

NPWR Report for SFY2024

The past year has seen tremendous growth in NPWR. The Office of Workforce Innovation (OWINN), as the managers of NPWR, and the NPWR data partners want to continue to capitalize on the growth and interest placed on the system in the last year, by continuing to work to bring on more data sharing partners, increasing the available data from the current partners in the system, streamlining the process for researchers, and making NPWR a leading data-source for individuals in the State.

Position

OWINN hired a new NPWR Data Manager, Kristen Dwyer, in December 2022 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. The position of the NPWR Manager had been vacant for one and a half years. In Spring 2024, Jackie Fernandes was brought on as a contractor to fill in while Kristen Dwyer was out on leave, as the momentum built within the system needed to continue with the researchers and partners.

Kristen set to work to bring researchers into the system, meet with various State and local partners and organizations that might be interested in NPWR, from potentially sharing data (ongoing discussions with DHHS), to use the data from the partners (example is the development of a Workforce Inventory that was led by LVGEA, <https://lvgeatalent.com/>), and working with the current partners to onboard more data (such as including zip codes to work towards an increase in mapping that can go down to the zip code level instead of the county level, and starting in Fall 2023, Title I and Title III data is onboarding into NPWR that will be available for the researchers in Summer 2024).

Research Forums

OWINN hosted the inaugural NPWR Research Forums in Reno and Las Vegas in December 2022 to bring together professionals from the academic, business, and research communities for the launch of the NPWR portal system. This system allows researchers to request and receive deidentified data at the individual level record level from the participating data sharing entities. This allows researchers to submit data requests request for their project and can pull-down the data, without having to go out to individual agencies to make a request for each dataset. Additionally, the NPWR system provides for the automated linkage of records between all participating data sharing partners in the program.

The second annual NPWR Research Forums were scheduled in December 2023 in Reno (December 5) and Las Vegas (February 29) to share the findings of the 2022 NPWR research grant recipients and unveil this NPWR's Strategic Plan, so all partners are aware of how NPWR is looking to continue to grow and enhance the system to be a better data source for its partners and researchers for the State. Due to the tragic event at UNLV on December 6, the UNLV forum was postponed from its original date of December 7.

The 2024 NPWR Research Forums are scheduled for December 3, 2024 in Reno and December 5, 2024 in Las Vegas.

Attached is a copy of the 2023 NPWR Research Forum program as a reference.

Research Grants

In December 2022, OWINN received approval from the Nevada Legislature's Interim Finance Committee to launch competitive NPWR research grants using \$100,000 that supported research studying Nevada's most challenging policy problems in the areas of workforce development, economic diversification, and education. The final reports from the inaugural NPWR research grant awardees can be found here: <https://npwr.nv.gov/Research>.

The inaugural 2023 funded projects were:

Workforce and Economic Development

- The Brookings Mountain West's project, The Gender Gap in Nevada: A K-12, Higher Education, and Workforce Study would 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 would identify and evaluate factors contributing to Nevada having the 3rd largest decrease in labor force participation following the pandemic.
- The University of Nevada, Reno's (UNR) University Center for Economic Development's (UCED) Examination of the Relationship between Workforce Development and Housing, Education and Childcare Services, and Healthcare Services would 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 would 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 (CREA) project Piloting School Funding Equity: How the Enactment of Senate Bill 178 Impacted Student Outcomes After Graduation explored how Nevada's student funding pilot program impacted student's 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 would 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 looked 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 looked to understand how strong the correlation is, if any, between employee analysis of skills gap alignment and the role of innovation engineering management.

The NPWR Research Grants for fiscal year 2024 were increased to an awarded amount of \$331,477.71 for the State's researchers to compete for funding to use the NPWR portal system. The applications opened in October 2023, with a due date of the end of November 2023, and the awardees announced mid-December 2023. The applications were reviewed by the NPWR representatives for OWINN (Kristen Dwyer), NDE (Glenn Meyer), NSHE (José Martinez) and Krista Marshall (DETR). These recipients will share their work in the NPWR Research Forums in 2024, and reports will be shared on the NPWR website.

