

# GOWINN

GOVERNOR'S OFFICE OF WORKFORCE INNOVATION

*BUILDING A NEVADA THAT WORKS FOR EVERYONE*

**2023**

**ANNUAL REPORT &  
STRATEGIC PLAN**



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## MESSAGE FROM OUR EXECUTIVE DIRECTOR

**W**orkforce development matters. Whether it is to reduce the workforce shortage, strengthen educational outcomes, and grow or diversify the economy all roads lead to workforce development. The road to economic prosperity runs through Nevada and the work we do at GOWINN helps drive a more resilient and ready workforce.



Every day the small but mighty GOWINN team strengthen Nevadans' access to career pathways and the skills they need to succeed. Workforce Development has no barriers, it is integrated in Nevada's K-12 schools, higher education system, business and industry, and overlaps with other critical social services, such as transportation, childcare and affordable housing. When we think about how to lift families out of poverty and help get Nevadans on a successful path it means access to meaningful employment that brings financial independence, purpose, and confidence. Workforce development is the policy tool that drives long-term transformational change for families that builds up entire communities.

The Nevada Governor's Office of Workforce Innovation (GOWINN) is financially supported by a combination of mostly federally funded competitive grants with matching or braided investment from organizational partners. By successfully bringing federal dollars back to the State and leveraging braided funding opportunities, GOWINN has a return on investment at no cost to the State's coffers. We do this by looking at innovative programs happening nationwide that serve as best practices for Nevada to adopt. We analyze data to inform and drive policy decisions that are evidence-based. We manage and implement millions of dollars in workforce and educational programming. All the while building and nurturing community collaborative partnerships to deliver effective and impactful change.

Workforce development is a constantly changing ecosystem. Government leaders in this policy space must be agile and flexible to respond to the shifting economy and what employers need. What worked yesterday might no longer be the best approach and what may work well for one community might not be the best fit for all Nevadans. This drives the GOWINN team to be innovative, dedicated, and bring diverse and local perspectives and ideas to solving some of the State's most challenging workforce development policy problems.

In just the last year GOWINN has done the following:

### Community Outreach + Engagement

- Hired a Veterans Program Manager who launched the Nevada Veterans Workforce Advisory Council with quarterly roundtables;
- Modernized our website to increase access and ease of use with a multilanguage tool;
- Hired a Hispanic Outreach Manager, African American Outreach Manager, and designated a staff liaison to the Indigenous Tribal Community;
- Implemented a bilingual communications strategic plan;
- Reached 440,800 Nevadans through a robust press campaign

### Programming

- 1,000 non-traditional students gained skills and credentials of value at no cost through workforce training funded by SANDI, a grant funded by the U.S. Department of Education;
- Initiated new short-term training programs with the Department of Veteran Services, Nevada State University (formerly Nevada State College), and Workforce Connections;
- Partnered with the Public Education Foundation to reduce the teacher shortage through the Paraprofessionals Career Pathway Program, pending IFC approval;
- Partnered with the College of Southern Nevada to reduce costs for coursework for substitute teachers;
- Building a partnership with LVMPD and NDOC to assist with reducing the workforce shortage in law enforcement and public safety;
- Partnered with the WNBA champions The Las Vegas Aces to roll out All In for Mental Health, All In for Sports Internships, and All In for Financial Literacy youth programming, pending IFC approval;
- Created a CTE scholarship fund to assist high school students with purchasing equipment such as scrubs, construction boots, and testing and licensure fees;
- Relaunched Teacher Externships, in partnership with the Nevada Department of Education;
- Held a statewide Nevada Career Week Series using the Nepris for Nevada platform, in partnership with the Nevada Department of Education;
- Partnered with the NDOC, Hope for Prisoners, UNLV Department of Fine Arts, the College of Southern Nevada, and Western Nevada College to launch Reducing Recidivism in Nevada's Female Prisons through workforce educational programming, pending IFC approval;

### Data and Policy

- Expanded NPWR partnerships with State agencies and philanthropic organizations;
- Hosted the first NPWR Research Forums in Reno and Las Vegas to bring communities together to solicit feedback on research questions NPWR could help address;
- Launched the NPWR Research Portal to increase transparency and accountability of government data, democratize data analysis, and bring this research tool to scholars across Nevada;
- Kicked off the Inaugural NPWR Research Grant to encourage Nevada scholars and students to focus their research on moving Nevada forward with emphasis on education, workforce, and economic development topics;
- Partnered with the Vegas Chamber, LVGEA, and UNLV to conduct a statewide survey to better understand impediments holding back unemployed Nevadans from entering the labor force;
- Conducted a statewide survey to Nevada businesses about whether access to childcare is an impediment to attracting and retaining their workforce;
- Invited to participate in the prestigious Georgetown University Data Labs that will strengthen Nevada's workforce development system using data;

- After five years on hiatus, relaunched Nevada’s Workforce Inventory;
- Published policy reports on Childcare and Workforce Development, Occupational Licensing, and Credentials of Value in partnership with the National Skills Coalition.

These initiatives are just some of the many efforts underway at GOWINN. This annual report serves as our way to demonstrate the work GOWINN does, identify areas for improvement, and provide recommendations for the future. Since joining GOWINN in July of 2022, I could not be prouder of the accomplishments of this team, all that we have accomplished in just the last three quarters, and I am beyond optimistic for what the future will bring.

Home means Nevada and together we will strengthen Nevada’s workforce development system so all Nevadans have the skills they need to succeed. Thank you for your partnership.

Sincerely,

Lisa Levine  
Executive Director  
GOWINN



## ABOUT GOWINN

The Governor's Office of Workforce Innovation helps drive a skilled, diverse, and aligned workforce in the State of Nevada by promoting cooperation and collaboration among all entities focused on workforce development. GOWINN was created via Executive Order in 2016 and codified into state statute in 2017 under former Governor Brian Sandoval. The GOWINN team convene community stakeholders to strengthen Nevada's workforce development system so all Nevadans have the skills they need to succeed.

The Nevada Governor's Office of Workforce Innovation (GOWINN) is building a Nevada that works for everyone. This includes eliminating barriers for Nevadans who are looking to enter, reenter, or stay in the workforce.

GOWINN'S top objectives are to:

1. Equip the Nevada workforce with the soft and technical skills needed for employment;
2. Reduce the workforce shortage by increasing labor force participation;
3. Diversify the economy by building a skilled and ready workforce aligned with regional in-demand sectors and occupations.

GOWINN does this through convening community discussions and listening to concerns and needs, identifying best practices nationally and regionally that other communities and states have adopted that could help move Nevada forward, and then GOWINN turns ideas into action through identifying funding, building out innovative programs, and implementing them with partners. Workforce development is a team effort and we are proud to play a role in making Nevada a better place.



## MEET THE GOWINN TEAM



**Lisa Levine**  
Executive Director



**Ansara Martino**  
Senior Program  
Admin & Officer



**Katie Gilbertson**  
Policy Analyst



**Kristen Dwyer**  
NPWR Data Manager



**Alejandro McGarvie**  
Fiscal Manager



**Andrew Holbert**  
Program Manager for Veterans  
Public Safety & K-12



**Zachary Alexander**  
Employer Engagement &  
Programs Specialist



**Brenysha Rose**  
Lead Grant &  
Program Manager

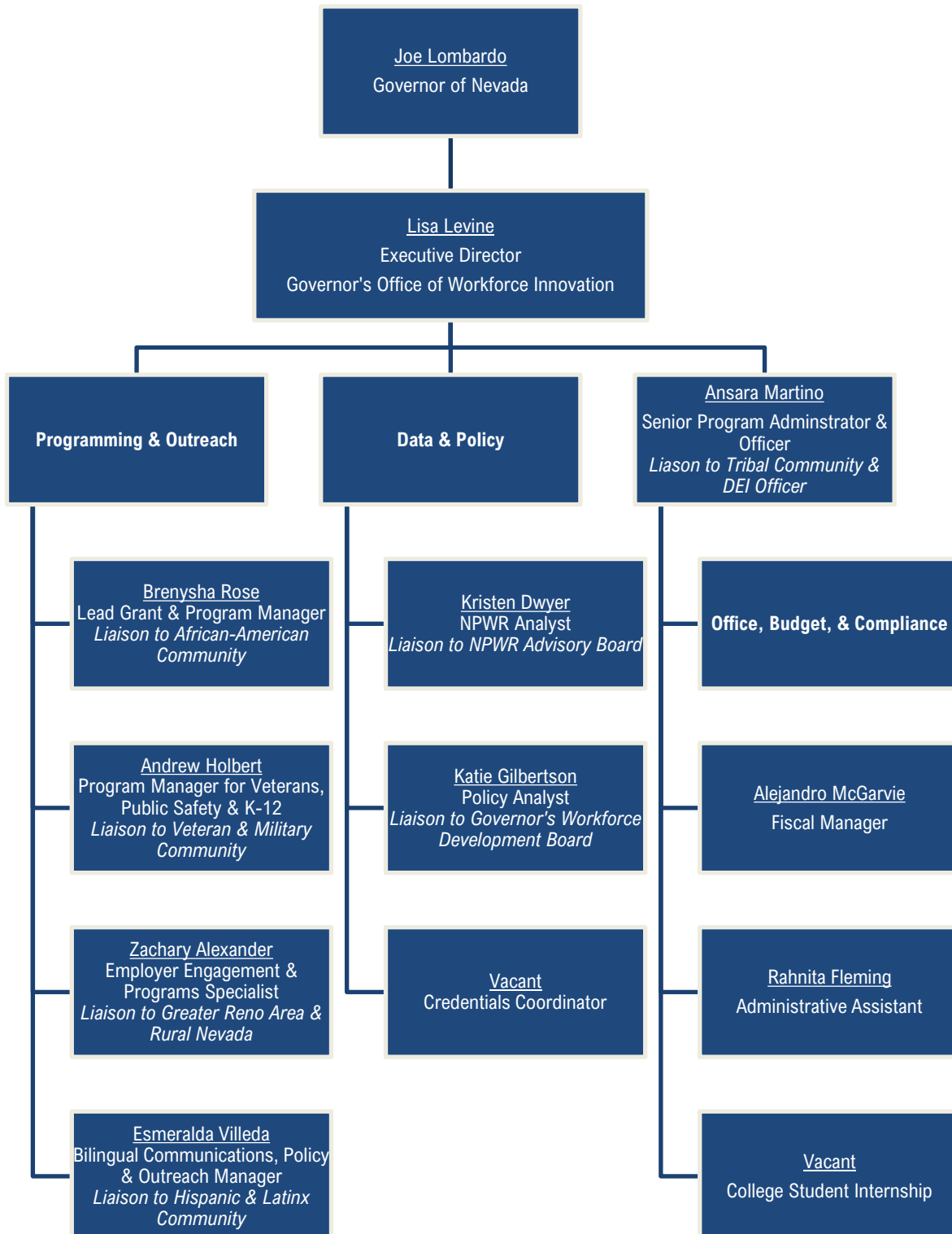


**Esmeralda Villeda**  
Bilingual Communications,  
Policy, & Outreach Manager



**Rahnita Fleming**  
Administrative  
Assistant

# ORGANIZATIONAL CHART





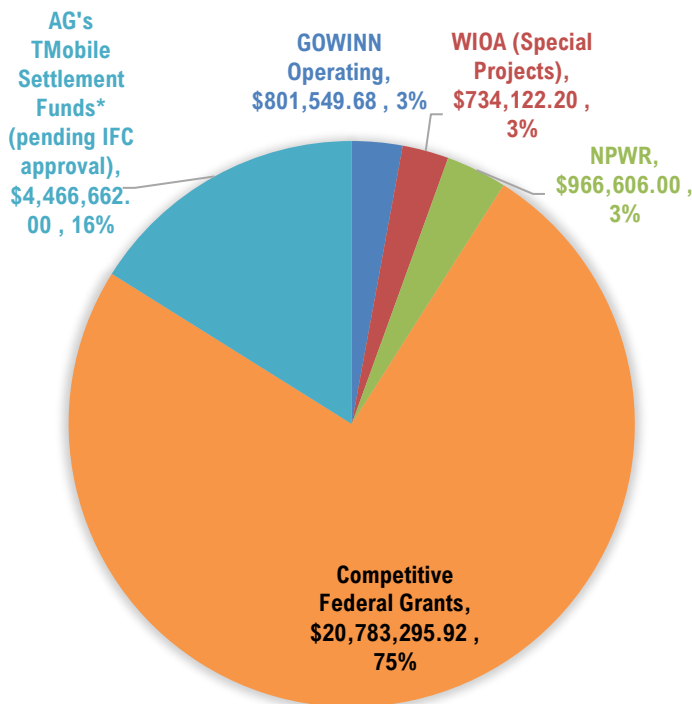
# GOWINN'S BUDGET

The Governor's Office of Workforce Innovation (GOWINN) manages a budget of \$23,252,235.80, not including an additional \$4,600,000 of new grant funding GOWINN has been awarded pending IFC approval. Of the \$27,752,235.80, 75% of the managed funds originated from competitive federal grant awards that GOWINN brought to the state.

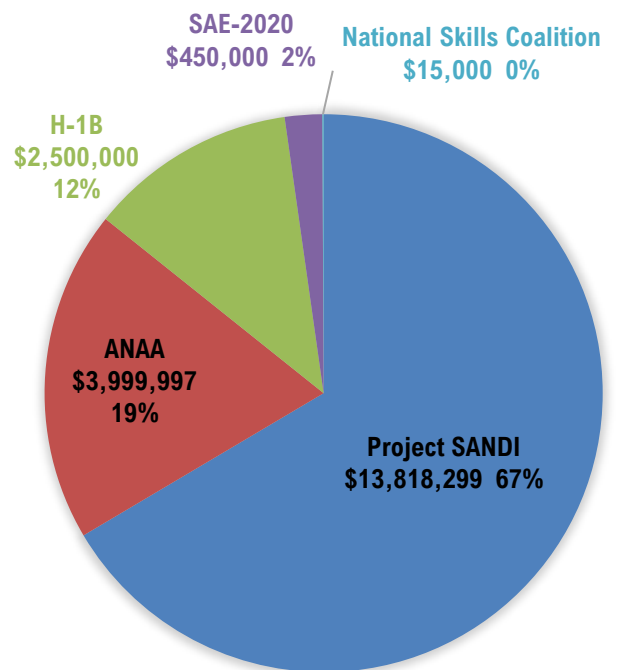
The three largest federal competitive grants that GOWINN has been awarded are 1) \$13,800,000 from the U.S. Department of Education SANDI Grant, where 92% is invested directly into workforce training programs and tuition and only 8% toward GOWINN operating expenses and personnel; 2) \$4,500,000 from the U.S. Department of Labor ANAA Grant, where 90% are invested into strengthening the talent pipeline to employers; and 3) \$2,500,000 from the U.S. Department of Labor's H-1B grant, which 93% of the monies are invested into expanding healthcare access to rural Nevada through workforce development.

The GOWINN operating budget is a subgrant from the federal Workforce Innovation and Opportunity Act (WIOA) funds that Nevada receives, which supports GOWINN expenses such as personnel, travel, operating, the NPWR data system, and management of the Governor's Workforce Development Board.

**GOWINN Budget**



**Competitive Federal Grants**



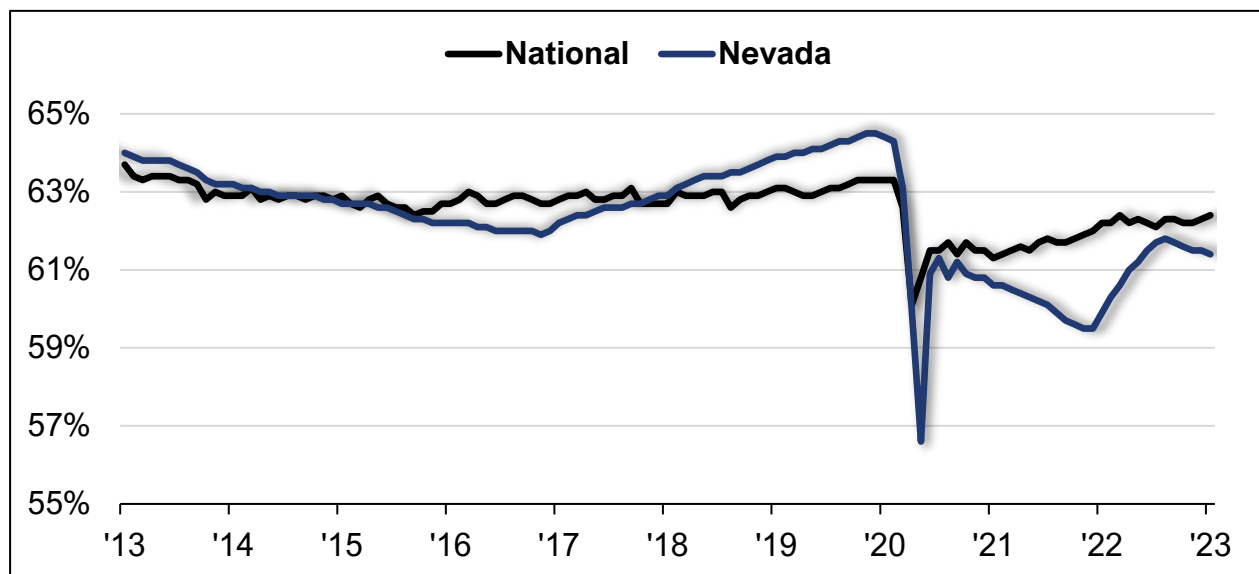


## **SECTION 2**

### *Why Workforce Development Matters*

The natural ebb and flow of labor force trends were disrupted by the COVID-19 pandemic and have yet to return back to normalcy. Workforce and economic development data deliver insight on trends and shifts in the workforce, on a national, state, county, and city level. Metrics like labor force participation, employment by industry, unemployment rates, and many others are key tools for policymakers to leverage in order to form the best solutions. GOWINN is dedicated to making data-driven decisions. The following section highlights recent workforce and economic data that frame the reason why workforce development and GOWINN's continued work in the State truly impacts the Nevada workforce.

