nevadaworks

NOVEMBER 2026

Building workforce solutions for Northern Nevada youth



Strategies to support Opportunity Youth

A clearer, more reliable path through education, training and work.

New Ways to Work

From evidence to action.

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Magazine edition: adapted narrative and qualitative exhibits; all nine tables, five figures and Appendix A. Modeled estimates and methods are documented in Appendix A.

Build on what works.

Figure 4. Existing Foundations and Priorities for Improvement

Existing foundations

Nevadaworks' employer work and regional partners

EmployNV Youth Hub, Youth Workforce Director and existing services

Nevadaworks' workforce leadership and oversight

Deliver the next service improvements

Expand accessible exploration and paid experience

Complete connections across education, training and work

Confirm the receiving provider's first action

Track results and act

Resolve verified barriers with responsible partners

Use youth and employer feedback in existing reviews

Nevadaworks leads regional alignment
Partners connect youth with opportunity

Planning priorities informed by participant accounts and existing work. These are not numerical performance ratings.

Message from the CEO

Northern Nevada's continued growth depends on a workforce system that expands opportunity while strengthening the region's long-term economic competitiveness. Nevadaworks is committed to helping drive that work across the region, including for young people whose educational or workforce experiences have not followed traditional routes.



The report's modeled 2024 estimate identifies 10,990 Opportunity Youth ages 16-24 in Nevadaworks' 13-county service area who are neither in school nor working. These Opportunity Youth face significant barriers to career advancement and economic stability, yet their talent and potential remain critical to the future of our workforce and regional economy. Northern Nevada cannot fully meet its workforce and economic development goals while so many Opportunity Youth lack a clear route into education, training, employment, and long-term career pathways.

The pathways to economic success are changing rapidly. Traditional education and employment models do not work equally well for all young people, particularly as industries, technology, and workforce expectations continue to evolve. Our goal is not simply to reconnect young people to school or work, but to help build flexible, navigable pathways that support long-term stability, advancement, and economic mobility.

Nevadaworks commissioned this report to better understand the experiences, barriers, and aspirations of Opportunity Youth in Northern Nevada and to help move the region from discussion to action. I would like to thank the many partners, educators, employers, service providers, community leaders, and young people who contributed to this effort, as well as the Nevadaworks team and New Ways to Work for their leadership and partnership.

This report supports work already underway. We will build on Nevadaworks' employer relationships, youth services and regional partnerships to expand opportunity and strengthen career pathways.

Milt Stewart

Chief Executive Officer

A stronger regional pathway

As Northern Nevada's local workforce development board under the Workforce Innovation and Opportunity Act (WIOA), Nevadaworks provides strategic leadership for the regional workforce development system. Nevadaworks convenes employers, education partners, public agencies and community organizations to coordinate services, align resources and strengthen pathways to employment. Nevadaworks retains its responsibilities for workforce planning, provider selection, program and fiscal oversight, and performance accountability. Partners contribute their expertise and services within their respective responsibilities. Collaboration strengthens how Nevadaworks carries out its mandate; it does not transfer that responsibility to another agency.

Nevadaworks commissioned this assessment to guide workforce priorities and service improvements. It combines youth engagement for EmployNV Youth Hub development, technical assistance for service delivery and provider performance, and a baseline Opportunity Youth analysis.

The modeled estimate for Nevadaworks' 13-county service area is approximately 11,000 OY in 2024, or 13.0% of residents ages 16-24. All figures and tables use the same geographic allocation to represent Nevadaworks' 13-county service area. The modeled rate is below Nevada's 13.7%, although the difference has not been tested for statistical significance. Disconnection is concentrated among ages 19-24, with descriptive differences by race and geography. The model and its assumptions are documented in Appendix A.

Participants valued useful services and committed staff. They also described barriers involving information, transportation, support after high school and access to paid experience. Act on those accounts: identify the service connection that needs attention, check current conditions and fix the verified problem. These accounts identify priorities; they do not measure how common each experience is across the region.

This report identifies the next service improvements for Opportunity Youth: make help easier to find, connect services, and open routes into education, training and paid work.

The findings that matter

Five assessment domains

- Access & Entry
- Pathway Continuity & Transition Support
- Employer & Labor Market Connection
- System Coordination & Operating Infrastructure
- Performance, Equity, & Stewardship

Act on five priorities:

- Make services easy to find. Give young people a recognizable starting point, clear information and a useful first response through the EmployNV Youth Hub and participating agencies.
- Keep young adults connected through transitions. Introduce the receiving provider, confirm acceptance and agree the first action when a young person moves between school, training and work.
- Turn employer relationships into more youth opportunities. Expand career exploration, paid internships and Work Experience; connect suitable young people to pre-apprenticeship, on-the-job training and Registered Apprenticeship.
- Complete partner connections. Give each accepted referral a clear next action and follow through until the young person receives the next service.
- Make opportunities practical. Address transportation, location, scheduling, childcare and other barriers around the young person's circumstances.

The five assessment domains organize these improvement priorities and connect the findings to practical recommendations.

Nevadaworks' employer work, EmployNV Youth Hub, Youth Workforce Director and participating agencies provide the foundation. Use these assets to reach more Opportunity Youth and deliver a dependable experience across communities.

Use the youth feedback, provider perspectives and regional baseline to strengthen current delivery. Confirm what is already in place, assign the next service improvements and track whether they help youth and employers.

Priorities and momentum

Build on the work underway and deliver a connected service experience for Opportunity Youth:

- Make the EmployNV Youth Hub a visible starting point, connected to community agencies, digital access and education referrals.
- Keep guidance and accepted support connected after high school and through changes in education, training and work.
- Expand career exploration, paid internships and Work Experience through existing employer relationships. Connect suitable young people to pre-apprenticeship, on-the-job training and Registered Apprenticeship.
- Set clear referral steps with participating partners. Confirm acceptance, the first action and follow-through; resolve verified service delays.
- Use a focused set of youth-experience and progression measures in existing management reviews. Act on what the results show.
- Back the Youth Workforce Director's coordination role with clear provider responsibilities and follow-through within Nevadaworks' organization design.
- Strengthen the Youth Council as an ongoing mechanism for youth-informed system improvement, including development of a Nevadaworks Opportunity Youth Coalition.

A young person needs a clear route from first contact to a meaningful next step: useful guidance, career exploration, relevant experience and access to education, training or work. Connect Nevadaworks' employer strategy and youth services around that experience.



Why this work matters

Nevadaworks serves a large and diverse region across Northern Nevada and plays a central role in translating workforce priorities into partnerships, services, and regional action. That role is especially important for youth and young adults, whose paths into education, training, and employment are shaped by far more than program availability alone. Geography, transportation, access to information, work-based learning (WBL) opportunities, and the strength of local support systems all influence whether young people are able to connect to opportunity and move forward successfully.

Nevadaworks commissioned this engagement to inform work already underway and better understand the experience of youth and young adults. Participants identified useful services alongside challenges with visibility, navigation and transitions. The work focused on practical improvements in service connections across the region.

Start with the EmployNV Youth Hub, Nevadaworks' employer work and existing education, workforce and community partnerships. Use youth feedback and the regional baseline to direct outreach, remove verified barriers and strengthen the service connections young people use.

