

# Accelerating the STARs movement in Nevada



Opportunity  
@ Work

**STARs**  
SKILLED THROUGH  
ALTERNATIVE ROUTES

# Introducing workers Skilled Through Alternative Routes (STARs)

STARs have developed their skills through work experience, military service, community college, and workforce training offered by employers, non-profits, and online instead of a bachelor's degree

## 70+ Million STARs<sup>1</sup>

STARs are located in all regions across the country, including **both urban and rural areas**



**62% of African Americans, 54% of Hispanics, and 51% of Non-Hispanic Whites** are STARs

STARs have a similar **gender distribution** as the active population of workers in the U.S.

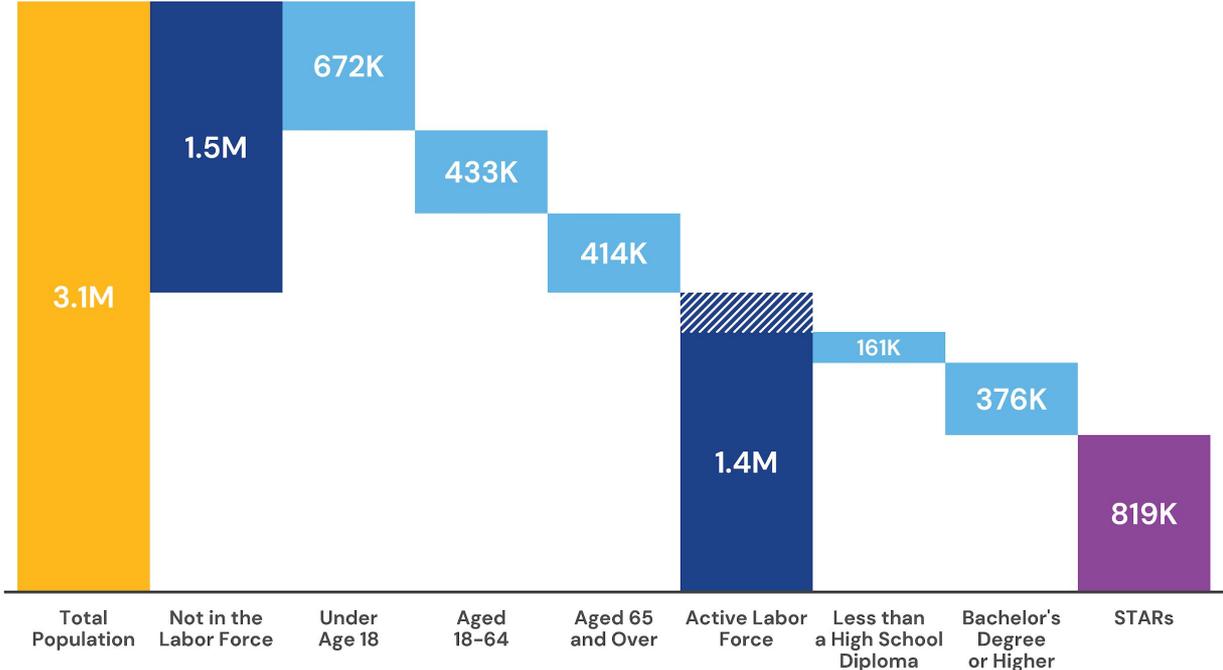


STARs are in every affinity group: **veterans, returning citizens, opportunity youth, returning caregivers, workers vulnerable to automation**, and more

# The Majority of Workers in Nevada are STARs

There are nearly 819,000 STARs in Nevada.