The 2024 funded projects were:

Workforce and Economic Development

- The University Center for Economic Development (UCED), University of Nevada, Reno (UNR) project Assessing Workforce Availability and Associated Skill Sets Needed to Close Gaps in the Value Network and Supply Chain of Nevada's Healthcare Industry Sector
- Grant McCandless, consultant to Workforce Connections, project The Potential Economic and Fiscal Benefits of Connecting Over 30,000 Disconnected Youth in Nevada to Education or Employment by 2030
- The Center for Migration, Demography and Population Studies; University of Nevada, Las Vegas (UNLV) project AI-Enhanced Education in Nevada and its Transformative Impact on Workforce Development, Employment Prospects, and Tomorrow's Job Market Proficiencies
- The Lincy Institute project Care Workers in Nevada: A Crisis Now and in the Future
- Kenny Guinn Center for Policy Priorities & Center for Business and Economic Research (CBER); University of Nevada, Las Vegas (UNLV) project The Dynamics of Labor Force Participation – A Statewide Analysis and Survey in a Post-Pandemic Nevada

Education

- Clark County Education Association (CCEA) project Strengthening Nevada's PK-20 Teacher Pipeline: An Assessment to Meet Workforce Projections
- Department of Educational Psychology, Leadership, and Higher Education; University of Nevada, Las Vegas (UNLV) project An Exploratory Study of Two Postsecondary Policies and Student Outcomes in Nevada

- College of Education and Human Development; University of Nevada, Reno (UNR) project Nevada Goes to College: A Statistical Portrait of Higher Education Enrollment and Degree Attainment of Minoritized Students in Field of Education

Students

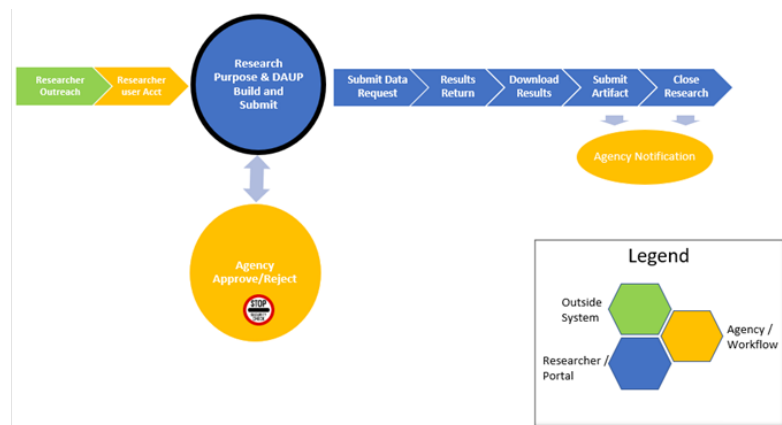
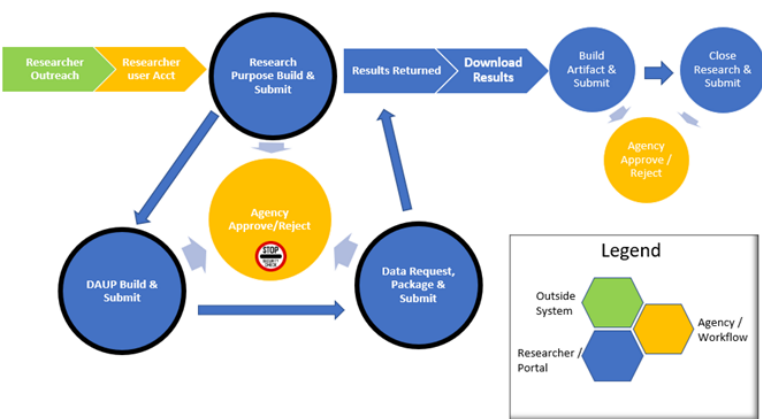
- Elizabeth Holschult Collins a doctoral fellow from the National Institute for the Advancement of Education’s project An Examination of Novice Teacher Career Persistency Trends focuses on the why teacher exit the profession within the first five years.

Research portal

The 2022 NPWR Research Forums launched the NPWR portal to the research community. This side of the system had not been utilized by researchers in the state previously. The ability of the portal is for the researchers to request the record level, de-identified data from the NPWR entities (DETR, NDE, NSHE), that was then used to complete the above NPWR Research Grants.