New Ways to Work supported this effort through three connected areas of work:

- Gathering input from youth and young adults to inform the design and development of the EmployNV Youth Hub.
- Providing technical assistance to strengthen youth service delivery, support provider performance, and identify youth-specific performance measures that could complement standard program metrics.
- Producing a baseline analysis of Opportunity Youth (OY), defined in this report as young people ages 16-24 who are neither in school nor working, to clarify the scale and distribution of youth disconnection across the Nevadaworks region.

The report brings together youth and partner perspectives, regional Opportunity Youth estimates, a five-domain assessment and practical recommendations. Appendix A documents the data methods and limitations.

How the work was done

Nevadaworks commissioned this engagement to identify practical improvements in the regional youth workforce system. New Ways to Work examined youth and stakeholder experience, service delivery conditions and regional disconnection data to establish priorities for action.

The work brought together three complementary components: youth and young adult engagement, technical assistance tied to service delivery, and a baseline analysis of OY in the region. Each contributed a different perspective on the system. Youth and stakeholder engagement provided direct insight into how the system is experienced in practice. Technical assistance brought implementation conditions and service delivery challenges into sharper focus. The OY analysis established a regional data picture of youth disconnection, including where need is most concentrated across age groups, racial categories, and geographic areas.

To carry out this work, New Ways to Work used a mixed-methods approach that combined qualitative and quantitative sources of information. This made it possible to assess both what participants said about the system and what the data showed about youth disconnection and related conditions. It also reduced reliance on any single source of evidence and allowed the assessment to draw on multiple vantage points across the region.

The engagement drew on several forms of input, including interviews and discussions with key stakeholders, community and partner forums, direct engagement with youth and young adults, provider-focused technical assistance, quantitative analysis of OY, and review of relevant planning and background materials. These activities did not serve identical functions. Some were designed to gather lived experience and stakeholder perspective.

Others were intended to clarify implementation conditions, establish a regional baseline, or situate the findings within a broader workforce and policy context. Table 1 summarizes the principal engagement activities and the role each played in informing the assessment.

Taken as a whole, this approach produced a broader and more grounded understanding of the youth workforce system than any one source could have provided on its own. It also allowed the assessment to connect youth experience, stakeholder perspective, service delivery conditions, and regional data within a single analytical frame.

A grounded evidence base

Table 1. Summary of Engagement Activities

Activity	Purpose	Primary Participants /Sources	How It Informed the Assessment
Youth Engagement	Gather direct input on barriers, needs, and EmployNV Youth Hub design	Youth and young adults	Identified lived experience, access issues, and service preferences
Stakeholder Interviews & Discussions	Understand system conditions, partnership dynamics, and implementation issues	Education, workforce, community, philanthropy, and other partners	Identified recurring themes, system gaps, and opportunities for stronger coordination
Community & Partner Forums	Gather broader cross-sector input on youth needs and service challenges	Community-based organizations, partners, and other stakeholders	Validated patterns across groups and surfaced broader system concerns
Provider-Focused TA	Examine service delivery challenges and support improvement planning	Youth service provider and related implementation partners	Connected broader findings to operational realities such as outreach, referrals, and performance improvement
OY Data Analysis	Establish regional OY baseline	Regional demographic and labor force data	Quantified scale of need and identified demographic and geographic disparities
Planning & Background Materials	Understand broader policy and operating context	Existing plans, background documents, and related materials	Situated findings within larger regional workforce and youth strategy context

This was not an impact evaluation or comprehensive organizational or employer-services audit. Participant counts and sampling details are not provided, so statistical representativeness cannot be established. Read participant accounts alongside current service information. Regional population estimates describe need, not organizational effectiveness.

Opportunity across a diverse region

The next section turns to the regional context and the OY analysis, which together help define the broader conditions within which the current youth workforce system is operating.

Understanding the youth workforce system in Northern Nevada requires more than a review of programs and partner activity. It also requires a clear view of the regional conditions shaping how young people experience opportunity, disconnection, and access to support. This section briefly describes the Nevadaworks service area and summarizes the most important findings from the OY analysis developed as part of this engagement.

Regional Context

Nevadaworks serves a large and geographically diverse region that includes urban, suburban, rural, and frontier communities. That diversity creates opportunity, but it also creates complexity. Young people in more densely populated areas may live closer to schools, employers, training providers, and support services, while those in outlying areas often face longer travel distances, fewer local options, and more limited access to transportation and other supports.

Even within the same region, the conditions shaping a young person's path into work or postsecondary education can differ substantially depending on where they live.

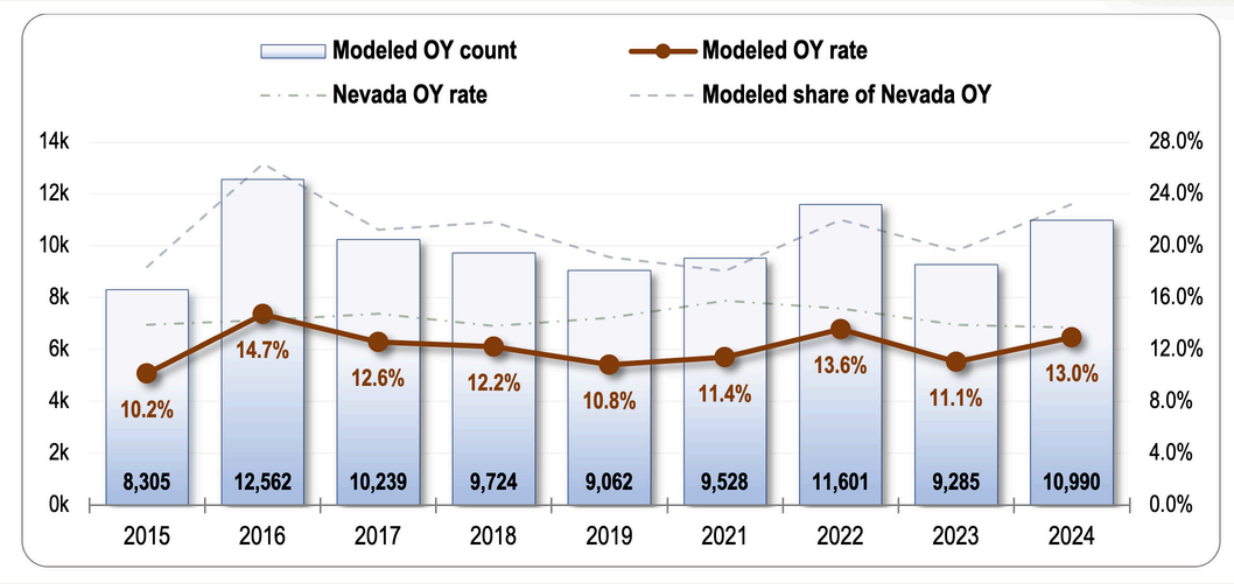
Regional variation affects not only whether services exist, but also whether they are visible, reachable, and usable. A system may appear reasonably developed on paper and still feel fragmented from the perspective of youth and families if services are spread across multiple organizations, funding streams, and locations. In a region as large and varied as Northern Nevada, coordination is not a secondary concern. It is a basic requirement for making the system function.

