

2024-2027

GWDB STRATEGIC PLAN

IMPLEMENTATION AND EXECUTION
GWDB EXECUTIVE COMMITTEE MEETING | JULY 17, 2024

Background

GWDB

The Governor's Workforce Development Board (GWDB) serves as the primary convener for industry, labor, and government leaders dedicated to innovating workforce development for the State of Nevada through examining the statewide workforce development system, creating the Workforce Innovation and Opportunity Act (WIOA) State Plan, and recommending workforce development policy improvements to the Governor's Office, Office of Workforce Innovation (OWINN), Nevada Legislature, and all relevant workforce stakeholders. The GWDB is codified by NRS 232.935 and administered by OWINN. The GWDB is led by Chair Hugh Anderson and Vice Chair Ken Evans. The GWDB's 33 members are Governor appointed and a majority represent businesses from various industry sectors, along with state and local elected officials, organized labor representatives, and administrators of the State's WIOA core programs.

Strategic Plan

Over the course of 2023, the GWDB worked diligently to write and submit the WIOA State Plan to the US Department of Labor and Education to secure millions in federal funding for workforce development. After submitting the WIOA State Plan on March 4, 2024 GWDB Chair Hugh Anderson and Vice Chair Ken Evans created a task force of business Board members representing various sectors and industries and State agencies to draft the first GWDB strategic plan. The vision for the strategic plan was to build upon the goals set forth in the WIOA State Plan and add emphasis on private and public sector alignment and collaboration for workforce development. The GWDB Strategic Plan is intended to be much more concise and actionable than the WIOA State Plan. Special thanks to the GWDB Strategic Plan Task Force Members: GWDB Vice Chair Ken Evans, Nancy Olsen, Edward Estipona, Ryan Woodward, Ken Goodrich, and Scott Hammond.

Charge + Mission

Charge

To gather perspectives from industry, labor, and government partners; craft policy recommendations that support the Governor's vision; and deploy these recommendations to the Governor's Office, Nevada Legislature, state agencies, and local workforce development boards.

Mission

The GWDB will mitigate workforce and learning barriers for Nevadans with low labor force participation and high unemployment rates (who are defined as "underserved populations"), promote awareness and engagement of the Nevada's businesses with the public workforce system, and align the Nevada workforce system among education, economic development, and workforce development private and public sector partners.



Population



Engagement



Alignment



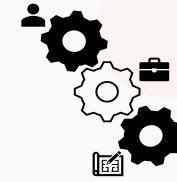
Goal 1: Population

The GWDB will mitigate workforce and learning barriers for underserved Nevadans (those who have low labor force participation and high unemployment rates).