### Distribution of the Nevada Labor Force

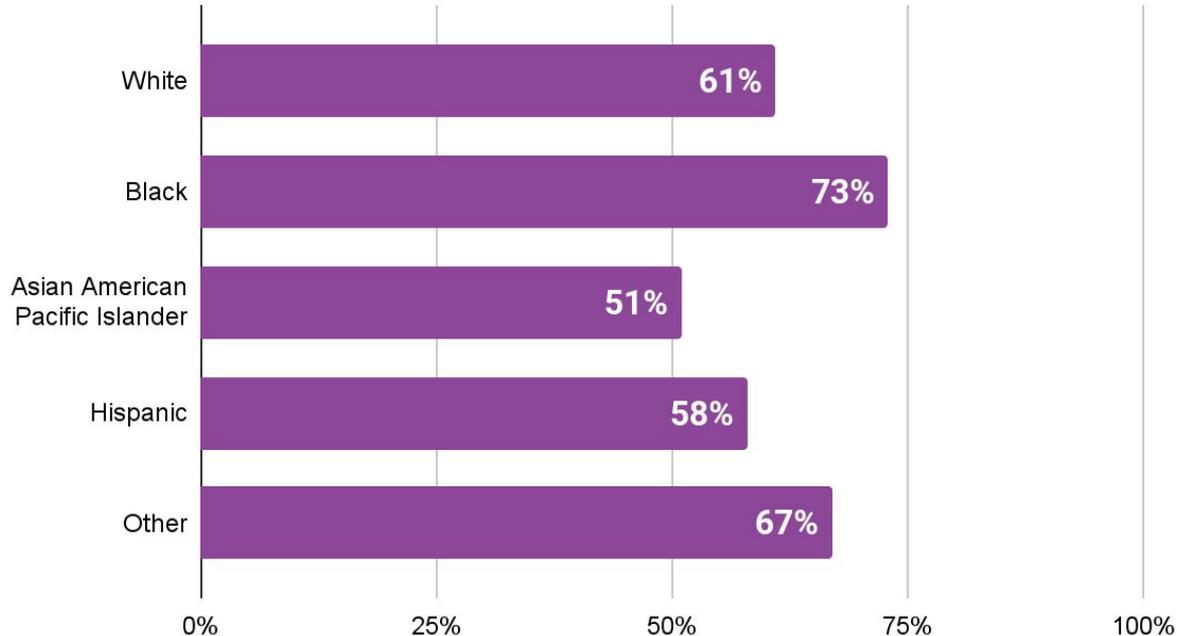


Note: We exclude workers under the age of 25 from our analysis of the labor force to ensure that the majority of the population studied has completed their education.  
Source: Opportunity@Work analysis of the 2019 1-year American Community Survey, Integrated Public Use Microdata Series.

# Black Workers in Nevada are More Likely to be STARs

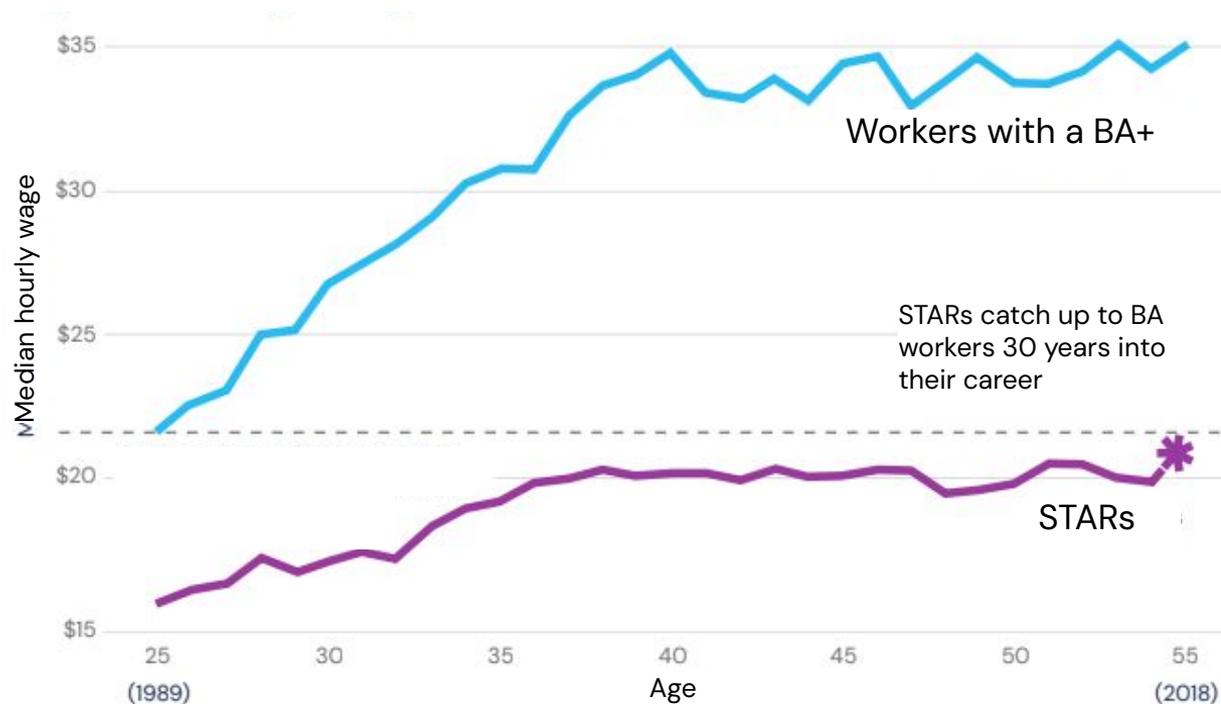
*STARs not only have the skills to fill in-demand roles, they represent the diversity of our country; screening in STARs naturally adds greater diversity to your talent pool*

