

Researching with NPWR: Implications for Workforce Development*

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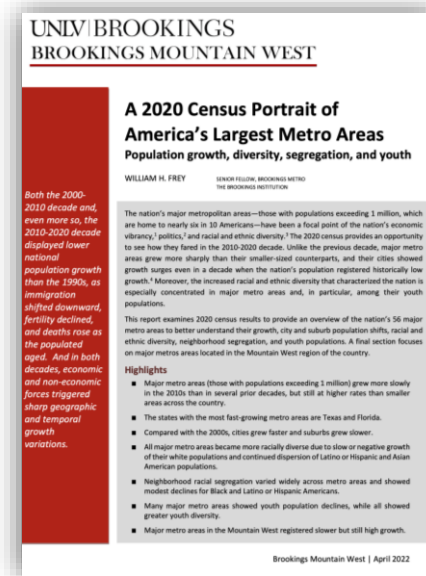
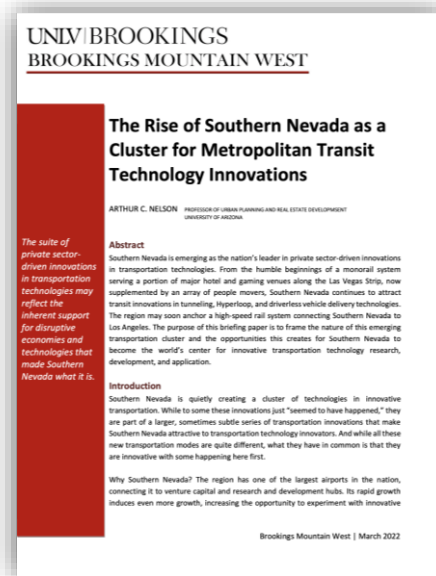
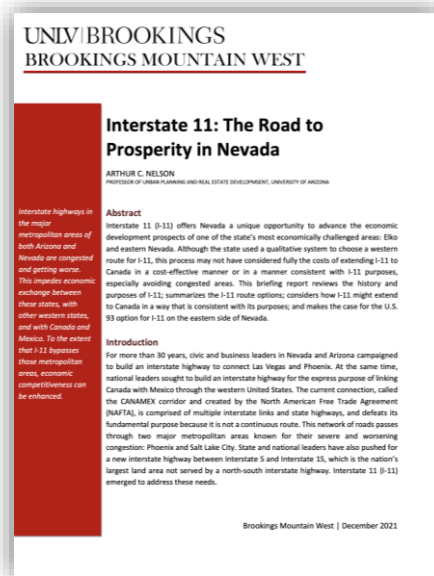
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- I. Who We Are and What We Do
- II. The Nevada Context
- III. The Value of NPWR
- IV. Evaluating Current Policies
- V. Assessing Where Nevada Needs to Go
- VI. Next Steps

Who We Are and What We Do

- ▶ The Lincy Institute conducts and supports research that focuses on improving Nevada's economic development, education, governance, health, nonprofits, and social services.
- ▶ Brookings Mountain West is a partnership with the Washington, D.C.-based Brookings Institution that provides a platform to bring ideas and expertise together to enhance public policy discussions and to build a robust, inclusive, and sustainable future.