Goal 2: Engagement

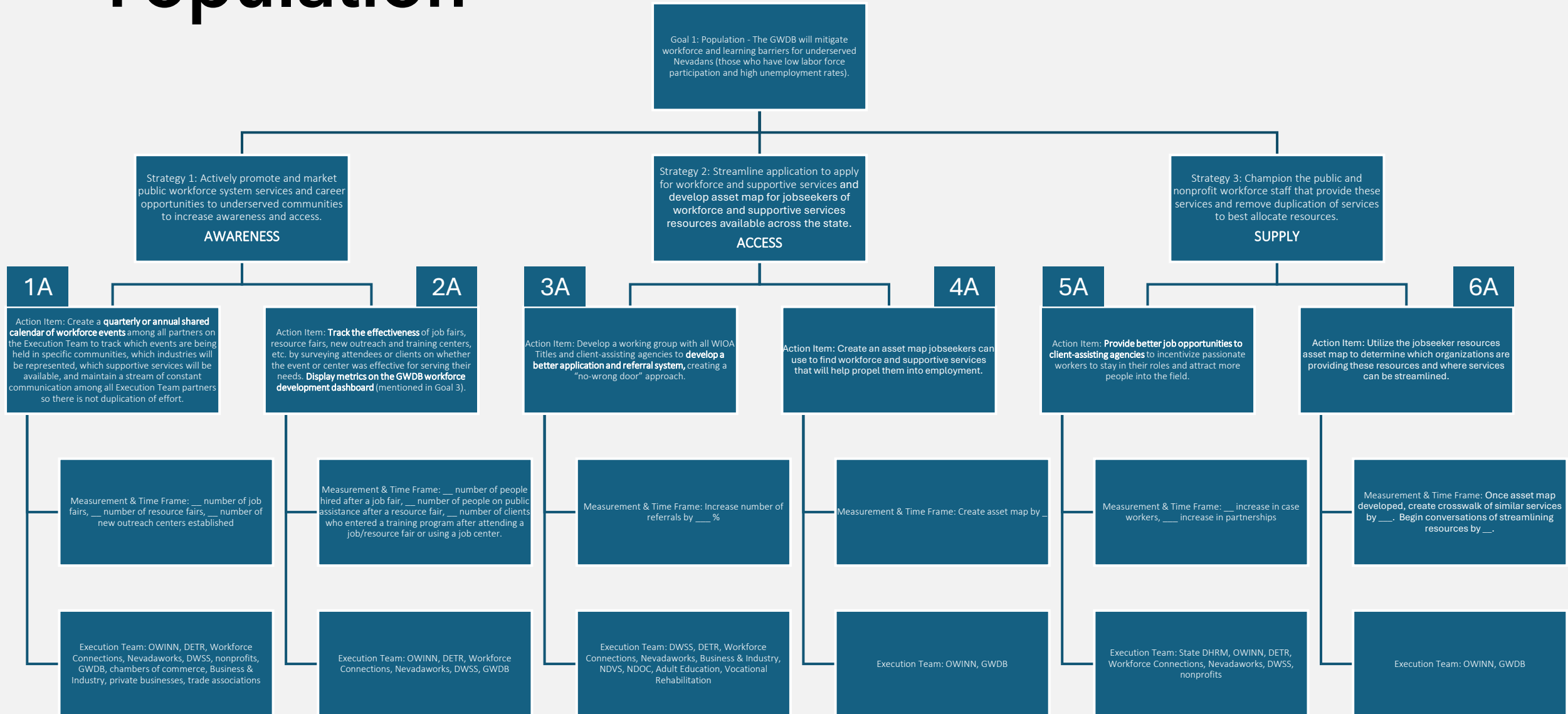
The GWDB will promote awareness and engagement of Nevada's businesses with the public workforce system.



Goal 3: Alignment

The GWDB will align the Nevada workforce system among education, economic development, and workforce development private and public sector partners.

Population



Population

Strategy 1: Awareness of public workforce system to underserved communities.

Action Item 1A:

Create shared calendar of workforce events.

Measurement: _ job fairs, _ job centers, etc.

Time Frame:
Feb 2025

Execution Team:
OWINN, GWDB, DETR, WC, DWSS, NVWorks, nonprofits, chambers of commerce, Dept. of B&I, private businesses, trade associations

Action Item 2A:

Track the effectiveness of outreach. Display metrics on dashboard.

Measurement: _ hires after job fair, _ clients placed in training after visiting job centers, etc.

Time Frame:
Sep 2025

Execution Team:
OWINN, GWDB, DETR, WC, NVWorks, DWSS

Strategy 2: Streamline workforce and supportive services application and develop asset map for job seekers.

Action Item 3A:

Develop better application and referral system.

Measurement: _ % increase in referrals, _ reduced time for client to receive assistance

Time Frame:
Dec 2024

Execution Team:
DWSS, DETR, WC, NVWorks, Dept. of B&I, NDVS, NDOC, Adult Education, Vocational Rehabilitation

Action Item 4A:

Create workforce and supportive services asset map for job seekers.

Measurement:
Complete asset map by _.