As external researchers had not been in the system until Spring 2023, they provided feedback on how to better improve the process and the data, which has been a part of on-going discussions with all the NPWR data partners.

One item that is already being updated in the portal is around the approval process, to move it more towards a one-stop approval instead of multiple steps for both the researcher and the agency. Below is a snapshot of the current process and where Kristen Dwyer, NPWR Manager, has instructed the vendor, DBDriven, to update the system.



As measured by website traffic and interaction, the growth of the program is also evidenced in the interaction with the NPWR website. NPWR continues to show growth of the system since the launch to researchers in SFY2023.

	CY 2022	CY 2023	Delta	Percentage Increase
Users	1458	2262	804	55%
New Users	1424	2198	774	54%
Sessions	2409	3783	1374	57%
Page Views	7483	9661	2178	29%

	2023	2024	Delta	Percentage Change
Users	2262	1800	462	20%
New Users	2198	1800	398	18%
Sessions	3783	3000	783	20%
Page Views	9661	7600	2061	21%

July 01, 2023 - June 30, 2024	
Research Purposes Added	34
Researchers Added	53
Data Packages Processed	132

Nationwide Projects

In January 2023, Kristen Dwyer, NPWR Manager, applied for and was accepted into Data Labs, a nationwide initiative led by the Beeck Center for Social Impact + Innovation at Georgetown University and the National Governors Association. This opportunity provided free assistance and connection with other States to hear about best practices and all work towards the common goal of bettering data.

The aim was to create a strategic plan for the Nevada P-20W Research Data System (NPWR), develop a research agenda for the state, enhance the data sharing agreement with partner agencies, and create additional public-facing dashboards. Below were the initial plans that evolved over the course of the program with Data Labs (ran from March-October 2023).

Goals:

- Update data sharing agreements to include new partners.
- Develop a research agenda to move data discussions forward.
- Consider adding additional dashboards for nonprofit organizations.

Challenges:

- Cost and time needed to create new, user-friendly and interactive dashboards for state, private, and public use.
- Ensure dashboards are up to date and not hindered by a strict researcher portal.

Aspiration:

- Identify other states who have worked on similar pieces and hear from experts in the development of dashboards and strategic planning.

In September 2023, Kristen Dwyer was also a part of a statewide application that was accepted for an Applied Data Analytics training through the Coleridge Institute. The U.S. Department of Labor’s Employment and Training Administration funded two Applied Data Analytics training classes delivered by the Coleridge Initiative, in partnership with the state of Arkansas and under a grant to the National Association of State Workforce Agencies (NASWA). Both training classes focused on the cross-section of Workforce Innovation and Opportunity Act (WIOA), Supplemental Nutrition Assistance Program (SNAP), and Temporary Assistance for Needy Families (TANF) programs and services linked to employment and wage outcomes.

Kristen was a part of a cohort that ran from January through June with colleagues from other workforce entities (Workforce Connections; Nevadaworks; Nevada Department of Education, Adult Education; and Department of Training, Rehabilitation and Employment). The project the Nevada team focused on was focused around Adult Education benefits/services. As the data used for this project was from another State, the plan is to utilize what was learned in the training course to then see if NPWR can answer the questions that arose, in order to have Nevada specific data and results.

Partners

This past year has seen the increase in new partner participation. The Nevada Department of Veteran Services (NDVS) has been working to digitize their records going back to 1947, and will start to onboard this new dataset into NPWR starting the early spring of 2024. The Nevada Department of Corrections (NDOC) will also be starting to onboard their data into NPWR during this same time period. The Department of Employment, Training and Rehabilitation (DETR) onboarded new datasets of Title I and Title III in the fall of 2023, and researchers will be able to request this data in early spring of 2024. And finally, in the summer of 2023, the Department of Business and Industry agreed to work with NPWR to bring in its apprenticeship data (with a plan for this to be onboarded in the first half of 2024, which will be done through some direction from the U.S. Department of Labor).

Kristen Dwyer has also been working closely with Michael Yoder of the Division of Health and Human Services (DHHS) throughout 2023 to bring onboard more of DHHS’ data, as the current information is limited through early childhood data that is pulled through NDE. This data is especially of interest from not only the current data partners, but many of the researchers as well, and will be a valuable set to onboard.