## Labor Force Participation Rate

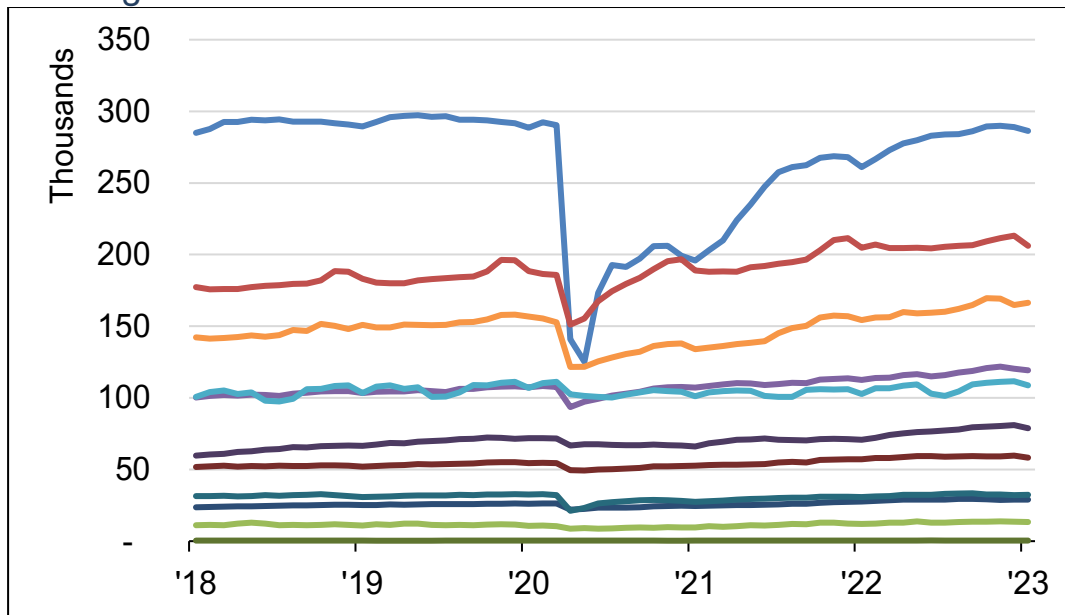


Source: U.S. Bureau of Labor Statistics, retrieved from FRED, accessed March 13, 2023

Labor force participation rate is a key metric that indicates the strength of the workforce and greater economy. The labor force participation rate is calculated by adding the total number of people who are employed (actively working) and unemployed (not working, but able to work and are actively seeking work) divided by the total population. A high labor force participation rate means that the workforce is very engaged and more likely to be in the labor market if they are not already. The chart highlights that Nevada had a labor force participation rate marginally above the national average ten years ago and greatly above the national average before the onset of the COVID-19 pandemic in February 2020. Nevada's labor force participation rate dropped severely during the pandemic, demonstrating the vulnerability of the State's economy to economic shocks, and has not yet since recovered. Recently, the State's labor force participation rate has decreased since August 2022, while the national labor force participation rate has remained relatively stagnant with a small increase in January 2023. This data demonstrates that Nevada's workforce is below the national average for labor force engagement.

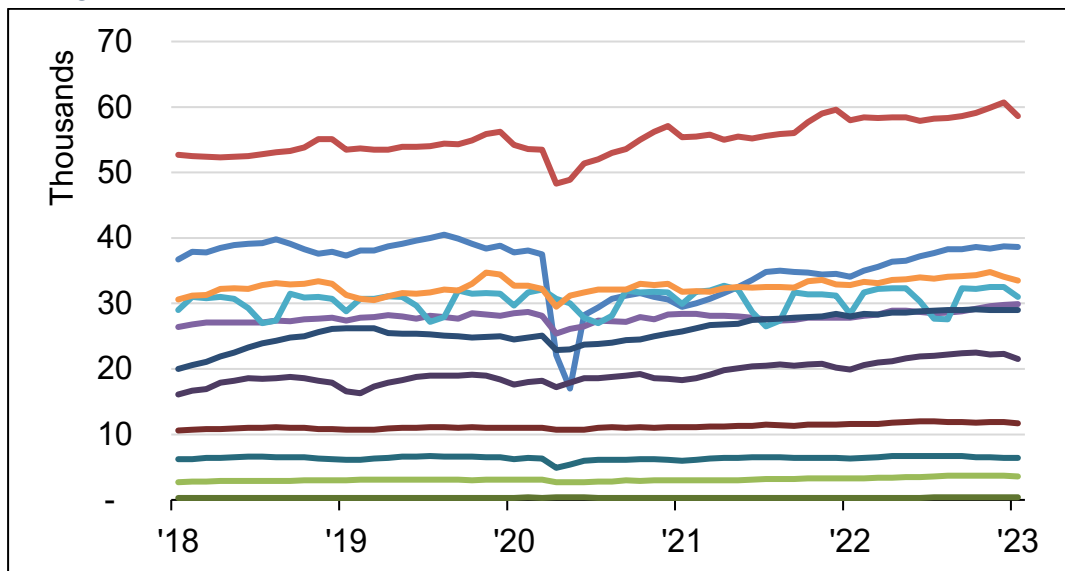
## Employment by Industry

### Las Vegas



Source: U.S. Bureau of Labor Statistics, accessed March 13, 2023

### RENO



Source: U.S. Bureau of Labor Statistics, accessed March 13, 2023

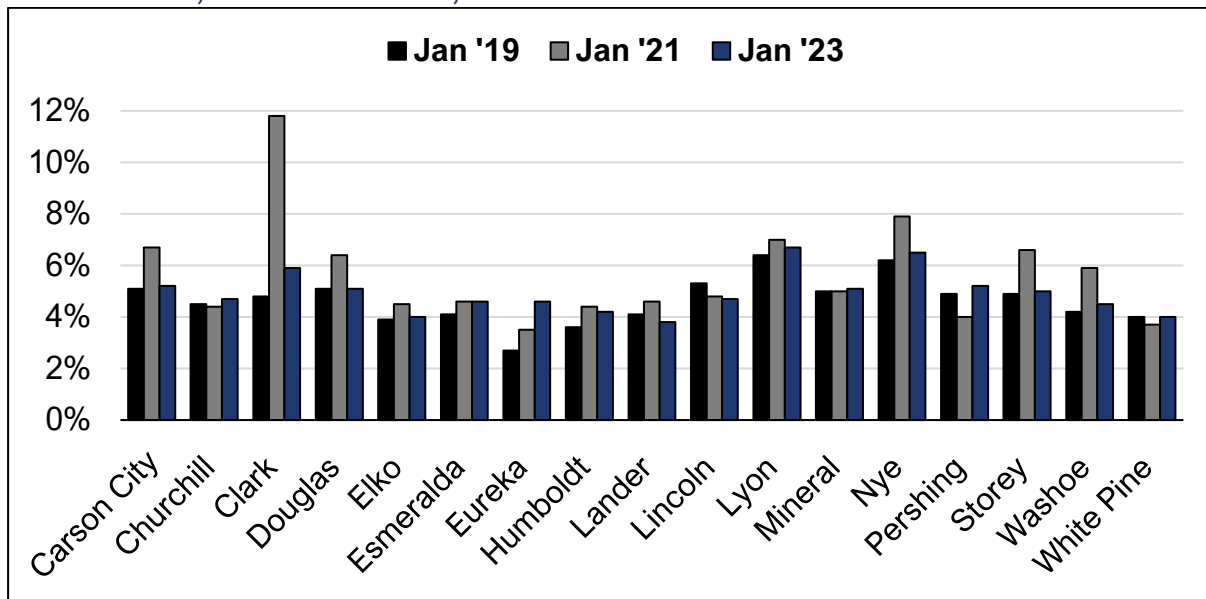
	Leisure and Hospitality
	Trade, Transportation, and Utilities
	Information
	Education and Health Services
	Government
	Professional and Business Services
	Manufacturing
	Financial Activities
	Mining and Logging
	Construction
	Other Services

Industry employment vastly ranges between Nevada’s two metropolitan areas. Leisure and hospitality is the main industry in Las Vegas, comprising 26 percent of total employment in January 2023. Trade, transportation, and utilities is the main industry in Reno-Sparks, accounting for 22 percent of total employment in January 2023. Government employment in both regions has fluctuated in both regions, especially in Reno over the past five years. Construction, mining, and financial activities fared well in Las Vegas and Reno both pre and post pandemic. The industries that experienced the most growth from January 2018 to January 2023 were construction in Las Vegas (grew 32 percent) and manufacturing in Reno (grew 45 percent).



## Unemployment Rates

PRE-COVID, DURING COVID, AND CURRENT: NEVADA COUNTIES



Source: U.S. Bureau of Labor Statistics, accessed March 13, 2023

Across the State, each county has experienced diverse unemployment trends during pre-COVID (January 2019), during COVID (January 2021), and current (January 2023). The areas with highest populations (Clark County, Washoe County, and Carson City) all witnessed higher unemployment rates during COVID, with the current rates dropping closer to their pre-pandemic levels. Counties that are closer to the highly populated cities such as Douglas, Lyon, Nye, and Storey had similar unemployment trends to Clark County, Washoe County, and Carson City with higher unemployment rates in January 2021. Rural counties such as Churchill, Esmeralda, Eureka, Mineral, Pershing, and White Pine experienced lower unemployment rates during COVID than their current unemployment rates in January 2023.

## GENDER: LAS VEGAS MSA AND RENO MSA

	Las Vegas MSA		Reno MSA	
	# Of Unemployed	% Of Unemployed	# Of Unemployed	% Of Unemployed
<b>Female</b>	28,851	46.4%	3,961	45.1%
<b>Male</b>	33,322	53.6%	4,818	54.9%

Source: Lightcast™, accessed March 15, 2023

Males comprise a majority of those who are unemployed in Las Vegas and Reno. Nationally, the Census found that men lost more jobs during the COVID-19 pandemic but still surpassed the number of women in the labor force. Decreases in employment for men were spread out across service; sales and office; natural resources, construction and maintenance; and production, transportation and material moving occupations. Decreases in employment for women were mainly in service and retail. Further, “some occupations grew during the pandemic. Both men and women’s job gains were mostly in the broad category of management, business, science and arts occupations in which men were paid 26% more than women, on average.”

## Unemployment Rates Cont.

### AGE: LAS VEGAS MSA AND RENO MSA

	Las Vegas MSA		Reno MSA	
	# Of Unemployed	% Of Unemployed	# Of Unemployed	% Of Unemployed
< 22	1,373	2.2%	220	2.5%
22-24	3,022	4.9%	483	5.5%
25-34	15,843	25.5%	2,236	25.5%
35-44	15,049	24.2%	1,994	22.7%
45-54	12,694	20.4%	1,677	19.1%
55-59	5,932	9.5%	889	10.1%
60-64	4,564	7.3%	684	7.8%
65+	3,697	5.9%	595	6.8%

Source: Lightcast™, accessed March 15, 2023

Unemployment rates among different age groups follow very similar patterns in Las Vegas and Reno. The 25-34 age group has the highest unemployment rate; one fourth of Nevadans in that age group is unemployed in both Las Vegas and Reno. The 35-44 age group has the second highest unemployment rate for both cities. This is an important trend to highlight given that ages 25-44 fall within prime working years for an individual.

### RACE AND ETHNICITY: LAS VEGAS MSA AND RENO MSA

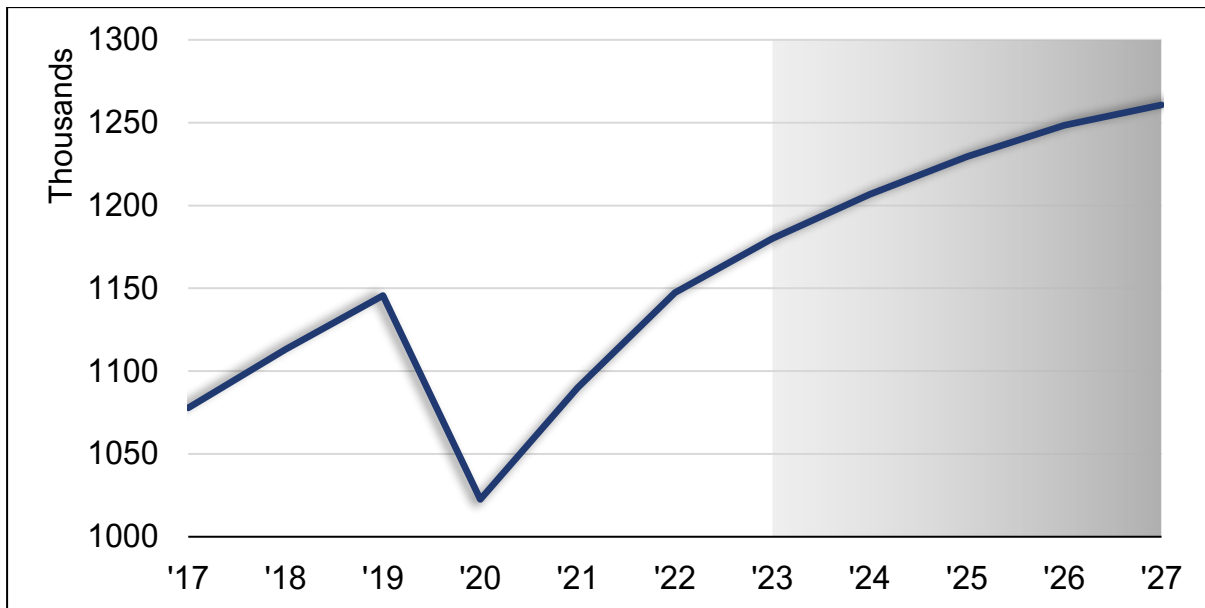
	Las Vegas MSA			Reno MSA		
	# Of Unemployed	% Of Unemployed	% Of Overall Population	# Of Unemployed	% Of Unemployed	% Of Overall Population
<b>American Indian or Alaskan Native</b>	1,483	2.4%	1.3%	316	3.6%	2.3%
<b>Asian</b>	5,371	8.6%	10.9%	521	5.9%	6.0%
<b>Black or African American</b>	17,708	28.5%	13.6%	1,052	12.0%	2.9%
<b>Hispanic or Latino</b>	19,161	30.8%	32.3%	2,318	26.4%	25.9%
<b>Native Hawaiian or Other Pacific Islander</b>	2,166	3.5%	1.0%	254	2.9%	0.8%
<b>White</b>	35,444	57.0%	68.0%	6,636	75.6%	83.9%

Source: Lightcast™, accessed March 15, 2023

It is important to examine the demographic makeup of those who are unemployed in the two largest metropolitan regions in the State. In Las Vegas, the majority of those who were unemployed as of December 2022 were White (57.0 percent), Hispanic of Latino (30.8 percent), and Black or African American (28.5 percent). In Reno, the majority of those who were unemployed as of December 2022 were White (75.6 percent), Hispanic or Latino (26.4 percent), and Black or African American (12.0 percent). In both regions, Black or African Americans have a drastically higher percentage of unemployment compared to the percentage of the overall population.

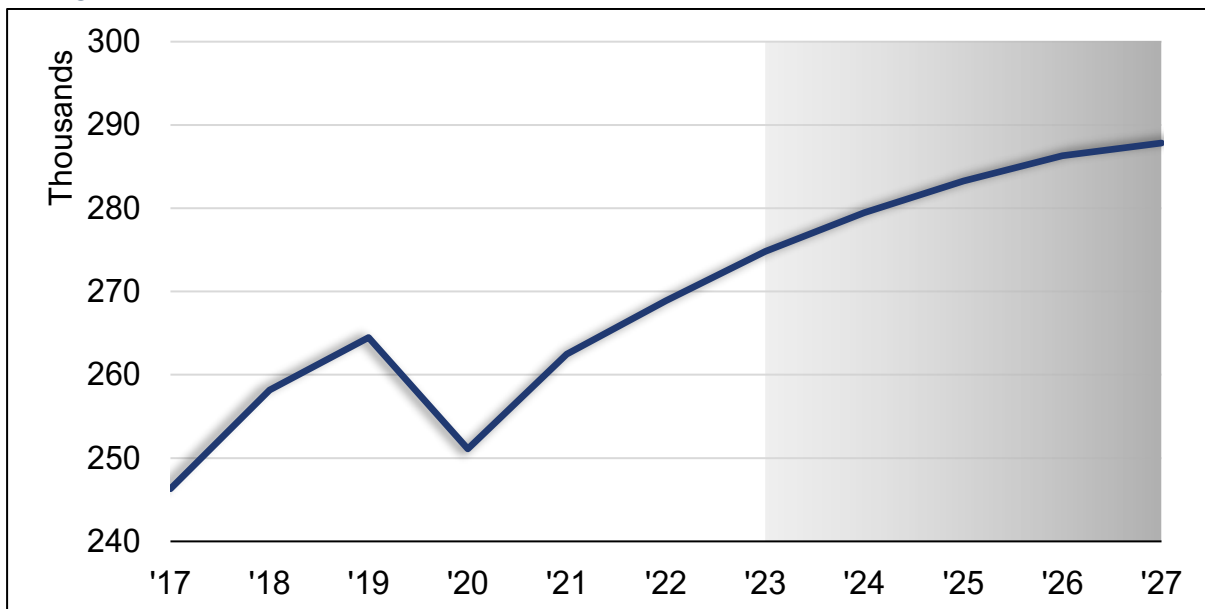
## Current and Projected Employment

### LAS VEGAS



Source: Lightcast™, accessed March 15, 2023

### RENO



Source: Lightcast™, accessed March 15, 2023

The charts above illustrate how COVID-19 impacted employment in Nevada's largest cities and the projected employment growth over the next five years. Employment had significantly grown from 2017 to early 2020 before the pandemic wiped out hundreds of thousands of jobs for Nevadans. Despite the rebound or V-shape recovery from 2020, Las Vegas had 4.8 percent less jobs in 2021 than in 2019; Reno had 0.8 percent less jobs when compared to 2019. In 2022, both cities surpassed pre-pandemic employment levels. Predictions for 2023 to 2027 (shaded in the grey area on the charts) show both Las Vegas and Reno will significantly increase in employment, with Las Vegas employment growing by 9.5 percent and Reno employment growing by 11.6 percent.

