



## INFORMATION ABOUT

# Nevada Labor

### Employment

Year	Labor Force	Employment	Unemployment	Unemployment Rate (Local)
July 2008	1,407,586	1,312,676	94,910	6.7
2007	1,347,686	1,282,460	65,226	4.8
2006	1,272,175	1,220,334	51,841	4.1
2005	1,218,525	1,169,523	49,002	4.0
2004	1,177,559	1,126,346	51,212	4.4

Source: Nevada Department of Employment, Training and Rehabilitation (DETR)

### Job Growth Numbers

Nevada	Number of Employed	% Job Growth
July 2008	1,276,700	-0.8
2007	1,291,900	1.0
2006	1,279,600	4.6
2005	1,223,000	6.1
2004	1,152,700	5.9

Source: Nevada Department of Employment, Training and Rehabilitation

### Gaming vs. Non-Gaming Workforce Information

Year	Total # of Jobs	#of Non-Gaming Jobs	Annual % of Change	# of Gaming Jobs	Annual % of Change	Gaming Jobs to all Jobs Ratio
June 2008	1,290,200	1,078,900	0.0	211,300	-0.7	16.4
2007	1,291,900	1,079,100	1.5	212,800	-1.8	16.5
2006	1,279,600	1,062,900	5.4	216,700	1.2	16.9
2005	1,223,000	1,008,800	6.6	214,200	3.7	17.5
2004	1,152,700	946,200	7.1	206,500	0.6	17.9

Source: Nevada Department of Employment, Training and Rehabilitation (DETR)

### Labor Force Information

#### Occupation

Year	Employed Population 16 +	Management/ Professional		Service		Sales/ Office		Farming/ Fishing/ Forestry		Construction		Production/ Transportation	
		#	%	#	%	#	%	#	%	#	%	#	%
2006	872,024	224,447	25.7	233,816	26.8	223,064	25.6	859	0.1	112,332	12.9	77,506	8.9
2005	826,065	196,027	23.8	217,133	26.3	231,097	28.0	488	0.0	109,069	13.2	72,251	8.7
2004	769,119	191,511	24.9	212,277	27.6	206,124	26.8	769	0.1	86,141	11.2	72,297	9.4
2003	729,542	183,115	25.1	196,247	26.9	195,517	26.8	2,189	0.3	91,922	12.6	59,822	8.2
2002	688,351	163,828	23.8	191,362	27.8	183,101	26.6	0	0.0	86,044	12.5	64,017	9.3

Source: U.S. Census Bureau, American Community Survey

#### Class of Worker

Year	Employed Population 16 +	Private		Government		Self-employed		Unpaid Family	
		#	%	#	%	#	%	#	%
2006	872,024	740,244	84.9	88,959	10.2	41,894	4.8	927	0.1
2005	826,065	706,763	85.6	80,238	9.7	37,079	4.5	1,985	0.2
2004	769,119	652,213	84.8	79,988	10.4	36,149	4.7	1,538	0.2
2003	729,542	615,004	84.3	78,061	10.7	35,748	4.9	730	0.1
2002	688,351	583,722	84.8	66,082	9.6	36,483	5.3	1,377	0.2

Source: U.S. Census Bureau, American Community Survey

# Nevada Labor (con't)

## Labor Relations

### Right to Work Laws

Nevada is a Right to Work state. Right to Work law secures the right of employees to decide for themselves whether or not to join or financially support a union. However, employees who work in the railway or airline industries are not protected by a Right to Work law, and employees who work on a federal enclave may not be.

### Union Information

Sector	Obs	Employment	Members	Members	%Mem	%Cov
Total	2,979	1,177,255	181,580	208,057	15.4	17.7
Private	2,586	1,028,174	131,552	145,651	12.8	14.2
Public	393	149,080	50,027	62,406	33.6	41.9
Priv. Construction	314	126,774	28,729	30,501	22.7	24.1
Priv. Manufacturing	92	36,632	3,232	4,292	8.8	11.7

Union Membership and Coverage Database, 2007

Obs=CPS sample size, Employment=wage and salary employment, Members=employed workers who are union members, Covered=workers covered by a collective bargaining agreement, %Mem=percent of employed workers who are union members, and %Cov=percent of employed workers who are covered by a collective bargaining agreement.