Significance of Opportunity Youth

Opportunity Youth are a diverse group whose circumstances and goals vary. Their experiences can help partners improve access, guidance and support. The regional disconnection estimates describe population need across education, employment and community systems and provide a baseline for planning.

The scale of disconnection

Figure 1. Modeled Nevadaworks OY Counts and Rates (16-24; ACS 2015-2024; 2020 omitted)



Within the workforce system, this population warrants focused attention. Disconnection from both education and employment can weaken young people's attachment to the labor market and increase the likelihood of long-term economic instability. It can also interrupt a formative period in which experience, direction, and early opportunity often shape longer-term outcomes. The OY analysis shows how extensive that need remains across the Nevadaworks region and where it is most concentrated.

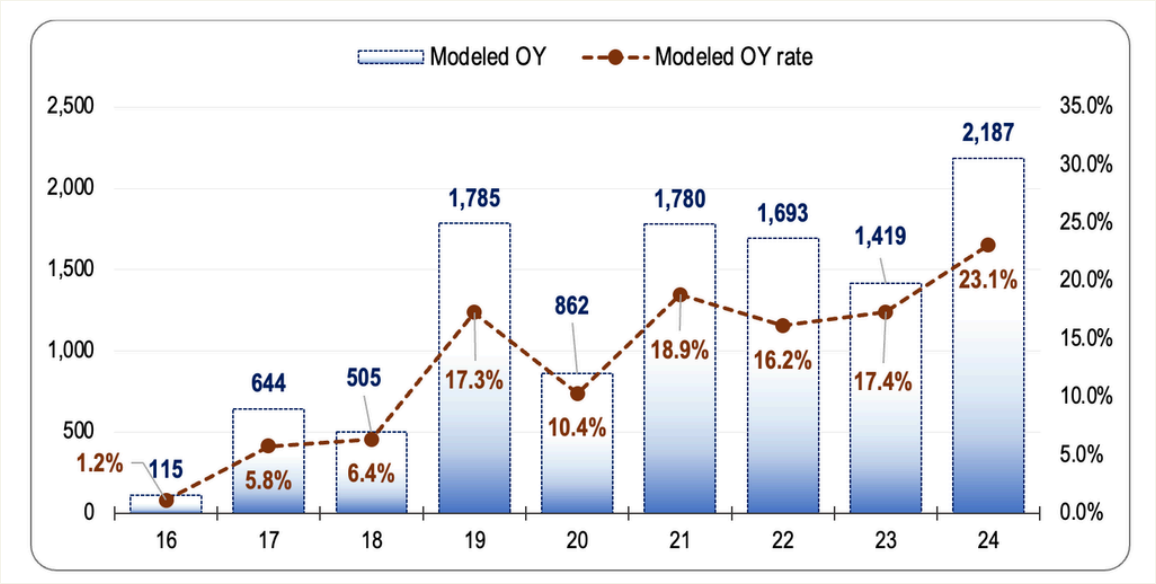
OY in the Nevadaworks Region

An age-based geographic adjustment estimates approximately 11,000 OY in Nevadaworks' 13-county service area in 2024, with a modeled disconnection rate of 13.0%. The calculation rounds to 10,990 OY among an adjusted population of 84,858 youth ages 16-24. The modeled rate is below Nevada's 13.7%, but the difference has not been tested for statistical significance. Appendix A explains the allocation, denominator adjustment, and limitations.

Geographic scope. All figures and tables use the same modeled Nevadaworks 13-county service area. Rural records are allocated using annual county youth population shares; the same factor is applied to every subgroup. Results are estimates, not direct county counts. Appendix A explains the method and assumptions.

The transition after high school

Figure 2. Modeled Nevadaworks Disconnection by Age (ACS 2024)



Prioritize continued support after high school

In the modeled 13-county service area, 1,264 OY were ages 16-18 and 9,726 were ages 19-24 in 2024; together they total 10,990. Their modeled disconnection rates were 4.4% and 17.3%, respectively. Figure 2 shows the single-year age distribution under the same allocation. The concentration among young adults supports attention to transitions from high school into college, training, and employment.

The modeled service-area results show descriptive differences by race. Other Race, Chinese, American Indian/Alaska Native, Black, and White youth had rates above the 13.0% average. White youth accounted for the largest OY count. Small subgroup estimates are uncertain; these comparisons have not been tested for statistical significance.

Table 2 uses the same allocation as the headline and both figures. Its displayed race-category counts reconcile to 10,990 OY and 84,858 youth.

Opportunity Youth profile

Table 2. Modeled Nevadaworks OY by Race (ACS 2024)

Race	OY Rate	OY Count	Share of OY	All 16-24 Count	All 16-24 %
American Indian/Alaska Native	15.3%	277	2.5%	1,807	2.1%
Black	14.9%	321	2.9%	2,159	2.5%
Chinese	15.7%	48	0.4%	306	0.4%
Japanese	0.0%	0	0.0%	122	0.1%
Other Asian / Pacific Islander	4.4%	198	1.8%	4,543	5.4%
Other Race	18.1%	2,036	18.5%	11,244	13.2%
Three or more major races	6.8%	118	1.1%	1,731	2.0%
Two major races	9.3%	1,588	14.4%	16,995	20.0%
White	13.9%	6,404	58.3%	45,951	54.2%

Race categories are shown as supplied. A separate ethnicity breakdown is not shown in this edition.

Small subgroup estimates are uncertain. These comparisons have not been tested for statistical significance.

These findings help explain why stakeholders repeatedly emphasized the need for a more coherent and visible youth workforce system. They clarify the scale of need, identify where disconnection is most concentrated, and define the regional conditions within which a stronger youth workforce strategy will need to operate.

Place changes access

Table 3. Modeled Nevadaworks Service Area OY by Geographic Group (ACS 2024)

Geographic group	OY estimate	OY rate	Share of OY
Eight northern rural counties (modeled)	2,832	20.0%	25.8%
Carson City, Lyon, Douglas, & Storey Counties	3,050	22.0%	27.8%
Washoe County (South Central); Reno	1,958	7.7%	17.8%
Washoe County (North); Sparks	1,576	8.6%	14.3%
Washoe County (South)	1,574	12.1%	14.3%
Modeled service-area total	10,990	13.0%	100.0%

Table 3 presents the modeled service-area geographic profile. The eight northern rural counties are estimated to contain 2,832 OY after allocating the rural PUMA to Nevadaworks' service area; their assumed disconnection rate remains the full rural PUMA rate of 20.0%. The Carson City, Lyon, Douglas, and Storey group has a rate of 22.0%, while the three Washoe PUMAs have lower rates.

The rural estimate assumes equal disconnection rates within Rural Nevada PUMA and does not measure differences among its individual counties. These patterns support attention to local access and service conditions.

