



Governor's Workforce Development Board
June 18th



HICKEYGLOBAL

ECONOMIC DEVELOPMENT CONSULTING

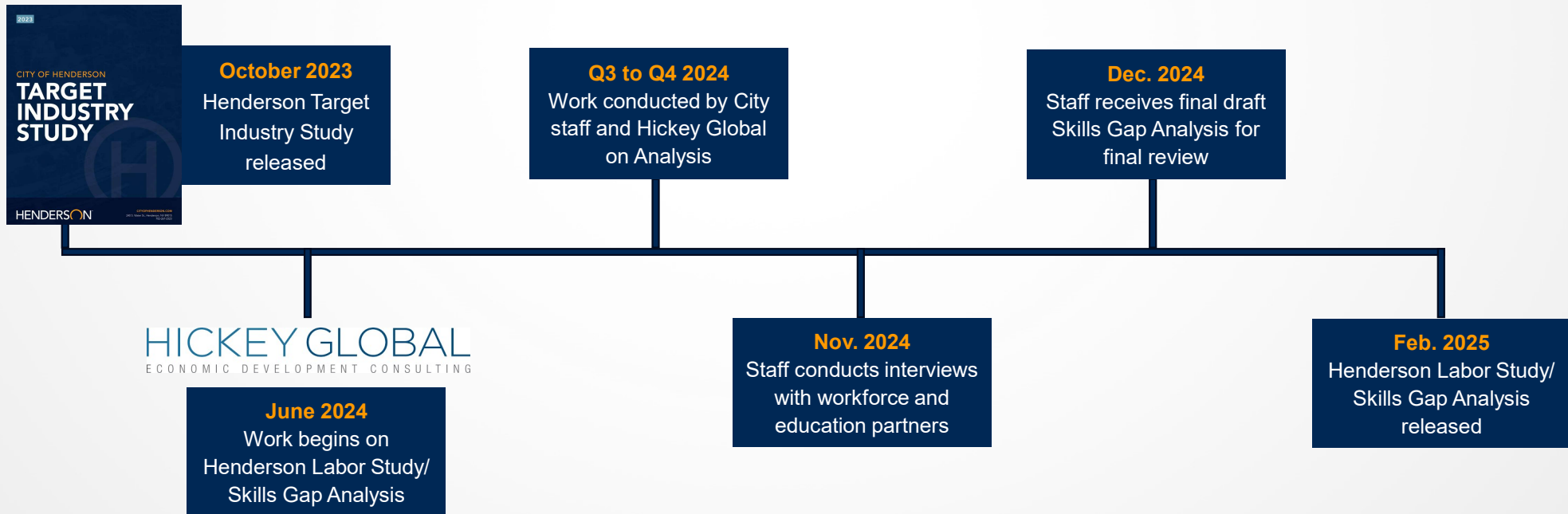
HENDERSON™

Skills Gap Analysis

2024

SKILLS GAP ANALYSIS

Process Overview



SKILLS GAP ANALYSIS

Industry Growth Overview

Industry Growth Assessment

Reviews growth projections for Henderson's Target Industries.

Identifies corresponding occupations needed in each target industry to analyze

Gap Analysis

Measures the gap between Henderson's projected growth in occupations and that of the U.S.

Based on a 45-minute drive time

Skills Gap Index

Identifies gaps between what skills our target industries need and what skills applicants have