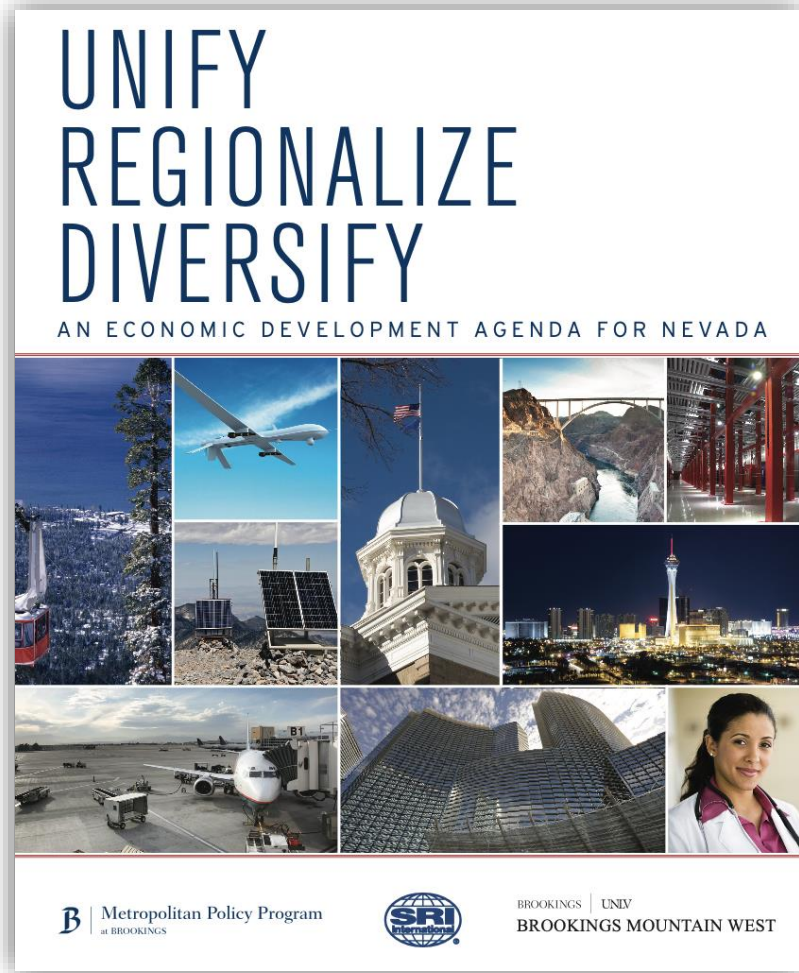
The Nevada Context

- ▶ Nevada's historical workforce needs:
 - Mining
 - Gaming, tourism, and entertainment
 - Construction
- ▶ Piecemeal workforce development:
 - Training and certifications delivered by a mix of private, public, and private public partnerships
 - Trades based, requiring minimal formal education attainment
 - Disconnected from broader economic development policies and priorities
 - Need determined by economic booms and busts

The Nevada Context

- ▶ Nevada's development of a professional workforce has been uneven and lags regional rivals:
 - Engineering (1880s, 1976)
 - Hotel administration (1969)
 - Legal education (2000)
 - Medical education (1969, 2015)
- ▶ Facilities
 - Supported by a mix of state, industry, and philanthropic dollars

The Nevada Context



- ▶ Economic Development Policy, 2011
 - Post Great Recession reboot
 - Nevada 2.0 and AB 449 (2011)
 - New governance structure
 - Regional organization of economic development
 - Identification of target industries
 - Direct state investment in economic development
- ▶ Nevada did not align, support, and integrate workforce development with economic development!

The Nevada Context

- ▶ State-based and fragmented organization
 - CPSE – overseen by appointed commissioners
 - DETR – state agency
 - GOED – overseen by appointed board
 - NDE – overseen by hybrid board
 - NSHE – overseen by elected board
- ▶ Efforts to improve coordination, engage regionalism, and retrain workers
 - GWDB, GOWINN, EmployNV, SANDI, LEAP, Nevada Skillsmatch
 - Southern (Workforce Connections) and Northern (Nevadaworks) LWDP
 - RDAs

The Value of NPWR Data

- ▶ Nevada's workforce needs are well-studied
 - Aggregate-based analyses
 - Often commissioned by entities outside of government
 - Little to no effect on current policy

The Value of NPWR Data

- ▶ NPWR data attributes
 - Individual-level longitudinal, observational data
 - Integrated across organizations implementing current policies (potential for multiple data points for each observation at different time points)
 - Assess causality via “natural experiments” and “difference-in-differences” approaches:
 - Policy interventions (e.g., all-day kindergarten, magnet schools)
 - Macrolevel shocks (e.g., COVID-19 pandemic)
 - Demographic and contextual differences (e.g., native versus nonnative English speakers; Three Nevadas)
 - Missing and incomplete data can create sampling bias:
 - Population transience
 - Certifications from private and non-Nevada institutions