A few conclusions emerge from the analysis:

- The modeled 2024 service-area baseline is approximately 11,000 OY, with an estimated rate of 13.0%
- The modeled service-area profile shows a concentration of disconnection among young adults ages 19-24
- Disparities by race should inform strategy, while geographic variation across the region suggests that a one-size-fits-all response is unlikely to be effective

What youth and partners told us

Implications for System Design

These findings point to several practical implications for system design:

- A regional youth strategy must serve younger participants and young adults ages 19-24, who account for most modeled Opportunity Youth. Support transitions from high school into further education, training and work.
- Make the youth workforce system easier to find, enter and navigate, with a useful next action at each service connection.
- A region-wide strategy remains necessary, but it must be flexible enough to reflect meaningful differences across urban, rural, and frontier communities.

Figure 3. Summary of Stakeholder Themes

Access & Visibility

Participants sought clearer information

Existing entry points can be easier to recognize

Transitions after High School

Older youth account for most modeled OY

Participants sought continued guidance

Coordination & Referrals

Productive relationships provide a foundation

Clarify introductions and follow-through

Navigation & Guidance

Trusted staff relationships help youth

Clear next actions can improve referrals

Employer Connection & Work-Based Learning

Build on existing employer relationships

Participants sought more accessible paid experiences

Geography & Access

Transport and location affect participation

Adapt support to individual circumstances

Figure 3 summarizes the themes raised through engagement. These are participant perspectives, not prevalence estimates or performance ratings for all regional services. Nevadaworks can use them with current operating information to prioritize improvements and follow up on specific concerns.

Build on the strengths

Youth, education, community and workforce participants contributed perspectives on how young people find and use services. They recognized existing resources and committed staff, while identifying opportunities to make information, guidance, paid experiences and connections between organizations more accessible.

Existing Work and Regional Strengths

Nevadaworks brings employers, workforce services and regional partners together. Its employer relationships and workforce activity are central assets for the youth strategy. They provide a starting point for relevant career exploration, paid experience and pathways into employment and training.

The EmployNV Youth Hub, the appointment of a Youth Workforce Director and engagement with philanthropic and community stakeholders demonstrate action already taken. Schools, youth-serving agencies and community organizations also provide important access points and experience. Youth and partners' contributions to Hub development are part of that foundation.

The next stage is to connect that employer work more consistently to Opportunity Youth services. Partners can use employer insight to shape preparation, identify suitable opportunities and provide a clear point of contact for businesses supporting young people.

Make Existing Services Easier to Find

Participants described uncertainty about where to begin and what support is available. Some relied on a trusted adult or personal referral to make the first connection. These accounts point to a practical opportunity: make existing entry points easier to recognize and explain, while retaining the trusted relationships that already help youth engage.

For example, a young person approaching the Hub or a participating community agency should receive useful guidance and a connection to the appropriate service. Clear information and follow-through can help more people benefit from work already taking place.

Help with the next step

Navigation and Guidance Across Services

Participants valued staff and trusted relationships that help young people navigate services. They also described occasions when the next step was unclear or support varied between organizations. These experiences support clearer referral steps and continued guidance, rather than a conclusion that navigation is absent throughout the region.

Participants emphasized that many youth need more than a list of programs or a one-time referral. They need help understanding their options, deciding what fits, and moving across education, training, WBL, and employment opportunities in a more connected way. This issue was especially pronounced in discussions about older youth and young adults, who may be less connected to school-based supports and more likely to need practical help with work, training, transportation, scheduling, and income.

Navigation should build on existing staff relationships and services. A useful improvement is to confirm that a referral has been accepted and that the young person knows the next action, particularly when several organizations are involved.

School-to-Work and Postsecondary Transitions Need Greater Attention

Stakeholders emphasized the period after high school as an important transition. The modeled age profile shows a higher disconnection rate among ages 19-24 than ages 16-18. This supports attention to young adults, but it does not track individual journeys or establish why disconnection occurred.

Some participants wanted more practical preparation, guidance or help connecting to education and work. Others described difficulties managing transportation, income and family responsibilities. These accounts suggest specific ways education and workforce partners can strengthen transitions while recognizing the support already provided.

Connect preparation to real work

Build on Employer Relationships and Work-Based Learning

Nevadaworks' existing employer work is an important foundation for Opportunity Youth services. Participants asked for more accessible workplace exposure, internships and paid experiences. The opportunity is to help more young people benefit from established employer relationships through appropriate preparation and support.

Partners can identify suitable opportunities with existing employer contacts, prepare youth for the work and support employers during participation. Career exploration may help someone choose a direction; a paid internship or Work Experience can develop relevant skills; pre-apprenticeship can support preparation where needed; suitable employment or Registered Apprenticeship may be the next step for someone ready to enter directly.

The existing Industry Sector Partnership (ISP) model can organize employer intelligence about skills, opportunities and barriers. Build on this work to help providers turn that information into relevant career exploration, preparation and practical pathways through Nevadaworks' employer strategy.

Build on Productive Partner Relationships

Participants described positive relationships and willingness to collaborate. They also identified opportunities to make referrals, communication and follow-through more consistent. Agreeing on practical steps within existing partner structures can make those relationships easier for youth to use.



Make connections dependable

Some participants described relying on individual contacts to arrange referrals or obtain information. Those relationships are valuable. Where the next step depends on knowing a particular person, partners can make the process clearer and more transferable so that youth receive reliable help across staff changes and locations.

Nevadaworks can build on current coordination by agreeing with participating agencies on what information accompanies a referral, who accepts it and how follow-through is confirmed. These practical improvements should use existing structures wherever possible.

Rural Conditions and Equity Concerns Shape Youth Experience

Stakeholders also emphasized that youth do not experience the system equally across the region. Geography, transportation, service availability, and local infrastructure all shape what is realistically accessible. In rural and frontier areas, those conditions can be especially limiting. Participants described places where fewer services are available nearby, transportation options are weaker, and the path to support is longer and more complicated.

Participants also pointed to broader equity concerns affecting which youth are most likely to connect successfully to opportunity and which are most likely to encounter barriers. These concerns were not limited to one population. They reflected a broader understanding that some youth face compounded challenges tied to race and ethnicity, poverty, family instability, system involvement, disability, geography, or limited social capital.

A strategy that improves services in general may still fall short if it does not account for the very different conditions under which youth are trying to access those services.



Who contributed

Table 4. Stakeholder Groups Engaged and Contribution to the Assessment

Stakeholder Group	Role in Youth Workforce Landscape	Unique Contribution to the Assessment
Youth & Young Adults	Direct users of services, programs, and potential EmployNV Youth Hub supports	Provided first-hand insight into how youth experience the system, including what feels accessible, confusing, relevant, discouraging or worthwhile
Education Partners	Key institutions involved in preparation, transition, and connection to postsecondary and workforce pathways	Helped clarify where school-based preparation and transition supports appear strongest, where they taper off, and where young people may lose connection after high school
Community-Based Organizations	Local service providers and trusted intermediaries with close knowledge of youth and family circumstances	Contributed insight into day-to-day access barriers, trust, referral challenges, and local conditions that affect whether youth engage successfully with available supports

Overall, the engagement drew on multiple stakeholder groups whose perspectives differed in role, vantage point, and contribution. Youth and young adults described the system from the standpoint of direct experience, while providers, education partners, workforce stakeholders, and community leaders contributed operational, institutional, and regional perspectives. Table 4 summarizes the primary groups engaged and the distinct contribution each brought to the assessment.