Time Frame:
Feb 2025

Execution Team:
OWINN, GWDB

Strategy 3: Champion public and nonprofit workforce staff and remove duplication of services.

Action Item 5A:

Provide better career opportunities to client-assisting staff.

Measurement: _ increase in case workers, etc.

Time Frame:
Jun 2026

Execution Team:
State DHRM, OWINN, DETR, WC, NVWorks, DWSS, nonprofits

Action Item 6A:

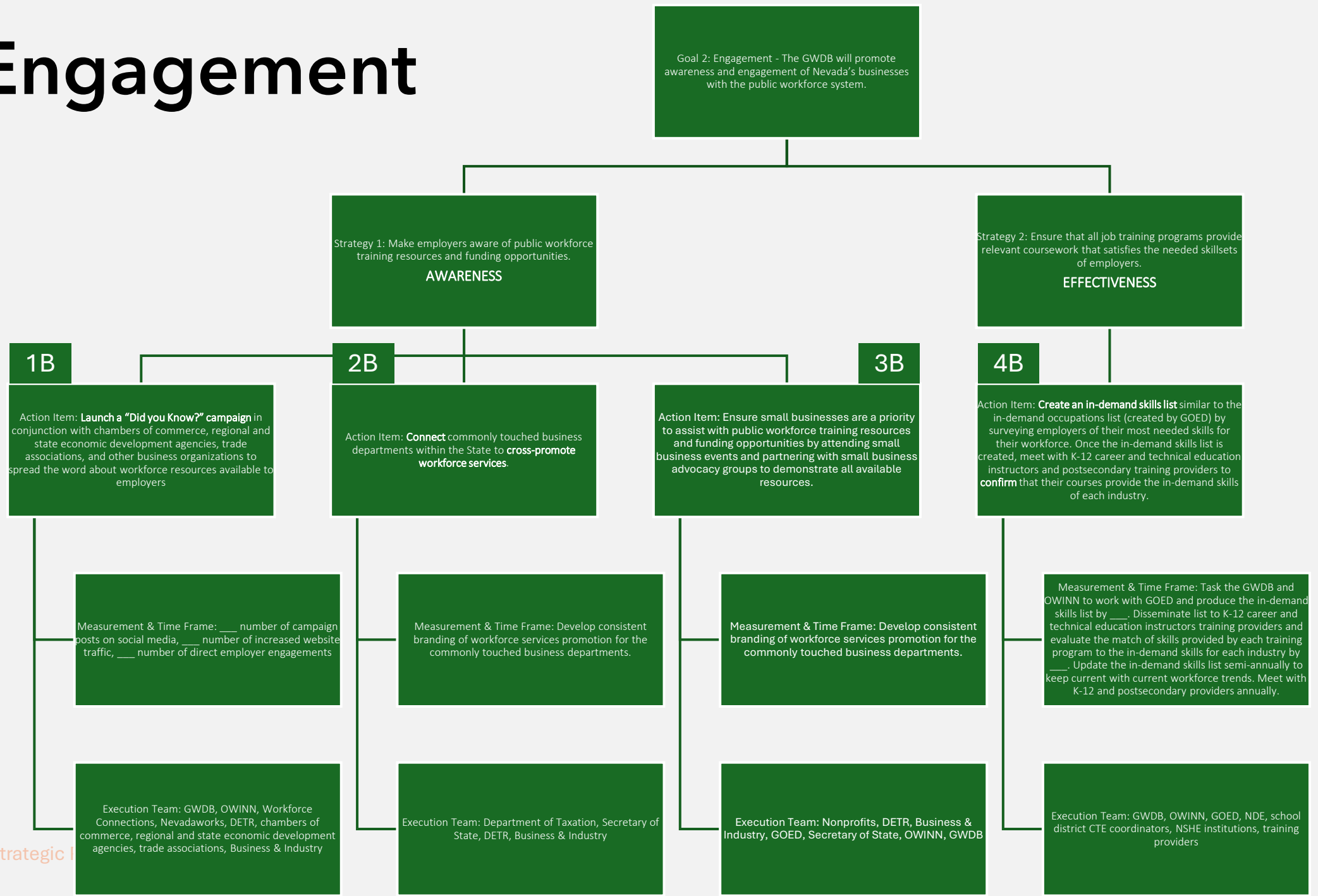
Assess where services can be streamlined.

