

## Occupations in Demand 2014 - 2024

### How are "occupations in demand" defined?

The regulations governing the Workforce Innovation and Opportunity Act (WIOA), requires that training provided be directly linked to **Occupations in Demand** for the area. The Research & Analysis Bureau (R&A) of the Department of Employment, Training, and Rehabilitation has provided the following recommendation.

### Defining Occupations in Demand for the Purposes of WIOA

Occupational demand will be identified based on three levels of identifiable demand for workers using R&A's latest 2014-2024 Occupational Projections reports. These levels of demand are intended to capture occupational demand associated with supporting businesses in the local economy and also the demand from an individual's perspective in terms of their desire to pursue certain occupations. These levels are not mutually exclusive, rather a set of criteria is established to identify occupations at each level, and then all three levels are combined to represent the "Occupations in Demand" for a given geographic area. R&A has identified the following three levels of occupational demand:

#### Level 1: Long-Term Demand Occupations

Includes long-term, sustained demand occupations that meet each of the 4 criteria below. Generally, these occupations require a college degree and are always in demand.

1. Occupations that are growing faster than the average.
  - *State of Nevada – 2.22%*
2. Occupations that pay more than the average wage for all occupations (1).
  - *State of Nevada – 2016 average wage \$20.58/hr*
3. Occupations with at least 20 annual openings per year.
4. Occupations with a base year (2014) employment of at least 100.

#### Level 2: Growth Demand Occupations

Occupations are derived from the top 20 industries (at the 3-digit NAICS level) that had the largest year-over-year increase in employment. The top 10 occupations associated with those industries are included based on their staffing patterns. These occupations represent what is most in demand due to the growth of businesses in the local economy.

- No growth criteria.
- No wage criteria.
- Occupations with at least 20 total annual openings per year.

### **Level 3: Locally Determined Demand Occupations**

Occupations are derived from local resources and information. This includes an analysis of the job order information included in OSOS and/or US.jobs, and other documented job orders from approved sources. Information from Business Services Representatives and Local Workforce Investment Boards will also be evaluated to identify the significant demand associated with this activity.

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(1) Average wage is defined as the average hourly wage for all occupations in the data reporting area – either the State, MSA's, or Balance of State.