Many perspectives. One system.

Table 4. Stakeholder Groups Engaged and Contribution to the Assessment (continued)

Stakeholder Group	Role in Youth Workforce Landscape	Unique Contribution to the Assessment
Workforce System Partners	Organizations involved in workforce planning, service coordination, and pathway development	Contributed perspectives on existing workforce connections, referrals and opportunities to improve coordination
Youth Service Providers	Frontline organizations responsible for outreach, enrollment, participation, and service delivery	Provided operational insight into implementation challenges, including outreach, sustained participation, referral flow, service design, and other delivery conditions affecting youth engagement
Employer-Facing & Workforce Stakeholders	Actors connected to employer engagement, WBL, and labor market opportunities	Contributed perspectives on extending existing employer relationships into accessible paid experience and career pathways
Regional & Community Stakeholders	Leaders and partners with a broader view of regional conditions, cross-sector alignment, and community variation	Contributed a wider systems perspective on fragmentation, regional variation, transportation barriers, rural conditions, and the need for clearer leadership and stronger alignment across the region

What we heard, together

Build on the EmployNV Youth Hub Investment

The EmployNV Youth Hub is a concrete Nevadaworks investment in a more visible and useful entry point for young people. Youth and stakeholder input informed its development, and the report records that it has opened. Participants welcomed the opportunity to connect information, guidance and services in a youth-friendly setting.

The next stage is to strengthen the Hub's connections with participating agencies, education referrals and Nevadaworks' employer work. For a young person, the value is a useful response and a realistic next step. For partners, it is a clear way to contribute existing services without duplicating them.

Key Takeaways from Stakeholder Input

The engagement identifies ways to extend the value of existing services and relationships. Participants recognized committed people and useful resources while describing barriers that deserve practical attention. The themes below are planning priorities drawn from their accounts.

- Make existing support easier to find through clearer information and recognizable community, digital and Hub entry points.
- Help young adults keep a connection to support when moving between education, training and work.
- Use Nevadaworks' existing employer relationships to expand accessible career exploration, paid experiences and suitable career pathways.
- Build on partner relationships with clearer referral steps and confirmation that a young person receives the next service.
- Adapt support to transportation, geography, family responsibilities and other circumstances affecting participation.
- Build on the EmployNV Youth Hub investment and Youth Workforce Director's work, using youth feedback to refine delivery.

The next phase should connect and extend existing activity. Follow-up should distinguish current service gaps from outdated or isolated concerns and use verified operating information to guide changes.

Assess the whole pathway

Nevadaworks' employer work, youth investments and regional partnerships provide the foundation for this assessment. Youth and stakeholder accounts identify opportunities to improve how young people find and use that support. The five domains organize those priorities and guide practical service improvements.

The framework considers access, transitions, employer opportunity, partner connections and useful performance information. Regional population estimates describe the scale of need. Participant accounts describe experiences. Neither alone provides an impact evaluation or establishes the causes of disconnection.

Assessment Framework

Use Table 5 to turn existing strengths into service improvements. Confirm the remaining gap, assign the action to the responsible partner and check that the young person receives the intended help.



Foundations and next steps

Table 5. Existing Foundations and Youth-Service Improvement Priorities

Assessment Domain	Existing Foundations	Improvement Priorities
Access & Entry	The EmployNV Youth Hub, participating agencies, schools and community contacts provide routes into support	Make services and entry steps clear; give each young person a useful first response
Pathway Continuity & Transition Support	Education, workforce and community partners support different stages of a young person's pathway	Coordinate youth-service connections and confirm the receiving provider's first action
Employer & Labor Market Connection	Nevadaworks' employer work and regional apprenticeship partnerships provide a foundation for youth pathways	Expand exploration, paid experience, pre-apprenticeship, on-the-job training and suitable Registered Apprenticeship or employment routes
System Coordination & Operating Infrastructure	Established partner relationships and Nevadaworks' regional coordination support delivery	Set referral steps, confirm follow-through and resolve verified service barriers with responsible partners
Performance, Equity, & Stewardship	Existing reporting, the Youth Workforce Director and regional planning support accountability	Use focused youth-experience and progression measures in existing reviews; act on the results

Table 5 links existing foundations to practical improvement priorities. Figure 4 presents the same planning perspective at a glance, connecting current assets with ways to extend their value for young people.

Access and continuity

1. Access and Entry

Make available help clear from the first contact. Use the EmployNV Youth Hub, participating agencies and community contacts to explain services, introduce the right provider and agree a practical next step. Participants' uncertainty about where to begin makes clearer access a priority.

Build on trusted staff relationships and give the same clear entry information to young people without a personal contact. State whom to contact, what help is available and what happens next. Include workable options for rural and frontier communities.

Connect the Hub, community agencies and digital channels around a useful first response. Introduce the appropriate service and confirm the next action so the young person can move forward.

2. Pathway Continuity and Transition Support

Young adults account for most of the modeled Opportunity Youth population. That pattern supports attention to the period after high school, but the data do not show individual service histories or prove that a particular handoff failed. Participants' accounts add practical concerns about guidance, transportation, income and family responsibilities.

Nevadaworks leads coordination across education, training and employment services. Arrange timely introductions when a young person leaves school or returns to education. Confirm the receiving provider's acceptance and first action, and coordinate the support needed to help the young person continue along the pathway.

Complete the referral: introduce the receiving provider, confirm acceptance and the first service action, and maintain the agreed support across education, training and work.

Employers and coordinated support

3. Employer and Labor Market Connection

Nevadaworks' employer relationships and regional apprenticeship partnerships are assets for Opportunity Youth. Expand their reach: identify suitable openings and learning experiences, connect youth to preparation and support, and follow through with employers and providers.

Expand access to the workplace exposure, paid internships and Work Experience participants requested. Start with verified opportunities in existing employer relationships, then address the preparation, supports and additional employer participation needed to reach more Opportunity Youth.

Nevadaworks and the responsible partners need to review reported outreach, communication and employer-contact delays together. Establish the current facts, fix verified bottlenecks and retain required oversight and coordinated employer contact.

Use the existing ISP model to translate employer needs into youth services. Match skills and verified opportunities to career exploration, paid experience, pre-apprenticeship, on-the-job training, employment and suitable Registered Apprenticeship routes. Coordinate this work through Nevadaworks' existing employer strategy.



Learning from performance

4. System Coordination and Operating Infrastructure

Make existing partner relationships dependable in daily service. Nevadaworks and participating agencies need clear referral information, acceptance, next actions and a route to resolve delays. Keep each organization's responsibilities clear and coordinate employer contact through the regional strategy.

Review reported approval delays, outreach restrictions and referral problems with the responsible parties. Establish which concerns remain current, recognize improvements already made and correct the verified barriers to useful service.

Make the next service action clear. Agree referral information, communication and escalation steps with participating partners. Resolve stalled connections and coordinate employer contact through the existing regional strategy.