With the new partners coming on board, in Spring 2024, a new memorandum of understanding was created by Kristen Dwyer, the NPWR Manager, for all the data sharing partners to agree to, which will make onboarding new partners in the future and easier and more streamlined process.

Strategic Plan

In November 2023, the first NPWR Strategic Plan was approved by the NPWR Advisory Committee. This document is to act as the goals and guide for the State of Nevada’s P-20W longitudinal data system, known as NPWR, for the near future. The purpose of this plan is to help address gaps and resources that can help NPWR grow to become a more valuable tool to the entire State, through modernization efforts and bringing resources and talent in-state to work to help our citizens, departments, researchers, and resources as a whole.

The three goals of the NPWR Strategic Plan:



NPWR Structure

- Add dedicated analysts
- Add dedicated data integration specialist
- Dedicated NPWR server



Modernize

- Increase data from current partners and add new partners
- Update website
- Improve portal process for researchers



Funding

- Target State, Federal and Private funding

Attached is a copy of the NPWR Strategic Plan as a reference.



NPWR
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2023 NPWR Research Forum



University of Nevada, Reno
Dec. 5, 2023

University of Nevada, Las Vegas
Dec. 7, 2023

Learn more about NPWR at
www.NPWR.NV.gov



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About

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, per NRS Chapter 400, is managed by the Governor's Office of Workforce Innovation (GOWINN) and started as a collaborative partnership with the Nevada Department of Education (NDE), the Nevada System of Higher Education (NSHE), and the Department of Employment, Training and Rehabilitation (DETR).

Additional partners have joined NPWR since its inception in the past year: Nevada Department of Motor Vehicles (Nevada DMV), Nevada Department of Veterans Services (NDVS), Nevada Department of Corrections (NDOC), and the Division of Welfare and Supportive Services (DWSS) under the Nevada Department of Health, Human Services (DHHS), and the Department of Business and Industry (B&I).

Program & Schedule

University of
Nevada, Reno

Tuesday,
Dec. 5, 2023

9:00 AM Welcome - Mridul Gautam

9:30 AM GOWINN Introductions

10:00 AM Researchers Present

10:05 AM University Center for
Economic Development
(UCED); University of Nevada,
Reno

10:50 AM Guinn Center for Policy
Priorities & Center for Economic
Research (CBER); UNLV

11:35 AM NPWR Strategic Plan

12:15 PM Announcement of NPWR
Research Grant Awardees,
2024

12:30 PM Adjournment/Networking

Program & Schedule

Thursday,
Dec. 7, 2023

University of
Nevada, Las Vegas

- 9:00 AM.....Welcome
- 9:20 AM.....GOWINN Introductions
- 9:25 AM.....Brookings Mountain West & The Lincy
Institute
- 10:05 AM.....Guinn Center for Policy Priorities & Center
for Economic Research (CBER); UNLV
- 10:35 AM.....University Center for Economic Development
(UCED); University of Nevada, Reno
- 11:05 AM.....Break
- 11:20 AM.....Center for Research, Evaluation, and Assessment
(CREA); University of Nevada, Las Vegas
- 11:50 AM.....Megan Rauch Griffard, Ph.D.
Assistant Professor in Department of Educational
Psychology, Leadership, and Higher Education; UNLV
- 12:10 PM.....Anna Dreibelbis-Colquitt
Graduate Student, JD/PhD at time of award
- 12:30 PM.....Curtis Cobbins
PhD Candidate at time of award
- 12:50 PM.....NPWR Strategic Plan
- 1:15 PM.....Announcement of NPWR Research
Grant Awardees, 2024
- 1:30 PM.....Adjournment/Networking

NPWR Grant Awardees

Presentors: Frederick Steinmann, DPPD

With

Madie Fontaine & Andrew Clutts

Organization: University Center for Economic Development (UCED); University of Nevada, Reno

Research Title: Examination of the Relationship between Workforce Development and Housing, Education and Childcare Services, and Healthcare Services

Research Question: Workforce availability has become a limiting economic development factor, specifically regarding new business creation and attraction and existing business retention and expansion efforts. This proposed research will attempt to identify the critical workforce development needs of primary and emerging industry sectors in Nevada and limiting conditions facing workforce development.