### Workman's Compensation Insurance

To assist in defining workman's compensation rates within Nevada, you have several options:

- Use your existing insurance company if they are licensed in Nevada
- You can be self insured in Nevada
- Provide us with the following information and we will furnish estimates of workman's compensation insurance rates currently available from over 200 private insurance companies in Nevada.
  1. Class codes per employee
  2. Payroll by class code - **Nevada has a PAYROLL CAP whereby wages over \$36,000 per employee are not charged for workman's compensation.**
  3. Loss experience for the last three (3) years
  4. If your company has an Experience Rate Modifier established, it can be applied to your Nevada exposure.
- Call the National Council on Compensation Insurance at 1.800.622.4123 for specific rates for your company.

### Workman's Compensation Premium Rate Ranking

State	Ranking	Index Rate	Percent of Study Medium
<b>Nevada*</b>	30	2.36	95%
Arizona	46	1.73	70%
California	2	4.13	166%
Colorado	29	2.40	96%
Idaho	32	2.29	92%
Montana	5	3.69	149%
New Mexico	27	2.41	97%
Oregon	42	1.97	79%
Utah	38	2.06	83%
Washington	36	2.17	88%
Wyoming	28	2.40	96%

Source: Department of Consumer and Business Services, September 2006

\*Note: Nevada also has a payroll cap: \$36,000 of reportable payroll per employee, per employer, per year. However, no adjustment was made to Nevada's rates to compensate for its payroll limitation on workers' compensation premium.

Rankings are based on a scale of 1 to 51, 1 being the highest rates and 51 being the lowest

# Nevada Labor (con't)

## Workman's Compensation Insurance (con't)

### Workman's Compensation Premium Rate Ranking by Class

Class	State										
	NV*	AZ	CA	CO	ID	MT	NM	OR	UT	WA	WY
Class 2915 - Veneer Products Mfg.	6.53	10.84	9.95	7.56	5.21	6.93	6.42	5.12	3.54	7.44	5.93
Class 3507 - Ag./Constr. Mach. Mfg.	4.68	3.80	14.14	5.83	6.78	8.23	5.81	4.84	3.76	5.32	5.45
Class 3632 - Machine Shop NOC	4.78	3.22	7.12	5.59	5.26	6.58	4.55	3.40	3.66	5.06	4.56
Class 3808 - Auto Mfg./Assem.	4.65	5.73	6.20	8.61	7.70	6.49	9.27	4.94	3.06	5.06	4.07
Class 5538 - Sheet Metal Work NOC	18.25	6.83	9.96	9.43	9.11	13.74	7.70	7.38	9.04	7.75	7.12
Class 7600 - Phone/Telegraph Emps	4.49	1.83	5.81	3.19	2.80	3.22	4.03	3.14	3.41	1.81	1.07
Class 8018 - Store: Wholesale NOC	3.97	3.41	9.63	4.89	4.22	6.33	4.80	3.17	3.70	3.31	3.45
Class 8810 - Clerical Office Employees	0.44	0.26	1.08	0.38	0.45	0.74	0.52	0.22	0.30	0.20	0.61

Source: Department of Consumer and Business Services, September 2006

The rates listed for each state are calculated manual rates and may include loss cost multipliers and assessments.

\*Note: Nevada also has a payroll cap: \$36,000 of reportable payroll per employee, per employer, per year. However, no adjustment was made to Nevada's rates to compensate for its payroll limitation on workers' compensation premium.