5. Performance, Equity, and Stewardship

Existing reporting provides a foundation for accountability. The engagement proposed additional youth-specific indicators to help interpret awareness, referrals, participation, service experience and progression. Select measures that complement required reporting and add useful information to current management reviews.

Geography, transportation and individual circumstances affect access. The modeled regional profile and participant accounts support attention to these differences. Sampling and model uncertainty should inform how partners interpret findings about particular groups or places.

Select a manageable set of additional indicators, reuse available information and review the results through existing processes. Use youth and employer feedback to identify the service problem, assign the response and check whether the fix worked.

Connect the existing landscape

Table 6. Practical Ways to Build on Current Work

Assessment Domain	Implication for System Improvement
Access & Entry	Give youth clear access information and a useful first response through the Hub and partner services.
Pathway Continuity & Transition Support	Complete introductions and confirm the next action across education, training and work.
Employer & Labor Market Connection	Expand exploration, paid experience and suitable career routes through established employer relationships.
System Coordination & Operating Infrastructure	Set referral steps, follow through and fix verified operating barriers with responsible partners.
Performance, Equity, & Stewardship	Use youth and employer feedback and progression measures to guide service improvements.

Summary Assessment

Nevadaworks has existing employer relationships, workforce services, an EmployNV Youth Hub, a dedicated Youth Workforce Director and regional partners on which to build. The assessment adds youth and stakeholder perspectives and a modeled baseline to help extend those resources to Opportunity Youth. Five priorities follow:

- Make existing access points easier to find and explain.
- Support continuity when a young person moves between education, training and work.
- Extend existing employer connections into accessible exploration, paid experience and suitable career pathways.
- Build on partner relationships with clear referral steps and dependable follow-through.
- Complement existing reporting with selected measures of youth experience, progression and access.

Deliver these priorities through the existing regional strategies. Build on current services and employer work, resolve verified gaps and track the benefit to young people and employers.

What the engagement produced

Table 7. Work Completed Under the Engagement

Workstream	Purpose	Principal Output / Contribution
EmployNV Youth Hub Input & Design Support	Inform EmployNV Youth Hub design	Produced direct youth and stakeholder input on access, design features, service mix, and the Hub's role as a regional front door
Youth & Stakeholder Engagement Activities	Document system experience	Created a structured record of youth, partner, employer, education, and community perspectives on system conditions and improvement priorities
Provider Technical Assistance & System Improvement Support	Surface implementation conditions	Recorded provider perspectives on outreach, referrals, employer coordination and delivery for joint review
Provider Operating Review	Understand reported operating conditions	Recorded concerns about approvals, outreach and referrals; currency, context and remedies require joint review
Youth-Specific KPI & Performance Framework Development	Advance performance management	Proposed indicators to complement existing reporting on access, progression, work experience and service experience
OY Baseline Analysis	Establish regional OY profile	Quantified the scale and distribution of youth disconnection across age, race, and geography
Synthesis & Final Assessment	Translate evidence into action	Produced an integrated assessment of current conditions, priority domains, and near-term action needs

The engagement gives Nevadaworks youth feedback, a regional baseline and practical service priorities. Put these findings to work alongside the organization's employer relationships, youth investments and partner knowledge to strengthen current implementation.

Listen, connect and improve

EmployNV Youth Hub Input and Design Support

One major stream of work focused on informing the design and development of the EmployNV Youth Hub. This included gathering direct youth input on what a useful and credible front door should offer, what kinds of supports feel relevant, and what features would make the Hub easier to trust and use. The result was not simply affirmation of the Hub concept.

It was more specific guidance about accessibility, relevance, service mix, and the importance of connecting the Hub to broader pathways rather than treating it as a stand-alone site.

This input is especially valuable because it ties design decisions to actual user experience. Youth consistently pointed to the need for clearer information, practical guidance, and supports that reflect how they balance school, work, transportation, finances, and family responsibilities.

Youth and Stakeholder Engagement Activities

Interviews, forums and engagement activities recorded participant experience with preparation, transportation, childcare, income and service connections. Use those accounts alongside current operating information to target improvements. The approach section explains their scope and limits.

The engagement organizes those perspectives into priorities for information, guidance, employer opportunity, partner connections and useful measurement. These inputs add detail to Nevadaworks' existing planning and help focus implementation.

Provider Technical Assistance and System Improvement Support

Provider technical assistance identified reported problems with outreach, referrals, enrollment and operating processes. Use that record to review specific problems with delivery partners and correct verified barriers, while retaining appropriate oversight and coordinated employer contact.

Follow up the operating review with the responsible partners. Confirm current approval times, outreach practices, employer contact and education referrals; explain required safeguards and resolve the delays or gaps the review verifies.

Review provider accounts alongside youth feedback and existing performance information. Use current youth and partner forums to identify the service connection that needs attention and follow through on the agreed action.

Turn insight into improvement

Table 8. Illustrative Youth-Specific KPI Domains

KPI Domain	Measurement Focus	Strategic Value
Outreach & Awareness	Youth reached through outreach, marketing, events, and partner referrals	Shows whether the system is reaching youth and building awareness of available services
Entry & Intake	Initial contacts, completed intake, and early engagement	Shows whether youth can find the system and begin using it
Referral Activity & FollowThrough	Referrals made, referral sources, and completed handoffs	Shows whether referral pathways are working and where youth may be dropping off
Enrollment & Participation	Youth who enroll and continue participating	Shows whether youth are moving into sustained engagement

Youth-Specific KPI and Performance Framework Development

The engagement identified youth-specific measures that can complement Nevadaworks' existing reporting and continuous improvement. Potential measures cover access, participation, referrals, work-based learning and progression. Their usefulness depends on whether they add information that staff and partners can act on.

The practical value of this work is that it gives Nevadaworks a way to monitor the issues surfaced elsewhere in the engagement. If visibility, referrals, participation, WBL, transition support, and equity are central system concerns, then those conditions need to be measured rather than inferred indirectly.

Use Table 8 to select the measures that improve decisions. Reuse available information and existing reviews, retain required program reporting and track the service changes made in response.

Measure what youth experience

Table 8. Illustrative Youth-Specific KPI Domains (continued)

KPI Domain	Measurement Focus	Strategic Value
Retention & Persistence	Duration of participation and continued contact over time	Shows whether services are keeping youth connected long enough to support progress
WBL Participation	Internships, paid work experiences, job shadowing, and similar activities	Shows whether youth are gaining structured exposure to workplaces and employment pathways
Education & Training Connection	Connection to postsecondary education, training, and credential programs	Shows whether youth are being connected to longer-term pathways
Service Experience & Satisfaction	Youth feedback on accessibility, relevance, usefulness, and support	Provides direct insight into how youth experience the system
Pathway Progression	Movement from outreach to participation to training, WBL, or employment	Shows whether the system functions as a pathway rather than a set of separate activities
Employment & Education Outcomes	Employment, education, training completion, and related milestones	Tracks whether youth are reaching meaningful next steps
Equity Across Groups & Communities	Variation in access and outcomes by age, race and ethnicity, geography, and other factors	Shows where disparities remain and where more targeted attention is needed
Partner Coordination & System Functioning	Referral responsiveness and cross-partner follow-through	Shows whether the broader system is becoming more connected and reliable

A stronger starting point

OY Baseline Analysis

The OY baseline analysis was another core product of the engagement. It provides one modeled estimate of youth disconnection across Nevadaworks' 13-county service area, with all age, race, geographic, and historical exhibits calculated under the same allocation. Appendix A documents the method, source vintages, and limitations.