## Top Growing Occupations

LAS VEGAS

	2017 Jobs	2022 Jobs	# Change in Jobs	% Change in Jobs	Automation Index
<b>Management</b>	55,829	80,241	24,413	44%	85.0
<b>Transportation and Material Moving</b>	89,578	103,418	13,840	15%	111.0
<b>Healthcare Practitioners and Technical</b>	47,199	55,980	8,781	19%	88.3
<b>Business and Financial Operations</b>	40,740	49,362	8,622	21%	89.4
<b>Office and Administrative Support</b>	140,049	145,922	5,873	4%	98.3
<b>Installation, Maintenance, and Repair</b>	37,129	42,051	4,923	13%	108.8
<b>Construction and Extraction</b>	57,794	62,096	4,301	7%	123.3
<b>Healthcare Support</b>	33,581	37,739	4,158	12%	95.0
<b>Educational Instruction and Library</b>	38,456	42,198	3,742	10%	85.8
<b>Computer and Mathematical</b>	16,807	19,099	2,291	14%	83.4
<b>Community and Social Service</b>	9,724	11,862	2,138	22%	82.3
<b>Legal</b>	7,572	9,465	1,893	25%	84.0
<b>Architecture and Engineering</b>	9,336	10,847	1,510	16%	87.0
<b>Life, Physical, and Social Science</b>	4,659	5,995	1,336	29%	84.5
<b>Military-only</b>	7,878	9,187	1,309	17%	n/a

Source: Lightcast™, accessed March 15, 2023

The Las Vegas workforce supply is constantly evolving. Occupations in management; legal; and life, physical and social sciences have all grown by 25 percent or more in the past five years. Office and administrative support occupations employ a majority of Southern Nevadans. This data reflects the type of occupations Southern Nevadans work in which does not necessarily indicate a specific industry. For instance, a concierge at a hotel and a receptionist at a dental office would both fall under the office and administrative support occupation group, even though they are in different industries. The automation index column indicates potential automation risk based off the duties of an occupation- jobs over 100 have an above average risk of automation and jobs under 100 have a below average risk of automation. From the table above, construction and extraction have the highest risk of automation and community and social service have the lowest risk of automation.



## Top Growing Occupations Cont.

### RENO

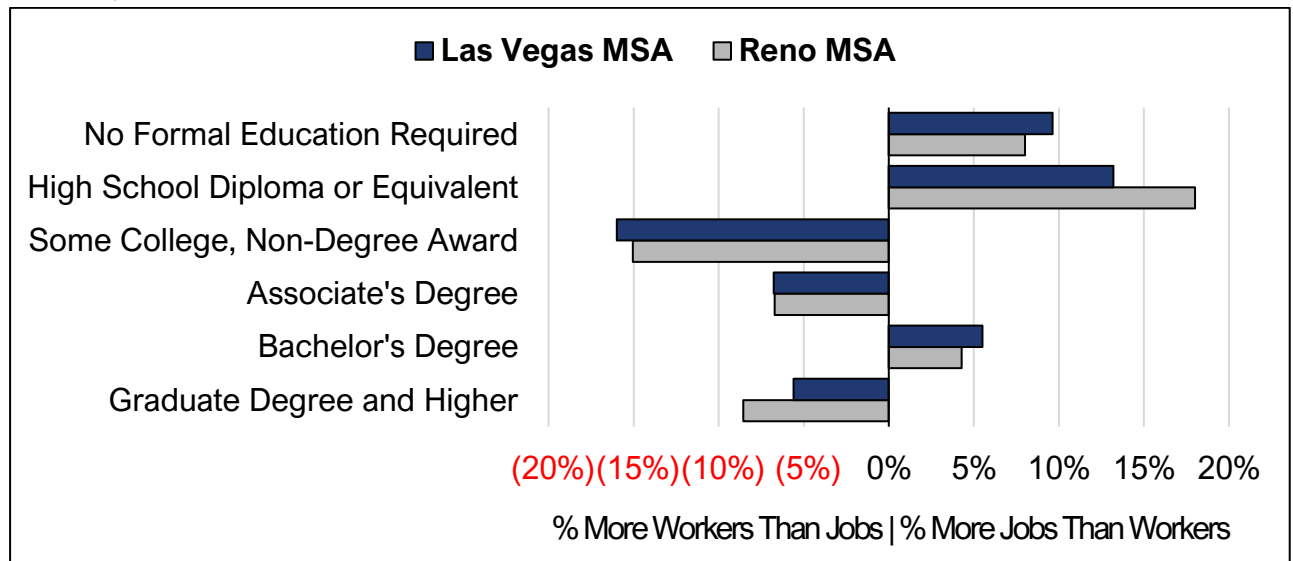
	2017 Jobs	2022 Jobs	# Change in Jobs	% Change in Jobs	Automation Index
<b>Management</b>	12,469	19,587	7,118	57%	85.0
<b>Transportation and Material Moving</b>	27,209	32,102	4,893	18%	111.0
<b>Business and Financial Operations</b>	9,829	13,179	3,350	34%	89.4
<b>Healthcare Practitioners and Technical</b>	11,835	13,824	1,988	17%	88.3
<b>Installation, Maintenance, and Repair</b>	9,393	10,914	1,521	16%	108.8
<b>Production</b>	17,300	18,751	1,451	8%	113.7
<b>Construction and Extraction</b>	14,082	15,482	1,401	10%	123.3
<b>Architecture and Engineering</b>	3,139	4,521	1,382	44%	87.0
<b>Computer and Mathematical</b>	4,006	5,130	1,123	28%	83.4
<b>Office and Administrative Support</b>	32,611	33,697	1,086	3%	98.3
<b>Healthcare Support</b>	7,379	7,975	597	8%	95.0
<b>Farming, Fishing, and Forestry</b>	462	820	358	78%	109.9
<b>Legal</b>	1,407	1,656	250	18%	84.0
<b>Community and Social Service</b>	3,246	3,488	242	7%	82.3
<b>Protective Service</b>	4,292	4,516	224	5%	98.8

Source: Lightcast™, accessed March 15, 2023

Occupations in Reno have also changed over the past five years. Occupations in management; business and financial operations; architecture and engineering; computer and mathematical; and farming, fishing, and forestry have all grown over 25 percent from 2017 to 2022. This rapid growth could be influenced by rapid population growth to a mid-sized metropolitan region. Office and administrative support occupations employ a majority of Northern Nevadans, while farming, fishing, and forestry employs the least amount of Northern Nevadans. Management had the largest nominal increase in jobs over the past five years, totaling 7,118 added occupations.

## Skills Mismatch

### UNDER/OVER EMPLOYMENT: LAS VEGAS MSA AND RENO MSA



Skills mismatch refers to the difference level of education that a person has versus the level of education required for a particular job. In the chart, bars on the right of the axis indicate that there are more jobs that require either no formal education, a high school diploma or equivalent, or bachelor's degree than the number of workers who have those credentials. Contrastingly, bars on the left side of the axis indicate that there are more people who have either some college, non-degree award, an associate degree, or a graduate degree or higher than the number of jobs that require those academic achievements. This data reveals that not all jobs in Las Vegas and Reno require college degrees, but potentially some other type of postsecondary training. Moreover, the current stock of skilled workers do not match the job qualifications of available jobs in either Las Vegas or Reno.

## Roadmap 2040

UNLV's Center for Business and Economic Research (CBER) initiated a project in 2022 called Roadmap 2040 that looks at the Las Vegas economy over the next 18 to 20 years using our annual population forecast. Every year since 1996, CBER has forecasted Clark County population over the next 40 years. To complete this forecast, CBER must forecast other variables such as the makeup of the workforce, the ratio of jobs to hotel rooms, growth in the leisure and hospitality industry, real GDP, and long-run PCE inflation. This forecast is used by the Las Vegas Valley Water Authority, Regional Transportation Commission of Southern Nevada, and government agencies in Clark County for their modeling of planned, infrastructure development and service delivery.

CBER's 2022 Annual Population Forecast for Clark County predicts 698,000 additional residents over the next 18 years. Based on past trends, roughly 60 percent of those additional residents will come from out of state, mainly California. Around 310,000 of those individuals, or 44.4 percent, are anticipated to join the local workforce. According to the forecast more than one in four (27 percent) or roughly 84,000 workers are predicted to be added to just two industry sectors: leisure and

hospitality and healthcare as a result of increased demand in those sectors and the national population ages. It's important to note we assume that land and water are constraints and can be ameliorated as a result of our forecast. This is because the population forecast has been and continues to be used by our public agencies to make land decisions and build water infrastructure to accommodate the population growth.

In our first iteration of Roadmap 2040, we used our population forecast to measure Southern Nevada's current economic diversification efforts through the year 2040 and what a more economically diversified economy might look like. There are multiple econometric measures for economic diversification. The most ubiquitous is the Hachman Index, which has been used by our policy leaders to measure Nevada's economic diversification efforts. [The Hachman Index is the mean location quotient, or reciprocal sum, of a study area by weighting the respective sectors' location quotients by sector shares](#) (University of Utah, 2017). The final score runs from zero to hundred, scores closer to hundred associate with a more diversified economy. A more diversified economy links to higher rates of resilience, such as responding to an economic shock like a natural disaster according to research by [economic faculty at UNLV and UC Irvine \(Coulson, McCoy, and McDonough, 2020\)](#). We used industry breakdowns by workforce to compute our Hachman Indexes by metropolitan statistical areas. In 2022, Clark County's Hachman score was 68.6, which means Southern Nevada is relatively less diversified. We forecast that by 2040 the score will only slightly improve to 72.9. This occurs because one in four jobs in the workforce currently rely on a single industry: leisure and hospitality. This will only moderate slightly to one in five by 2040.



CBER compared the makeup of Las Vegas's labor force with the 13 most diversified metropolitan areas such as Phoenix, San Antonio, Charlotte, etc... as defined by the Hachman Index. We also compared Las Vegas's labor force with four tourism and leisure peers: Orlando, New Orleans, Nashville, and San Diego. We found a common theme that healthcare and social assistance was the largest employment sector in most diversified metro areas. Even when it was not first, it was a close second. In the Las Vegas metro area, healthcare and social assistance currently rank as the third largest sector behind leisure and hospitality and retail trade. We also found that manufacturing, finance and insurance, wholesale trade, and government (e.g. public education) made up a much larger percentage of the workforce than in Las Vegas (on average, each industry employed 2 percentage points or more of the workforce compared to Las Vegas).

When we adjust the forecasts for healthcare and manufacturing, imagining a world where they are closer to our reference group and measure the resulting spillovers into other sectors, we find that Las Vegas's Hachman score could improve to 80.2 by 2040, nearly the same index score as Orlando. We hold constant our estimates for population and our assumptions about the availability of land and water. To increase participation in these industries while not taking away from other industries, we have to make one more assumption and that is a greater share of the additional population will join the workforce. That means adding additional 127,000 workers to the current forecast of 310,000 workers. The ratio of additional workers to population growth (698,000) increases from 44.4 percent to 62.6 percent



## **SECTION 3**

### *Strengthening Nevada's Workforce Development System*

A robust and resilient workforce benefits all Nevadans. GOWINN is dedicated to equipping Nevadans with the soft and technical skills that are necessary to succeed, reducing the workforce shortage, and diversifying the economy through workforce development programs that are aligned with regional in-demand occupations. To accomplish these goals, GOWINN convenes and collaborates with the community, uses data-driven research to identify best practices, and implements programming that builds a Nevada that works for everyone. The following section presents an overview of how GOWINN executes this mission.



# STRENGTHENING NEVADA'S WORKFORCE DEVELOPMENT SYSTEM

## GOWINN's Three Principles



Equip with Skills



Reduce the Shortage



Diversify & Align

## Steps to Achieve these Principles

1.

Convene and Collaborate to Increase Community Engagement

2.

Identify Best Practices with Data-Driven Solutions

3.

Implement programming that builds a Nevada that works for everyone

# 1) CONVENE & COLLABORATE TO INCREASE COMMUNITY ENGAGEMENT

## Good Governance and Open Meetings

### THE GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

The Governor's Workforce Development Board (GWDB) serves as the primary leader of workforce policy in the State of Nevada through examining the statewide workforce development system, creating the Workforce Innovation and Opportunity Act (WIOA) State Plan, and recommending policy improvements of the workforce development system to the Governor's Office and the Governor's Office of Workforce Innovation (GOWINN). The GWDB is codified by NRS 232.935 and administered by GOWINN. GOWINN's Policy Analyst, Katie Gilbertson, serves as the liaison to the Board by organizing each meeting and providing research and technical assistance to the Board members. Every four years, the GWDB submits a new WIOA State Plan to the U.S. Department of Labor, along with submitting revisions of the State Plan to the U.S. Department of Labor every two years.

The GWDB is led by Chair Hugh Anderson and Vice Chair Ken Evans. Members of the Board are appointed by the Governor and represent business, state and local government, organized labor, and the State's WIOA administrators. The Full Board is comprised of 33 members who meet once every two months.

Governor's Workforce Development Board		
<b>Hugh Anderson</b> - Chair Business – Clark County	<b>Kenneth Evans</b> – Vice Chair Business – Clark County	<b>Lisa Levine</b> Governor's Designee
<b>Roberta Lange</b> Nevada State Legislature Nevada Senator	<b>Daniele Monroe-Moreno</b> Nevada State Legislature Assembly Representative	<b>Scott Black</b> Local Elected Official – Clark County
<b>Irene Bustamante Adams</b> Local Elected Official	<b>Jerrie Merritt</b> Business – Clark County	<b>Gina Bongiovi</b> Business – Clark County
<b>Ryan Woodward</b> Business – Clark County	<b>Susan Brager</b> Business – Clark County	<b>Lawrence Montrose</b> Business- Washoe County
<b>Derrick Gyamfi</b> Business- Clark County	<b>David Dreibelbis</b> Business – Clark County	<b>Lori Calderon</b> Business – Clark County
<b>Cecil Fielder</b> Business – Clark County	<b>Kevin Landry</b> Business – Washoe County	<b>Michael Bolognini</b> Business – Clark County
<b>Sherri Mantanona</b> Business – Clark County	<b>Brittany Brown</b> Business – Washoe County	<b>Edward Estipona</b> Business – Washoe County
<b>Jennifer Keiser</b> Workforce/Labor – Clark County	<b>George Gault</b> Workforce/Labor – Clark County	<b>Maureen Schafer</b> Workforce/Labor
<b>Crystal Slaughter</b> Workforce/Labor – Clark County	<b>Robert Benner</b> Workforce/Labor – Washoe County	<b>Thomas White</b> Workforce/Labor – Clark County
<b>Evelyn Thompson-Hilbert</b> Workforce/Labor – Clark County	<b>Leslie Mujica</b> Workforce/Labor – Clark County	<b>Drazen Elez</b> WIOA Core Program
<b>Lynda Parven</b> WIOA Core Program	<b>Nancy Olsen</b> WIOA Core Program	<b>Robert Thompson</b> WIOA Core Program

The Executive Committee is comprised of eight members who meet once a month in between Full Board meetings. The Executive Committee is tasked with overseeing the performance of the Full Board, mapping out future focus topics for the Board, and reviewing select policy changes before they are presented to the Full Board.

Additionally, there are two GWDB Subcommittees that meet on a quarterly basis: the Strategic Planning Subcommittee and the Barriers and Underserved Populations Subcommittee. The Strategic Planning Subcommittee is chaired by Nancy Olsen, Adult Education Programs Supervisor for the Nevada Department of Education and WIOA Title II State Director and comprised of ten Board members. This Subcommittee is tasked with writing and revising the WIOA State Plan, aligning the quarterly WIOA title report updates with the State Plan, and advising the Full Board on gaps in the workforce system that the Subcommittee identifies through their reports. Within the Strategic Planning Subcommittee is a fact-finding Work Group that meets more frequently to actively write and revise the State Plan which is then discussed at the larger Subcommittee meetings.



The Barriers and Underserved Populations Subcommittee is led by Vice Chair Evans and made up of 14 Board members. This Subcommittee focuses on using data-driven approaches to identify demographic groups that have historically been disadvantaged in the labor force, including but not limited to African American males ages 18-24, women with preschool and school-age children, and people with disabilities. The Barriers and Underserved Populations Subcommittee invites community leaders to present about the underserved populations so that the Subcommittee can garner an understanding of how to best develop and support career pathways for these individuals to have increased workforce opportunities.