### Nevada Underwriting Environment

- Mandatory use of NCCI loss costs
- Companies set their own loss cost multipliers
- Schedule Rating +/- 25%
- Payroll capped at \$36,000 per employee
- Underwriting Alternatives
  - Guaranteed Cost Plan
  - Retrospective Rating Plan
  - Deductible Program

### Nevada Claims Environment

- Pro-Employer State - burden of proof is on the employee
- Medical Control - care must be provided by physicians in Insurer network
- Drug Testing - positive drug test can result in claim denial
- PPD Ratings - based on objective findings
- VOC Rehab - can be addressed through settlement offering

### Healthcare Information

#### Resources

#### HC Pro - The Healthcare Compliance Committee - HIPAA Information

HC Pro sponsored website with a wealth of resources related to HIPAA. A must see website if you are interested in issues related to Health Insurance Portability and Accountability Act of 1996(HIPAA).

#### American Academy of Family Physicians - HIPAA Information

American Academy of Family Physicians sponsored website for Health Insurance Portability and Accountability Act of 1996 with resources for employers.

### Nevada Health Partners

Nevada Health Partners was organized in 2002, as a subsidiary non-profit corporation of the Nevada Health Care Coalition ("NHCC"), also a non-profit corporation in Nevada. NHP contracts medical service providers and provider services organizations exclusively on behalf of its employer members. Currently medical providers include physicians, dentists, hospitals, prescription benefit management companies, ancillary service providers, and a large national provider services organization.

# Nevada Labor (con't)

## Healthcare Information (con't)

### Health Plans

#### Hometown Health Providers Insurance Company

Hometown Health is a non profit medical service organization that offers health insurance to small businesses with two to fifty employees. From the Web site: "Hometown Health Plan is northern Nevada's oldest, largest and most experienced health maintenance organization (HMO). Locally-owned, it was established in 1988 and operates as a non-profit organization. Hometown Health Plan provides comprehensive benefits to members solely through employer groups."

#### St. Mary's Health Plans

St. Mary's offers health plans for small businesses with two to fifty employees.

#### Anthem Blue Cross and Blue Shield of Nevada

Anthem offers a variety of products that give you benefit and coverage options to suit your situation and your needs. All of their health plans come with benefits everyone looks for - plus some features you might not expect. For more than three decades, Nevadans have relied on the strength and security of the Blue Cross and Blue Shield names. With coverage from Anthem, you join more than 84 million other Americans who count on Blue Cross and Blue Shield plans for health benefits.

#### Health Plan of Nevada

As Nevada's oldest, and most experienced health care organization, HPN has provided Nevada with quality health care that is affordable and easy to access, for over 20 years. They are pleased to offer a variety of benefit plans that provide services and solutions designed to match your diverse health care needs. HPN, a subsidiary of Sierra Health Services, Inc., is the largest health maintenance organizations (HMO) in Nevada.

#### PacifiCare

PacifiCare Health Systems serves more than 3 million health plan members and approximately 10 million specialty plan members nationwide with annual revenues of more than \$12 billion. PacifiCare is celebrating its 25th anniversary as one of the nation's largest consumer health organizations, offering individuals, employers and Medicare beneficiaries a variety of consumer-driven health care and insurance products. Specialty operations include behavioral health, dental and vision, life insurance, and complete pharmacy and medical management through its wholly owned subsidiary, Prescription Solutions.

#### UniCare

UniCare is a national organization dedicated to the delivery of quality health care plans and products working together with its customers, consultants, brokers, providers and employers. Providing managed care and specialty health care services throughout the United States, UniCare Life & Health Insurance Company is an operating affiliate of WellPoint Health Networks Inc. one of the nation's largest publicly traded managed care companies serving the health care needs of more than 13 million members and approximately 42.6 million specialty members. UniCare offers a comprehensive array of health care plans and specialty products that preserve member choice at competitive prices.

Source: Nevada Health Care Coalition

## Workforce Development and Vocational Training

### Academic and Career Services

A joint operation with the University of Nevada, Reno; Academic and Career Services works to connect employers with graduating students. They have several programs such as Placement Plus which allows employers to post position descriptions and search student resumes online.