Its value is not only descriptive. The baseline gives Nevadaworks an anchor for future strategy, target-setting, and ongoing interpretation of stakeholder concerns. It helps define where need is most concentrated and where the regional system will need to be most deliberate.

How the Work Informed Nevadaworks' Current Position

The engagement adds the following planning inputs to Nevadaworks' existing knowledge, employer work and youth implementation:

- A clearer understanding of youth and young adult user experience, including how young people perceive access, guidance, relevance, and barriers within the current system.
- A stronger record of stakeholder and partner perspectives, reflecting the views of education leaders, workforce partners, community-based organizations, employers, and other regional stakeholders.
- Provider perspectives on outreach, referrals, employer coordination and enrollment, with concerns requiring current verification before operating changes are made.
- A stronger foundation for youth-specific performance management, including KPI domains that can support more practical monitoring of access, participation, progression, and equity.
- A modeled 13-county OY baseline and consistent service-area estimates across age groups, racial categories, and geographic areas.

Put these youth and partner perspectives to work in Nevadaworks' existing strategy. Direct attention to service connections, employer opportunities and barriers that matter to the next stage of delivery.

Use the findings with current operating evidence and youth and employer feedback to select specific improvements. Assign the actions, carry them through and check the result in the existing implementation plan.

Extend the work underway

Table 9. Strategic Priorities and Near-Term Actions

Strategic Priority	Focus	Near-Term Action
Strengthen Access & Entry	• Visibility • Front-door design • Youth-facing communication	• Make the Hub's entry steps clear • Confirm useful next service actions • Reach youth through digital and partner channels
Strengthen Pathway Continuity & Transition Support	• Navigation • Handoffs • Post-high-school continuity	• Connect education, training and youth services • Confirm the receiving provider's first action • Maintain accepted transition supports
Build on Employer & Labor Market Connections	• Existing employer relationships • Paid experience • Pre-apprenticeship preparation • On-the-job training • Registered Apprenticeship connections	• Expand exploration and paid experience • Use current ISP intelligence • Connect suitable pre-apprenticeship, on-the-job training and Registered Apprenticeship routes • Coordinate existing employer relationships

Act through Nevadaworks' existing employer work, youth investments and partner structures. The five priorities turn participant feedback and the regional profile into practical improvements in access, guidance, paid experience and progression.

These recommendations set the next service agenda. Nevadaworks and the responsible partners need to confirm what is already underway, close verified gaps and carry out the actions within their respective authority and resources.

Connect the priorities around the young person: clear information, useful guidance, relevant employer opportunities and support to take the next step. Use a few well-chosen measures to check progress.

Put the priorities into practice

Table 9. Strategic Priorities and Near-Term Actions (continued)

Strategic Priority	Focus	Near-Term Action
Strengthen System Coordination & Operating Infrastructure	• Partner alignment • Referral reliability • Youth-informed coordination • Implementation conditions	• Set referral steps in existing structures • Act on youth and partner feedback • Resolve verified service barriers • Track agreed partner follow-through
Strengthen Performance, Equity, & Stewardship	• Youth KPIs • Continuous improvement • Equity visibility • Implementation stewardship	• Use focused measures in existing reviews • Back the Youth Workforce Director's coordination • Assign service fixes and check completion

Strategic Priorities in Detail

Turn the recommendations into a consistent service experience for Opportunity Youth. Use the existing organization and partner responsibilities to deliver the next steps below.

1. Strengthen Access and Entry

Make the EmployNV Youth Hub, community agencies and digital entry points easy to recognize and use. Explain the help available, whom to contact and what happens next. Participating agencies need to follow Nevadaworks' shared service model within the responsibilities they accept.

Give each young person guidance matched to their interests, readiness and circumstances. Complete referrals with an introduction, confirmed acceptance and a first action. Use youth feedback and current operating information to fix the connections that fail to deliver useful help.

Use approved outreach and partner channels to reach young people with clear service information. Resolve verified problems with timing or tools with the responsible parties.

Build pathways to opportunity

2. Strengthen Pathway Continuity and Transition Support

Nevadaworks connects the EmployNV Youth Hub, participating providers and youth-serving agencies to strengthen pathways into education, training and employment. Partners coordinate referrals and service delivery within Nevadaworks' regional workforce strategy.

Arrange an introduction before a known school departure. Give direct entrants a useful first response and confirm the receiving provider's acceptance and first action. Coordinate a return to education while maintaining accepted, lawful support.

Transportation, childcare, scheduling and income pressures may affect whether a pathway is usable. Plan supports around the individual rather than require the same sequence for everyone.

3. Build on Employer and Labor Market Connections

Use Nevadaworks' existing employer relationships and the region's apprenticeship partnerships as the starting point. Identify suitable opportunities already available and specific gaps for Opportunity Youth.

Coordinate employer contact through the existing regional approach.

Build on ISP work already underway for youth. Use verified employer information on skills, openings and entry barriers to shape exploration, paid internships and Work Experience. Connect ready youth to suitable jobs, on-the-job training or Registered Apprenticeship. Where preparation is needed, use pre-apprenticeship to combine career exploration, foundational skills, mentoring and practical learning with a clear connection to employment or Registered Apprenticeship.

For example, use a verified employer opportunity to help a young person explore the occupation, prepare for an interview and receive the support needed to participate. Use existing placements and delivery mechanisms first. Assess and decide separately before introducing a new employer-of-record model.

Coordinate, learn and improve

4. Strengthen Partner Coordination

Set clear referral steps, useful communication and a way to resolve a delayed service connection through existing partner structures. Require participating agencies to follow Nevadaworks' model for the services and responsibilities they accept.

Near-term action should include clearer referral expectations among core partners, a standing cross-partner implementation group, and practical attention to process barriers that slow or weaken youth engagement.

The Youth Council, Opportunity Youth Coalition and cross-partner implementation group support Nevadaworks' planning, coordination and continuous improvement. Nevadaworks will define their functions, relationships and reporting expectations. Its board and management retain their decision-making, oversight and accountability responsibilities. Participating agencies retain their statutory responsibilities.

Review reported outreach, marketing and employer-contact problems jointly with the responsible parties. Establish current conditions, recognize improvements already made and fix verified barriers while retaining required oversight and coordinated employer relationships.

5. Build on Existing Performance and Learning

Complement current reporting with a manageable set of youth-experience and progression measures. Reuse information already collected and existing review processes before introducing additional tools or requirements.

Track completed referrals, participation, career clarity, paid experiences, credentials, pre-apprenticeship completion where applicable, employment or Registered Apprenticeship entry and retention. Use youth and employer feedback to explain results and guide the response. Compare access across communities while accounting for small samples and modeled estimates.