Based on job postings and applicants

Strategic Recommendations

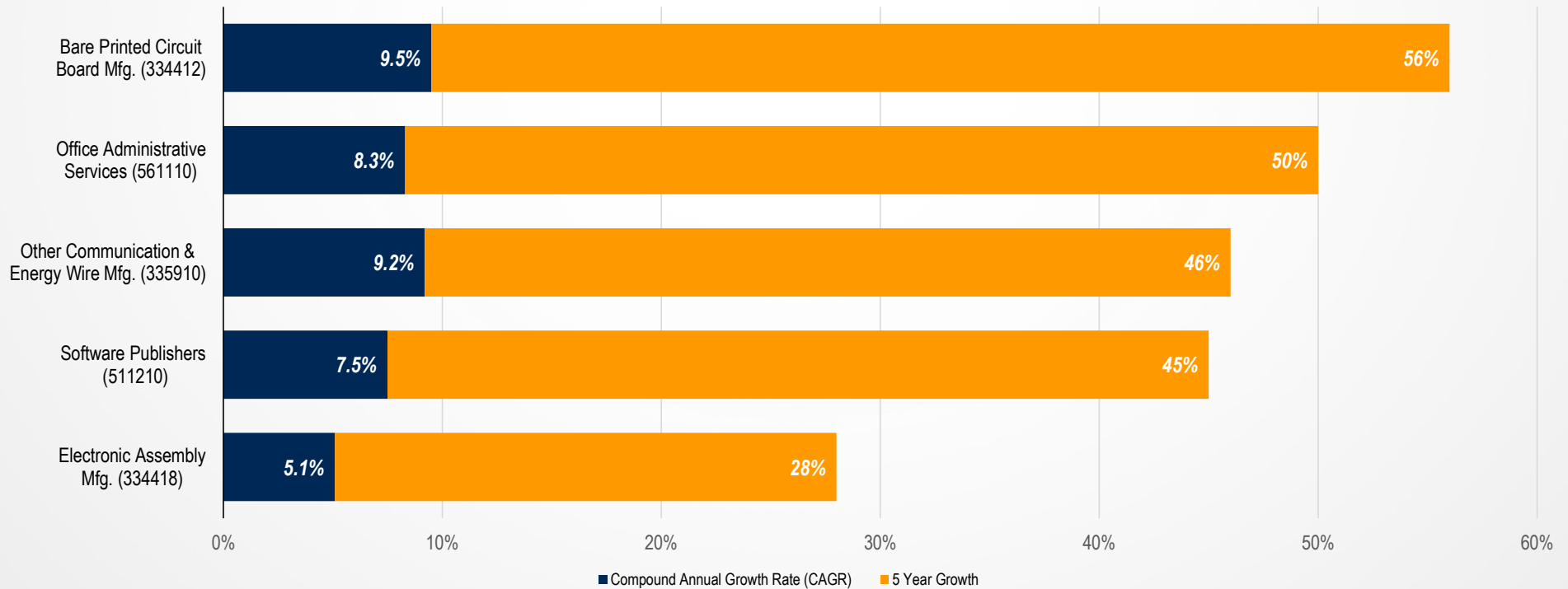
Key Findings:

- *Strong growth potential*
- *Gaps in skills concentrations.*
- *Partners positively impact talent pipeline*

SKILLS GAP ANALYSIS

Industry Growth Overview

Top 5 Target Industry Subsectors for Growth



Source: LightCast; Hickey Global

SKILLS GAP ANALYSIS

Results Overview

Industry Growth Assessment

Reviews growth projections for Henderson's Target Industries.

Identifies corresponding occupations needed in each target industry to analyze

Gap Analysis

Measures the gap between Henderson's projected growth in occupations and that of the U.S.

Based on a 45-minute drive time

Skills Gap Index

Identifies gaps between what skills our target industries need and what skills applicants have

Based on job postings and applicants

Strategic Recommendations

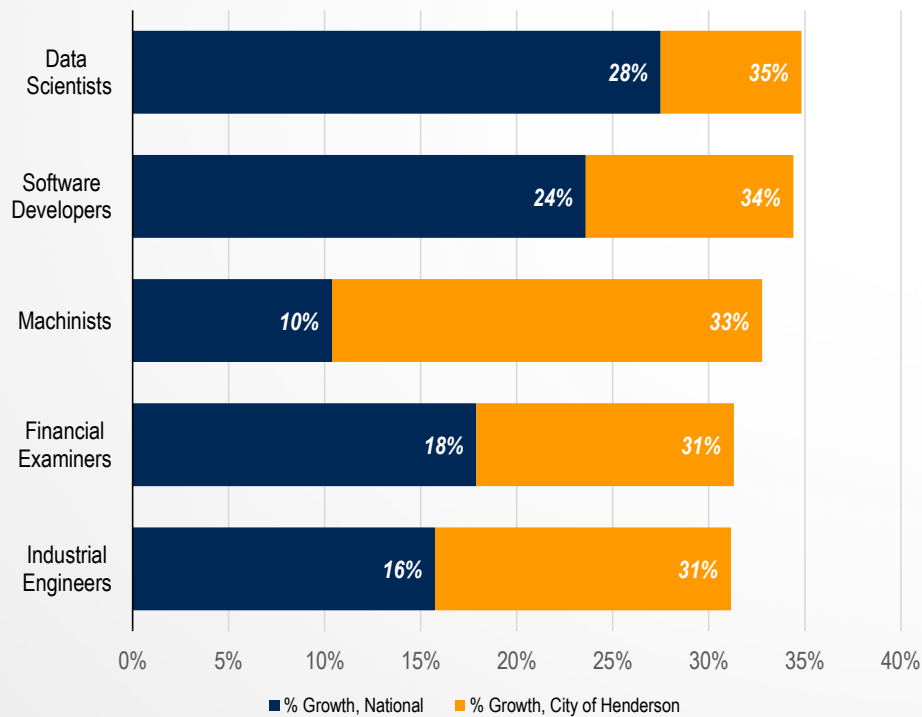
Key Findings:

- *Strong growth potential*
- *Gaps in skills concentrations.*
- *Partners positively impact talent pipeline*

SKILLS GAP ANALYSIS

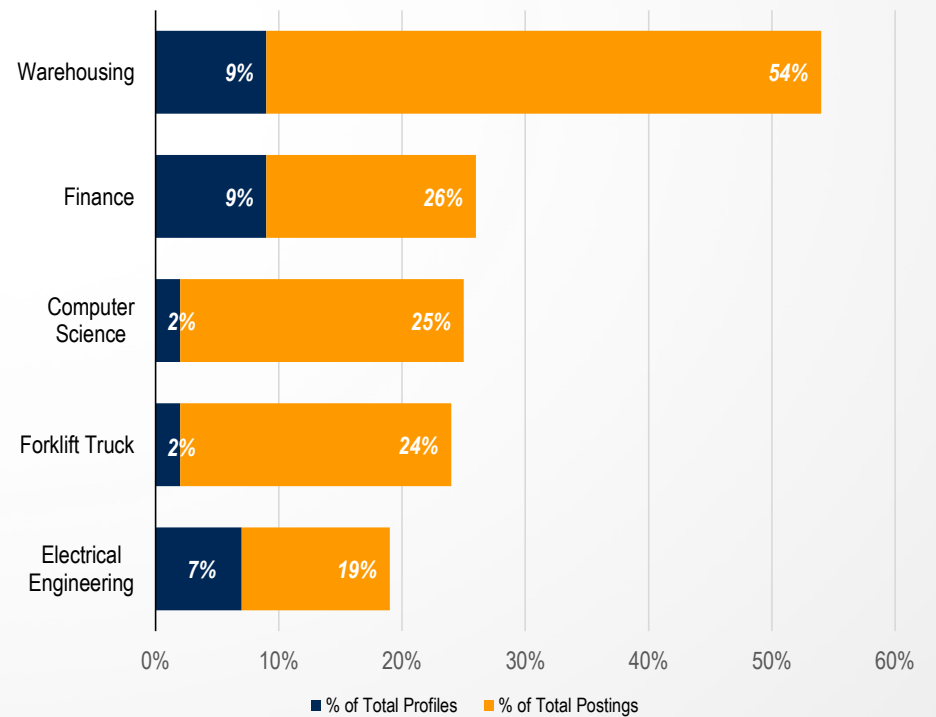
Results Overview

Top 5 Occupations for Growth



Source: LightCast; Hickey Global

Top 5 Gaps in Skills



Source: LightCast; Hickey Global

SKILLS GAP ANALYSIS

Recommendations

Industry Growth Assessment

Reviews growth projections for Henderson's Target Industries.

Identifies corresponding occupations needed in each target industry to analyze

Gap Analysis

Measures the gap between Henderson's projected growth in occupations and that of the U.S.

Based on a 45-minute drive time

Skills Gap Index

Identifies gaps between what skills our target industries need and what skills applicants have

Based on job postings and applicants

Strategic Recommendations

Key Findings:

- *Strong growth potential*
- *Gaps in skills concentrations.*
- *Partners positively impact talent pipeline*

SKILLS GAP ANALYSIS

Recommendations

Recommendation	Action Plan	Responsible Parties
Career Pathway Development	Review progress of and build on established regional partner career pathway plans. Market career pathways to prospective local and out-of-market talent.	<i>Regional education institutions, City of Henderson, Workforce Connections, LVGEA</i>
Program Inventory	Compile and inventory existing programs that serve target industries and relevant skills. Disseminate to local businesses and prospective skill seekers.	<i>Regional education institutions, City of Henderson, LVGEA</i>
K-12 Career Awareness	Work with the Henderson Chamber on the I CAN BE Program to develop low-cost, replicable services for high school students. The City could foster a program that offers opportunities for educators to engage with local businesses through externships.	<i>City of Henderson, Workforce Connections, Henderson Chamber of Commerce</i>
STEM Talent Development	The City can explore and encourage the development of pilot programs with specific STEM demographic aims and intended outcomes.	<i>Regional education institutions, local school districts, City of Henderson, Workforce Connections</i>

THANK YOU