### GWDB CHILDCARE WORKING GROUP

The Childcare Working Group was a voluntary engagement that was created by the GWDB Full Board at the December 7, 2022, Full Board meeting. The mission of the Childcare Working Group was to examine how childcare is a barrier to labor force participation and discuss employer-driven solutions to combat this obstacle. The GWDB Childcare Working Group led an ambitious mission to identify barriers through a childcare survey to the business community, assemble business and community leaders from across the State, and culminate the research and findings into a comprehensive Childcare Policy Report.

The Childcare Working Group was chaired by Susan Brager and comprised of nine members both from the Board and non-Board childcare experts across the State. The breadth of GWDB Childcare Working Group members demonstrates the common interest amongst different employers in different regions of Nevada to find solutions for childcare access. In 2023, this group met on January 6, January 20, and February 3, with a report of the group's activities and recommendations generated

and approved unanimously by the Childcare Working Group and GWDB in February 2023, which was made publicly available on the GOWINN website. During public comment at the Full Board meeting, the report received praise from representatives of the Las Vegas Chamber of Commerce, Workforce Connections, Nevada Mining Association, IBEW Local 357, Southern Nevada and Northern Nevada Building Trades, and Las Vegas HEALS.

The Working Group and GWDB continue to work on action items to address barriers that impede people from entering or reentering the workforce and steps to increase supply of Nevada childcare facilities. Currently, the Board is organizing business forums on the Child Tax Credit, 45F, to increase awareness about the federal tax credit to Nevada employers. The GWDB is committed to providing resources for Nevada employers to recruit and retain valuable employees.

<b>Governor's Workforce Development Board Childcare Working Group</b>		
<b>Susan Brager - Chair</b>	<b>Commissioner Jim Gibson</b>	<b>Amanda Hilton</b>
<b>Veronica Chavez</b>	<b>Jerrie Merritt</b>	<b>Ken Evans</b>
<b>Dr. Tiffany Tyler-Garner</b>	<b>Bob Finch</b>	<b>Irene Bustamante Adams</b>

## INDUSTRY SECTOR COUNCILS

Industry Sector Councils have traditionally been utilized to equip Nevada employers and industry partners with a space to engage in facilitated conversations regarding opportunities and challenges that are unique to each sector. The current NRS language requires the Governor's Workforce Development Board (GWDB) to oversee statewide industry sector councils that were previously run by GOWINN.

However, regional sector councils and partnerships are currently operating at Workforce Connections in Southern Nevada and Nevadaworks in Northern Nevada. Workforce Connections successfully launched seven industry sector partnerships in 2022 per the region's Comprehensive Economic Development Strategy (CEDS) in the following industries: healthcare services, general & advanced manufacturing, information & communication technologies, transportation and logistics technologies, clean technologies, business & financial services, and creative industries. Nevadaworks will follow a similar path with establishing four industry sector partnerships in Northern Nevada with funding from the Good Jobs Challenge grant.

Regional sector partnerships allow for a bottom-up approach for information sharing regarding workforce development issues and opportunities to flow up government channels. Replacing statewide industry council partnerships with regional sector councils and partnerships increases collaboration and cooperation between the State and regional workforce development organizations, strengthens alignment between workforce development agencies, and reduces duplication. Pending the passage of Assembly Bill 98 in the 82<sup>nd</sup> Legislative Session, industry sector councils would be removed from the GWDB and GOWINN.



## Community Outreach and Engagement

### PARTICIPATION ON ADVISORY COUNCILS

#### Mining Center of Excellence

Nevada has the only currently operating lithium extraction site in North America. This positions the State well to be the leader of clean energy production in the country. Nevada's pro-business environment and policies has welcomed new and exciting clean energy companies to the state – from Nevada's lithium mines to the manufacturing of the battery at Lithium Battery in Henderson, to Tesla's future Gigafactory that will produce America's first fully electric semi-trucks, to the recycling of the lithium battery at Redwood Materials. The entire production cycle of clean energy electric vehicles is housed in Nevada – from start to finish. At GOWINN, we recognize our role to partner with business and industry and our colleagues at the Governor's Office of Economic Development to make sure that this in-demand industry sector has a ready workforce and talent pipeline.

GOWINN partners with educational institutions, such as Great Basin College, leveraging federal grant funds to support workforce training programs for Nevadans to enter these in-demand occupations, and supports upskilling workers, too. Executive Director Lisa Levine works with the Nevada Mining Association and spoke of the importance of workforce development in the clean energy sector during their Mining into Nevada's Future Conference in Winnemucca.

GOWINN's engagement and programs specialist Zachary Alexander toured the Great Basin College Winnemucca and Elko campuses to meet with staff and students from the various departments. These relationships have continued to strengthen partnerships between our organizations. Both Lisa and Zach have joined the Mining Center of Excellence Board, at the direction of Sam Spearing, Executive Director of Workforce Development at Great Basin College. The proposed Mining Center of Excellence is a collaborative partnership with the objective to renovate and transform the National Guard Armory Building on Great Basin College's Campus into flexible mining education space.



#### Nevada Digital Government Advisory Board

Utilizing technology to increase access and optimize delivery of services is a top priority for GOWINN. In workforce development, outreach to communities utilizing retail-friendly digital technological platforms is key to meeting Nevadans where they are and informing them of the many training and career opportunities available to them. Executive Director Levine is a member of the Nevada Digital Government Advisory Board, that brings government leaders and technology vendors together to strengthen and modernize government technology. During the 2022 Digital Government Summit, that brought hundreds of community stakeholders together to discuss and collaborate on technology in government, Executive Director Levine presented on NPWR to both increase knowledge and awareness of this data tool as well as expand partnerships.

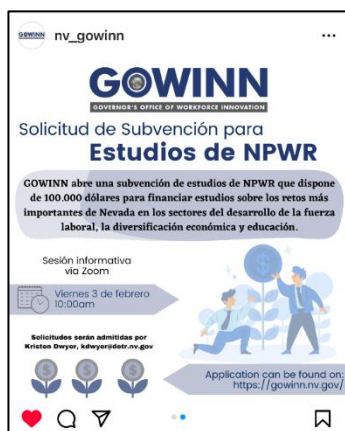


### Tribal Council on Education

In March, GOWINN team members Ansara Martino and Zachary Alexander met with Sarina Nez, Program Officer of the Nevada Indian Commission (NIC). They discussed NIC programs that were taking place in Northern Nevada. GOWINN was invited to the Powwow at the University of Nevada on Saturday April 1, and the Protecting Our Children Conference the following week. GOWINN will continue to work with the NIC to expand workforce programs and opportunities for Nevada's native community.

## Public Affairs to Diverse and Underserved Audiences

### BILINGUAL COMMUNICATIONS PROGRAM



Nevada is one of the most diverse states in the country with the fastest growing Asian American Pacific Islander community, vibrant Latinx and Hispanic community, historic African American community, and a thriving diverse immigrant population. Nevada is truly the face of America. As GOWINN works to increase labor force participation by preparing Nevadans for the jobs of today and tomorrow, effectively communicating to diverse and often underserved communities is critical.



GOWINN implemented a bilingual communications plan August of 2022. Since then, the office has hired a communications staff member dedicated to translating GOWINN outreach materials into Spanish. Outreach to Latinx and Hispanic communities requires communications materials, such as media releases, press calls, and social media posts, just to name a few, to be in both English and Spanish. When GOWINN's programs are featured in Nevada's Spanish media, it typically results in Spanish-speakers calling our office requesting information on how they or their children can participate in one of GOWINN's workforce programs. We continue to increase access through strengthening the bilingual communications plan. In addition, GOWINN's website is currently being renovated and modernized and will have a multilanguage tool making the website accessible to 100 different languages.

### PRESS RELEASES

The Governor's Office of Workforce Innovation (GOWINN) is constantly accomplishing newsworthy tasks and creating newsworthy content. Working with The Abbi Agency based in Reno, Nevada, GOWINN operates a press release schedule of one release every two weeks. This is subject to change to more frequently, especially during Nevada's legislative sessions, when budgets allow for new programs and undertakings to be publicized. The Abbi Agency provides robust reporting on the success of these press releases, citing the publications that picked up the story, and the reach (how many people the story was seen by).



## SOCIAL MEDIA

The Governor's Office of Workforce Innovation (GOWINN) maintains a calendar of social media posts that is planned one month in advance. Team members Zachary Alexander and Esmeralda Villeda create and share content on 4 social media platforms: Facebook, Instagram, LinkedIn, and Twitter. These posts are scheduled ahead of time on the Meta business management platform and using scheduled Tweets on Twitter. Posts are also frequently made at the time the content is made available, usually sharing relevant news articles, event information, and important announcements. Zachary and Esmeralda also create custom graphics to supplement these posts on Canva. Posts are scheduled for every weekday and every holiday. Posts are also translated into Spanish as often as possible, especially when sharing information about job opportunities and career fairs.

## RADIO

The Governor's Office of Workforce Innovation (GOWINN) is committed to reaching individuals across the State, in a media that is relevant for them. With this at the forefront of minds, one area of the media medium that GOWINN has been targeting this past year is radio. This initiative was led by Executive Director Lisa Levine. She was featured on various stations such as KKOH and KNPR to share how GOWINN can help Nevadans, through initiatives like Project SANDI and funding available for tuition, to the report around addressing childcare. To ensure GOWINN reaches as many people as possible, GOWINN's Esme Villeda also has spoken with shows such as El Show de Ruben Kihuen to reach Nevada's Spanish speaking individuals who will benefit from GOWINN's initiatives.



## NEVADA'S WORKFORCE NEWSLETTER

Many state agencies have an internal and external newsletter. Last summer, GOWINN put their newsletter on pause to reevaluate the need and effectiveness of having one more government newsletter. In doing so, a gap has been identified that GOWINN plans to fill by fourth quarter of 2023. While there are many newsletters, there is not one central workforce development newsletter in the State of Nevada that brings all events, meetings, job fairs, grant opportunities, etc into one place. GOWINN has plans to launch Nevada's Workforce Newsletter (NWN) later this year.

## Press Coverage



**440,800 Total  
Press Hits**

**24 Unique  
Media Outlets**



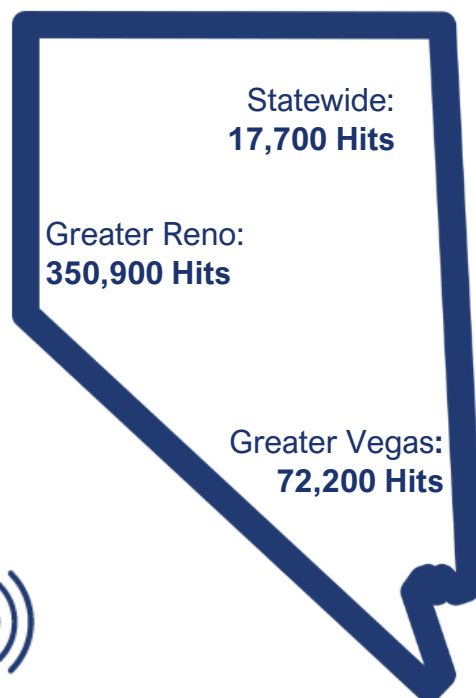
TV



Online & Print  
Articles



Radio



## Reports

### ANNUAL REPORT

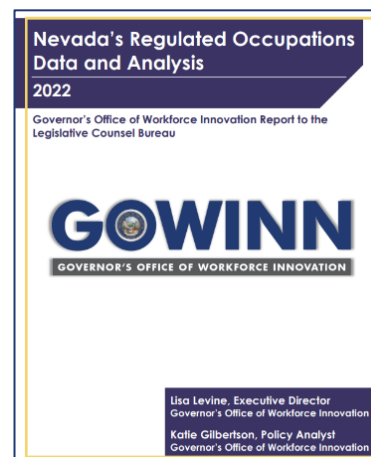
GOWINN submits an annual report each March to the Governor and the Nevada Legislative Council Bureau to report on the office's "activities, discussions, findings, and recommendations." The annual report captures GOWINN's milestones, current program initiatives, and goals for the upcoming year. The annual report serves as a roadmap for workforce development within the State.

### NPWR REPORT

At the end of each year, GOWINN submits a report to the Legislative Council Bureau with the most current data and reports produced by the Nevada P-20 to Workforce Research Data System (NPWR). This report is an opportunity for GOWINN to showcase new data and accompanying visualizations that are added to the NPWR website as additional data-sharing partners are onboarded into the system. Recent momentum with NPWR and new partners increases the robust collection of reports available on the NPWR website which is reflected in the NPWR annual report.

## OCCUPATIONAL LICENSING REPORT

Annually, GOWINN conducts research and analysis of Nevada's occupational licensing to gain an understanding of how many total licenses are held for each licensed occupation per licensed board, accessing the in-demand ranking of the licensed occupations, addressing the safety risk of the occupations, as well as providing policy recommendations to reduce licensure barriers so more Nevadans have access to these in-demand careers.



## GOVERNOR'S WORKFORCE DEVELOPMENT REPORT & WIOA STATE PLAN

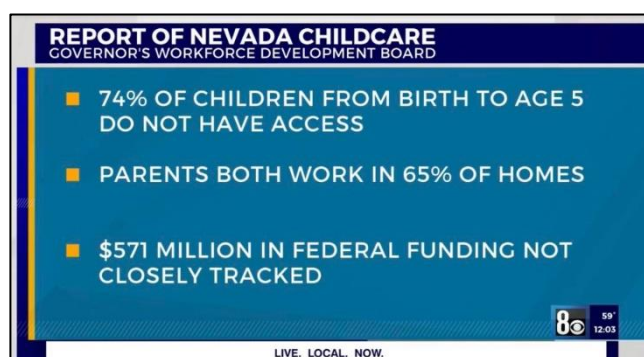
The Governor's Workforce Development Board (GWDB), which is administered by GOWINN, provides an annual report to GOWINN and the Legislative Council Bureau. This report demonstrates the coordination of efforts and resources to reduce the unemployment rate for any demographic group with an unemployment rate that is either 200 percent or more of the rate of unemployment for the applicable county as a whole, is 4 or more percentage points higher than the rate of unemployment for the applicable county as a whole or has been higher than the rate of unemployment for the applicable county as a whole for 3 or more consecutive years.

Additionally, every four years the GWDB writes and submits a unified State Plan under WIOA Section 102(a) and submits it to the United States Department of Labor. Under WIOA Section 102(c)(3) the GWDB must submit modifications to the plan every two years. The most recent State Plan modification was complete in March 2022 and the new State Plan is due in March 2024.

## GWDB CHILDCARE POLICY REPORT

As part of an initiative to address the labor shortage due to lack of access to affordable childcare for working families, the GWDB assembled a Childcare Work Group at their December 7, 2022 Full Board meeting. The Childcare Working Group wrote a 129-page report and one-page policy brief that presented the current state of childcare in Nevada, national childcare research, best practices in Nevada, and policy recommendations based on data and findings presented throughout the report. The Childcare Policy Report was passed unanimously both by the Childcare Working Group at their meeting on February 3, 2023 and by the GWDB Full Board at their meeting on February 15, 2023. Please visit the GOWINN website for a link to the [full report](#) and [policy brief](#).

Childcare  
Policy Report  
Media Hits:  
**217,800**





## 2) IDENTIFY BEST PRACTICES WITH DATA-DRIVEN SOLUTIONS

### Data

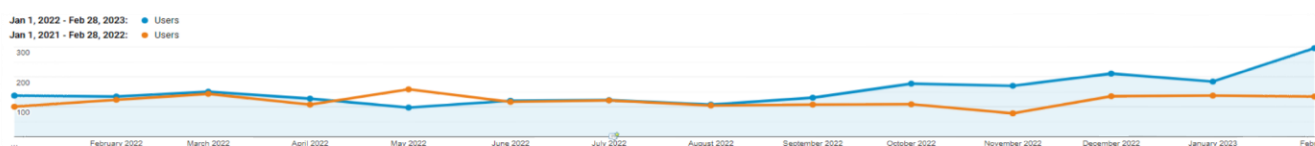
#### NPWR

The Nevada P-20 to Workforce Research Data System (NPWR) is a state-of-the-art research tool that provides Nevadans with unparalleled access to the knowledge needed to understand the trends shaping our state's education and workforce outcomes. Using state of the art technology and best-in-class security, NPWR is designed to inform education and workforce policies and initiatives across Nevada.



NPWR is truly a statewide collaboration, with the NPWR Advisory Committee made up of the data sharing partners and established to assist in the support of the statewide longitudinal system. The NPWR team also work very closely with DBDriven, the information technology service provider for NPWR, who acts as an extension of GOWINN to work with current partners on reporting requirements and working to inform potential new partners on the capabilities and services that NPWR can provide to an organization.

The past year has seen tremendous growth in NPWR (see below for NPWR website traffic growth). NPWR has been a collaborative partnership with the Nevada Department of Education (NDE), which includes Adult Education data; the Nevada System of Higher Education (NSHE); and, the Department of Employment, Training and Rehabilitation (DETR). Since the last half of 2022, the Nevada Department of Motor Vehicles (Nevada DMV) and early childhood data from the Division of Welfare and Supportive Services (DWSS) under the Nevada Department of Health and Human Services (DHHS) were onboarded in NPWR. Two additional data sharing partners, the Nevada Department of Veteran Services (NDVS) and the Nevada Department of Corrections (NDOC), have also joined the NPWR community and working to onboard their identified data.



