

NEVADA INDUSTRY SECTOR COUNCIL REVITALIZATION PLAN

WHAT'S REQUIRED

- Composed of employers, organized labor, post-secondary education, other relevant groups or people deemed appropriate by the GWDB¹
- Meet twice per year²
- Consist of no more than seven members with at least four members of each council representing businesses in the targeted industry²
- Issue recommendations and insights based on short- and long-term employment and occupational forecasts²
- Make recommendations concerning the necessary skill and education requirements for in-demand jobs²
- Identify training opportunities and educational programs determined to have the greatest likelihood of success to meet Nevada's workforce needs via the development of talent pipelines/career pathways.¹

MISSION

Provide a space for Nevada employers to engage in facilitated conversations regarding industry opportunities and challenges that will guide state workforce and economic development strategy and activity.

COUNCILS

- Manufacturing
- Healthcare
- Technology
- Logistics

STRUCTURE

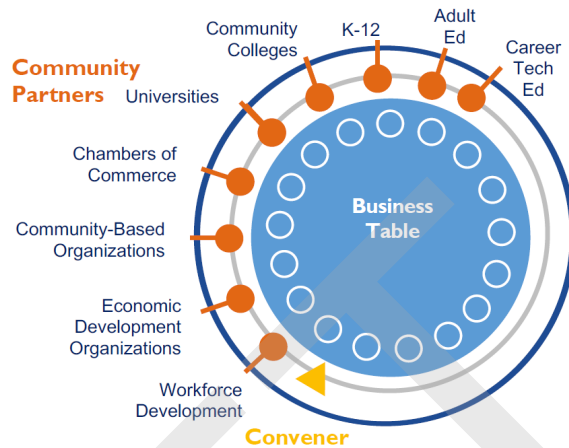
- Quarterly sector meetings (statewide) with bi-annual convenings of all sectors
- Open to any passionate, authentic employer that sees themselves as part of, or supportive of, the industry
- Core team of the required 7 that are the most engaged – attendance is required but proxy is acceptable
 - Regionally identified “captains/champions”
- Transparent, dynamic engagement for sign-up and information sharing
- Could replace individual advisory councils to reduce the pressure on employers

¹ NRS 232.935

² Executive Order 2016-08 Section 3

MEETING PROCEDURES

- Business is convened at the center of the conversation. Roundtable introductions should include the top hard/urgent-to-fill, role and other barriers, including non-workforce-related.
- Community Partners are invited to present timely material most relevant to address business needs. Presenters will be selected in advance as will other partner information and material for distribution. During the meeting, community partners will be in “listening mode” unless they are the identified presenter. Material and other partner information will be distributed to business partners with the meeting notes following the meeting.



TIMELINE/NEXT STEPS

Step	Task	Start	End/Due	Completed	Notes
4.	Proposal shared with Governor's Office			5/7	The Gov is supportive of how this is shaping out
5.	Email key partners to check for insight/perspective/context/suggestions. Offer to meet, if that would be valuable. CC: Isla Send draft to Isla	Now			<ol style="list-style-type: none"> 1. GOED (Stacey, Bob, Karsten) 2. Workforce Boards (John & Jaime) (Separate) 3. NSHE (Craig & Caleb) 4. NDE (Craig, Nancy) 5. DETR (Karlene, Kristin) <p>Make sure it is clear that partners will be invited.</p>
6.	Email to Larry (GWDB Chair) with outline and next steps. Share the feedback from workforce partners.	After #5			
7.	Present to GWDB exec committee.	June 17			<ol style="list-style-type: none"> 1. Share outline and next steps 2. Ask for input in case we're missing important perspective/context 3. Vote on separation of Manufacturing and Logistics sectors 4. Ask for help spreading the word and getting contacts onto the interest list.
8.	Reach out to Chambers, RDAs, boards, and others to begin to establish a list of interested industry contacts.				Spread the word & capture interest.
9.	Share with workforce & education community – awareness, opt into notifications				
10.	Southern Nevada Manufacturing Sector	June 8			Pilot model idea – make sure it works well for employers before launching statewide across multiple sectors



NV Industry Sector Council Revitalization Plan

What's required

Legal Authority: NRS 232.935 requires the Governor's Workforce Development Board to establish industry sector councils. Governor Sandoval's March 2016 Executive Order 2016-08 required a reorganization of the Sector Councils in order to better align workforce development efforts in NV.