Presenter: Jill Tolles

Organization: Guinn Center for Policy Priorities

Research Title: An Analysis of Nevada's Pre- and Post-Pandemic Labor Force Participation Rate

Research Question: Nevada experienced the third largest drop among all states in labor force participation rate following the COVID-19 pandemic. We seek to identify and evaluate the factors contributing to this drop between November 2019 and November 2022 (pre- and post-pandemic) and analyze how this decrease may have varied regionally throughout Nevada.



guinncenter.org

Presenter: Andrew Woods

Organization: Center for Economic Research
(CBER); UNLV

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and Post-Pandemic Labor Force Participation
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third largest drop among all states in labor
force participation rate following the COVID-19
pandemic. We seek to identify and evaluate
the factors contributing to this drop between
November 2019 and November 2022 (pre- and
post-pandemic) and analyze how this
decrease may have varied regionally
throughout Nevada.



Organization: Brookings Mountain West; UNLV

Research Title: The Gender Gap in Nevada: A K-12, Higher Education, and Workforce Study

Research Question: Nevada, like many states, is facing a rising gender gap in K-12, Higher Education, and the Workforce. This project seeks to gather empirical data to determine the extent of this gender gap in Nevada and, as appropriate, propose public policy interventions to improve educational and workforce outcomes.



Organization: The Lincy Institute; UNLV

Research Title: Nevada K-12 Performance and Implications for Economic Diversification

Research Question: What factors differentiate Nevada's highest and lowest performing schools and districts in terms of on-time graduation rates, performance on standardized tests, and college-going rates?



Presenters: Dr. Bradley D. Marianno, Director
With
Dr. Megan Griffard & Dr. Mark Spinrad

Organization: Center for Research,
Evaluation, and Assessment (CREA);
University of Nevada, Las Vegas

Research Title: Piloting School Funding
Equity: How the Enactment of Senate Bill 178
Impacted Student Outcomes After
Graduation

Research Question: How did Nevada's
student funding pilot program impact
student post-secondary outcomes?



Center for Research,
Evaluation, and
Assessment (CREA)

UNLV | COLLEGE OF
EDUCATION

Presenter: Megan Rauch Griffard, Ph.D.
Assistant Professor in Department of
Educational Psychology, Leadership, and
Higher Education; UNLV

Research Title: Dissecting the Educator Talent
Pipeline and Educators' ROI in Nevada

Research Questions:

1. Do CTE certificates in education concentrations lead to eventual employment in education?
2. How long do NSHE education majors take to earn their desired degree by educational attainment level?
3. How do the wages of educators compare to other workers with comparable education and experience in Nevada by educational attainment level?



Presenter: Anna Dreibelbis-Colquitt
Graduate Student, JD/PhD at time of award

Research Title: Assessing Career Readiness
Gaps in Nevada

Research Question: An Adecco survey of 1,500 companies concluded that 92% of employers noted a gap in skills of employees, with 44% of that gap involving soft skills. This study will address the following research question: What are the gaps in soft skill development in CTE programs across Nevada?



Presenter: Curtis Cobbins
PhD Candidate at time of award

Research Title: Causes of Innovation
Engineering Management Failure in
Workforce Development Within the Nevada
System of Higher Education

Research Question: How strong is the
correlation, if any, between employee
analysis of skills gap alignment and the role
of innovation engineering management?





NPWR Partners
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GOWINN

GOVERNOR'S OFFICE OF WORKFORCE INNOVATION



DETR

Nevada Department of Employment,
Training and Rehabilitation

ONE NEVADA - Growing a Skilled, Diverse Workforce



**Nevada Department of
Health and Human Services**

DIVISION OF WELFARE AND
SUPPORTIVE SERVICES



**Office of the
Nevada Labor Commissioner**

Nevada Department of Business and Industry
"Growing business in Nevada"

GOWINN

Governor's Office of
Workforce Innovation

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Vegas, NV 89101

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**Nevada P-20 to
Workforce Research
Data System (NPWR)**

**STRATEGIC
PLAN 2024-2025**



Website: npwr.nv.gov



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WELCOME

Welcome to the first NPWR Strategic Plan!