GOWINN also hired a new NPWR Data Manager, Kristen Dwyer, to manage the project and continue to move the initiative forward in the state, by collaborating with additional partners and implementing best practices, as recommended at national levels. To ensure data systems are at the forefront of discussions, the team is working to ensure representation across the State, such as becoming a member of the Nevada Affiliate of National Center for Women & Information Technology (NCWIT), which is a nonprofit community of more than 1,100 universities, companies, nonprofits, and government organizations nationwide working to increase girls' and women's meaningful participation in computing.





In early December 2022, NPWR held its inaugural Research Forums held in both Las Vegas, Nevada and Reno, Nevada. The purpose of these forums was to bring together professionals from the academic, business, and research communities in anticipation of the launch of the NPWR

Portal for researchers to be able to utilize the data. The forums included an informational presentation on NPWR, discussion of specific policy areas, a panel of distinguished researchers speaking on the importance of NPWR, and a brainstorm session with scholars on how NPWR can provide data-driven

solutions to each policy area of interest for attendees. The NPWR Research Forums will be held annually in both the Northern and Southern regions of the State to receive feedback from the academic, business, government, and service-provider organizations and build research collaborations that support the NPWR Research Agenda.

Also in December 2022, GOWINN received approval from the Nevada Legislature's Interim Finance Committee to launch competitive NPWR research grants using \$100,000 that will support research studying Nevada's most challenging policy problems in the areas of workforce development, economic diversification, and education. The funding for the research grant comes from the Workforce Innovation Opportunity Act, which provides federal funding to Nevada to invest in strengthening workforce development systems and programs. To be considered for and granted a portion of the grant funding, applicants were required to be researchers, scholars and/or academics located in and residing in the State of Nevada, who could represent or be a part of public and private organizations, institutions, and entities interested in asking research questions that address policy problems facing Nevada using NPWR as the evidence-based data-driven research tool.

In March 2023, these inaugural NPWR Research Grant Awardees were identified:

*Workforce and Economic Development*

- The Brookings Mountain West's project, *The Gender Gap in Nevada: A K-12, Higher Education, and Workforce Study* will explore the gender gap in Nevada and propose public policy interventions to improve educational and workforce outcomes;
- The Kenny Guinn Center for Policy Priorities and the University of Nevada, Las Vegas (UNLV) Center for Business and Economic (CBER) Research's project *An Analysis of Nevada's Pre- and Post-Pandemic Labor Force Participation Rate* will identify and evaluate factors contributing to Nevada having the 3<sup>rd</sup> largest decrease in labor force participation following the pandemic;

- The University of Nevada, Reno's (UNR) Center for Economic Development's *Examination of the Relationship between Workforce Development and Housing, Education and Childcare Services, and Healthcare Services* will explore how labor force barriers impact workforce and economic development and business creation, retention, and expansion abilities.

### Education

- The Lincy Institute's project *Nevada K-12 Performance and Implications for Economic Diversification* will evaluate the differentiating factors between Nevada's highest and lowest performing schools and districts in terms of on-time graduation rates, performance on standardized tests, and college-going rates;
- UNLV's Center for Research, Evaluation, and Assessment's project *Piloting School Funding Equity: How the Enactment of Senate Bill 178 Impacted Student Outcomes After Graduation* explores how Nevada's student funding pilot program impacted students post-secondary and vocational outcomes;
- Dr. Megan Rauch Griffard from UNLV's Department of Educational Psychology and Higher Education's project *Dissecting the Educator Talent Pipeline and Educators' ROI in Nevada* will focus on whether CTE certificates in education concentrations lead to eventual employment in education, seek to understand how long NSHE education majors take to earn their desired degree by educational attainment level, and how the wages of educators compare to other workers with comparable education and experience in Nevada by educational attainment level.

### Students

- Anna Dreibelbis, a UNLV law and doctorate student, for her project *Assessing Career Readiness Gaps in Nevada* to understand what the gaps are in soft skill development in CTE programs across Nevada.
- Curtis L. Cobbins, a doctorate student, for his project *Causes of Innovation Engineering Management Failure in Workforce Development Within the Nevada System of Higher Education* to understand how strong the correlation is, if any, between employee analysis of skills gap alignment and the role of innovation engineering management.

In February 2023, NPWR was accepted to the 2023 Data Labs program, a country-wide initiative. Data Labs is a partnership with the Beeck Center for Social Impact + Innovation at Georgetown University and the National Governors Association. Data Labs helps states launch data-sharing projects that improve government services and the lives of residents. The purpose is to reimagine systems for public impact using design, data, and technology. Their projects test new ways for public and private institutions to leverage data and analytics, digital technologies, and service design to help more people.

Managed by GOWINN, NPWR will be taking a critical step toward better data-driven decision making in Nevada by going through the nine-month long program. GOWINN and partnering

state-run entities will be further equipped to make data-informed decisions to address key policy issues and will have launched a project that sets a strong foundation for future policymaking and the development of a statewide research agenda. The research produced from the inaugural Research Grants will also help with the research agenda, along with the plan for the second annual Research Forums, which will be held in December 2023 in Northern and Southern Nevada. During these forums, attendees will be able to hear from the Research Grant awardees on their projects and results.

## WORKFORCE INVENTORY

In January 2023, the Governor’s Office of Workforce Innovation (GOWINN) underwent an initiative to update the “State of Nevada Inventory of Workforce Programs and Services FY 2017” report. The purpose of this report is to highlight all the active workforce training and development programs available to Nevadans, provide contact information for those programs, and increase transparency of workforce services. The original report included a description of each workforce program within the Department of Employment, Rehabilitation, and Employment (DETR), Department of Education (NDE), and Department of Health and Human Services (DHHS). The updated 2023 Workforce Inventory expands the scope of workforce programs and services to include training providers, higher education, and additional government agencies beyond DETR, NDE, and DHHS.



To accomplish this, GOWINN sent out a survey to the workforce development community across the State. GOWINN also partnered with the Las Vegas Global Economic Alliance (LVGEA) to share the survey with Southern Nevada employers. The Workforce Inventory survey had respondents indicate whether the workforce program was on the Eligible Training Provider List (ETPL; this is a catalog of trainings for eligible adults and dislocated workers that are administered by DETR,

Workforce Connections, and Nevada works), identify the target population and expected outcome of the program, list funding sources for the program, and share any online resources for the program. Along with the survey, GOWINN is currently contacting workforce development agencies to bolster the number of programs that will be included in the Workforce Inventory.

The Workforce Inventory will be launched in two phases. The first phase will be a report highlighting all the workforce programming from K-12 career and technical education, post-secondary programs, the ETPL list, higher education, and credential providers. The second phase will incorporate all the data from the report into a searchable database that will be available on the GOWINN website. The database will be regularly updated and will provide Nevadans with a resource to find training programs in every sector with just the click of a button.

## CREDENTIALS REPOSITORY

Credentials are an essential tool for upskilling the workforce. Examples of credentials include secondary and postsecondary diplomas, digital badges, micro-credentials, certificates, apprenticeships, certifications, licenses, and degrees of all types and levels. Obtaining credentials can accelerate an individual's career by giving them industry-specific knowledge and skills.

GOWINN is dedicated to making it easier for Nevadans to find credential training programs. To execute this vision, GOWINN participated in the National Skills Coalition's (NSC) Postsecondary Credential Policy Academy (PPA) in 2021-2022 with a primary goal of creating one cohesive credentials list for the State, as it was identified that this would simplify the process for service providers, higher education, government agencies, and credential seekers. In 2023, GOWINN received a letter of support from NSC to create a Credentials Manager position within GOWINN and to partner with a national credential company. Additionally, GOWINN received guidance from the U.S. Department of Education and the National Governor's Association. Pending IFC approval of \$50,000 of WIOA funds in April's meeting, GOWINN will receive funds to create a statewide credentials repository. This system will further support Nevada's use of linked, open, interoperable data about credentials and competencies through use of the Credential Transparency Description Language (CTDL) and the Credential Registry. Data within the credential repository will include information about the provider and owner, competencies and skills, costs, quality indicators, occupation and industry alignment, education and career pathways, transfer values, outcomes, and links to job skills.

GOWINN's short term goals are to 1) create the Credential Manager position and 2) partner with Credential Engine. GOWINN's long term goals are to 1) have a unified credential list for the State and 2) incorporate credential earner data into Nevada's state longitudinal data system, Nevada P-20 to Workforce Research Data System ("NPWR"). Through GOWINN's efforts, the State will offer a more diverse, inclusive, and accessible pathway to earning non-degree credentials.

## 2023 STATEWIDE WORKFORCE SURVEY

From January to mid-March of 2023, UNLV's Center for Business and Economic Research (CBER) conducted a statewide online survey of 404 randomly selected individuals who reported that they are currently, or might be, looking for a job in the next 6 months. The sample included 185 who reported being unemployed (not to be confused with those



collecting unemployment) and 219 who reported having some form of employment; full time (35+ hours plus), part-time (less than 35 hours), and self-employed. The makeup of responses was representative of Nevada's geographical population distribution (e.g. 72.77 percent of respondents were from Clark County) and of its



demographic distribution (e.g. 32.34 percent reported being of Hispanic or Spanish in origin, 19.71 percent reported being African-American or Black, non-Hispanic, etc.). Of the survey respondents, the vast majority were female (70.07 percent), ages 18 to 54 (89.60 percent), and having lived in Nevada more than 10 years (51.95 percent). Educational attainment was skewed slightly lower than Nevada's actual educational attainment rates with 40.34 percent reporting some high school or high school degree as their highest degree or level of education. This was followed by 35.59 percent reporting an associate's degree or some college, and 23.06 percent a bachelor's degree or higher. Both groups, unemployed and employed, were asked similar questions though some questions were altered to reflect their employment status.

Commonalities between both employed and unemployed respondents included the majority reported looking for a job in a new career field (60.09 percent among employed and 67.55 percent among unemployed). When asked what career field they were interested in transitioning to, arts (9.33 percent for the employed and 9.82 percent for the unemployed), leisure and hospitality (7.00 percent for the employed and 9.47 percent for the unemployed), and administration (8.00 percent for the employed and 10.18 percent for the unemployed) all scored high. Entertainment scored high for the employed group (7.33 percent) while healthcare (9.12 percent) and government (7.02 percent) scored high for the unemployed group. When asked to rank the most important factors in their next job, both groups responded that work hour flexibility (mean score of 2.96 for the employed and 3.04 for the unemployed), rate of pay (mean score of 3.37 for the employed and 3.05 for the unemployed), and work location (mean score of 3.71 for the employed and 3.95 for the unemployed) as the top 3 factors in their next job (the lower the mean, the higher it was, on average, ranked).

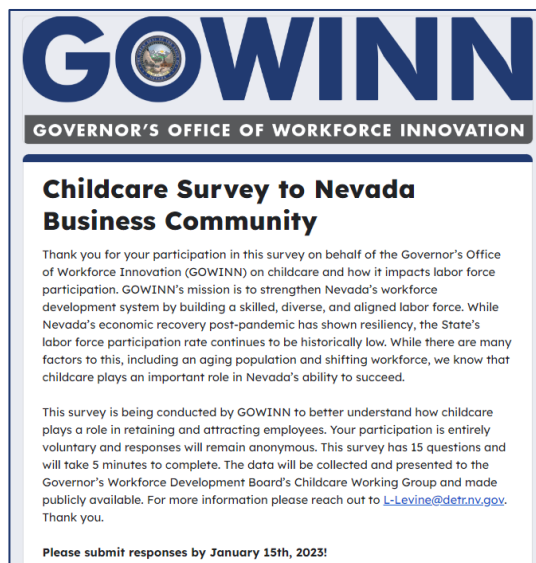
One of the differences between the employed and unemployed group occurred when they ranked their biggest challenges transitioning to a new job. For the employed group, "skill-set training and certifications" was the biggest challenge (19.91 percent) followed by "inadequate pay" (17.13 percent). "Lack of available jobs" was third (16.20 percent) and "expenses" was fourth (15.28 percent). "Transportation" was the biggest challenge for the unemployed group (22.34 percent) followed by "skill-set training and certifications" (17.02 percent). "Inadequate pay" came in third (16.49 percent) and "lack of available job opportunities" was fourth (15.96 percent).

"Childcare" did not emerge as a top concern among the unemployed when asked about important factors in the choice of their job or challenges to their next job. The survey included 215 respondents (55.56 percent) with no children. The unemployed were also more likely to have earned less than \$25,000 a year at their last job (51.06 percent versus 22.83 percent for the employed), meaning that paid childcare maybe an unaffordable luxury. Among the employed, when asked to rank reasons why they would leave their current job, childcare ranked, fifth (mean score 6.04) but was the third highest selection ranked first (40 respondents who reported being employed ranked it the number one reason) behind "other career opportunities" and "inadequate pay/benefits." "Other family obligations," besides childcare, ranked third, on average, (mean score 4.73) and was the fourth highest selection rank first (21 respondents who reported being employed rank it the number one reason).



## CHILDCARE BUSINESS SURVEY

Per the direction of the GWDB Childcare Working Group, GOWINN administered a childcare survey to the Nevada business community to gauge how a lack of access to childcare has impacted businesses. The survey was created through Google Forms and sent out by initially GOWINN with additional distribution from the Las Vegas Global Economic Alliance (LVGEA), Economic Development Authority of Western Nevada (EDAWN), Made in Nevada at the University of Nevada, Reno (UNR), and Clark County. The survey was available from December 19, 2022 to January 15, 2023 and received 511 responses overall. The primary population was small-business owners as over 99 percent of businesses in Nevada are classified as small businesses.



The survey analysis was completed by Interim Executive Director of Brookings Mountain West and The Lincy Institute and Professor and Chair of the Department of Political Science at UNLV, David F. Damore, Ph.D. Dr. Damore presented the survey findings to both the GWDB Childcare Working Group and GWDB Full Board. The predominant findings from the survey were 1) employers would like more information on the Employer-Provided Child Tax Credit 45F and 2) employers believe workforce retention, stability, and productivity will increase if employees have greater access to childcare. Data collected from this survey played an important role for the GWDB Childcare Working Group as it filled a gap in existing data of how inadequate access to childcare impacts Nevada employers and identified solutions for overcoming those obstacles.

## Policy

### DATA LABS

Nevada's longitudinal data system, known as Nevada P-20 to Workforce Research Data System (NPWR), was accepted to the 2023 Data Labs program, a country-wide initiative. Data Labs is a partnership with the Beeck Center for Social Impact + Innovation at Georgetown University and the National Governors Association.

Data Labs helps states launch data-sharing projects that improve government services and the lives of residents. The purpose is to reimagine systems for public impact using design, data, and technology. Their projects test new ways for public and private institutions to leverage data and analytics, digital technologies, and service design to help more people.

Managed by GOWINN, NPWR will be taking a critical step toward better data-driven decision making in Nevada by going through the nine-month long program. GOWINN and partnering state-run entities will be further equipped to make data-informed decisions to address key policy issues and will have launched a project that sets a strong foundation for future policymaking.

## NATIONAL GOVERNOR'S ASSOCIATION

The National Governor's Association (NGA) Center for Best Practices has been a continued partner with GOWINN. NGA provides technical assistance to states through monthly meetings with State Workforce Board Liaisons, Directors, and Chairs; research requests; weekly newsletters; State Workforce Board advisement; and much more. GOWINN participates in monthly workforce development meetings with NGA and leaders in other states to gain insight on innovative programs across the country. Specifically, GOWINN utilized NGA in 2022 to learn more information on childcare, internship hubs, healthcare, teacher shortages, workforce programs for priority populations, veterans career pathways, and federal funding packages like the Infrastructure Investment and Jobs Act (IIJA), Creating Helpful Incentives to Produce Semiconductors and Science Act (CHIPS), and Inflation Reduction Act (IRA). Through the weekly newsletters, GOWINN has an outlet to share workforce development accomplishments in Nevada with the rest of the country. NGA has also presented to the Governor's Workforce Development Board (GWDB) to highlight how State Workforce Boards across the country are utilizing data collected from the WIOA titles to enact valuable policy for priority populations.



In February 2023, Vice Chair of the GWDB Ken Evans and GOWINN Policy Analyst Katie Gilbertson attended the NGA Winter Workforce Symposium in Washington D.C. Vice Chair Evans and Katie participated in roundtable discussions highlighting successes and challenges for workforce development in each state, attended keynote addresses from governors across the country, and collaborated with state workforce leaders in breakout sessions to pinpoint action plans for specific areas of concern. They garnered many ideas that GOWINN and the Governor's Workforce Development Board (GWDB) are striving to implement.

### Best Practices in Other States from the NGA Workforce Symposium

- **Colorado Talent Pipeline Report and Dashboard** – highlights the supply and demand for workforce talent, features top jobs in Colorado, and provides strategies to meet the workforce needs. The Colorado Talent Pipeline report and dashboard serve as a resource for policymakers, program developers, and talent development organizations for the purpose of building workforce policies and programs within education and training. Partners for the Colorado Talent Pipeline report and dashboard include the Colorado Department of Labor and Training, Colorado Department of Higher Education, Colorado Department of Local Affairs, Colorado Office of Economic Development and International Trade, Colorado Workforce Development Council, and Colorado Department of Education.
- **Minnesota Step Up Youth Employment Program** - supports teens and young adults obtain gainful employment, which since its inception has

created over 31,000 high-quality internship opportunities. The Step-Up program was created and launched in 2003 as a workforce shortage solution by looking at skilled and diverse 14–21-year-olds who are not enrolled in college. The program brings together Minneapolis youth with Minnesota employers in 15 industries through internships and training that build careers and lead to a diverse, skilled, and equitable workforce.