## STARs in Nevada by Race



# A Generation of STARs Have Lost Mobility

## Median wages, Age 25 to 65



It takes a STAR 30 years to reach the starting wages of a recent college graduate.

In other words, our labor market equates four years of learning in college with three decades of work experience.

Note: Median hourly wages in 2019 dollars for workers aged 25 to 29 in 1989. Dotted line indicates median hourly wages for workers with a bachelor's degree at age 25 (\$21.59).

Source: Adapted from Blair, Debroy, and Heck (2021). Data are from the 1989 to 2019 Current Population Survey, Annual Social and Economic Supplement, Integrated Public Use Microdata Series.

# STARs in Nevada Make Significantly Less Than Workers with a Bachelor's Degree

## Differences are particularly pronounced for workers of color

The median wage for STARs in Nevada is \$19.47, higher than the national median wage of \$18.50.

Workers with a college degree in Nevada also earn slightly less than the national average, furthermore, there is a gap between STAR and college worker wages consistent with the nation – **STARs in Nevada earn 70 cents to every dollar earned by a worker with a degree.**

White STARs in Nevada earn approximately \$4.00 more than Black STARs, who also are the lowest earning STARs among all racial groups.

Nevada			
Median Wage	< High School	STARs	Bachelor Degree
All	\$15.09	\$19.47	\$27.65
White	\$17.04	\$21.09	\$30.29
Black	\$15.58	\$16.74	\$24.34
Hispanic	\$14.60	\$17.04	\$21.63
AAPI	\$16.63	\$17.04	\$25.80
Other	\$12.89	\$19.47	\$23.37

US			
Median Wage	< High School	STARs	Bachelor Degree
All	\$14.21	\$18.50	\$31.64
White	\$15.42	\$19.47	\$32.45
Black	\$13.14	\$15.93	\$26.29
Hispanic	\$13.87	\$17.04	\$25.96
AAPI	\$13.85	\$17.52	\$38.94
Other	\$14.12	\$18.50	\$29.20



# Understanding the Nevada Economy

The Nevada economy is uniquely concentrated in travel accommodation, with STARs more likely to be working in Office & Administrative occupations, particularly as travel clerks and ticket agents.

STARs have also seen success in finding roles in the Construction sector given that construction companies are a major employer in the state.

While STARs make up 60% of the workforce, they represent 66% of all low-wage workers in Nevada.

# STAR Trajectories to Higher Wages Vary

A large percentage of STARs in Nevada are in – or have the skills for – higher paying jobs

STARs in Nevada vary in their pathways to mobility. Currently, 5% of STARs in Nevada are already in high-wage “Shining STAR” occupations, while 36% currently have the skills necessary to move into significantly higher-paying occupations “Rising STARs.”

Compared to the Nation, STARs in Nevada are just as likely to be Shining STARs, but more likely to be Forming STARs.