This document is to act as the goals and guide for the State of Nevada's P-20W longitudinal data system, known as NPWR, for the near future. The purpose of this plan is to help address gaps and resources that can help NPWR grow to become a more valuable tool to the entire State, through modernization efforts and bringing resources and talent in-state to work to help our citizens, departments, researchers, and resources as a whole.

NPWR can be the tool to become the data hub for the State of Nevada, and that is what we are all working towards.

We hope you are looking forward to where data is going in our State as much as we all are, and how NPWR can help fill in the gaps to help drive policies through data-driven solutions.

Thank you,
NPWR Advisory Committee

The NPWR Advisory Committee members are:

- Governor's Office of Workforce Innovation (GOWINN) – Kristen Dwyer, NPWR Manager
- Nevada Department of Education (NDE) – Glenn Meyer, *Chair*
- Nevada System of Higher Education (NSHE) – José Martinez, *Vice Chair*
- Department of Employment, Training and Rehabilitation (DETR) – Krista Marshall
- Nevada Department of Motor Vehicles (Nevada DMV) – Molly Lennon
- Department of Health and Human Services (DHHS) – Michael Yoder
- Nevada Department of Corrections (NDOC) – Christopher Franklin
- Nevada Department of Veteran Services (NDVS) – Brandon Torres
- Department of Business and Industry (B&I) – Toni Giddens

Please reach out to Kristen Dwyer with any comments at kdwyer@detr.nv.gov.

OVERVIEW

About

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.

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Current NPWR data partners:

- Governor's Office of Workforce Innovation (GOWINN)
- Department of Employment, Training and Rehabilitation (DETR) – collects wage data, onboarding Title I and Title III
- Nevada Department of Education (NDE) – includes Adult Education and early childhood data
- Nevada System of Higher Education (NSHE)
- Nevada Department of Motor Vehicles (Nevada DMV) – for matching only
- Department of Health and Human Services (DHHS) – for early childhood information that is collected through NDE, but working for larger onboard
- Nevada Department of Corrections (NDOC) – onboarding
- Nevada Department of Veteran Services (NDVS) – onboarding
- Department of Business and Industry (B&I) – onboarding, for apprenticeship data

Growth

The past year has seen tremendous growth in NPWR. GOWINN 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.

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- 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 looked to understand how strong the correlation is, if any, between employee analysis of skills gap alignment and the role of innovation engineering management.

Due to the interest and success of these two initiatives, the second round of funding for research grants and more forums are already moving forward.

The second NPWR Research Forums are already scheduled in December 2023 in Reno (December 5) and Las Vegas (December 7) to share the findings of the 2022 NPWR research grant recipients and unveil this NPWR's Strategic Plan, so all partners are aware of how NPWR is looking to continue to grow and enhance the system to be a better data source for its partners and researchers for the State.

The NPWR Research Grants for fiscal year 2023 have increased to an available amount of \$230,000 for the State's researchers to compete for funding to use the NPWR portal system. The applications opened in October 2023, with a due date of the end of November 2023, and the awardees will be announced mid-December 2023. These recipients will then share their work in the NPWR Research Forums in 2024, and reports will be shared on the NPWR website.

GOALS

GOWINN, as the managers of NPWR, and the NPWR data partners want to continue to capitalize on the growth and interest placed on the system in the last year, by continuing to work to bring on more data sharing partners, increasing the available data from the current partners in the system, streamlining the process for researchers, and making NPWR a leading data-source for individuals in the State. Below are the three main goals for the next two years to help ensure NPWR meets this vision.

I. NPWR Structure

To understand the need for structural updates to NPWR, a brief background on the system is below. NPWR was initially funded through the Institute of Education Sciences (IES) – National Center for Education Statistics (NCES) 2012 Statewide Longitudinal Data Systems (SLDS) Grant. This created a 14-month implementation of the system, with the architecture based on Virginia P20W System (VLDS), provided by an outside vendor (the Center for Innovative Technology based out of Virginia). This implementation was to link data from K-12 and post-secondary education into the workforce (through NDE, NSHE and DETR). Since the implementation of NPWR, it was used by the members for mandated reporting requirements, production of some public reports on the NPWR website, and continued to be vendor hosted and maintained.