Evaluating Current Policies

- ▶ Effects of educational and training programs on outcomes such as future earnings, subsequent educational attainment, incarceration, etc.
 - Universal all-day kindergarten
 - Magnet programs
 - Students who leave the public education system to home school or attend private or charter schools
 - Certification and accreditation programs
 - Prison education
 - Retraining displaced workers

Assessing Where Nevada Needs to Go

- ▶ Aligning workforce pipelines with economic development

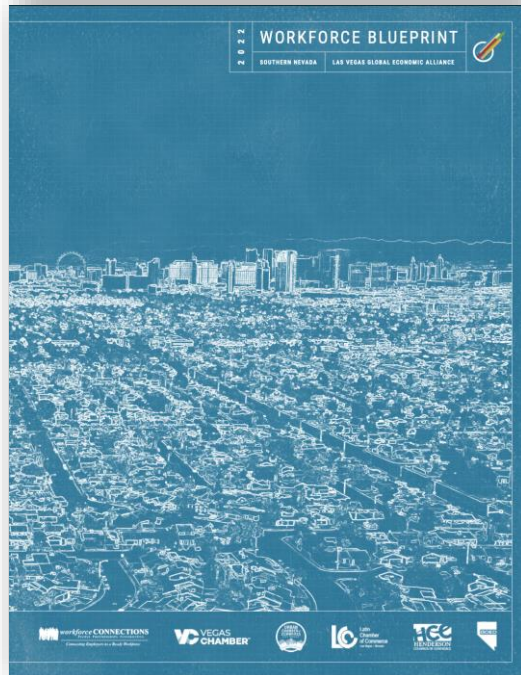
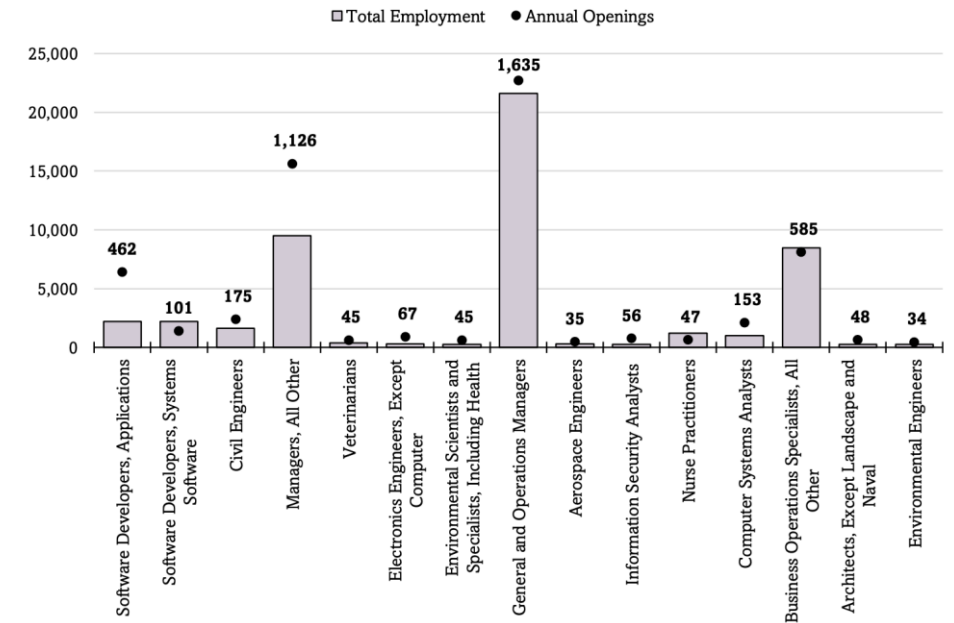


Figure 8: Total Employment and Annual Job Openings for Southern Nevada's Top 15 In-Demand Occupations, 2022



