



Workforce Availability and Assets

Labor Availability:

- Low median age – 33.3 years
- High concentration of residents below age 18 – beneficial for potential future labor resources.
- High concentration of residents ages 35-54 - reflecting an experienced labor force.
- High percentage increase in residents age 18-24 projected between 2006 -2011 – prime group that includes the talented young, new-economy-oriented workers, and entrepreneurs.
- Percentage of residents with 12-15 years of education higher than the US average, a key cohort for employer recruiting.
- Satisfactory-to-good availability of general business and office support skill, management trainees, production supervisors, and unskilled laborers.
- Potential hidden labor supply of 7,618, including the not-employed, underemployed, and recent college graduates.
- Portions of the employed (37%) and not-employed (71%) are interested in continued education and training for new jobs.
- Labor availability is strongest in office-related operations.

Labor Quality:

- Good to very good work ethic and productivity, with strong willingness to work overtime, and favorable employer-employee relations.

Training and Education:

- Great Basin College enrolls 3,095 students and conferred 14 certificates, and 156 associates and 64 bachelor's degrees.
- Great Basin College works with area employers and offers various workforce-training programs.

Labor Costs:

- Mining wages are some of the highest in the state, but non-mining private-sector employee earnings are lower than statewide norms and virtually equal to national norms - illustrating an opportunity for non-mining companies that can offer better wages.
- Not-employed residents interested in employment would be willing to enter the workforce for an annual wage less than the Elko County average wage.

Class of Workers:

- According to the most recent Census Bureau, 78 percent of Elko County workers are employed in the private sector, 16 percent in government agencies, 5 percent are self-employed and 1 percent are unpaid workers. 23 percent hold management or professional positions, 22 percent are in service jobs, 21 percent are in sales/office jobs, 20 percent in construction and 11 percent are in production/transportation positions.