Measurement:
Create crosswalk of similar services by _, begin resource streamlining by _

Time Frame:
May 2025

Execution Team:
OWINN, GWDB

Engagement



Engagement

Strategy 1: Make employers aware of public workforce training resources and funding opportunities.

Action Item 1B:
Launch “Did you Know?” campaign.

Measurement: _ % increased website traffic, _ direct employer engagements, etc.

Time Frame:
Dec 2024

Execution Team:
GWDB, OWINN, WC, NVWorks, DETR, chambers of commerce, GOED, RDAs, trade associations, Dept. of B&I

Action Item 2B:
Cross promote workforce services with common business-serving agencies.

Measurement:
Develop consistent branding by _.

Time Frame:
Sep 2025

Execution Team:
OWINN, Dept. of Taxation, Secretary of State, DETR, Dept. of B&I

Action Item 3B:
Ensure small businesses are a priority for public workforce system resources.

Measurement:
Attend _ small business events. Partner with _ small business advocacy groups.

Time Frame:
Sep 2025

Execution Team:
Nonprofits, DETR, Dept. of B&I, GOED, Secretary of State, OWINN, GWDB

Strategy 2: Ensure job training coursework meets employer needs.

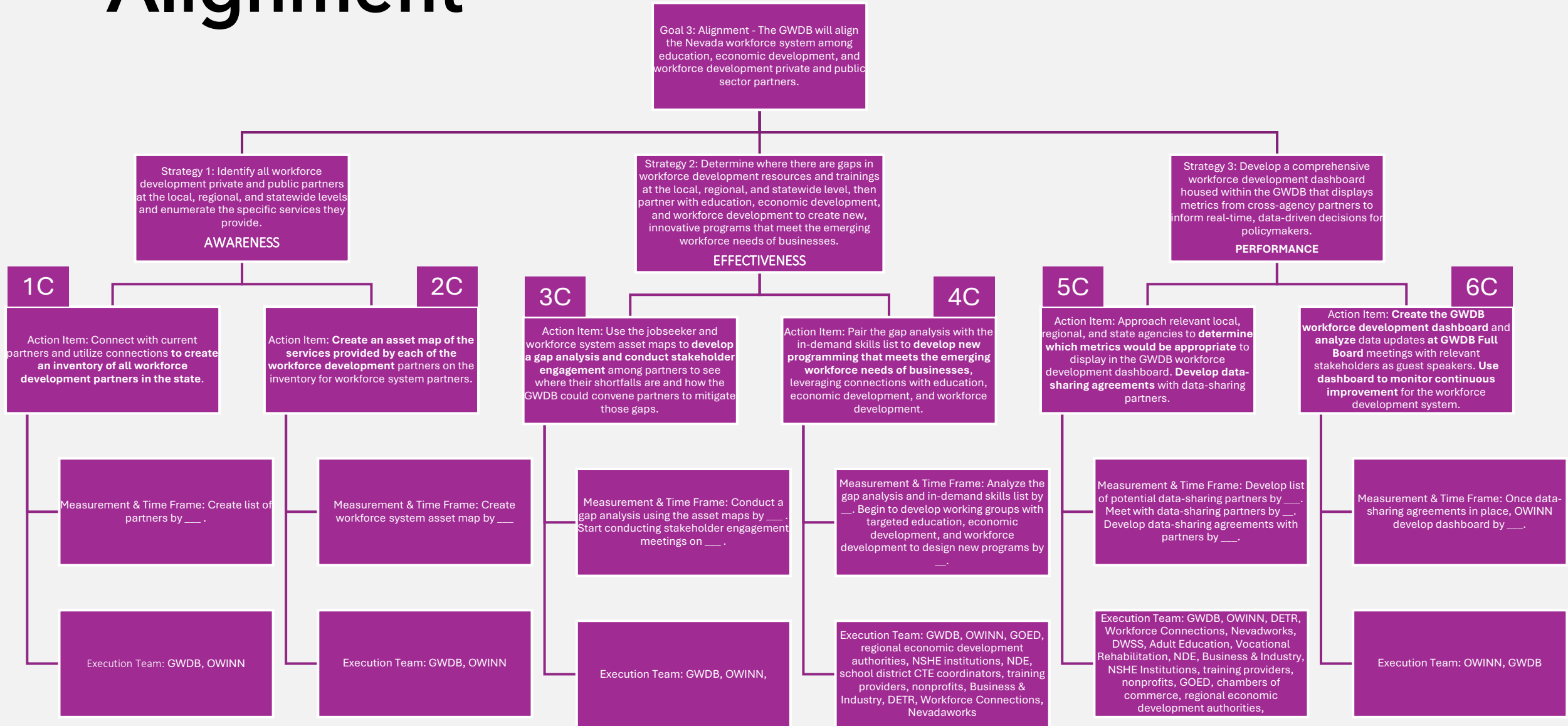
Action Item 4B:
Create in-demand skills list. Confirm with training providers that their courses teach the in-demand skills.