Source: 2022 Workforce Blueprint

Assessing Where Nevada Needs to Go

- ▶ Developing the workforce to support place-based industrial policy

THE AVENUE

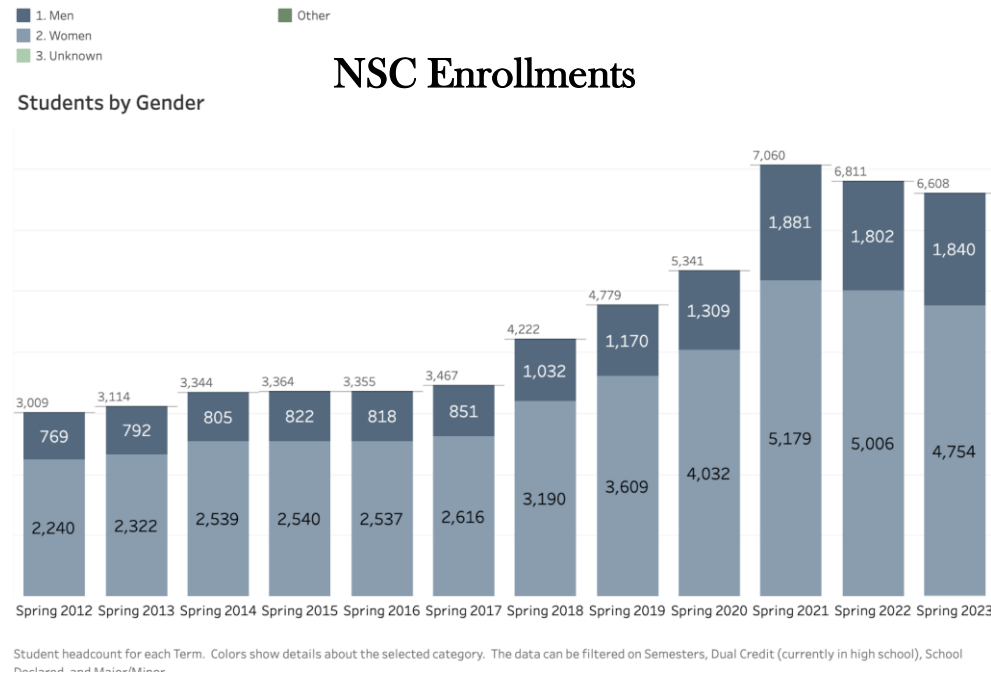
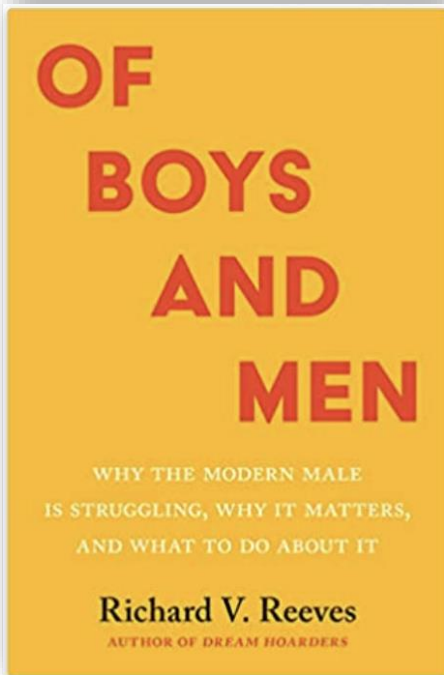
Breaking down an \$80 billion surge in place-based industrial policy

Mark Muro, Robert Maxim, Joseph Parilla, and Xavier de Souza Briggs · Thursday, December 15, 2022



Assessing Where Nevada Needs to Go

- ▶ Addressing educational and employment gaps (gender, race, and ethnicity)



Source: https://public.tableau.com/app/profile/nevadastatecollege/viz/NSEnrollment_16717501312640/NSEnrollment

Total UNLV Graduates		
Male	57,232	43%
Female	76,827	57%

Source: www.unlv.edu/about/facts-stats

Next steps

- ▶ Integrating policy interventions with governance modernization efforts
- ▶ Creating avenues for recommendations to reach policy makers
- ▶ Promoting NPWR Research Grants

Nevada Legislature's Interim Finance Committee Approves Npwr Research Grant

December 16, 2022 By Abbi Whitaker



The Nevada Governor's Office of Workforce Innovation received approval today from the Nevada Legislature's Interim Finance Committee to launch a research grant using \$100,000 that will support research studying Nevada's most challenging policy problems in the areas of workforce development, economic diversification, and education.

Thank you!

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