- **Accelerate Montana** – is a nonprofit associated with the University of Montana to build workforce through programming specifically aimed at developing new skills, master current skills, or starting a new career. Accelerate Montana partners with several organizations to facilitate a streamlined process to help create jobs and build Montana’s economy. Some of those partners include The Rapid Training Program, Montana Procurement Technical Assistance Center, Montana World Trade Center, Missoula Small Business Development Center Network, Accelerate Montana’s Rural Innovation Initiative, and Women’s Entrepreneurship and Leadership Lab.
- **Families First Child Care Center at Oregon’s Boardman Foods** – transformed a longtime after-school program into an off-site child care program provided by Boardman Foods that serves scores of families throughout the community. This program was designed to support its staff and the community with accessible, affordable childcare. Since its inception in 2021, the Families First Child Care Center has received donations from partners throughout the State of Oregon, as well as private partners such as Nike. Oregon employers cite access to affordable child care as a significant workforce impediment.
- **Tyson Tykes in Tennessee** – is currently being developed as an early childhood learning center pilot project for Humboldt, Tennessee to address shortage of accessible and affordable childcare for their team members. This will be an on-site childcare and learning facility for frontline team members employed at the facility at its Humboldt, Tennessee poultry processing plant. Tyson Tykes is a public private partnership that will work in collaboration with Tyson Foods, KinderCare, and the Tennessee Department of Human Services.

## NATIONAL SKILLS COALITION

Since 2021, GOWINN has partnered with the National Skills Coalition (NSC) to bring more skills-based training targeted on inclusivity to Nevada. A cornerstone of NSC is establishing networks that represent the private sector, the public sector, community organizations, colleges, advocates, and most importantly, workers. Increasing the number of workers with certificates, degrees, credentials, micro-credentials, licenses, apprenticeships, badges, and any other type of skill are imperative to creating a diverse and robust economy. According to NSC, half of the jobs in Nevada require skills training beyond a high school degree but not a four-year degree.<sup>i</sup>

To bolster a higher skilled workforce, GOWINN served as the lead agency for NSC’s 2021-2022 Quality Postsecondary Credential Policy Academy (PPA). The PPA was as a technical assistance program for selected states to convene relevant agencies to 1) develop, adopt, and apply a definition of quality for non-degree credentials, 2) codify and regulate quality criteria, 3) increase equitable access to and attainment of

quality non-degree credentials, and 4) identify data needed to quantify credential earners' educational and labor market outcomes. Nevada convened an Advisory Committee with representatives from the Governor's Office of Economic Development; Nevada Department of Education; Department of Employment, Training, and Rehabilitation; and Vegas PBS. This group held monthly meetings throughout 2022 with the assistance of Senior Fellow in Workforce Development at NSC, Nakeisha Ricks-Pettyjohn. At the center of each meeting was diversity and equity at the forefront of workforce development programs. The result of the PPA was a recommendation for Nevada to establish one list of industry-recognized credentials. GOWINN is working on securing funding from WIOA pending approval from the IFC in April 2023 so that the State can utilize a unified credentials list.



Additionally, Katie Gilbertson, Policy Analyst with GOWINN, attended the Skills in the States Forum in November 2022 in New Orleans, Louisiana to learn about best practices for credentials in other states. Key topics from the conference included utilizing federal funding packages for workforce initiatives, designing career pathways for quality jobs, upskilling and reskilling displaced workers, and marrying public

policy with data-driven solutions. Katie Gilbertson and Andrew Holbert, Program Manager for Veterans, Public Safety, and Career Education with GOWINN, will attend the NSC 2023 Skills Summit in Washington D.C. in early May to exhibit the progress Nevada has made since participating in the PPA and learn more about advancing skill opportunities for Nevada's workforce.

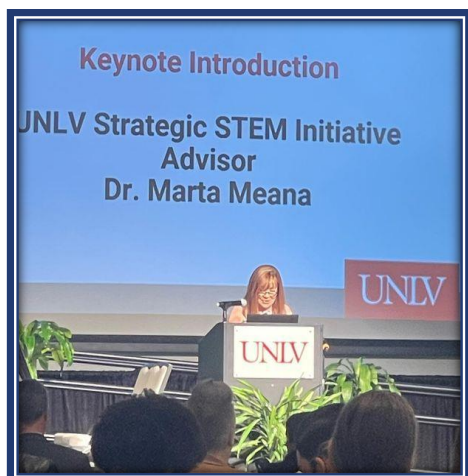
### NATIONAL ASSOCIATION OF STATE WORKFORCE AGENCIES

Ansara Martino, Senior Program Administrator and Officer with GOWINN, attended the National Association of State Workforce Agencies (NASWA) Conference in Washington, D.C. on February 15, 2023 with other state workforce members across the country to discuss current and developing trends in the workforce system and how they will be affected by changes in the national landscape. The meeting focused on collaborating with representatives from the U.S. Department of Labor, the Administration, Congress, WIOA partner groups, Intergovernmental (IGO) partner organizations, and other D.C. policy making groups. Topics discussed included how to enhance federal investments, increase investment in Workforce Innovation and Opportunity Act (WIOA) programs, and align investments with in-demand occupations and dislocated workers, adults and youth to give more access to skills training and education opportunities, current and future workforce challenges, and ways SNAP and TANF can help strengthen the workforce.

### UNLV MINORITY SERVING INSTITUTION STUDENT SUCCESS SUMMIT

Alejandro McGarvie, Fiscal Manager with GOWINN, and Brenysha Rose, Grants and Programs Manager with GOWINN, attended the UNLV Minority Serving Institution Student Success Summit in February 2023 to learn how the Southern Nevada Tier 1 University is collaborating with the community to provide resources and showcase the accomplishments of minority students. United States Secretary of Education, Miguel Cardona, spoke on how the federal government is fixing several of the current





issues that are impacting the higher education system. Reducing the gap for lack of teachers is one of those problems. UNLV currently represents a solution through its student to teacher pipeline program which is working with high school students interested in teaching to prepare them to become teachers. The goal is to work this to become a statewide and nationwide solution. Another problem is teachers' salaries. Increasing teachers' salaries in Nevada and Nationwide would reduce the unemployment rate since in certain situations teachers have to work an additional job to make ends meet, therefore allowing more space for unemployed individuals to be employed.

### NEVADA ADULT EDUCATORS CONFERENCE

Brenysha Rose, Grants and Programs Manager with GOWINN, attended the Nevada Adult Educators Conference in March 2023. Themes discussed during this conference included removing obstacles so that individuals may focus on their education, sustaining and retaining students, and seeking more funding to assist in removing obstacles that impede students from finishing their education. Aztec supports Adult Education by helping educators and learners harness and deploy technological tools, strategies, and procedures for promoting learning and evaluation, as well as improving learning outcomes for all participants. The education department from Nevada Department of Corrections (NDOC) discussed how the vacant positions for correction officers make it more difficult to give inmates with an education since it takes longer to transport them to class.

### EXPANDING P20W+ DATA SYSTEMS WORKSHOP

Kristen Dwyer, NPWR Manager with GOWINN, participated in the Expanding P20W+ Data Systems Workshop on March 21-22, 2023 in San Diego, CA, with colleagues from the Nevada Department of Education (NDE). This workshop was hosted by AEM Education Services, an entity that provides the Statewide Longitudinal Data Systems (SLDS) State Support Team who provide technical assistant for awardees of the SLDS grant funding, which NDE has received and funded NPWR. There were 11 states registered to attend: California, Connecticut, Kansas, Minnesota, Montana, New Jersey, Nevada, South Carolina, Virginia, Wisconsin, and Wyoming. The purpose was for the states to share their highest priority P-20W+ expansion challenges and gain feedback from peers on practical next steps.

### EASTERN SEABOARD APPRENTICESHIP CONFERENCE

Brenysha Rose, Grants and Programs Manager with GOWINN, and Ansara Martino, Senior Program Administrator and Officer with GOWINN, will attend the Eastern Seaboard Apprenticeship Conference (ESAC) in Niagara Falls, NY in May 2023. Matt Mckenney, CEO of the Institute for American Apprenticeships (IAA), and intermediary partner of GOWINN will also attend the event with GOWINN. ESAC is the oldest apprenticeship conference in the United States. The ESAC Standing Committee is comprised of apprenticeship representatives from 14 Atlantic coast states and the District of Columbia. GOWINN manages numerous grants that



emphasize possibilities for work-based learning and apprenticeships. This conference will enable GOWINN to learn more about apprenticeships from various labor, management, government, and educational organizations along with large and small businesses. GOWINN will meet and network with IAA, ESAC President Randy Palladino, Mayor of Niagara Fall Robert Raistano, Commissioner of Labor Roberta Reardon, New York Governor Kathy Hochul, and the USDOL Office of Apprenticeship. They will discuss ongoing projects, future opportunities, potential funding, national best practices, teacher apprenticeships, a panel discussion on investment in critical infrastructure, mentorship in apprenticeship programs, and promising practices for diversity in apprenticeship.

### ADVANCE CTE SPRING 2023 PERKINS REGIONAL MEETING

Brenysha Rose, Grants and Programs Manager with the Governor's Office of Workforce Innovation (GOWINN) will attend the Advance CTE Spring 2023 Perkins Regional Meeting. She will learn how to improve the adoption and implementation of high-quality and equitable CTE by utilizing the state Perkins V plan in addition to other federal and state policies and funding. Additionally, Brenysha will create spaces and opportunities to review and improve state plans and strategies to ensure they are effective, equitable, and responsive, both as an individual state and through cross-state sharing; develop opportunities to strengthen cross-sector collaboration and alignment by inviting agency partners; and support states through the process of updating, revising, or resubmitting Perkins plans to the U.S. Department of Education Office of Career, Technical, and Adult Education (OCTAE).

## 3) PROGRAMMING AND IMPLEMENTATION

### K-12

#### NEPRIS FOR NEVADA

In partnership with the Nevada Department of Education, Nepris for Nevada was launched in the summer of 2021. Nepris for Nevada is a cloud-based platform helping the classroom connect with educators and industry professionals. Targeting Nevada students in middle and high school, Nepris for Nevada encourages students to consider a career path early on. High-skilled educators and industry professionals conduct live, interactive sessions and chats on topics they are experts in. The live, interactive sessions are either in the form of a livestream video to classrooms or live industry chats; in both cases students are able to ask questions directly to the professional. Examples of past sessions includes Nevada Career Week, the Discover Nevada Series, the Nevada CTE Series, and the Nevada Robotics Series.

**nepris FOR NEVADA**  
Powered by Pathful

**NEVADA CAREER WEEK**  
FEBRUARY 13th - FEBRUARY 24th

JOIN US AS WE DISCUSS EMERGING CAREERS IN NEVADA

Register your classes now to get the insider details from companies across Nevada.  
Check out the lineup below:

- How Did That Get Here? (2/13)  
RIVER CITY LOGISTICS
- Engineering in Air Pollution Ctrl (2/13)  
NV DIVISION OF ENVIRONMENTAL PROTECTION
- What Happens When You Lose Your Sight and Grow Your Sense of Smell? (2/14)  
BLIND DOG COFFEE
- Building The Future & Restoring The Past: Multi-Family Construction (2/16)  
GROUP WEST CONSTRUCTION
- Building the world with molten metal (2/16)  
BATTLE BORN WELDING
- The Art of Floral Design (2/17)  
A WILDFLOWER
- Explore the World of Concrete! (2/21)  
XL CONCRETE MASONRY
- How to Travel the World as a Journalist and Multimedia Storyteller (2/22)  
THE REYNOLDS SCHOOL, UNR
- The Power and Influence of Branding and Design (2/23)  
NEVADA ARTS COUNCIL
- Finance is Fun (2/24)  
HIGHTOWER ADVISORS

**GOWINN**  
GOVERNOR'S OFFICE OF WORKFORCE INNOVATION  
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Nevada Department of Education  
*Nevada Ready!*  
CONTACT: SAMANTHA STEPHENSON  
NV DEPARTMENT OF EDUCATION  
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Content created for the interactive sessions is uploaded onto the platform's on-demand video library so that students can access information from the sessions whenever they would like. Additionally, teachers and students have the availability to request presentations and chats from professionals and educators. Nepris for Nevada also has resources for professional development and career exploration.

Nepris for Nevada exposes students to in-demand industries with growing career opportunities. As a result, students are learning straight from the workforce, and



industry professionals are making a social and economic impact. This partnership with the Nevada Department of Education connects the dots for students on how what they study in the classroom today can unlock opportunities for them to flourish in their future careers.

#### **Student and Teacher Testimonials:**

*"Highly engaging and the content was really interesting."*

*"Everything went well and the presenters doing a nice job."*

*"The session was extremely informative and useful."*

#### **TEACHER EXTERNSHIPS**

In continuance efforts to support the workforce and education in the Nevada community GOWINN has partnered with the Nevada Department of Education, to provide support for the Teacher Externship Program. The Teacher Externship Program provides context for teachers to apply real-world relevance to their classroom instruction. This program allows teachers to experience a two to four-day externship with a Nevada State Employer. The program is open to all Career and Technical Education (CTE) middle and high school teachers, counselors, and administrators across Nevada. To ensure that teachers are not taken away from their classrooms, externships are conducted during the summer months.

During the summer of 2022, twenty-two teachers were placed in externships from Clark, Lyon, and Washoe counties. The program reinforces relevance and alignment between classroom instruction and skills required for the workforce. GOWINN will continue to partner and collaborate to ensure the program further develops and flourishes by strengthening the workforce pipeline, strengthening education outcomes for Nevada students, and escalating economic opportunities for the Nevada Community.

#### **Teacher Testimonials:**

*"By taking the time and observing/shadowing the dynamics of the day-to-day operations of running a large resort food service (restaurants, employee dining, conventions), Mrs. Thiede is able to enlighten her students."*

**Pepper Thiede,  
Damonte Ranch High School  
Grand Sierra Resort Externship**

**Marie Spackman,  
Palo Verde High School  
Culinary Academy Externship**

*"I will apply what I learned by sharing what I learned with my students. As I watched instructors teach their students, many times they asked them to repeat back what ingredients were in the dishes they were preparing. This made me realize that I can have my students do that too. It is important that not only students can make a dish but also be able to describe the ingredients and cooking methods used to make the dish. This is one concept I will apply in my classroom for sure. I plan to invite the Chef instructors that I met to my classroom as guest speakers. Making connections with the Dean of Admissions and getting to know the Chefs was so great. They all gave me new ideas and insights into the Culinary Academy."*

*"It was an outstanding externship for me with learning the different applications of how they use Tape Light that will work with any of the customer's needs, and I was able to turn this into a lesson plan for my students. If they haven't already figured it out, ELEMENTAL LED will figure it out. Examples are Cabinets, Kickboards, Onyx Counters, backlighting, pool lighting, Artwork for shadow lighting and the list goes on and on. The externship was a great 2 days, and it was well worth my time."*

**Tom Kingston,  
Fernley High School  
Elemental LED Externship**

## STEAM WORKFORCE BOOKLETS

GOWINN is in the process of creating youth K-12 booklets for high-demand occupations and industries. The booklets will feature illustrations of what a day in the life of an industry professional would look like, with the intent of equipping Nevada's youth with better exposure to career pathways that they might not have imagined. Booklets will be translated to increase accessibility to all children. A future plan is to hold a rural tour with Office of Science, Innovation, and Technology (OSIT) to feature a "Nevada Career and Reading Week Series" with a STEM/STEAM focus.

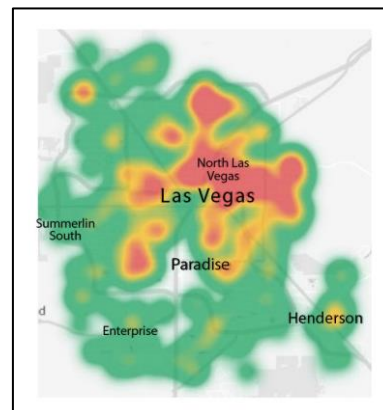
## CTE PARTNERSHIP WITH OSIT

GOWINN recognizes that the changing labor market requires more individuals to attain industry-recognized credentials in order to be successful in the workforce. Nevada's students have the option of pursuing industry-recognized credentials through their schools or state-recognized Career and Technical Education (CTE) programs of study. In a proposal to Office of Science, Innovation, and Technology (OSIT), GOWINN would provide the fiscal and programmatic support to subsidize students for costs of industry recognized credentials who are about to enter the workforce, particularly certificate and certifications that align to the state's priority industries and high-demand occupations. GOWINN supports scaling the number of students within in the state that are pursuing industry-recognized credentials, particularly the high school students without the financial ability to pay for credentials and that fit within a demographic fitting underrepresented populations.

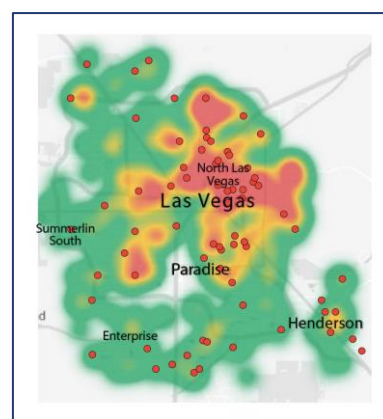
## REDUCING THE TEACHER SHORTAGE: TEACHER PATHWAY PROGRAM

Nevada's teacher shortage has only worsened since the onset of the COVID pandemic, as teachers have been subject to new tasks and additional stressors. Experts expect this crisis will continue, especially in the State's most diverse schools, without a highly focused effort supported by the entire community. To help address this need, the Governor's Office of Workforce Innovation (GOWINN) is in the process of partnering with the Public Education Foundation's (PEF) Teacher Pathway program, a part of a larger public-private effort to address the teacher shortage crisis by creating "grow your own" pathways to developing teaching candidates, starting with current paraprofessionals.