With the growth of data sets, data partners and researchers now utilizing the NPWR system, there is a recognized need to increase the capabilities of the system, to enhance data reporting for partners and data access for researchers.

The first structural change that will be pursued to update the system is to have a dedicated NPWR server for the State. The reasoning behind this is when NPWR was first implemented, it was designed to “hit” each partner’s dedicated server to pull down the associated data. With the first outside researchers going through the portal in Spring 2023, it was quickly identified as a problem for some partners of the constant “hitting” of their servers for data and caused issues on both ends. The identified solution would be to have dedicated NPWR server resources, that all the partners can upload their data to on a quarterly or more frequent basis, and that NPWR would then utilize to fulfill researcher’s data requests. These dedicated server resources would not interrupt any

day-to-day systems at the partner institutions and would still allow for the secure storage and compartmentalization of data by partner agency. The architecture would allow each partner agency to control their NPWR server resources to ensure no other agencies had access to or control over the data stored on the NPWR server resources. Dedicated NPWR server resources will make onboarding of additional data partners more efficient and reduce some of the costs and administration burdens for partner agencies

Having met with data departments in other states through Data Labs, which is a nationwide initiative led by the Beeck Center for Social Impact + Innovation at Georgetown University and the National Governors Association. Kristen has been able to identify some best practices, such as having individuals with more crossover capabilities so there is a better understanding of the data and bringing work that was previously outsourced to a vendor under the umbrella of the State.

Another key aspect around the NPWR Structure and growth seen is the need for dedicated personnel with the system. GOWINN has a contract with NSHE for a funded analyst position to focus on NPWR and would like to continue this across the other partners. Initially a dedicated NDE analyst and DETR analyst, who would work in those departments but have a key understanding of all NPWR data; to help buildout more reports on NPWR (as NSHE has created dedicated dashboards that utilize NPWR data that is housed on their website); and most importantly, these individuals would help researchers on their data requests, answering any questions on the system and the data available, and validating research that is produced. The objective for three main analysts (NSHE, NDE, DETR) is to work within their organizations and crossover amongst the new data partners coming on board, to help prove the concept and the work, and then expand to more departments. The thought would be:

- NSHE analyst oversees NDOC, NDVS, B&I
- DETR analyst oversees NevadaDMV, DHHS (upon onboard of additional data sets)
- NDE analyst focuses on more dashboards, especially mapping/GIS capabilities to tie in its students more on the workforce side

Another personnel aspect that would help NPWR grow and be an asset to current data partners, researchers and legislatures would be to have its own dedicated data integration specialist. This position will work with partner agencies to onboard the data into NPWR, assist with connecting data sets and validating the provided data, provide technical assistance to agencies and their staff when using NPWR, and provide assistance with technical questions from researchers if they encounter challenges when using NPWR and its portal system.

2. Modernize

The plan to update the structure of NPWR above directly leads into this goal of ensuring the operability of the system, both through the public reports side on the NPWR website and the backend through the portal side that researchers request data will lead to a more customer friendly format, which will then in turn allow for more interest and use of the system, which will then lead into more data-driven solutions and policy recommendations for the State of Nevada.

The modernization and enhancement of the NPWR longitudinal system is much needed because currently there are missing data that limits the ability to understand the full landscape in Nevada in terms of educational and workforce outcomes, who the target audience is, and whether Nevadans are getting the skills they need to obtain a meaningful career. Another missing link in the State's workforce development ecosystem is the connectivity between workforce development programs and how social services impede or support a worker's ability to participate in the labor force. Nevada's underinvestment in education to workforce pathways can help be addressed by NPWR and the ability for researchers and consumers to understand how the state is doing, through data and resources like dashboards.

To ensure the NPWR modernization is accessible to all legislators, employers, jobseekers, researchers, media, etc., GOWINN will continue to pursue current/potential vendors to disseminate the data and research put forth by the research centers in a more user-friendly format. The modernization work will enhance the capacity to collect, measure, store, and analyze data related to job quality. The research completed by the centers will ensure the data is thoroughly analyzed and provide recommendations on

programs and policies, because of the data that are utilized through NPWR, and provide recommendations on additional datasets that should be considered.

