentor
- 77% of participants felt that the resources and platforms were helpful
- 80% of participants felt that they received new skills knowledge through Up Next Nevada
- 89% of participants felt that the timelines were reasonable

Of the participants who responded to additional questions about financial benefits:

- 65% of participants felt that their wage increase or bonus was impactful or adequate
- 83% of the participants would recommend the initiative to others

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ENGAGEMENT numbers



6

Lesson Learned



Local Level

- Engaging full-time participants equitably
- Gen Z wants more exposure to options
- Part-time employee interest, but ineligible
- Timely reimbursements, cash flow strains

Statewide Support

- Mentor-specific training and incentives
- Modernize progress reports and quarterly desk reviews
- Clarify eligible expenses and move to ACH payments



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Partnership Continues in FY27

- Year 2 support of full-time Gen Z workforce in college and career coaching, skill development and **job shadowing**
- Expand workforce development to include **part-time employees and more teens**
- Support energy, healthcare, academic and **business** pursuits
- Provide **mentor-specific trainings and incentives**
- Elevate **ambassadors** as community-based and statewide spokespeople
- Explore **Native American Boys & Girls Clubs** involvement
- **Research apprenticeship accreditation**

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MORE EMPLOYEES, MORE IMPACT

210 → **394**

9



Gen Z Focus Continues

160 full-time 18 to 24 year old participants

- Same support as pilot year with greater focus on field experts and job shadowing

80 part-time 18+ year old participants

- Same support as full-time participants, scaled to fit a part-time schedule

50 seasonal 15 to 18 year old participants

- Teen Center mentoring focused on college, trade and career exploration activities

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Mentors and Ambassadors

52 career mentors

- Maximum of five mentees per mentor
- Mentee engagement and progress incentives for mentors
- Mentors-only office hours, provide guest speakers and mentor-specific training

4 Ambassadors

- Community-based initiative spokespeople
- Quarterly outreach activities and statewide exposure

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FY27 #goals

- Increase participant exposure to academic, energy, healthcare and business sectors
- Increase integration of initiative within the Club culture
- Modernize reporting platforms
- Share participant progress and initiative impact through text and social media
- Collaborate with partners to braid resources and improve the timeliness of reimbursements

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UP NEXT NEVADA NORTHERN NEVADA RETREAT, SEPTEMBER 2025