Duties & Responsibilities:

- Issue recommendations and insights based upon short- and long-term employment and occupational forecasts. (Executive Order 2016-08)
- Make recommendations concerning the necessary skill and education requirements for in-demand jobs. (Executive Order 2016-08)
- Identify job training opportunities and educational programs determined to have the greatest likelihood of success in meeting Nevada's workforce needs via the development of talent pipelines/career pathways. (NRS 232.935)
- Must be composed of (NRS 232.935):
 - Employers
 - Organized labor
 - Universities and community colleges
 - Any other relevant group or persons deemed to be appropriate by the GWDB
- Meet twice each year (Executive Order 2016-08)
- Consist of no more than seven members with at least four members of each council representing businesses in the targeted industry (Executive Order 2016-08)

What this has looked like in the past (2016 Outline)

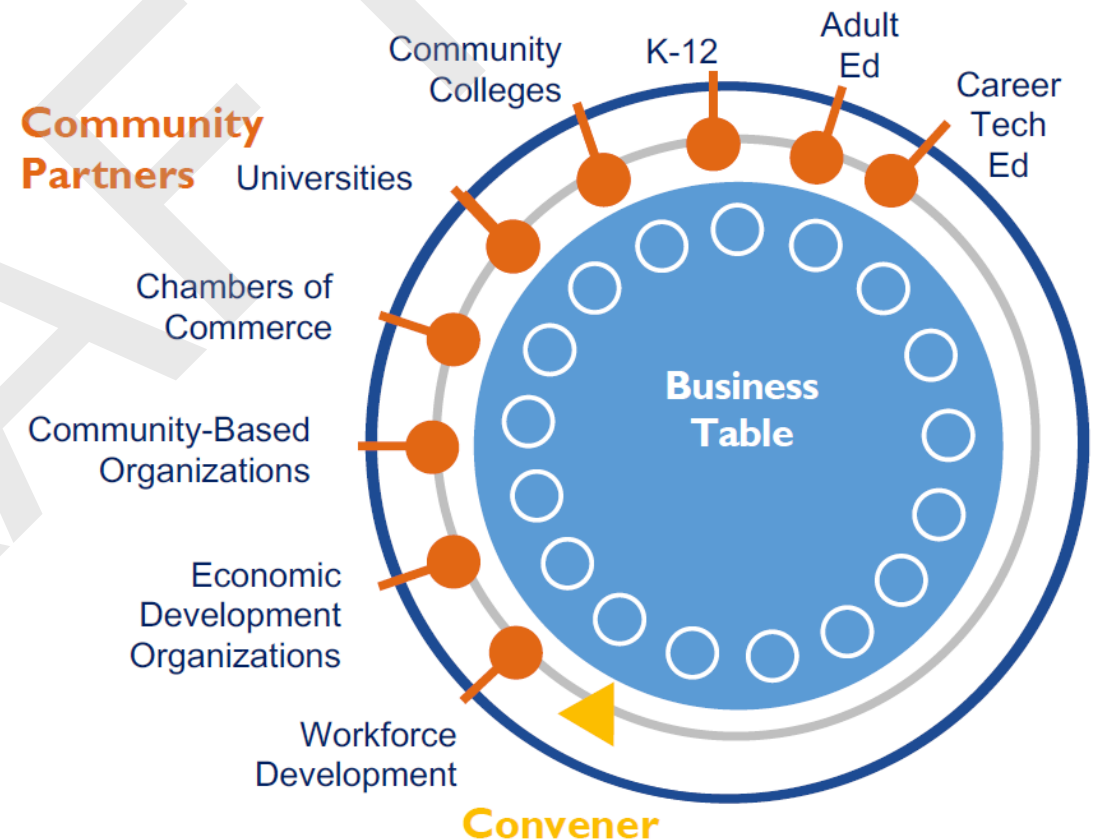
- **Mission:** Convene representatives of Nevada business, education, and labor in order to facilitate data-driven recommendations concerning sector-specific workforce needs and challenges that will help guide the State workforce development efforts.
- **Councils**
 - Aerospace & Defense
 - Natural Resources
 - Health Care and Medical Services
 - Information Technology
 - Manufacturing and Logistics
 - Mining and Materials
 - Tourism, Gaming, and Entertainment
 - Construction