Nevada has four teaching colleges – fewer than most other states our size. Collectively, the colleges graduate about 900 potential teachers annually, yet Nevada's public schools hire around 2,500 new teachers annually. That means Nevada is primarily importing teachers from other states or countries. The teacher shortage also poses a serious equity crisis. For example, the Clark County School District (CCSD) started the 2022-23 school year with 1,400 teacher vacancies affecting at least 45,000 students. In schools with at least a 20% teacher vacancy rate, an average of 79% of the students identify as Hispanic/Latino or Black/African American. While Nevada has made strides (notably, Nevada State College is a relatively new teachers' college poised to become the second-largest producer of teachers in the state), more needs to be done to education our youth.



*Areas with red and orange represent the highest number of teacher vacancies in CCSD.*



*Locations of Teacher Pathway mentees in relation to the highest concentration of teacher vacancies, which are in orange and red areas.*



The goal is to create a pathway for current paraprofessionals that allows individuals to become teachers at no cost, graduate with zero debt, and be paid in their paraprofessional positions as they study to become a teacher. These paraprofessionals are typically classroom instructional aides or long-term substitutes and already work in the public schools, are mainly diverse, are invested in our kids, and live in and understand the community. However, other

paraprofessionals, such as office staff, custodial staff, maintenance workers, and bus drivers, can access PEF programming. The average CCSD instructional aide makes \$20,000 or less. Joining the teaching ranks will provide these individuals a significant economic boost, with new CCSD classroom teachers starting at more than \$50,000 annually. Therefore, this program can be viewed as a significant workforce development initiative that addresses a critical community need.



## ALL IN FOR MENTAL HEALTH AND FINANCIAL LITERACY

The Governor’s Office of Workforce Innovation (GOWINN) is the process of partnering with the Las Vegas Aces Foundation to increase support for Nevada students through three areas: 1) sports internships, access to mental health, and financial literacy. These three areas of focus are timely as 1) the State’s economy has diversified to include an emerging sports industry, 2) mental health concerns have increased among Nevada’s youth due to the pandemic, 3) soft skills and life skills such as financial literacy are often educational gaps that students do not learn.

GOWINN knows that seeing is believing and when young people are equipped with the skills, they need to succeed complimented with mentorship opportunities they are far more likely to enter the workforce prepared. This partnership with the Las Vegas Aces Foundation and GOWINN will provide Nevada’s students with have strong and healthy role models that who they can look up to that are relatable to them, will empower them, and serve as mentors.

First, the Las Vegas Aces Foundation will be the home for the players and organization to launch its mission to tackle mental health issues in youth. The Las Vegas Aces players and staff will be “the voice” to break down barriers and normalize mental health issues and hold 15-20 outreach initiatives per year across the state of Nevada. This will include Zoom meetings when applicable. Additionally, the LV Aces will host a Mental Health Summit at the Al Davis/Eddie Robinson Leadership Academy to serve 100 people. The aim will be to educate students from various underserved schools across the valley about the emerging trends and tools to navigate and assist with mental health. Presenters will be both Las Vegas Aces players as well professionals from community partners.



Second, financial literacy is imperative for effectively using various financial skills and exercising financial well-being. It also supports dismantling the racial wealth gap in terms of wealth accumulation and financial sustainability. The Las Vegas Aces are making financial literacy a priority to teach children by partnering with national partners and local school outreach. The WNBA and U.S. Bank have partnered with Project Destined to launch *She’s Invested: Supporting Emerging Female Leaders*, the first all-female mentoring and financial education program for the organization. Also, the Las Vegas Aces Foundation will partner with Deloitte annually to build a fun and innovative program that exposes kids to financial literacy. The “M.A.D.E. for Success” annual event will aim to assist 100 students from underserved schools with a unique opportunity to learn about potential career pathways and greater management of future financial opportunities. The Las Vegas Aces team will host Title 1 school tours and deliver the core messages of “Education, Literacy, and Kindness.”

## Post-Secondary and Higher Ed

### INTERNSHIP HUBS

An aging labor force requires new ways to think about tapping into younger talent. Internships are a mutually beneficial way for students to gain job experience and for employers to hire engaged workers who are strong candidates for future employment. Approximately 70 percent of interns are hired at the same company after completing their internship. Currently, the State lacks a central resource where students can search for available internships and work-based learning opportunities in the private and public sectors.



GOWINN is working with the National Governors Association (NGA) to identify national best practices regarding internship opportunities. NGA found that there are few states with a central internship website. Few states host an internship posting webpage through their Departments of Labor, along with auxiliary websites from State universities or Chambers of Commerce. Nonetheless, a student seeking an internship who is not sure where to look may have a hard time finding these opportunities. GOWINN is reviewing existing internship websites for Nevada's students and synthesizing how the national best practices and recommendations from NGA could be applied. Particularly, there is a focus on one-stop services that connect prospective students to partnerships with businesses, labor organizations, government, and non-profit organizations.

Internships excel Nevada's youth into career pathways, so they have the skills they need to succeed through gaining valuable soft skills and hard skills via internships. Without a central internship hub, the process can be intimidating and unintentionally exclusive leaving people out of internship opportunities.



### ALL IN FOR SPORTS INTERNSHIPS

The Las Vegas Aces Foundation will assist in the training and development of students pursuing higher education pathways through Institutions of Higher Learning across Nevada. The Las Vegas Aces Foundation will establish an internship pathway with each respected community for ease of interested

students. The Las Vegas Aces Foundation in the past had interns from UNLV Sports Management and through Professor Nancy Lough, founding Director, Intercollegiate and Professional Sport Management Program at UNLV. The Las Vegas Aces Foundation will have a more targeted program through the internship coordinator. The internship program will work collaboratively with UNLV to figure out which fields would most likely benefit, including Broadcast and Journalism, Sports Medicine and Healthcare, Data Analytics and Research, Marketing and Public Relations, Sales and Operations, etc. The internships should last 14 weeks, have a compensation of \$18 per hour, and require interns to work 20 hours per week.

## STATEWIDE AND LOCAL PARTNERSHIPS

The Governor's Office of Workforce Innovation (GOWINN) is committed to being the convener in the State, by bringing together partners that may not have been considered, to work together towards actionable items that will benefit Nevadans. GOWINN's work is nimble and responsive to allow for partners and entities to share their concerns and needs and for GOWINN to be responsive, whether that means modifying current grants to account for changes of need to looking for future funding opportunities. An example of being agile and flexible is under GOWINN's ANAA grant, which originally was focused on the high-demand occupations of healthcare, information technology and advanced manufacturing. But GOWINN and its partners recognized the need to expand the areas to education and public safety and is currently working with the U.S. Department of Labor to expand the grant's occupations to include these important and necessary occupations.



GOWINN is truly a statewide collaborative partnership and works with all State entities such as GOED, NSHE, NDE, NDVS, and OSIT; the local workforce boards, Workforce Connections and Nevadaworks; the one stops; the Regional Development Agencies; the chambers; local and private training providers; trade associations; and, always willing and excited to hear directly from businesses and industries on their needs and how GOWINN can assist. GOWINN wants to hear from the people "on the ground" to understand the actual needs and to ensure that people are trained in useful and up-to-date methods, so they are successful in their new careers and become an immediate asset for their employers, by being able to start in the field as soon as the individual is onboarded. An example of this "extreme

collaboration" is the Project SANDI grant, which is truly a statewide initiative that brings together all different forms of partners from State to private that are working towards the one goal of helping further Nevadans in their careers and leading towards a more sustainable future.





## FINANCIALS

GOWINN's commitment to convening and being agile to work with needs and demands expands from its programs to its funding. GOWINN actively tracks federal funding opportunities, seeks out partnerships and connections with entities around funded programs, and listens to community feedback to assist with developing grants and program needs to pursue funding. GOWINN does this by working within the State to pitch ideas, such as pursuing funding opportunities through OSIT and developing opportunities through the T-Mobile Settlement under the Attorney General's office. For all the grant funding that GOWINN develops and pursues, the sustainability and scalability are essential aspects that are constantly considered, and plans are developed to grow the funding at State, federal and private levels. Through the internal State discussions, GOWINN identifies and works with partners to request and utilize funding from the federal Workforce Innovation and Opportunity Act (WIOA) Governors Reserve funds, managed by DETR, to consider special project requests.

Through GOWINN's commitment with its partners, the office provides letters of support for organizations and partners pursuing outside funding to offer evidence and examples to increase an entity's chance of success in receiving funds. GOWINN also works to convene partners together who may be interested in a potential opportunity, regardless of if there is a budgeted line for GOWINN on the project or not – it is GOWINN's commitment to the betterment of the State and Nevadans.

SFY23 Competitive Federal Grants	Funder	Start	End	Amount
<b>Project SANDI</b>	U.S. Department of Education (DOE) Education Stabilization Fund-Reimagine Workforce Preparation Grants (ESF-RWP Grants)	10/1/2020	9/30/2024	\$13,818,298.92
<b>ANAA</b>	U.S. Department of Labor (DOL), Employment and Training Administration (ETA)	7/1/2021	6/30/2025	\$3,999,997
<b>H-1B</b>	U.S. Department of Labor (DOL), Employment and Training Administration (ETA)	2/1/2021	1/31/2025	\$2,500,000
<b>SAE-2020</b>	U.S. Department of Labor (DOL), Employment and Training Administration (ETA)	7/1/2020	6/30/2024	\$450,000
<b>National Skills Coalition</b>	National Skills Coalition	2/15/2022	12/31/2022	\$15,000
<b>TOTAL:</b>				<b>\$20,783,295.92</b>



Proposed Upcoming Programs	Organization	Funder	Amount
<b>Prison Education Program</b>	Department of Corrections, Hope For Prisoners, Workforce Connections, College of Southern Nevada, Western Nevada College, & UNLV	TMobile settlement, thru AG office*	\$3,000,000
<b>Youth Summit</b>	WNBA Las Vegas Aces Foundation, UNLV's the Practice	TMobile settlement, thru AG office*	\$1,000,000
<b>Teacher Pathway Program</b>	The Public Education Foundation, Nevada Department of Education, College of Southern Nevada & Workforce Connections	TMobile settlement, thru AG office*	\$466,662
<b>Credentials for High School Students and Support</b>	OSIT & Nevada Department of Education	OSIT*	\$100,000
<b>TOTAL:</b>			<b>\$4,566,662.00</b>

\*pending IFC approval

Major WIOA Special Projects	Purpose	Amount
<b>NEPRIS</b>	Partnership with Nevada Department of Education to connect career professional to classrooms	\$440,000
<b>NPWR Research Projects</b>	Promote research studying Nevada's most challenging policy problems in the areas of workforce development, economic diversification, and education	\$100,000
<b>NPWR IMR Project</b>	Strengthen NPWR as Nevada's data tool to strengthen performance metrics and outcomes	\$99,982

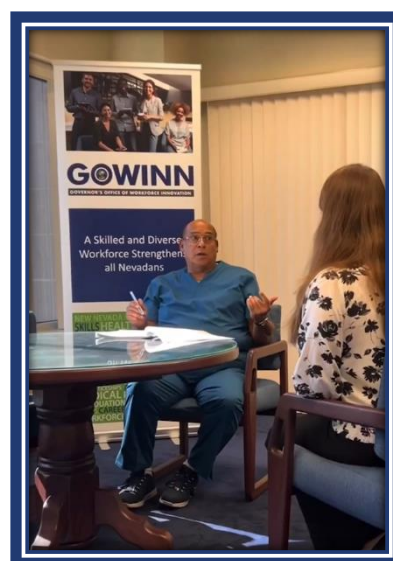
## PROJECT SANDI

The Supporting and Advancing Nevada's Dislocated Workers (SANDI) grant from the U.S. Department of Education provides opportunities such as distance education, accelerated training and expanded digital platforms that supports dislocated workers, underemployed or not employed, new job seekers, and limited English proficient adults affected by the pandemic obtain the necessary skills and credentials needed for in-demand, high growth industries in Nevada. This is a multi-year grant, ending in September 2024, for \$13.8 million, which is made up of partners all around the State.

Project SANDI brings together all four community colleges, along with 10 other training providers that are outside the NSHE system, which is a truly statewide collaboration to help as many Nevadans as possible (with the goal of the grant to impact at least 1,600). Since 2021, almost 900 Nevadans have utilized the over 100 approved certificates in the Project SANDI catalog, which is made up currently of the high-demand occupations of healthcare (24 certificates), information technology (33), advanced manufacturing (8), and skilled trades (38).

There are numerous highlights of the training providers and their programs, with selected information provided below, such as the Dialysis Program at College of Southern Nevada (CSN) has had over 24 recipients. Great Basin College (GBC) in the last year has assisted 188 students in eight counties, at an average of \$1,473 per student with certificates in millwright, python developer, certified nursing assistant (CNA), and emergency medical services (EMS). Western Nevada College (WNC) and Tesla have collaborated to train and upskill 62 Tesla employees in the Manufacturing Technician program (47 students for the Technology Level 1 (MT1) certification program and 15 students for the Mechatronics Technology program). Both programs provide training to Tesla employees in order to broaden their experience and career knowledge in mechanical technology and engineering. These programs are not limited to Tesla training and can be used by anyone in the industry. Project SANDI funded two Goodwill Train-to-Hire programs at Goodwill of Southern Nevada with 15 people completed the Plumbing-Heating-Cooling Contractors (PHCC) program, and 55 people completed the Stagehand Training Program.

Another innovative aspect of Project SANDI to enhance individuals learning is through virtual reality (VR) goggles. This exciting work is led by GOED in partnership with the State Library System. Currently, the College of Southern Nevada has supplemental training through VR goggles available for its Certified Clinical Hemodialysis Technician, and Great Basin College has one for its Certified Nursing Assistant (CNA). VR programs in production for this current year is a Manufacturing aspect through Western Nevada College and HVAC and IT at Truckee Meadows Community College. The VR goggles are available at libraries around the State, and anyone with a library card can check them out and view additional supplemental information through “field trips” that can assist in the guidance of a career pathway.



Another tool being developed for Nevadans to assist in finding a career and connecting with individuals and entities that are here to assist, is Nevada CareerExplorer, which uses innovative technology, so an individual can afford an end-to-end career discovery journey. By working through the system, people can access: self-assessment modules including interest, work-importance and skills profile tools; financial literacy tools including our popular “Budget your Life” assessment; over 900 occupations, as well as information on US colleges and certifications; and personalized pathway recommendations based on student exploration.

A final aspect of Project SANDI to assist Nevadans is through NV Grow at the CSN. This initiative is focused on assisting small business owners to gain the skills needed to create new businesses or grow current businesses and become more resilient by: creating a credit-based, on-line, self-paced entrepreneurship module that is embedded in all trainings and certificate and degree programs in Nevada; enhancing the online presence of NV Grow, a small business development center located at the College of Southern Nevada (CSN); offering incentives to business start-ups; and launching a student venture accelerator cohort model.