	Forming STARs	Rising STARs	Shining STARs
	<i>Have skills that will provide smaller wage gains through more limited pathways</i>	<i>In roles with highly transferable skills with multiple pathways to higher wage work</i>	<i>In high wage jobs today</i>
<b>Nevada</b>	485K	294K	39K
	59%	36%	5%
<b>Nation</b>	38.0M	34.8M	4.1M
	49%	45%	5%

Source: Opportunity@Work analysis of the O\*Net 25.3 Database; 2012 to 2021 Current Population Survey, Annual Social and Economic Supplement; and 1- and 5-year American Community Survey, Integrated Public Use Microdata Series.



# Trends in the Public Sector

# STARs are underrepresented in the public sector

A higher percentage of employees in the federal, state, and local government jobs have Bachelor's degrees than those in the private sector

## State and local government employees hold bachelor's degrees at a higher rate than federal and private sector employees

Percentage of government workers with a bachelor's degree, by government level

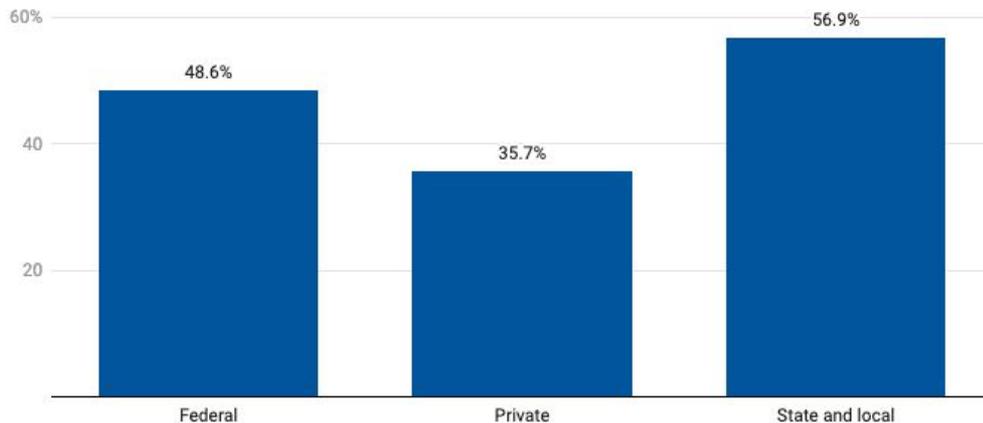
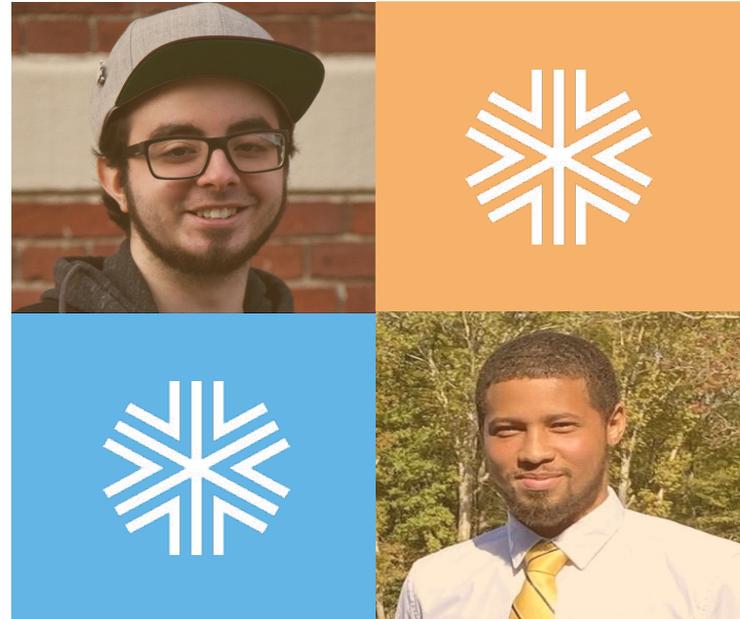


Chart: Center for American Progress • Source: Opportunity@Work calculations based on U.S. Census Bureau, "ACS 1-Year Estimates Public Use Microdata Sample: YEAR 2019 ANALYZED," available at <https://data.census.gov/mdat/#/> (last accessed October 2022).