# **Nevada Labor (con't)**

## **Workforce Development and Vocational Training (con't)**

### **Train Employees Now (TEN)**

Nevada offers a state-funded, matching grant program that ensures that new and existing employers have access to a skilled work force. The TEN program operates in conjunction with various state agencies and the Federal Job Training Partnership Act (JTPA). It offers up to 90 days of on-the-job training in which the employer will be reimbursed up to 75% of the total eligible costs. Training is provided only for employees whose average wage is 80% of the statewide average wage. A maximum of \$1,000 per employee is available for customized training. Annual funding is determined by the legislature.

### **Job Opportunities in Nevada (JOIN)**

JOIN offers clients job readiness skills, assists individuals re-entering the workforce by upgrading skills, offers a GED program, and can even provide funding for individuals to take classes or specialized training.

### **NevadaWorks**

NevadaWorks is the northern Nevada Workforce Board, which targets federal and private resources to help employers develop well-trained, productive employees who meet specific skill requirements. Approved service providers for NevadaWorks include Western Nevada College, Truckee Meadows Community College, Community Chest, and ProNet, a networking association for people looking to reenter the job market. These service providers are eligible to receive Workforce Investment Act Title I-B funds for training services to adult and dislocated workers.

The board also manages the JobConnect Centers in Carson City, Reno, and Sparks. JobConnect is a statewide program that provides access to complete and comprehensive workforce services for employers and individuals in central locations and offers on-site resource centers, access to training resources, job order and job referral services, placement assistance, meeting and interview rooms, training centers for workshops, basic computer and resume writing skills, and other specialized programs as needed.

JobConnect recently added a new service - the Northern Nevada Literacy Council GED On-Line program with internet-based access, registration, and virtual instructors available at the JobConnect Resource Centers.

### **Truckee Meadows Community College (TMCC)**

TMCC provides initial skills training in such areas as: welding, forklift operation and safety, database and word processing, plus customized industry specific programs. TMCC's Technical Institute, Edison Campus houses the Applied Industrial Technology programs and provides students with education and training in one or more career-oriented programs. The Technical Institute also provides advanced training for employed and skilled technicians and craftsmen.

### **Office of Workforce Development and Continuing Education (WDCE)**

WDCE, a one-stop education outlet, that gives you the convenience of one TMCC division where you can pursue your hobbies and personal interests, stay abreast of the latest computer technology, brush up on job skills, train for a new career, create customized training for your employees, take advantage of certification testing, keep up with industrial safety mandates and increase your literacy or grasp of the English language. WDCE offers educational flexibility whether you're seeking a comprehensive two-month long course or a day-long workshop at dozens of Reno/Sparks locations. In addition, we offer hundreds of online courses and can even offer courses at your business.

Programs offered through the WDCE include bilingual office and medical assistant certification, cosmetology, diversity management, Judicial/Court Reporting Program, GED Preparatory Classes, massage training, personal training certification, Silver College (a series of courses for retirees), special events management certification, and translation certification.

### **Western Nevada College (WNCC)**

Through its Employee Training Center, WNCC provides educational programs and training services to businesses in the region. They also serve as a liaison between educators and employers, linking high school students with employment opportunities through the Student Job Board.

# **Nevada Labor (con't)**

## **Workforce Development and Vocational Training (con't)**

### **Department of Employment, Training and Rehabilitation (DETR)**

DETR's primary mission is to operate a no-fee labor exchange which matches qualified workers with available jobs. Their services include advertising, application screening, and placement.

### **Department of Employment, Training, and Rehabilitation Career Enhancement Program (CEP)**

CEP is a statewide program that provides services for unemployed Nevadans by placing them in training and retraining positions with employers across the state. Employers that provide opportunities for CEP clients receive financial reimbursement for training costs.

## **Technology/Business Assistance**

### **Management Assistance Partnership (MAP)**

MAP is the industrial extension program of the Nevada System of Higher Education and its partners. Its primary purpose is to work directly with Nevada companies to strengthen their global competitiveness by providing information, decision support, and implementation assistance in adopting new, more advanced technologies, techniques, and best business practices.

### **Management Assistance Partnership (MAP) (con't)**

Specifically designed for Nevada manufacturing, construction, and mining companies, MAP provides assessments and evaluations, direct consultations, employee development programs, specialized worker, supervisory and managerial training, technology development, business systems improvement, and field engineers.