The Youth Workforce Director coordinates follow-through. Providers and partners remain accountable for assigned services. Nevadaworks retains WIOA program and one-stop system oversight, monitors corrective actions and uses results to guide improvement. Required reporting continues.

The next 12 to 24 months

Near-Term Priorities for the Next 12 to 24 Months

Use the next 12 to 24 months to strengthen delivery. Build on work underway, confirm the remaining gaps and carry the following priorities through to useful services and measurable progress.

1. Make the EmployNV Youth Hub and participating agencies recognizable access points. Give youth clear information, useful guidance and a confirmed next action.
2. Connect education, training and youth services through clear referrals. Confirm the receiving provider's first action and maintain the support the young person needs.
3. Expand career exploration, paid internships and Work Experience through existing employer relationships. Connect suitable youth to pre-apprenticeship, on-the-job training and Registered Apprenticeship, using the current ISP model to inform pathways.
4. Set referral and communication steps within current partner structures. Resolve verified operating barriers with the responsible parties and track follow-through.
5. Strengthen the Youth Council through development of a Nevadaworks Opportunity Youth Coalition to support ongoing youth-informed system improvement and implementation feedback.
6. Track a focused set of youth-experience and progression measures through existing data and reviews. Use the results to direct service improvements alongside required reporting.
7. Back the Youth Workforce Director's coordination role. Assign service delivery and corrective actions to the responsible providers and partners and check completion.



Sequence the work

Figure 5. Put the Near-Term Priorities into Action

1. Start with Existing Services

- Confirm current services and employer opportunities
- Coordinate education, training and youth services
- Set the next actions in existing implementation plans

2. Deliver and Check the Improvement

- Complete referrals and transition support
- Expand paid experience, pre-apprenticeship and suitable career routes
- Use youth feedback and current ISP intelligence

3. Expand What Delivers Results

- Extend employer and regional apprenticeship connections
- Share useful ISP intelligence with participating partners
- Use results to direct the next service improvements

Start with current services and employer opportunities. Complete the service connections that need attention, test the change with youth and partners, and expand what delivers useful results. Keep the next stage tied to evidence from delivery.

Build on regional progress

Nevadaworks connects EmployNV Hubs, employer services, Registered Apprenticeship pathways and Industry Sector Partnership work already underway. These connections align youth services with regional workforce needs and support routes into education, training and employment.

The modeled 2024 estimate is approximately 11,000 Opportunity Youth in the 13-county service area, or 13.0% of residents ages 16-24. Most are ages 19-24. These estimates provide a regional baseline for planning; Appendix A explains the geographic allocation and uncertainty.

Act on the barriers participants described: unclear information, inconsistent guidance, transportation, family responsibilities and incomplete connections between opportunities. Review specific problems with current evidence and the responsible partners, then fix the verified gaps.

Expand career exploration, paid experiences and suitable education, training, pre-apprenticeship, employment and Registered Apprenticeship routes through Nevadaworks' existing employer work. Use the existing ISP model to connect employer intelligence to youth services.

Complete introductions, align participating agencies and organize support around the young person. Nevadaworks retains responsibility for its workforce planning, oversight and accountability.

Nevadaworks will use this assessment to guide workforce priorities, align partner efforts and monitor progress through its planning and oversight processes. The next stage is coordinated implementation under Nevadaworks' leadership, with clear responsibilities and measurable results. Judge progress by whether young people reach and sustain a meaningful next step.

How the estimates were made

Appendix A OY estimation method

All service-area figures and tables use one modeled 13-county geography. The 2024 estimate is 10,990 OY among 84,858 youth ages 16-24, reported as approximately 11,000 OY and a 13.0% rate. Rates use unrounded modeled values. Displayed subgroup counts use largest-remainder rounding so they add to the displayed service-area total.

Population and geographic coverage

OY are ages 16-24, did not attend school in the preceding three months (SCHOOL = 1), and were unemployed or outside the labor force (EMPSTAT = 2 or 3). Original person weights are PERWT. STATEFIP = 32 and PUMA codes 00101, 00102, 00103, 00200, and 00300 identify the source study area.

Rural Nevada PUMA is 00300 in the 2010 vintage used for 2015-2021 and 00200 in the 2020 vintage used for 2022-2024. The source rural PUMA crosses workforce boundaries; the model allocates only the portion within Nevadaworks' service area.

One allocation applied to every exhibit

For each year, the excluded share equals the population ages 16-24 in the three rural PUMA counties outside Nevadaworks' service area divided by the same-age population in all 11 rural PUMA counties. Each rural record receives MODELED_PERWT = PERWT × (1 − excluded share). Other Nevadaworks PUMA records retain PERWT. Counts, denominators, rates, demographic tables, educational profiles, and historical figures are recomputed from these same modeled weights.

In 2024 the three rural PUMA counties outside Nevadaworks' service area contain 4,903 youth ages 16-24 out of 18,102 in the rural PUMA, an excluded share of 27.0854%. The retained rural weight factor is 0.729145951. Applying this factor produces 10,990.003 modeled OY and 84,857.638 modeled youth; their ratio is 12.9511%, rounded to 13.0%.

Assumptions and uncertainty

The geographic allocation assumes that the included and excluded rural portions have the same aggregate OY rate and the same age, race, ethnicity, education, school-attendance, and employment composition among youth. Applying one rural factor consistently makes subgroup tables reconcile; it does not establish actual county-specific subgroup counts. County population estimates supply shares rather than direct OY counts. Sampling and model uncertainty remain, and no confidence intervals or significance tests have been calculated.

Sources and reproducibility

Annual county shares use Vintage 2020 county age estimates for 2015-2019 and Vintage 2024 estimates for 2020-2024. Earlier youth totals are AGE16PLUS_TOT − AGE18PLUS_TOT + AGE1824_TOT; later totals sum single years of age 16-24. The 2020 ACS experimental observation is retained in the workbook with a warning and omitted from trend charts. Differences across years are descriptive and are not attributed to the pandemic or another cause.

Sources and reproducibility

Source microdata: IPUMS USA ACS extract usa_00106.csv. Recalculated tables and embedded chart sources: Nevadaworks_OY_Analysis_Tables_2015_2024.xlsx. The companion modeled CSV and XLSX preserve raw PERWT and add MODELED_PERWT and MODELED_OY_WEIGHT. Educational attainment uses detailed EDUCD codes to distinguish no diploma, high school/GED, some college, associate degree, and bachelor or higher.

U.S. Census Bureau: CC-EST2020-AGESEX-32.csv (Vintage 2020)

U.S. Census Bureau: cc-est2024-syasex-32.csv (Vintage 2024)

IPUMS USA: EDUC / EDUCD educational attainment documentation

About this magazine edition

Adapted Nevadaworks edition of the June 2026 New Ways to Work report, incorporating November 2026 revisions to narrative, exhibits and estimates.

Employer connections and Nevadaworks' leadership are emphasized. Provider names are removed; findings retain their evidence and scope. ISP work is already underway.

Nine tables and five figures are included. Appendix A documents the modeled 13-county estimates and assumptions. Figures differ from the June original.

Concept images were created with the built-in image generator and do not depict actual participants. The supplied CEO portrait is retained.

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NOVEMBER 2026