# Government has a once-in-a-generation opportunity to shape the future of work in the US.

**STARs-centered policy is core to getting it right.**

- **STARs reflect the diversity of our country** and are the majority of every demographic group
- **STAR experiences reflect the experience of all job seekers**, so a labor market that works for STARs works for ALL workers
- **STARs learning and earning journeys are looked at and supported separately.** However, they are inherently interconnected and interdependent



# Government drives economic opportunity + growth in a variety of ways through policy.

We're focused on both types of policy: big "P" and little "p."

## An Employer

*Arm public sector evangelists to hire and advance more STARS in public sector roles.*

- hiring power and policy
- wage-setting

## A Policy Maker

*Influence design, funding, and/or implementation of policies that have a STAR lens to build a more STAR-accessible and centered system*

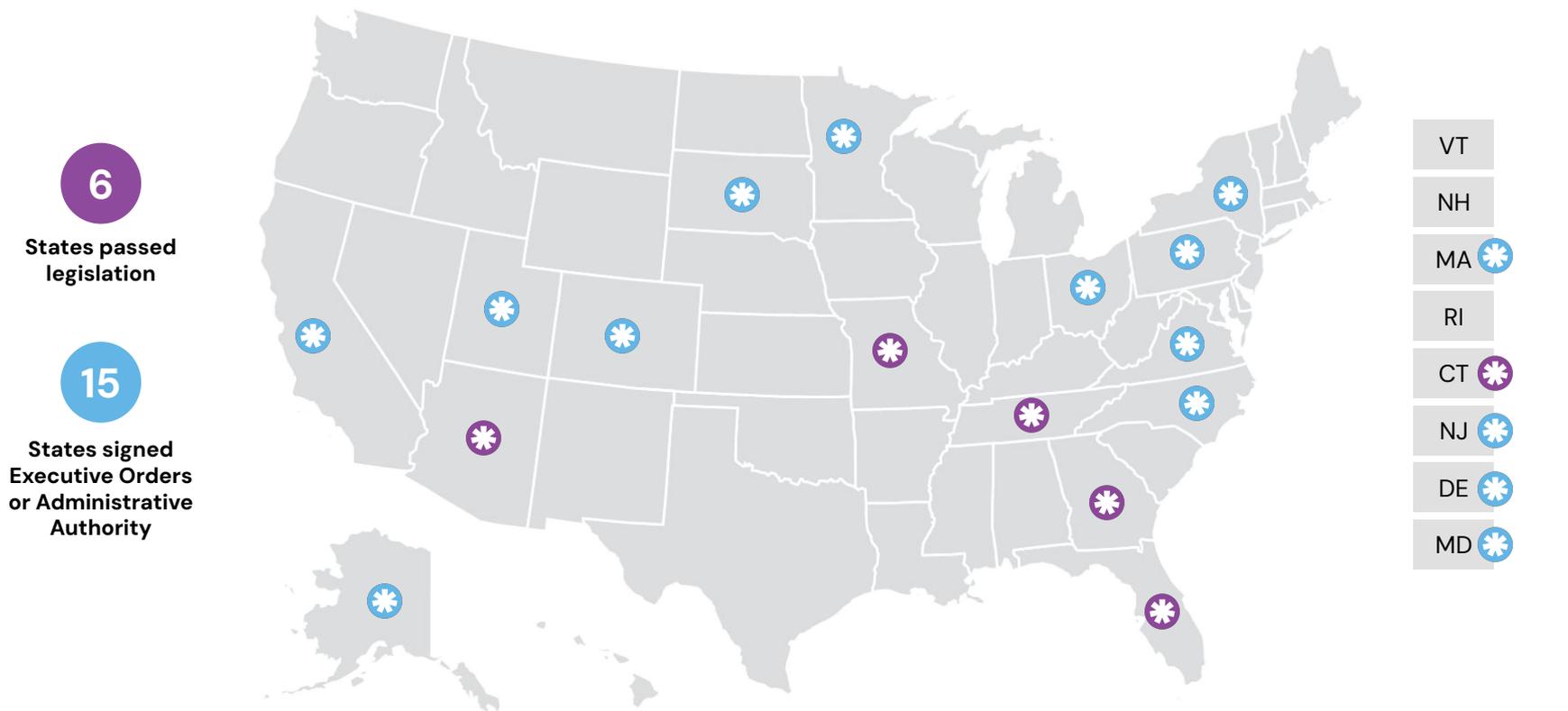
- passing legislation
- appropriations
- policy implementation