To develop, expand, and modernize the collection of data, the funding will have to support a modernized NPWR website that eases use for researchers and onboards data-sharing partners to use the system for grant applications and optimize workforce programs. The potential barriers to NPWR's enhancements would be not receiving additional data from current data-sharing partners and the unwillingness of potential data-sharing partners to onboard onto the NPWR system. Without more data, it will be difficult to develop and expand NPWR's data collection. By improving the process for partners and researchers/analysts to use the provided data, it will continue to ensure the need for NPWR and the continued support of the system.

3. Funding

The first two goals of updating and enhancing the NPWR system are very much dependent on funding. Nevada's legislature has shown a strong commitment to the success of the NPWR System through solidifying their support via Nevada Revised Statute Chapter 400. Legislation has mandated specific agencies to participate in the data system and established the NPWR Advisory Board that increases transparency and accountability of the data system. Since the founding of NPWR in 2017, the State has funded the NPWR Manager position as a permanent state position, the NPWR technology vendor, and research grants through State General funds and occasionally with WIOA Title I Governor's Reserve for research grants and the forums.

GOWINN will work into the upcoming budget builds the additional need for contracts with NDE and DETR to grow the analyst positions, like it has for NSHE. GOWINN will also request additional funding for the data integration specialist position. As GOWINN already has approved amounts for the vendor contract work, it will look at those amounts to bring some of that funding back to within the state.

GOWINN is also committed to pursuing other funding opportunities through federal grants and private foundations. In the first few months of Kristen Dwyer in the NPWR Manager role at GOWINN, she applied for the Workforce Data Quality Initiative (WDQI)

grant through the U.S. Department of Labor (DOL). While the grant was unsuccessful, through the feedback from DOL and the continued work and commitment from the identified partners, GOWINN will be applying for this opportunity again upon its next release. Nevada has not received this grant before and it will be a great chance to highlight and push NPWR at a national level. Looking for funding such as this will be the main avenue in ensuing the modernization, especially through website and portal development.

Through the 2023 Data Labs program this past year, the connection through the Beeck Center for Social Impact + Innovation at Georgetown University and the National Governors Association also lead to other conversations with other states around funding opportunities and things to consider, like looking at private foundations such as the Gates Foundation and Lilly Endowment. There are other programs that have potential to fund data initiatives and have been used in other states that may be considered to grow NPWR, such as through Medicaid and unemployment insurance.

WHY NOW

The purpose of this first NPWR Strategic Plan is to see where the system has been and where it could go to become a truly useful tool for the State of Nevada. The system was created and in this past year, there were finally researchers utilizing the system and providing feedback. There is momentum with the NPWR Advisory Committee partners, as seen with the addition of new agencies in the recent year, and with the research community at our Tier 1 research institutions.

Kristen Dwyer as the NPWR Manager at GOWINN was able to participate in the 2023 Data Labs program this past year. This opportunity opened the doors to other like-minded data people in other states around the country who were looking to enhance their current programs or focus on specific projects.

The inaugural NPWR Research Grants also provided feedback on the portal system that led into the importance for the considerations to modernizing the system. Below is selected feedback from the NPWR Research Grant awardees:

“Improve the user interface by streamlining the steps and ensuring that there is clear information about what is required at each step; work with state agencies to increase consistency in file structure, unit of analysis and variable coding; develop codebooks to augment the data dictionary.”

“While the data itself is high-quality, and it is useful to access it from a single source, the process could benefit from greater efficiency. Multiple steps, including intermittent approvals, delay the research process. The data is de-identified and/or not collected at the individual level, so it is not clear why such a process is necessary. Many states have implemented dashboards, and while they have their limitations, dashboards do have the advantage of simplicity... Modernization of the UI also would help signal the capacity of the NPWR research tool.”

The opportunities and learning of the past year helped lead the development of this Strategic Plan and the development of the goals and rationale behind each one.



NPWR
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GOVERNOR'S OFFICE OF WORKFORCE INNOVATION



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