Program Partners		
Western Nevada College	Nevada State College	Northern Nevada Electric Joint Apprentice Training Committee
Governor's Office of Economic Development	Nevada Department of Veterans Services	New Horizons Computer Learning Center
Nevada State Library System	Southern Nevada State Veterans Home	NCLab
Nevada Department of Education	High Sierra Area Health Education Center	Professional Institute of Technology, Inc
Nevada System of Higher Education	Goodwill Industries of Southern Nevada, Inc.	Tech Impact
College of Southern Nevada and NV Grow	Electrical Joint Apprenticeship and Training Committee of Southern Nevada	V School
Great Basin College	Vegas PBS	Workforce Connections
Truckee Meadows Community College	Nevadaworks	Abbi Agency

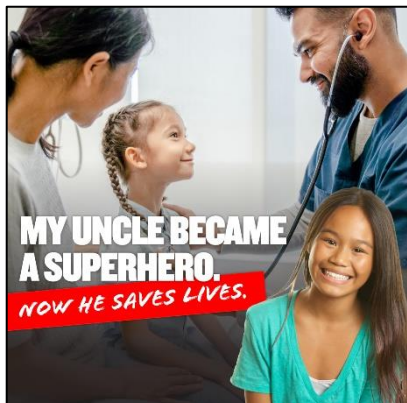
SELECTED TESTIMONIALS AND SUPERHERO SANDI CAMPAIGN:

*“After moving from Ethiopia to Nevada in 2017, I began the search for a career in Mechanical Engineering. I quickly found out just how competitive the market truly is here and knew I was lacking additional studies and qualifications if I wanted to get anywhere,” said Endale Haile. “As a part-time math tutor and full-time father, I began furthering my education through the Data Analyst Training Program at Great Basin College. I was able to complete 30 weeks of instruction in only 15 weeks and am now a Senior Specialist working on my capstone project.”*

SuperHero SANDI Campaign Hits:  
**3,948,587**

*“I didn’t realize that the skills I was learning in the training program were the exact skills I needed for the Junior Systems Administrator position,” said Juan Gomez. “Because of SANDI, I have a much higher salary than I expected and am able to apply the skills I have learned and am continuing to learn on a daily basis.”*





*“Twenty-four SANDI recipients are from CSN’s Dialysis Program, including Melissa Preciado, a young mother of two who was laid off in 2014 and has only been able to work part-time jobs ever since. “The opportunities the Project SANDI grant has provided my family and I have been a complete blessing,” said Preciado. “The grant not only covered the cost of the Dialysis course but my shoes and books too. The SANDI grant allowed me to enroll in the Dialysis program, which I have been striving to do for years, changing my life for the better.”*

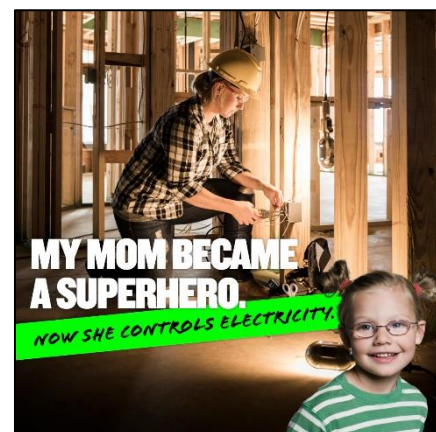
*“We are ecstatic that our students and the residents of the Reno and Northern Nevada community are taking advantage of this funding of our programs,” said Dr. Karin Hilgersom, President of Truckee Meadows Community College. “Project SANDI is opening many pathways for our community and students and we are already seeing the incredible results it was originally created to do, come to fruition through new jobs and careers for them.”*

*“CSN provides many short-term training programs that lead to exciting career pathways for Nevadans who are looking to change jobs or increase their skillsets. By utilizing Project SANDI funding through this partnership, we are excited to offer this training program at no cost to the students,” said Dr. Federico Zaragoza, President of the College of Southern Nevada.”*



*“Partnering with GOWINN and Project SANDI has allowed more Nevadans the opportunity to learn the many fields in the electrical trade. SANDI participants will eventually achieve the highest nationally recognized credential as a journeyman.” said Madison Burnett, Training Director of the Electrical Joint Apprenticeship Training Center. “It is imperative we continue to pass on these vital skills to the next generation to ensure Nevada has the expert workforce to handle the large infrastructure projects that are so vital to our state’s economic success.”*

*“Certification courses available through NNEJATC include Photovoltaics and two cutting-edge programs: Energy Storage and Micro-Grid Training and Certification Program (ESAMTAC) and Electric Vehicle Infrastructure Training (EVITP). “Both of these certification courses are vital to ensuring that Nevada has the workforce ready to build the infrastructure needed to drive Nevada’s clean energy economy and achieve Nevada’s clean energy goals. We know that workers who have been trained by the NNEJATC have a commitment to providing quality work in the safest manner possible,” said Ryan Bellows, NV Energy Vice President of Government & External Relations and State Apprenticeship Council Member.”*





*“This partnership with GOWINN through Project SANDI will result in greater healthcare services for Nevada’s veterans while strengthening career pathways for them,” said Fred Wagar, Director of the Nevada Department of Veteran Services. “Project SANDI will allow our servicemembers to bridge their skillset with credentials and certification that lead to rewarding careers.”*



*“Thanks to the help from Project SANDI and Goodwill funds, the Goodwill Train-to-Hire program has successfully graduated 55 participants from our Stagehand Training program,” said Michael Miller, Goodwill Train-to-Hire Career Coach. “Ninety percent of participants placed in this industry are making an average of \$22.50 per hour and look forward to growing in the field. Goodwill has remained true to our mission of reducing the impact of poverty in our community by helping Southern Nevadans obtain local employment and upward mobility.”*

*“The MT1 course has helped to provide basic theory knowledge to my junior technicians so they can understand automation processes and develop methodical troubleshooting methods; while the Mech Tech course has propelled some of our veteran technicians to sharpen their troubleshooting skills and find greater career paths at Tesla,” said Nicholas Schafer, Tesla Production Engineering Supervisor. “Whether new to the technician role or having spent years in the automation industry, taking part in the MT1 and Mech Tech courses is value added to any career path and will ensure a bright future at Tesla.”*

## ANAA

The purpose of the Accelerating Nevada Apprenticeships for All (ANAA) grant is to create new and expand existing Registered Apprenticeship Programs (RAPs) to connect underrepresented individuals in Southern Nevada, many of whom were affected by the pandemic, to career pathways in high-demand sectors as a means of strengthening the skilled workforce pipeline and meeting employers’ needs; aligning educational and economic development outcomes; and increasing economic security for Nevadans. GOWINN was awarded this four-year grant for \$3,999,997, which will provide assistance to 500 individuals who identify as women, people of color, individuals with disabilities, and/or veterans in the industries of health care, information technology, and advanced manufacturing in Southern Nevada. ANAA was awarded through the U.S. Department of Labor’s (DOL) State Apprenticeship Expansion, Equity and Innovation (SAEEI) Grants. The grants will build on the Executive Order signed by President Biden on strengthening Registered Apprenticeship.

ANAA is truly focused on diversity and being inclusive to develop apprenticeship opportunities in new areas and to inform potential apprentices about these opportunities, that they may have never considered before. To help with this, through the partnerships with CSN and the City of Las Vegas, which has launched a new Westside Employment and Training Center (ETC) in a neighborhood that is predominantly African American and Latino, recruitment for ANAA in both English and Spanish, and led by community partners will be created. Also, communities such as Veterans are specifically called out in the proposal, and GOWINN's commitment to this community lead to the creation of a new role on the team who is focused on this population and how to increase workforce participation. This ability for GOWINN to be nimble and to address needs as they arise, is the reason for GOWINN currently working with DOL to expand the occupation reach of ANAA to education (specifically teacher apprenticeships) and public safety (with looking at apprenticeship options for Department of Corrections as an initial immediate need).

A key aspect of this grant is the inclusion of an intermediary to provide guidance and expertise to the State and its partners around apprenticeships. Through a competitive process, the Institute for American Apprenticeships (IAA) was selected. IAA has worked nationwide in designing and implementing its own pre-apprenticeship and apprenticeship programs and has been involved in federal and state apprenticeship grants and contracts for over 20 years, often acting as intermediary to support state workforce agencies, industry groups, education providers, and employers. IAA performs extensive intermediary support in the area of Registered Apprenticeship, including project management, sector-based outreach and recruitment, stakeholder apprenticeship accelerators, registration support, development of RTI and occupational outlines for new occupations, expand existing apprenticeship programs, and administering tuition, OJT, and employer incentive funds on behalf of grantees/partners.

IAA has already provided valuable guidance and suggestions to the ANAA partners and through the leadership and convening of GOWINN, has been connecting with entities such as the Vegas Chamber and Workforce Connections to work with partners on the development of relationships with employers who are interested in pursuing apprenticeship opportunities for their employees. The expertise of IAA will assist employers with the registration process and working closely with the State Apprenticeship Director and Labor Commissioner by providing additional relevant details to assist with approvals.

Program Partners		
Department of Business and Industry	Office of the Labor Commissioner	State Apprenticeship Director
Institute for American Apprenticeships	City of Las Vegas	College of Southern Nevada
Western Governors University	IONnovate	

## H1-B RURAL HEALTHCARE GRANT

GOWINN partnered with Nevadaworks and the Nevada Hospital Association to alleviate healthcare workforce shortages in rural counties by creating sustainable employment and training programs for underemployed, underserved, and unemployed individuals who are looking to move into the healthcare field through the H1-B Rural Healthcare grant. GOWINN awarded Nevadaworks with a \$2.5 million grant in April 2021 funded by the U.S. Department of Labor (DOL). Nevadaworks then contracted with the Nevada Hospital Association to deliver program services to eligible individuals. 32 participants went through the program in the 2022 cohort, all from northern rural Nevada. Recently, a grant modification has been approved by the U.S. DOL to expand H-1B service to the rural areas in the southern region of the State. This will allow the H-1B grant to serve Mesa View Hospital in Mesquite, Desert View Hospital in Pahrump, and Boulder City Hospital in Boulder City.

There are many opportunities for development and innovation with the H1-B Rural Healthcare Grant. One would be to implement the VR goggle healthcare programs and partner with Nevada libraries to make the programs more accessible, much like Project SANDI. A collaborative effort between GOWINN, Nevadaworks, and Nevada Hospital Association could include extending the outreach of the H1-B grant at job fairs, community events, city council meetings, presentations at universities, career colleges, community colleges, medical fraternities, and pre-med student organizations in urban and rural Nevada. “We are excited to be able to make an impact in helping develop Nevada’s health care workforce,” Bill M. Welch, President and CEO of the Nevada Hospital Association, said. “The NHA will foster collaboration between the participant, the employer and community health partners to enhance recruitment and retention of healthcare program graduates in finding well-paying jobs in the healthcare sector.”

### Program Partners

Nevadaworks	Nevada Hospital Association
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### H1-B Success Story

Grant participant was in the process of finishing her first year of nursing school at Great Basin College when her husband passed away leaving her to care for her three young children alone. Without family in the area and no job, the participant struggled with the financial burden of high living expenses and was forced to move to affordable housing. She contemplated quitting her academic program in order to pursue full-time employment when she learned about the H-1B grant opportunities from another student. Program staff offered supportive services to help get her on her feet and keep her on track with her studies and also shared long-term assistance resources for future reference. The participant is now in her second year of her academic program, doing very well, and is on track to graduate her program and become a Registered Nurse in Summer 2023.

Client entered a Certified Nursing Assistant (CNA) program at Western Nevada College in February 2022. During her academic program, the client had to reduce her full-time hours to part-time in order to complete the rigorous requirements the coursework demanded. This was difficult for her because she is widowed and survives solely off her income. She was doing well in her program, with perfect attendance and passing grades. Towards the end of her academic program, the client fell ill to pneumonia and was hospitalized for over two weeks. Not wanting to fall behind or be exited from her CNA program, the client had her fellow classmate bring her homework to her daily at the hospital. She was able to Zoom in from her hospital bed to communicate with her instructor and remain in class. The client successfully completed her CNA course and is now waiting to take the State CNA licensure exam. Once the client passes the licensing exam, she will obtain full time employment as a CNA in the same hospital where she was a recent patient.

## SAE 2020

Through an approved modification from the U.S. Department of Labor (DOL) in late 2022, GOWINN's Building State Capacity to Expand Apprenticeship through Innovation (SAE 2020) grant will be primarily focusing with statewide partners in the next year to develop a feasible and sustainable pathway for nontraditional apprenticeships in the area of corrections. This initiative will bring together the Department of Corrections, the Division of Health and Human Services, and Western Nevada College and the College of Southern Nevada to develop the nontraditional apprenticeship pathway for individuals who are recently released, and establish the skills the person can receive while incarcerated, a pathway for them to follow for training and employment, employers willing to hire them as apprentices as soon as they released, and the additional supportive services the individual might need in order to ensure a successful apprenticeship and new career pathway.

This opportunity will also be working closely with the Department of Business and Industry's (B&I) Labor Commissioner and State Apprenticeship Director to explore the building/enhancement of apprenticeship resources through a website and the discussions around improving data systems and looking to possible enhance opportunities, like Nevada's state longitudinal data system (NPWR). The ability to build further apprenticeship capacity through this grant will assist Nevada in pursuing additional funds in the future to help Nevadans.

Program Partners		
Department of Business and Industry	Office of the Labor Commissioner	State Apprenticeship Director
Department of Corrections	Division of Health and Human Services	College of Southern Nevada
Western Nevada College		

## REDUCING RECIDIVISM OF NEVADA'S FEMALE PRISON POPULATION

About 1,200 women are incarcerated in the State of Nevada, which accounts for 9 percent of the state's total prison population. There are currently 664 female inmates housed at the Florence McClure Women's Correctional Center Facility; 79 female inmates housed at the Jean Conservation Camp; and 41 female inmates housed at the Casa Grande Transitional Housing. This brings the total number of female inmates housed in just state facilities to 784. This number does not include the female inmates who are currently awaiting sentencing in county jails.

GOWINN is working in partnership with the Nevada Attorney General's Office to launch a 3-year pilot program to reduce recidivism of Nevada's female prison population by launching new workforce development programming at Nevada's three female prisons: Florence McClure, Jean, and Casa Grande. This proposal brings together a strong collaborative partnership between GOWINN, the Nevada Department of Corrections (NDOC), the College of Southern Nevada (CSN), Western Nevada College (WNC), Hope for Prisoners, and the University of Nevada Las Vegas (UNLV), pending IFC approval. This pilot program is timely because the U.S. Department of Education recently released regulation changes, following a law passed by Congress in 2020, that open eligibility for incarcerated people to apply for and receive Pell Grants to fund their education while in prison. As Nevada colleges and universities respond and adapt to these changes, this project proposal will build a



sustainable structure to support these new educational and workforce pathways. Furthermore, this project proposal will strengthen efforts GOWINN is currently championing through the SAE Grant, a \$450,000 U.S. Department of Labor grant that GOWINN manages, that will build the foundation for and capacity toward apprenticeship programs for incarcerated individuals across the State of Nevada.



The sustainable framework and collaborative partnerships that this project proposal brings together will strengthen the workforce pipeline for those incarcerated so that when they are released from prison, they have a support system in place and equipped with the skills needed to successfully obtain employment. The goals of this project are to increase employment opportunities for the female prison population upon release to 1) reduce recidivism, 2) increase labor force participation, 3) make communities safer, and 4) save taxpayer dollars. Each year, nearly 700,000 state prisoners are released back into society across the United States and the majority are not adequately equipped to reenter the workforce. In Nevada, few re-entry programs exist to assist ex-offenders in finding gainful employment upon their release. This is important because if people can find employment, they become financially independent and much less likely to commit a crime.

While there are currently workforce educational training programs offered by Nevada System of Higher Education (NSHE) institutions and local school districts in partnership with the Nevada Department of Corrections, one gap that GOWINN seeks to fill through this project proposal is programming at Nevada's female prisons. The women's prisons have not had the same programming available to them as the men's prisons, but they still have the same educational needs. Prior to their release from prison, this project proposal seeks to provide female inmates with higher education and post-secondary education. By bringing it to female inmates, prior to release, they will be better equipped with the skills they need to enter a career pathway upon release. Due to technological restrictions and budgetary constraints, there are currently few opportunities for female inmates in Nevada to pursue workforce education while incarcerated. Working with stakeholders and NDOC, GOWINN can provide female inmates with the tools they need to reintegrate into society and enter the labor force in occupations in Nevada's high-demand industry sectors.

A 2022 White House Report found that those who were released from prison during a weak labor market were significantly more likely to return to prison, especially for African Americans and first-time offenders. The report also found that for those who can find employment upon release but do not receive educational training while incarcerated, earn on average only 53% of the wages of the average worker. On average, the Nevada Department of Corrections estimates that it costs between \$25,000 and \$36,000 per incarcerated person in a Nevada state prison per year. This project proposal serves to be an intervention to reduce recidivism and for every person who finds financial independence through meaningful employment because of this program, that's a savings, rather than a cost, of \$25,000 and \$36,000 per year per person helped. This program will reduce recidivism and make communities safer.



# CONCLUSION

This report serves as the Governor's Office of Workforce Development's annual report for Fiscal Year 2023, highlighting the agency's efforts from June of 2022 to March of 2023. While there is much work to be done and continue to do, we hope you see value in the GOWINN team's efforts and that this report demonstrates the impact this office has. Nevada's workforce development system is complex. Bringing regional and local partners together and transforming what is needed from on the ground to transformational policy and programming is no small feat. To strengthen Nevada's workforce development system means to align all policy efforts so that the goal and vision is the same and all oars are rowing in the same direction. At GOWINN, we welcome collaborative and innovative spirits and are excited to continue to serve our State.



## THANK YOU TO GOWINN'S PARTNERS!

- Governor's Office of Economic Development
- Nevada State Library System
- Nevada Department of Education
- PBS Reno
- Nevada System of Higher Education
- College of Southern Nevada
- NVGrow
- Great Basin College
- Truckee Meadows Community College
- Western Nevada College
- Nevada State University
- Council for a Better Nevada
- Nevada Department of Veterans Services
- Southern Nevada State Veterans Home
- High Sierra Area Health Education Center
- Goodwill Industries of Southern Nevada, Inc.
- Electrical Joint Apprenticeship and Training Committee of Southern Nevada
- Northern Nevada Electric Joint Apprentice Training Committee
- New Horizons Computer Learning Center
- NCLab
- Professional Institute of Technology, Inc.
- Tech Impact
- V School
- Southern & Northern Nevada Building Trades
- Vegas PBS
- Workforce Connections
- Nevadaworks
- Abbi Agency
- Department of Business and Industry
- Office of the Labor Commissioner
- State Apprenticeship Council
- Institute for American Apprenticeships
- City of Las Vegas
- Western Governors University
- IONnovate
- Nevada Contractor's Association
- Vegas Chamber
- Department of Corrections
- Division of Health and Human Services
- Hope for Prisoners
- Las Vegas Aces Foundation
- Public Education Foundation
- Attorney General's Office
- Office of Science, Innovation and Technology
- DBDriven
- Division of Welfare and Supportive Services
- Department of Employment, Training and Rehabilitation
- Nevada Chambers of Commerce
- Nevada Department of Motor Vehicles
- Guinn Center for Policy Priorities
- University of Nevada, Reno
- University Center for Economic Development
- University of Nevada, Las Vegas
- Center for Business and Economic Research
- The Lincy Institute
- Brookings Mountain West
- Center for Research, Evaluation, and Assessment
- Economic Development Authority of Western Nevada
- Las Vegas Global Economic Alliance

And the many Nevadans and Nevada Businesses we serve. Thank you!