## A Convener

*Use public sector convening power to influence and engage businesses in a state/region in practice change to advance skills-based STARS hiring.*

- terms of debate
- bully pulpit

# 21+ States Lead the Way in Removing Degree Requirements, potentially unlocking access to 467,000+ good jobs



Link to [O@W website's map](#) that tracks the movement across the state

# Ahead in 2024: STARs Public Sector Hub



**Goal:** Equip the public sector with the resources, relationships and know-how it needs to move along its learning journey to enable STAR economic opportunity and mobility

## O@W Capabilities

### DATA

#### **Data analytics + insights:**

We produce, share, and help translate trusted data about the workforce, local employer demand and needed skills to identify unique opportunities for employers to leverage STARs.

### RESOURCES

#### **Research + tools:**

We conduct research that results in the design and delivery of trusted resources, like playbooks, case studies, tools, templates, and products that support increasing the knowledge and capacity of practitioners to deliver on their goals

### STORYTELLING

#### **Narrative design + execution channels:**

We provide proven, effective messaging based on research and testing that is tailored to each region.

### COALITION BUILDING

#### **Coalition of community-informed and involved:**

We support the participatory and collaborative engagement of partnerships that bring those involved in and impacted by the policy decision to share perspectives and learnings in order to act with confidence

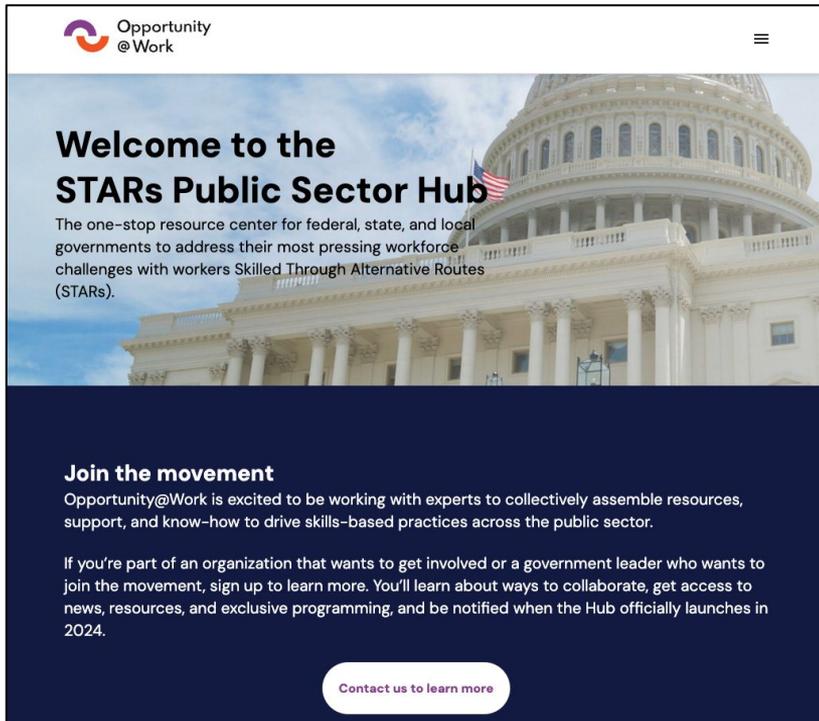
## Hub Principles

- The Hub will **make O@W capabilities accessible** to federal, state, and local governments
  - We will **plug into existing networks and communities** that already convene and support government to build upon and compliment what already exists
  - We will **partner to provide the full range of capabilities** that public sector actors will need to deliver on expanded opportunities for STARs
  - The Hub will **accelerate shared learning among members** during this critical moment, through a regular series of programming
- 



# O@W Announces the STARs Public Sector Hub

The Hub was announced w/ supporters on October 18, 2023 via press release.