### **Regional Technical Institute (RTI)**

RTI is a high school in Washoe County for advanced career and technical training education that prepares students to enter directly into the workforce. Students attend part of the day at their regular high school campus and part of the day at RTI, or they can earn a diploma from RTI.

Programs include: Junior and Senior Academic Block, Agriculture, Plant Science, Vet Medicine, Building Trades, Computer-Aided Drafting and Design, 3D Design, Imaging and Animation, Health Occupations, Sports Medicine, Emergency Medical Service, Hotel and Hospitality Management, Video and Broadcast Production Technology, Business Computer Systems, PC Servicing and Networking Fundamentals, Welding Fabrication Technology, Advanced Culinary Art, Early Childhood Education, Machine Tool Manufacturing, and Graphic Arts.

Through a partnership with International Game Technology (IGT), TMCC has developed the Applied Technology Center, a branch of RTI which provides students with education and training opportunities in industrial technologies, including automotive, construction, diesel, electronic, environmental control technology and welding.

### **Bureau of Business & Economic Research**

The bureau provides assistance with economic impact studies, cost/benefits analysis, research & analysis, forecasting trends in economic development, analyzing and tabulating data and designing, implementing and summarizing survey results.

### **Nevada Technology Council (NTC)**

NTC is a nonprofit corporation formed to establish and maintain an active organization of persons from business, government and academia, who are interested in advancing economic development and diversification through innovative technology and entrepreneurship.

### **Nevada Small Business Development Center (NSBDC)**

The NSBDC is an economic development resource with a network of facilities throughout the State providing the expertise, knowledge and innovative training necessary to help startup and ongoing business succeed.

# Nevada Labor (con't)

## Technology/Business Assistance (con't)

### Geographic Information Systems (GIS)

Assistance in mapping and information needs, demographic estimates, retail sales analysis, census reports, market & growth analysis, traffic patterns, site location analysis and tract maps.

### Business Environmental Program

This program provides free assistance to help minimize waste and comply with State and federal hazardous waste and air regulations.

### Technology Transfer

In a cooperative effort with USC ETTC NASA's Far West Regional Technology Transfer, the center assists inventors and entrepreneurs applying for SBIR funding through the Federal government and identification of other possible loan sources.

## Wages & Availability For Nevada

Job Title	Estimated Employment	Mean Wage	Median Wage
Total All Occupations	1,285,460	18.43	14.68
Management Occupations	55,320	43.12	37.63
Business and Financial Operations Occupations	38,660	29.23	25.65
Computer and Mathematical Occupations	13,210	31.16	29.51
Architecture and Engineering Occupations	16,360	32.21	30.15
Life, Physical, and Social Science Occupations	7,480	29.50	27.27
Community and Social Services Occupations	8,860	22.83	22.52
Legal Occupations	8,320	42.93	35.33
Education, Training, and Library Occupations	50,150	20.64	18.88
Art, Design, Entertainment, Sports, and Media Occupations	16,900	23.56	20.93
Healthcare Practitioners and Technical Occupations	41,870	35.54	31.21
Healthcare Support Occupations	20,390	14.16	13.40
Protective Service Occupations	37,420	18.09	14.95
Food Preparation and Serving-Related Occupations	167,600	10.47	9.60
Building and Grounds Cleaning and Maintenance Occupations	72,950	12.36	12.35
Personal Care and Service Occupations	71,460	11.45	9.06
Sales and Related Occupations	133,980	15.61	11.53
Office and Administrative Support Occupations	206,240	15.29	14.35
Farming, Fishing, and Forestry Occupations	640	13.06	11.11
Construction and Extraction Occupations	117,310	22.12	20.71
Installation, Maintenance, and Repair Occupations	51,320	20.85	20.08
Production Occupations	46,700	15.12	13.41
Transportation and Material Moving Occupations	102,300	14.64	12.96

2008 Wages

Source: Department of Training, Rehabilitation and Employment (DETR)