Measurement:
Produce in-demand skill list by _. Work with _ training providers by _.

Time Frame:
Feb 2025

Execution Team:
GWDB, OWINN, GOED, NDE, CTE coordinators, NSHE institutions, training providers

Alignment



Alignment

Strategy 1: Identify services provided by all workforce partners.

Action Item 1C:
Create inventory of all workforce partners in the State.

Measurement:
Complete inventory by _.

Time Frame:
Dec 2024

Execution Team:
OWINN, GWDB

Action Item 2C:
Develop asset map of workforce partner services.

Measurement:
Complete asset map by _.

Time Frame:
May 2025

Execution Team:
OWINN, GWDB

Strategy 2: Determine gaps in services then create new programs to meet business needs.

Action Item 3C:
Produce gap analysis of services and conduct stakeholder engagement to decrease gaps.

Measurement:
Complete gap analysis by _. Start stakeholder engagement by _.

Time Frame:
Sep 2025

Execution Team:
OWINN, GWDB

Action Item 4C:
Design new programming to meet business workforce needs.

Measurement:
Analyze gap analysis and in-demand skills list by _. Convene work groups by _.

Time Frame:
Jun 2026

Execution Team:
OWINN, GWDB, GOED, RDAs, NSHE, NDE, WC, NVWorks, CTE coordinators, training providers, nonprofits, Dept. of B&I, DETR.

Strategy 3: Develop comprehensive GWDB workforce dashboard.

Action Item 5C:
Approach partners to determine dashboard metrics. Develop data-sharing agreements.

Measurement:
Develop list of data-sharing partners by_. Meet with partners by_. Finalize agreements by _.