The screenshot shows the landing page for the STARs Public Sector Hub. At the top left is the Opportunity@Work logo, which consists of a stylized orange and red 'O' followed by the text 'Opportunity @Work'. To the right of the logo is a hamburger menu icon. The main header features a large image of the United States Capitol building. Overlaid on the left side of this image is the text: 'Welcome to the STARs Public Sector Hub' in a large, bold, black font. Below this is a paragraph: 'The one-stop resource center for federal, state, and local governments to address their most pressing workforce challenges with workers Skilled Through Alternative Routes (STARs)'. Below the paragraph is a dark blue section with the heading 'Join the movement' in white. Underneath is a paragraph: 'Opportunity@Work is excited to be working with experts to collectively assemble resources, support, and know-how to drive skills-based practices across the public sector.' Below that is another paragraph: 'If you're part of an organization that wants to get involved or a government leader who wants to join the movement, sign up to learn more. You'll learn about ways to collaborate, get access to news, resources, and exclusive programming, and be notified when the Hub officially launches in 2024.' At the bottom of this dark blue section is a white button with the text 'Contact us to learn more' in dark blue.

## Goals:

- Let the field know that O@W is working in the public sector
- Act as a call to engage partners and members to get involved

## Learn more:

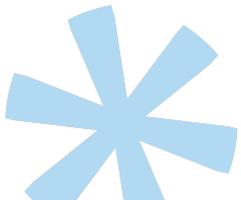
- Check out the [press release](#)
- Visit the [STARs Policy](#) and [STARs Public Sector Hub](#) webpages
- Reach out to O@W Policy Team ([policy@opportunityatwork.org](mailto:policy@opportunityatwork.org))

# Save the Date!

Launch events coming soon...



- Soft launch at NGA's National Skills Summit on April 26th
- Official launch event at on May 16th in DC, a portion of the event will also be live-streamed online. You can [register here!](#)





# Thank You!

For additional follow up, please contact:

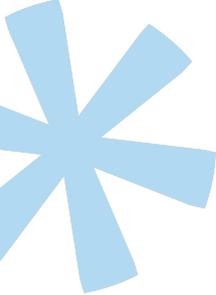
[policy@opportunityatwork.org](mailto:policy@opportunityatwork.org)



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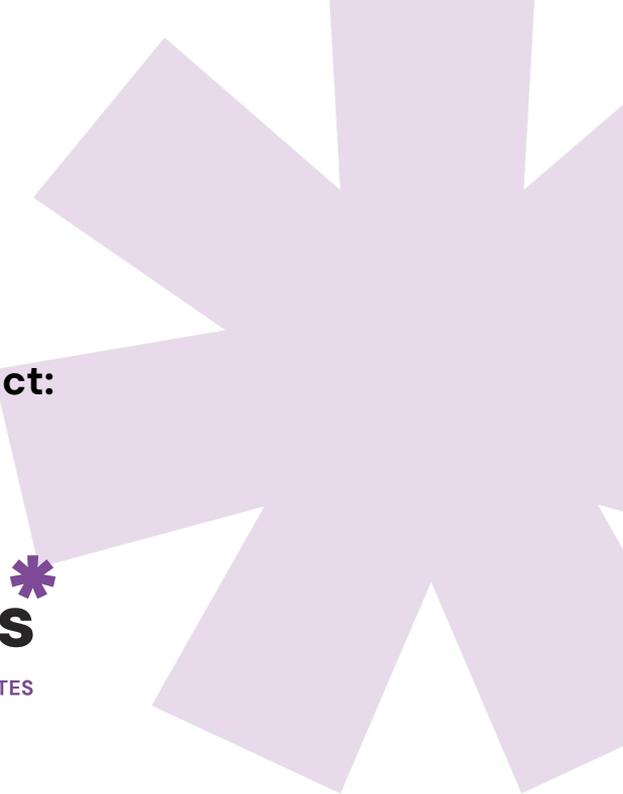


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**STARsInsights\***

**stellarworx\***  
STARs Talent Marketplace



**STARsStudio\***