What this has looked like in the past (continued...)

- Meeting Procedures & Expected Outcomes:
 - Invited presenters and discussion (State Economic Development Plan, Workforce Development Efforts, program overviews, etc.)
 - At least one private sector employer not represented on the Sector Council was invited to discuss workforce-related challenges and issues
 - Staff and/or invited presenters provided labor market analyses and related information
 - Council members, staff, and/or invited presenters reviewed and discussed career pathways, in-demand jobs/skills, etc.
 - OWINN provided recommendations and insights obtained from the Sector Councils to all partners in the workforce development system
 - It was intended that workforce partners use these recommendations and insights to align funding and guide efforts such as program design, career pathway articulation, and credentialing
 - OWINN regularly assessed how the information and guidance was utilized
- Organizational Policies and Procedures:
 - Sector Council members are appointed by the GWDB in consultation with OWINN and the Governor's Office
 - Sector Councils will consist of seven members with at least four members representing private sector businesses. Other members are to be representatives of education, specifically as it relates to workforce training, and organized labor
 - No formal term limits; OWINN will regularly assess member attendance, participation, and input and, if necessary, propose membership changes to the GWDB
 - A chairperson will be elected by council members
 - Will meet at least twice annually
 - Council members are to be briefed on a regular basis on various administrative items such as open meeting requirements, rules governing the establishment of a quorum, voting procedures, etc.

What this could look like in the future

- **Mission:** Provide a space for Nevada employers to engage in facilitated conversations regarding industry opportunities and challenges that will guide state workforce and economic development strategy and activity.
- **Sectors**
 - Manufacturing
 - Healthcare
 - Technology
 - Logistics
- **Quarterly sector meetings** with additional bi-annual convenings of all sectors
- Core team of the required 7, but **open to all**
 - Most engaged – attendance required (proxy acceptable)
 - Regionally identified “captains” broken down by major/minor representatives
- Education/System/Gov./Etc. Partners as observers/presenters
- Sign-up form for transparent, dynamic engagement/ mailing list



Who Participates?

- Anyone that opts in – sees themselves as part of, or supportive of, the industry
- Anyone that brings curiosity, passion & authenticity

Employers

- Start with the C-Suite but be open to any employer champion
- Regional “Captains”/council chairs/business champions – elected by employers

Workforce Partners

- Business orgs should be included here – Chambers, RDAs, Industry Groups

Government Partners

- Heads of agencies or any department tasked with serving the business community
- Education can be included here or under Workforce Partners

Phase 1

Sector Council

Voting Members (4)
Business Representatives

Voting Members (3)
Education/Labor

Non-Voting Business
Representatives

Non-Voting Workforce
Partners

Phase 2

State Sector Council

Voting Members (4) Business
Representatives

Voting Members (3)
Education/Labor

Northwest
Regional
Business
Partnership

Northeast
Regional
Business
Partnership

Southern
Regional
Business
Partnership

South Central
Regional
Business
Partnership

NSHE

GWDB

NDE