Time Frame:
Feb 2025

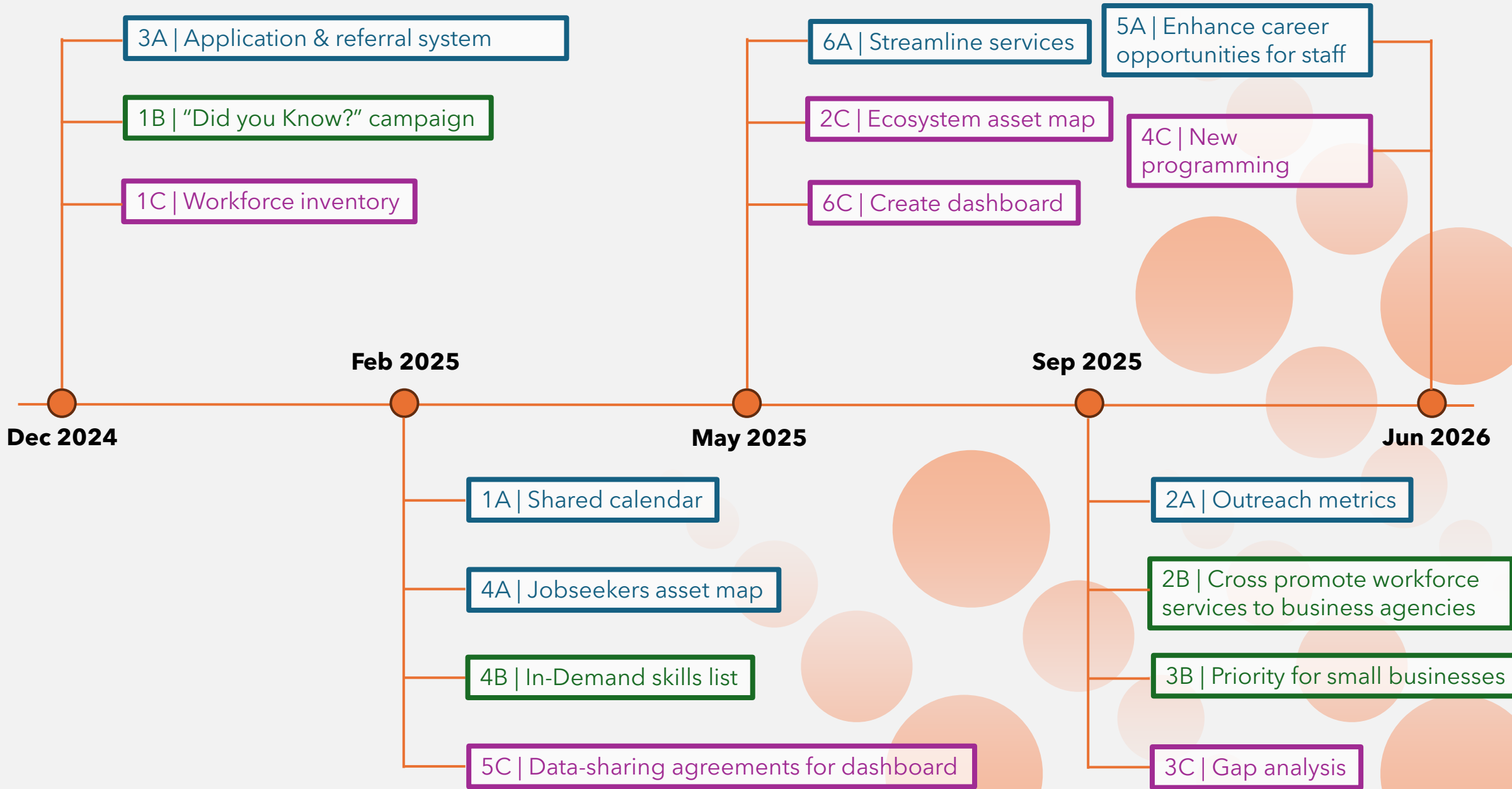
Execution Team:
GWDB, OWINN, DETR, WC, NVWorks, Adult Education, NDE, Vocational Rehabilitation, Dept. of B&I, NSHE, GOED, RDAs, chambers of commerce, training providers, nonprofits

Action Item 6C:
Create the GWDB workforce dashboard. Monitor continuous improvement at GWDB meetings.

Measurement:
Complete dashboard by _.









