

PARTNERSHIP:



The partnership between Jobs for Nevada's Graduates (JAG Nevada) and Tesla began in 2014, ahead of the opening of the Tesla Gigafactory. This collaboration aimed to establish a robust talent pipeline from JAG Nevada into Tesla, particularly focusing on apprenticeships and career readiness for JAG students. This initiative has not only provided substantial career opportunities but has also served as a model for other employer partnerships.

Challenges:

Career Readiness and Long-Term Employment:

- Addressing the gap between educational achievement and the skills required for employment at Tesla, particularly in advanced manufacturing roles.

Geographic and Economic Barriers:

- Overcoming the logistical and economic challenges faced by students relocating from Las Vegas to Reno for apprenticeships at the Gigafactory.

Sustainable Engagement and Support:

- Providing continuous support to students transitioning to new roles and new cities, ensuring long-term success and integration into the workforce.



Solutions:

Structured Talent Pipeline and Recruitment Strategy:

- Formalizing a recruitment strategy that includes site visits, apprenticeship classes at Truckee Meadows Community College, and a comprehensive pre-employment process facilitated by JAG.

Supportive Transition Initiatives:

- Organizing a "Signing Day" to celebrate and support the transition of JAG students into their new roles at Tesla, and assisting with housing, transportation, and initial financial needs through collaborative efforts with local housing providers and supportive services funds.

Ongoing Support and Community Building:

- Establishing a Tesla housing fund and conducting regular follow-up and community-building events like Thanksgiving and Christmas gatherings to support students emotionally and practically during their transition.



PROGRESS:

Key Outcomes:

1. Employment Stability and Advancement:

- The average employment tenure among these students is 2.2 years, with 30% having been employed for over three years.
- A notable 61.36% of these employees hold positions as Production Associates, reflecting significant entry into core operational roles.

2. Expanded Partnership and Pipeline Development:

- The success of the JAG Nevada-Tesla partnership has led to discussions with other employers about creating further talent and opportunity pipelines, expanding the impact and model of the program.

3. Supportive Measures and Community Integration:

- Tesla and JAG have worked collaboratively to ease the economic and logistical burdens for relocating students, including the establishment of a \$250,000 housing fund to assist with initial accommodation costs.
- Regular social support events and dedicated staff support help mitigate the challenges of moving to a new city and starting a new job.

4. Workforce Development Impact

- The partnership has not only benefitted the students and Tesla but has also positively impacted the local community by enhancing the skilled workforce and strengthening economic ties.

CONCLUSION:

The collaboration between Tesla and Jobs for Nevada's Graduates has proven to be a transformative partnership that bridges education with real-world employment opportunities. Through structured talent pipelines, supportive transition programs, and continuous engagement, this partnership has facilitated significant career opportunities for young graduates. The long-term success of this initiative showcases the potential for similar collaborations to make a substantial impact on youth employment and regional economic development.