Time Frame:
May 2025

Execution Team:
OWINN, GWDB











Performance Scorecard

2024-2027 GWDB Strategic Plan Performance Scorecard

Unit	Action Item	Time Period	Execution Team	Measurement	Status	Notes
3A	Application & referral system	Dec 2024	DWSS, DETR, WC, NVWorks, Dept. of B&I, NDVS, NDOC, Adult Education, Vocational Rehabilitation	_ % increase in referrals, _ reduced time for client to receive assistance		
1B	"Did you Know?" campaign	Dec 2024	GWDB, OWINN, WC, NVWorks, DETR, chambers of commerce, GOED, RDAs, trade associations, Dept. of B&I	_ % increased website traffic, _ direct employer engagements, etc.		
1C	Workforce inventory	Dec 2024	OWINN, GWDB	Complete inventory by _.		In-progress with LVGEA
1A	Shared calendar	Feb 2025	OWINN, GWDB, DETR, WC, DWSS, NVWorks, nonprofits, chambers of commerce, Dept. of B&I, private businesses, trade associations	_ job fairs, _ job centers, etc.		
4A	Jobseekers asset map	Feb 2025	OWINN, GWDB	Complete asset map by _.		Assign to Barriers Subcommittee
4B	In-Demand skills list	Feb 2025	GWDB, OWINN, GOED, NDE, CTE coordinators, NSHE institutions, training providers	Produce in-demand skill list by _. Work with _ training providers by _.		Began meeting with GOED
5C	Data-sharing agreements for dashboard	Feb 2025	GWDB, OWINN, DETR, WC, NVWorks, Adult Education, NDE, Vocational Rehabilitation, Dept. of B&I, NSHE, GOED, RDAs, chambers of commerce, training providers, nonprofits	Develop list of data-sharing partners by_. Meet with partners by _. Finalize agreements by _.		
6A	Streamline services	May 2025	OWINN, GWDB	Create crosswalk of similar services by _, begin resource streamlining by _		

Performance Scorecard Cont.

2024-2027 GWDB Strategic Plan Performance Scorecard

Unit	Action Item	Time Period	Execution Team	Measurement	Status	Notes
2C	Ecosystem asset map	May 2025	OWINN, GWDB	Complete asset map by _.		
6C	Create dashboard	May 2025	OWINN, GWDB	Complete dashboard by _.		
2A	Outreach metrics	Sep 2025	OWINN, GWDB, DETR, WC, NVWorks, DWSS	_ hires after job fair, _ clients placed in training after visiting job centers, etc.		
2B	Cross promote workforce services to business agencies	Sep 2025	OWINN, Dept. of Taxation, Secretary of State, DETR, Dept. of B&I	Develop consistent branding by _.		
3B	Priority for small businesses	Sep 2025	Nonprofits, DETR, Dept. of B&I, GOED, Secretary of State, OWINN, GWDB	Attend _ small business events. Partner with _ small business advocacy groups.		
3C	Gap analysis	Sep 2025	OWINN, GWDB	Complete gap analysis by _. Start stakeholder engagement by _.		
5A	Enhance career opportunities for staff	Jun 2026	State DHRM, OWINN, DETR, WC, NVWorks, DWSS, nonprofits	_ increase in case workers, etc.		
4C	New programming	Jun 2026	OWINN, GWDB, GOED, RDAs, NSHE, NDE, WC, NVWorks, CTE coordinators, training providers, nonprofits, Dept. of B&I, DETR	Analyze gap analysis and in-demand skills list by _. Convene work groups by _.		

Execution Teams + Rules of Engagement

- Begin with Action Items for Dec 2024 and Feb 2025
 - 3A - Application and referral system
 - 1B - "Did you know?" campaign
 - 1C - Workforce inventory
 - 1A - Shared calendar
 - 4A - Jobseekers asset map
 - 4B - In-Demand skills list
 - 5C - Data-sharing agreements for dashboard
- Agencies will assign a point person for each Action Item's Execution Team by July 31
- Have initial members of the Execution Teams listed above meet before the next GWDB Full Board meeting on August 21
- Purpose of the Execution Teams:
 - Working across agencies to achieve common goal
 - Breaking siloes
 - Innovating traditional methods
 - Collaboration and comradery
 - What gets tracked gets done